

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

**RONALD GAMMONS**  
6419 Rick 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



**John Mullins**  
Director of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

**JAMES LANE**  
2059 Lake Dr., Centerville, TN 37033

**CHRISTY MAYS**  
450 Hwy 50, Centerville, TN 37033

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

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**REGULAR BOARD MEETING**  
**Monday, February 6, 2023 7:00 PM**  
**Room 203 Central Office**

- I. Public Comment Period
- II. Call To Order
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Approval of January 9, 2023 Regular Meeting Minutes
- VI. Approval of Agenda
- VII. Special Recognition
  - A. Employee of the Month
  - B. HCMS Football Team
- VIII. Communications to the Board
  - A. Director's Report
  - B. Financial Report
  - C. ESSER Updates
  - D. Safety Plan
  - E. TSBA OPEB Quarterly Statement
  - F. Amended Fund Balance
  - G. 2021-2022 Audit Report
- IX. Items Requiring Board Action
  - A. Trip Requests
    - 1. HCHS FFA Trip Request
    - 2. EHHS FFA Trip Request
  - B. Event Request
    - 1. EHHS Football Camp request
  - C. ESSER 3.0 Plan Update
  - D. ESSER 3.0 SchoolKit Contract
  - E. Safe Return to In-Person Learning and Continuity of Services Plan Addendum
  - F. Budget Amendments
  - G. 2022-2023 Audit Contract
  - H. Roofing Engineering Services

- I. Donation to Hickman County School System
- J. HCMS Therapy Dog Request
- K. TN Strong Vape Disposal Request
- L. Board Policy 6.300 (1st reading)
- M. Board Policy 6.313 (1st reading)
- N. Board Policy 1.108 (1st reading)
- O. Board Policy 2.601 (1st reading)
- P. Board Policy 5.801 (1st reading)
- Q. Board Policy 5.602 (1st reading)
- R. Board Policy 6.6011 (2nd reading)
- S. Board Policy 5.103 (2nd reading)
- T. Board Policy Review 5.605-5.803
- U. Director of Schools Search Process and Transition
- V. Strategic Plan
- X. Announcements
- XI. Adjourn



Sherri Baker  
Ron Gammons  
Tim Hobbs  
Jim Hudgins  
Doug Lane  
Christy Mays

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Ron Gammons made a motion to approve the amended agenda. Sherri Baker seconded the motion.

The Hickman County Board of Education will meet in regular session on Monday, December 5, 2022, at 7:00 p.m. in Room 203 of the Hickman County Board of Education Central Office. A work session will be held on Monday, December 5, 2022, at 6:00 p.m.

- I. Public Comment Period
- II. Call to Order
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Approval of November 7, 2022 Board Meeting Minutes
- VI. Approval of Agenda
- VII. Special Recognition
  - A. Employee of the Month--Doug Lane
- VIII. Communications to the Board
  - A. Director's Report--Director of Schools
  - B. Financial Report--Business Officer
  - C. ESSER Updates--ESSER Grant Manager
- IX. Items Requiring Board Action
  - A. Trip Request
    1. EHHS Cheerleaders--Coach and Students
  - B. Budget Amendments--Business Officer
  - C. Cafeteria Equipment Purchase Plan--School Nutrition Director
  - D. School Social Worker Request--Special Programs Director
  - E. Batting Cage Roof at HCHS--Maintenance Director
  - F. Request for Naming of HCMS gym--HCMS Principal
  - G. Door Access System--Maintenance Director
  - H. Family Resource Centers Mid Year Report --Center Directors
  - I. ESSER Grant HVAC Project Bid--ESSER Grant Manager
  - J. Student Lab Laptop Bid--CTE Director
  - K. School Bus Units Bid--Transportation Director
  - L. Achieve 3000 Subscription Approval--ESSER Grant Manager
  - M. 2022-2023 Audit Contract--Director of Schools
  - N. 2022-2023 Supplement Split Request--Director of Schools
  - O. Board Policy 5.103--Director of Schools
  - P. Revised Board Policy 1.404--Director of Schools

- Q. Revised Board Policies 4.403 (1st Reading)--Director of Accountability
- R. Board Policy Review 5.200--5.310 --Director of Accountability

X. Announcements

XI. Adjourn

On a voice vote, the motion was approved 6-0-0-1.

Catherine Shelby was recognized by Doug Lane as the Employee of the Month.

Ron Gammons made a motion to accept the Director's Report. Doug Lane seconded the motion.

Memorandum

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

**Hiring**

Professional

Support Staff

Allison Gordon	Food Service
Samantha McCandless	Food Service
Amanda Cochran	Food Service
Alison Stanley	HCHS Math Tutor
Stephanie Bailey	EHMS ESSER Assistant

**Resignation**

Professional

Caroline Rector	Project AWARE Student Support Specialist
Lyndsey Spain	EHHS English

Support Staff

McKensy Patrick	EHES Assistant
Rhonda Dobbins	Food Service
Skylar Baxter	Food Service
Amanda Scott	Food Service
Carrie Watson	Food Service
Amanda Cochran	Food Service
Courtney Henley	Food Service
Mary Copley	CIS Bookkeeper

**Retirement**

Professional

Support Staff

**Transfers**

Professional

Support Staff

**Appointment**

Professional

Brittany Gilbert\*

EHHS Girls Track Coach

Support Staff

**Open Positions**

- 1 Secondary Math Position
- 1 Secondary Science Position
- 1 K-5 position
- 1 Intervention Position
- 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.  
On a voice vote, the motion was approved 6-0-0-1.

Jim Hudgins made a motion to accept the financial report as presented. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherri Baker  
 Ron Gammons  
 Tim Hobbs  
 Jim Hudgins  
 Doug Lane  
 Christy Mays

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Christy Mays made a motion to accept the ESSER Updates as presented. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Tim Hobbs made a motion to approve the overnight trip request from the EHHS Cheerleaders to the Macy's Day Parade in New York, NY in November of 2023. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Ron Gammons made a motion to approve budget amendments 15-16. Doug Lane seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherri Baker  
 Ron Gammons  
 Tim Hobbs  
 Jim Hudgins  
 Doug Lane

Christy Mays

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Ron Gammons made a motion to approve the cafeteria equipment purchase plan. Tim Hobbs seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherri Baker

Ron Gammons

Tim Hobbs

Jim Hudgins

Doug Lane

Christy Mays

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Christy Mays made a motion to approve the hiring of a school social worker for the Special Educational Department. Sherri Baker seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherri Baker

Ron Gammons

Tim Hobbs

Jim Hudgins

Doug Lane

Christy Mays

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Tim Hobbs made a motion to approve the adding of a roof on the HCHS batting cage. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Doug Lane made a motion to approve the naming of the HCMS in honor of Bill Cude. Christy Mays seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Mike Plunkett informed the board members that we would be seeking a bid for improvements to the door access system. This would be budgeted for the 2023-2024 school year. He is estimating around \$250,000.00 but would use the bids to help plan for budgeting.

The East Hickman Family Resource Center reported supporting 276 students during the year and 113 families, and the Centerville Family Resource Center reported supporting 223 students and 90 families during the year. Ron Gammons made a motion to approve the Mid-Year reports for the Family Resource Centers. Sherri Baker seconded the motion. On a voice vote, the motion was approved 6-0-1.

The ESSER Grant HVAC bid was postponed and the board took no action.

Jim Hudgins made a motion to approve the purchase of student laptops for Career Technical Education programs from the bid from Trafera. It was the response that met the specifications of the proposal. Christy Mays seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Sherry Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Ron Gammons made a motion to approve the purchase of three school bus units with seat belts and the warranty for \$145,224.00/unit. Jim Hudgins seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Sherry Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Jim Hudgins made a motion to approve the purchase of the Achieve 3000 subscription. Sherry Baker seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Sherry Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			

Vance Willis

On a roll call vote, the motion was approved 6-0-0-1.

Christy Mays made a motion to approve the HCHS supplement split request. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Ron Gammons made a motion to amend board policy 5.103 to include the Director of Schools shall maintain job descriptions on the school system website on first reading. Sherri Baker seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Ron Gammons made a motion to approve revised board policy 1.404 on first reading. Sherri Baker seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Tim Hobbs made a motion to approve revised board policy 4.403 on first reading. Sherri Baker seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

Jim Hudgins made a motion to approve the review and update of board policies 5.200-5.310. Doug Lane seconded the motion. On a voice vote, the motion was approved 6-0-0-1.

An announcement was made that a special called meeting would be held on December 12, 2022.

Jim Hudgins made a motion to adjourn the meeting. Ron Gammons seconded the motion. On a voice vote, the motion was approved 6-0-0-1. The meeting was adjourned at 8:47 p.m.

On a voice vote, the motion to approve the minutes was approved 6-0-1.

Christy Mays made a motion to approve the minutes from the special called meeting held on December 12, 2022. Jim Hudgins seconded the motion.

Monday, December 12, 2022

#### SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a special called session on December 12, 2022, at 6:30 p.m. in Room 203 of the Central Office. School board members in attendance at the meeting were Tim Hobbs, Sherri Baker, Ron Gammons, Jim Hudgins, Doug Lane, and Christy Mays, and Vance Willis.

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. Christy Mays seconded the motion.

The Hickman County Board of Education will meet in a special called session on Monday, December 12, 2022, at 6:30 p.m. in Room 203 of the Hickman County Board of Education Central Office.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of Agenda

- V. Items Requiring Board Action
  - A. ESSER HVAC Projects--Maintenance Director
  - B. Budget Amendments--Business Officer

VI. Announcements

VII. Adjourn

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

Ron Gammons made a motion to reject the bid for the ESSER HVAC project because they are over budget. Vance Willis seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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- Sherry Baker
- Ron Gammons
- Tim Hobbs
- Jim Hudgins
- Doug Lane
- Christy Mays
- Vance Willis

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

Ron Gammons made a motion to purchase HVAC units for the ESSER project not to exceed \$600,000.00 through cooperative purchasing agreement. Jim Hudgins seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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- Sherry Baker
- Ron Gammons
- Tim Hobbs
- Jim Hudgins
- Doug Lane
- Christy Mays
- Vance Willis

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

Vance Willis made a motion to approve budget amendment 17. Jim Hudgins seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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- Sherry Baker
- Ron Gammons
- Tim Hobbs
- Jim Hudgins
- Doug Lane
- Christy Mays
- Vance Willis

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

Jim Hudgins made a motion to approve budget amendment 18. Christy Mays seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherri Baker

Ron Gammons

Tim Hobbs

Jim Hudgins

Doug Lane

Christy Mays

Vance Willis

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

Doug Lane made a motion to adjourn the meeting. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0-0-0. The meeting was adjourned at 6:56 p.m.

On a voice vote, the motion to approve the special called meeting minutes was approved 7-0.

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

Vance Willis made a motion to amend the agenda to add item X.P. Director of Schools transition. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve the amended agenda. Sherri Baker seconded the motion.

The Hickman County Board of Education will meet in regular session on Monday, January 9, 2023, at 7:00 p.m. in Room 203 of the Hickman County Board of Education Central Office. A work session will be held on Monday, January 9, 2023, at 6:00 p.m.

- I. Public Comment Period
- II. Call to Order
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Approval of December 5, 2022 Board Meeting Minutes
- VI. Approval of December 12, 2022 Special Called Board Meeting Minutes
- VII. Approval of Agenda
- VIII. Special Recognition
  - A. Employee of the Month--Sherri Baker
  - B. EHMS Golf Team--Michael Beem
  - C. Transportation Audit--Director of Schools
- IX. Communications to the Board
  - A. Director's Report--Director of Schools

- B. Financial Report--Business Officer
  - C. ESSER Updates--ESSER Grant Manager
- X. Items Requiring Board Action
- A. EHHS Prom Request--Sponsor and Students
  - B. HCHS Prom Request--Sponsor and Students
  - C. Budget Amendments--Business Officer
  - D. Schools Playground Equipment Bid--Director of Maintenance
  - E. 2022-2023 Audit Contract--Director of Schools
  - F. Authorize Director of Schools in Resolution of JUUL litigation--Director of Schools
  - G. TSBA Legislative Agenda Resolutions--TLN Representative
  - H. Approval of Hearing Officer Lists--Director of Schools
  - I. Board Policy 2.601 (1st Reading)--Director of Schools
  - J. Board Policy 6.6011 (1st Reading)--Director of Schools
  - K. Board Policy 6.300 (1st Reading)--Director of Schools
  - L. Revised Board Policy 5.103 (2nd Reading)--Director of Schools
  - M. Revised Board Policy 1.404 (2nd Reading)--Director of Schools
  - N. Revised Board Policy 4.403 (2nd Reading)--Director of Accountability
  - O. Board Policy Review 5.400-5.603 --Director of Accountability
  - P. Director of Schools Transition
- XI. Announcements--Board Retreat on January 28, 2023
- XII. Adjourn

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

Jera Petrowski was recognized as the Employee of the Month.

The boys golf team from East Hickman Middle School was recognized as the District Tournament Champions.

Michelle Gilbert reported three additions to the Director Report: Brian Qualls under professional resignation, Gia Lawrence under Support Staff resignation, and Rachel Hudgins\* under Support Staff Appointment for HCHS Volleyball Coach.

Ron Gammons made a motion to approve the Director report. Sherri Baker seconded the motion.

Memorandum

To: Board Members  
 From: Michelle Gilbert  
 Date: December 13, 2022  
 RE: January Director's Report

**Hiring**

Professional

Hannah Simmons

1st Grade Teacher at CES

Support Staff

Stephanie Bailey

Bus Driver

**Resignation**

Professional

Brian Qualls

HCHS School Counselor

Support Staff

Gia Lawrence

CIS Educational Assistant

**Retirement**

Professional

Support Staff

**Transfers**

Professional

Support Staff

**Appointment**

Professional

Support Staff

Rachel Hudgins\*

HCHS Volleyball Coach

**Open Positions**

- 1 Secondary Math Position
- 1 Secondary Science Position
- 1 K-5 position
- 1 Intervention Position
- 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.

Ron Gammons made a motion to accept the financial report as presented. Doug Lane seconded the motion. On a voice vote, the motion was approved 7-0.

The ESSER grants manager shared ESSER updates with the Board.

Ron Gammons made a motion to approve the HCHS Prom for April 22, 2023 at the HCHS gym and the EHHS Prom for April 29, 2023 at EHHS from 7:00-10:00 p.m. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve budget amendments 19-21. Jim Hudgins seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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- Sherri Baker
- Ron Gammons
- Tim Hobbs
- Jim Hudgins
- Doug Lane
- Christy Mays
- Vance Willis

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

Ron Gammons made a motion to approve the bid and purchase of playground equipment from Playworld for CES at \$25,599.72, for CIS at \$30, 881.67, for EIS at \$33,246.84. Jim Hudgins seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

Sherri Baker  
Ron Gammons  
Tim Hobbs  
Jim Hudgins  
Doug Lane  
Christy Mays  
Vance Willis

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

Jim Hudgins made a motion to reject the Cunningham Recreation bid for EHES playground equipment and purchase from cooperative purchase not to exceed \$25,000.00. Christy Mays seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

Sherri Baker  
Ron Gammons  
Tim Hobbs  
Jim Hudgins  
Doug Lane  
Christy Mays  
Vance Willis

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

Ron Gammons made a motion to approve the funding for the audit contract not to exceed \$35,000.00 with Blankenship CPA Group. Doug Lane seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

Sherri Baker  
Ron Gammons  
Tim Hobbs  
Jim Hudgins  
Doug Lane  
Christy Mays  
Vance Willis

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

Vance Willis made a motion to accept the settlement from JUUL and empower the executive committee to finalize agreement. Jim Hudgins seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

Sherri Baker  
Ron Gammons  
Tim Hobbs

Jim Hudgins  
Doug Lane  
Christy Mays  
Vance Willis

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

Christy Mays made a motion to approve the eight TSBA resolutions and send them to TSBA and Representatives and Senators. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to adopt the hearing officer lists on the TSBA website. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0.

No action was taken on board policy 2.601. It will be a topic of discussion at the board retreat.

Sherri Baker made a motion to approve board policy 6.6011 on first reading. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion for the Director of Schools to put together a team to collaborate with stakeholders, get feedback, and combine policies 6.300 and 6.313 for the March board meeting. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherry Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

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

Vance Willis made a motion to table policy 5.103 until the February board meeting with revisions. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve revised board policy 1.404 on second reading. Christy Mays seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve revised board policy 4.403 on second reading. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0.

The Director of Accountability shared the board policies up for review.

Ron Gammons made a motion to pull board policy 5.602 from review to add the duty hours of 7:30 a.m.-3:30 p.m. at the end of line 2. Christy Mays seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion for the board to instruct the Director of Schools to freeze all hiring, firing, and transfers of principals, assistant principals, and central office staff until the new Director of Schools starts. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Sherri Baker			
Ron Gammons			

	Tim Hobbs		
	Jim Hudgins		

Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 5-2-0-0.

An announcement was made that the board retreat would be held on Saturday, January 28, 2023, at the Central Office building from 8:00 a.m.-12:00 p.m.

Christy Mays made a motion to adjourn the meeting. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0.

The meeting was adjourned at 9:16 p.m.

**DOUG LANE**  
2059 Lake Drive, Centerville, TN 37033

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

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

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



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

**CHRISTY MAYS**  
450 Hwy. 50, Centerville, TN 37033

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

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

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  - C. ESSER Updates--ESSER Grant Manager
  - D. Safety Plan--Safety Team
  - E. TSBA OPEB Quarterly Statement--Director of Schools
  - F. Amended Fund Balance--Director of Schools
  - G. 2021-2022 Audit Report--Director of Schools
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  - A. Trip Requests
    1. HCHS FFA--Sponsor and Students
    2. EHHS FFA--Sponsor and Students
  - B. Event Request
    1. EHHS Football--Coach and Players
  - C. ESSER 3.0 Plan Update--ESSER Grants Manager
  - D. ESSER 3.0 SchoolKit contract--ESSER Grants Manager
  - E. Safe Return to In-Person Learning and Continuity of Services Plan Addendum--ESSER Grants Manager
  - F. Budget Amendments--Business Officer
  - G. 2022-2023 Audit Contract--Director of Schools
  - H. Roofing Engineering Services--Maintenance Director
  - I. Donation to HCSS--Director of Schools
  - J. HCMS Therapy Dog Request--HCMS Principal
  - K. TN Strong Vape Disposal Request--TN Strong Sponsor

- L. Board Policy 6.300 (1st reading)--Director of Schools
  - M. Board Policy 6.313 (1st reading)--Director of Schools
  - N. Board Policy 1.108 (1st reading)--Director of Schools
  - O. Board Policy 2.601 (1st reading)--Director of Schools
  - P. Board Policy 5.801 (1st reading)--Director of Schools
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  - S. Revised Board Policy 5.103 (2nd Reading)--Director of Accountability
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  - U. Director of Schools Search Process and Transition--Director of Schools
  - V. Strategic Plan--Director of Schools
- 
- X. Announcements
- 
- XI. Adjourn

Memorandum

To: Board Members  
From: Michelle Gilbert  
Date: January 26, 2023  
RE: February Director's Report

**Hiring**

Professional

Gail Sloan  
Chris Ragsdale

EHHS English  
Student Support Specialist

Support Staff

Teresa Jenkins  
Johnny Canady  
Elizabeth Angamarca  
Peggy Vega  
Jessica Spencer  
Bryce Hughes\*  
Teresa Jenkins  
Sara True\*  
Kimberly Collins  
Ruby Self  
Tamara Wade  
Rebecca Watson  
Kassidy West  
Racheal Wheeler  
Valerie King  
Cynthia Monroe

CES Special Education Assistant  
Food Service  
Food Service  
Food Service  
Food Service  
Substitute Teacher  
Substitute Teacher

**Resignation**

Professional

Support Staff

Elena LaBlanc  
Carrollyn Hamilton

Food Service  
Food Service

**Retirement**

Professional

Support Staff

**Transfers**

Professional

Support Staff

Ruth Gardner

Misty Willis

CIS ESSER Assistant to CIS Special  
Education Assistant  
CIS Special Education Assistant to CIS  
Office Secretary

**Appointment**

Professional

Support Staff

**Open Positions**

- 1 Secondary Math Position
- 1 Secondary Science Position
- 1 K-5 position
- 1 Intervention Position
- 1 Spanish Position
- 2 Special Education Positions
- 1 Speech Language Position
- 2 Behavior Support Position
- Bus Drivers

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

Memorandum

To: Board Members  
From: Michelle Gilbert  
Date: January 26, 2023  
RE: February Director's Report

**Hiring**

Professional

Gail Sloan  
Chris Ragsdale

EHHS English  
Student Support Specialist

Support Staff

Teresa Jenkins  
Johnny Canady  
Elizabeth Angamarca  
Peggy Vega  
Jessica Spencer  
Bryce Hughes\*  
Teresa Jenkins  
Sara True\*  
Kimberly Collins  
Ruby Self  
Tamara Wade  
Rebecca Watson  
Kassidy West  
Racheal Wheeler  
Valerie King  
Cynthia Monroe

CES Special Education Assistant  
Food Service  
Food Service  
Food Service  
Food Service  
Substitute Teacher  
Substitute Teacher

**Resignation**

Professional

Support Staff

Elena LaBlanc  
Carrollyn Hamilton

Food Service  
Food Service

**Retirement**

Professional

Support Staff

**Transfers**

Professional

Support Staff

Ruth Gardner

Misty Willis

CIS ESSER Assistant to CIS Special  
Education Assistant  
CIS Special Education Assistant to CIS  
Office Secretary

**Appointment**

Professional

Support Staff

**Open Positions**

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

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

141	General Purpose School	Account	Description	Year-To-Date		Month-To-Date		% of Budget	% of Avg
				Budget Estimate	Actual	Estimate Avg/Mth	Actual		
<b>Revenues</b>									
40110		Current Property Tax	2,953,480.00	(1,747,781.04)	246,123.33	(356,018.21)	59.18 %	144.65 %	
40120		Trustee's Collections - Prior Year	80,000.00	(36,833.82)	6,666.67	(6,507.26)	46.04 %	97.61 %	
40125		Trustee's Collections - Bankruptcy	0.00	(584.08)	0.00	(128.89)	0.00 %	0.00 %	
40130		Cir Clk/Clk & Master Collections-Pr Yr	45,000.00	(20,614.46)	3,750.00	(369.47)	45.81 %	9.85 %	
40140		Interest And Penalty	21,000.00	(4,729.48)	1,750.00	(1,061.52)	22.52 %	60.66 %	
40161		Payments In Lieu Of Taxes - T. V. A.	4,000.00	(2,152.91)	333.33	(268.36)	53.82 %	80.51 %	
40162		Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	500.00	(6,000.00)	100.00 %	1,200.00 %	
40210		Local Option Sales Tax	2,350,000.00	(1,403,514.76)	195,833.33	(251,622.00)	59.72 %	128.49 %	
40270		Business Tax	30,000.00	(8,479.54)	2,500.00	(1,549.73)	28.27 %	61.99 %	
41110		Marriage Licenses	1,300.00	(912.00)	108.33	(133.00)	70.15 %	122.77 %	
43517		Tuition - Other	2,000.00	(500.00)	166.67	0.00	25.00 %	0.00 %	
43570		Receipts From Individual Schools	30,000.00	(8,222.41)	2,500.00	(625.00)	27.41 %	25.00 %	
43582		Community Service Fees - Adults	200.00	(121.40)	16.67	(31.20)	60.70 %	187.20 %	
44120		Lease/Rentals	10,000.00	(7,333.17)	833.33	(20.00)	73.33 %	2.40 %	
44170		Miscellaneous Refunds	30,000.00	(10,061.04)	2,500.00	(0.40)	33.54 %	0.02 %	
44530		Sale Of Equipment	15,000.00	(9,331.55)	1,250.00	0.00	62.21 %	0.00 %	
44560		Damages Recovered From Individuals	3,000.00	(1,299.48)	250.00	(358.00)	43.32 %	143.20 %	
44570		Contributions & Gifts	15,000.00	(10,406.00)	1,250.00	(300.00)	69.37 %	24.00 %	
46175		On-Behalf Contributions For OPEB	35,000.00	0.00	2,916.67	0.00	0.00 %	0.00 %	
46511		Basic Education Program	23,031,000.00	(13,982,327.03)	1,919,250.00	(2,351,387.83)	60.71 %	122.52 %	
46515		Early Childhood Education	417,796.00	(174,009.23)	34,816.33	0.00	41.65 %	0.00 %	
46520		School Food Service	22,000.00	0.00	1,833.33	0.00	0.00 %	0.00 %	
46550		Driver Education	5,000.00	0.00	416.67	0.00	0.00 %	0.00 %	
46590		Other State Education Funds	240,000.00	0.00	20,000.00	0.00	0.00 %	0.00 %	
46591		Coordinated School Health	90,000.00	0.00	7,500.00	0.00	0.00 %	0.00 %	
46594		Family Resource Centers	59,223.00	(29,611.66)	4,935.25	0.00	50.00 %	0.00 %	
46610		Career Ladder Program	45,000.00	(26,030.15)	3,750.00	0.00	57.84 %	0.00 %	
46851		State Revenue Sharing - T.V.A.	240,000.00	(113,566.60)	20,000.00	(56,783.30)	47.32 %	283.92 %	
46981		Safe Schools	86,560.00	0.00	7,213.33	0.00	0.00 %	0.00 %	
46990		Other State Revenues	15,000.00	0.00	1,250.00	0.00	0.00 %	0.00 %	
47590		Other Federal Through State	0.00	(500.00)	0.00	(500.00)	0.00 %	0.00 %	
47640		Rotc Reimbursement	70,000.00	(11,895.30)	5,833.33	(2,305.20)	16.99 %	39.52 %	
48610		Donations	0.00	(198,000.00)	0.00	(198,000.00)	0.00 %	0.00 %	
48990		Other	315,123.52	(66,433.24)	26,260.29	(4,595.09)	21.08 %	17.50 %	
49700		Insurance Recovery	10,000.00	0.00	833.33	0.00	0.00 %	0.00 %	
49800		Transfers In	25,000.00	0.00	2,083.33	0.00	0.00 %	0.00 %	
<b>Total Revenues</b>			<b>30,302,682.52</b>	<b>(17,881,250.35)</b>	<b>2,525,223.54</b>	<b>(3,238,564.46)</b>	<b>59.01 %</b>	<b>128.25 %</b>	

141	General Purpose School	Account	Description	Year-To-Date		Month-To-Date				
				Budget Estimate	Actual	Estimate Avg/Mth	Actual	% of Budget	% of Avg	
<b>Expenditures</b>										
71100		Regular Instruction Program	(15,322,463.00)	7,850,097.15	51.23 %	(1,276,871.92)	1,064,797.83	83.39 %		
71150		Alternative Instruction Program	(238,087.00)	79,768.76	33.50 %	(19,840.58)	12,868.71	64.86 %		
71200		Special Education Program	(3,329,017.00)	1,330,555.55	39.97 %	(277,418.08)	205,651.31	74.13 %		
71300		Career and Technical Education	(1,335,400.00)	469,898.94	35.19 %	(111,283.33)	73,430.21	65.98 %		
72110		Attendance	(180,519.00)	80,988.14	44.86 %	(15,043.25)	10,299.27	68.46 %		
72120		Health Services	(390,722.00)	185,939.24	47.59 %	(32,560.17)	35,463.02	108.92 %		
72130		Other Student Support	(1,065,415.00)	387,598.14	36.38 %	(88,784.58)	65,188.29	73.42 %		
72210		Regular Instruction Program	(1,421,957.00)	534,664.52	37.60 %	(118,496.42)	81,229.12	68.55 %		
72220		Special Education Program	(125,050.00)	57,594.75	46.06 %	(10,420.83)	8,204.10	78.73 %		
72230		Career and Technical Education	(211,246.52)	103,294.29	48.90 %	(17,603.88)	14,599.06	82.93 %		
72250		Technology	(511,826.00)	239,965.73	46.88 %	(42,652.17)	19,975.84	46.83 %		
72290		Other Programs	(35,000.00)	20,218.50	57.77 %	(2,916.67)	0.00	0.00 %		
72310		Board Of Education	(684,913.00)	366,566.01	53.52 %	(57,076.08)	40,373.38	70.74 %		
72320		Director Of Schools	(303,453.00)	160,933.91	53.03 %	(25,287.75)	27,373.36	108.25 %		
72410		Office Of The Principal	(1,923,819.00)	877,239.84	45.60 %	(160,318.25)	135,459.87	84.49 %		
72510		Fiscal Services	(50,000.00)	0.00	0.00 %	(4,166.67)	0.00	0.00 %		
72610		Operation Of Plant	(2,433,500.00)	1,372,250.76	56.39 %	(202,791.67)	213,362.55	105.21 %		
72620		Maintenance Of Plant	(1,424,070.00)	719,861.60	50.55 %	(118,672.50)	(20,104.66)	-16.94 %		
72710		Transportation	(2,405,422.00)	1,245,970.32	51.80 %	(200,451.83)	570,351.34	284.53 %		
72810		Central And Other	(257,883.00)	20,184.51	7.83 %	(21,490.25)	1,423.35	6.62 %		
73100		Food Service	(38,571.00)	0.00	0.00 %	(3,214.25)	0.00	0.00 %		
73300		Community Services	(143,813.00)	56,153.69	39.05 %	(11,984.42)	8,707.85	72.66 %		
73400		Early Childhood Education	(494,196.00)	193,227.09	39.10 %	(41,183.00)	31,047.92	75.39 %		
76100		Regular Capital Outlay	(690,000.00)	0.00	0.00 %	(57,500.00)	0.00	0.00 %		
<b>Total</b>		<b>Expenditures</b>	<b>(35,016,342.52)</b>	<b>16,352,971.44</b>	<b>46.70 %</b>	<b>(2,918,028.54)</b>	<b>2,599,701.72</b>	<b>89.09 %</b>		
<b>Total</b>	<b>141</b>	General Purpose School	<b>(4,713,660.00)</b>	<b>(1,528,278.91)</b>	<b>-32.42 %</b>	<b>(392,805.00)</b>	<b>(638,862.74)</b>	<b>-162.64</b>		

142	School Federal Projects	Account	Description	Year-To-Date		Month-To-Date		% of Avg
				Budget Estimate	Actual	Estimate Avg/Mth	Actual	
<b>Revenues</b>								
44170			Miscellaneous Refunds	0.00	0.00	0.00	0.00	0.00 %
47131			Vocational Educ - Basic Grants To	76,025.50	(40,600.34)	6,335.46	0.00	0.00 %
47141			Title 1 Grants To Local Educ Agencies	1,141,345.96	(480,083.37)	95,112.16	(78,264.74)	82.29 %
47143			Special Education - Grants To States	1,121,124.51	(340,301.02)	93,427.04	(54,859.83)	58.72 %
47145			Special Education Preschool Grants	47,431.09	(9,374.88)	3,952.59	(1,393.37)	35.25 %
47146			English Language Acquisition Grants	0.00	(14,947.99)	0.00	(9,648.99)	0.00 %
47148			Rural Education	183,248.52	(22,083.51)	15,270.71	(7,946.25)	52.04 %
47189			Eisenhower Prof Development State	168,770.92	(69,031.90)	14,064.24	(11,367.62)	80.83 %
47301			COVID-19 Grant #1	0.00	0.00	0.00	0.00	0.00 %
47307			COVID-19 Grant B	2,788,287.13	(252,588.45)	232,357.26	(45,131.22)	19.42 %
47309			COVID-19 Grant D	278,941.70	(13,000.00)	23,245.14	0.00	0.00 %
47401			American Rescue Plan Act Grant #1	7,382,066.63	(489,562.74)	615,172.22	(290,591.98)	47.24 %
47402			American Rescue Plan Act Grant #2	133,741.05	(22,019.27)	11,145.09	(22,019.27)	197.57 %
47403			American Rescue Plan Act Grant #3	11,038.16	(7,127.87)	919.85	(7,127.87)	774.90 %
47404			American Rescue Plan Act Grant #4	30,010.96	(5,382.50)	2,500.91	(5,382.50)	215.22 %
47590			Other Federal Through State	475,227.10	(72,176.40)	39,602.26	0.00	0.00 %
<b>Total Revenues</b>				<b>13,837,259.23</b>	<b>(1,838,280.24)</b>	<b>1,153,104.94</b>	<b>(533,733.64)</b>	<b>46.29 %</b>
<b>Expenditures</b>								
71100			Regular Instruction Program	(4,715,198.57)	1,035,936.06	(392,933.21)	88,845.43	22.61 %
71150			Alternative Instruction Program	(49,171.84)	20,109.42	(4,097.65)	2,957.27	72.17 %
71200			Special Education Program	(902,807.71)	261,762.59	(75,233.98)	48,308.24	64.21 %
71300			Career and Technical Education	(111,587.28)	36,691.81	(9,298.94)	561.00	6.03 %
72110			Attendance	(83,198.38)	15,180.33	(6,933.20)	2,530.06	36.49 %
72120			Health Services	(62,920.36)	17,407.51	(5,243.36)	2,901.25	55.33 %
72130			Other Student Support	(584,271.79)	222,652.78	(48,689.32)	28,688.47	58.92 %
72210			Regular Instruction Program	(1,690,079.38)	457,313.65	(140,839.95)	72,430.36	51.43 %
72220			Special Education Program	(541,392.47)	163,943.92	(45,116.04)	23,567.63	52.24 %
72230			Career and Technical Education	(7,550.00)	0.00	(629.17)	0.00	0.00 %
72250			Technology	(153,320.40)	28,042.86	(12,776.70)	4,673.82	36.58 %
72610			Operation Of Plant	(1,513,724.70)	453,229.00	(126,143.73)	0.00	0.00 %
72710			Transportation	(3,000.00)	0.00	(250.00)	0.00	0.00 %
73100			Food Service	0.00	0.00	0.00	0.00	0.00 %
76100			Regular Capital Outlay	(3,410,777.44)	0.00	(284,231.45)	0.00	0.00 %
99100			Transfers Out	(8,258.91)	0.00	(688.24)	0.00	0.00 %
<b>Total Expenditures</b>				<b>(13,837,259.23)</b>	<b>2,712,269.93</b>	<b>(1,153,104.94)</b>	<b>275,463.53</b>	<b>23.89 %</b>
<b>Total</b>	<b>142</b>		School Federal Projects	<b>0.00</b>	<b>873,989.69</b>	<b>0.00</b>	<b>(258,270.11)</b>	<b>0.00 %</b>

Account	Description	Year-To-Date		Month-To-Date		% of Avg
		Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	
<b>143</b>	Central Cafeteria					
<b>Revenues</b>						
43521	Lunch Payments - Children	603,000.00	(150,561.66)	24.97 %	50,250.00	0.00 %
43522	Lunch Payments - Adults	75,000.00	(14,383.93)	19.18 %	6,250.00	0.00 %
43523	Income From Breakfast	55,000.00	(44,696.64)	81.27 %	4,583.33	0.00 %
43525	A La Carte Sales	175,000.00	(73,701.90)	42.12 %	14,583.33	-1.16 %
43570	Receipts From Individual Schools	0.00	(34,150.08)	0.00 %	0.00	0.00 %
44110	Investment Income	0.00	(128.24)	0.00 %	0.00	0.00 %
44170	Miscellaneous Refunds	0.00	0.00	0.00 %	0.00	0.00 %
47111	USDA School Lunch Program	873,000.00	(584,210.38)	66.92 %	72,750.00	97.26 %
47113	Breakfast	540,000.00	(210,981.32)	39.07 %	45,000.00	55.71 %
47114	USDA - Other	81,983.75	(79,218.68)	96.63 %	6,831.98	8.88 %
	<b>Total Revenues</b>	<b>2,402,983.75</b>	<b>(1,192,032.83)</b>	<b>49.61 %</b>	<b>200,248.65</b>	<b>65.14 %</b>
<b>Expenditures</b>						
73100	Food Service	(2,865,507.75)	1,614,414.67	56.34 %	(238,792.31)	64.94 %
	<b>Total Expenditures</b>	<b>(2,865,507.75)</b>	<b>1,614,414.67</b>	<b>56.34 %</b>	<b>(238,792.31)</b>	<b>64.94 %</b>
<b>Total</b>	<b>143</b> Central Cafeteria	<b>(462,524.00)</b>	<b>422,381.84</b>	<b>91.32 %</b>	<b>(38,543.67)</b>	<b>63.93 %</b>



**STATEMENT FOR:**  
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012

**TOTAL VALUE OF YOUR ACCOUNT** (as of 10/31/22) **\$143,944.70**  
*Includes Accrued Interest*

*Morgan Stanley Smith Barney LLC. Member SIPC.*

**Your Financial Advisor Team**  
The Cap IV Group

**Your Financial Advisors**  
**Christopher Sigmund**  
Senior Vice President  
Chris.Sigmund@morganstanley.com  
615 298-6557

**Lee Burklow**  
Senior Vice President  
Lee.Burklow@morganstanley.com  
615 298-6556

#BWNJGWM

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012  
525 BRICK CHURCH PARK DR  
NASHVILLE TN 37207-3219

**Your Branch**  
3102 WEST END AVE STE 200  
NASHVILLE, TN 37203  
Telephone: 615-292-0303; Alt. Phone: 800-228-8517; Fax: 615-269-2440

**Client Service Center** (24 Hours a Day; 7 Days a Week): 800-869-3326

**Access Your Account Online:** [www.morganstanley.com/online](http://www.morganstanley.com/online)

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •  
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •  
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

## Standard Disclosures

The following Disclosures are applicable to the enclosed statement(s). Expanded Disclosures are attached to your most recent June and December statement (or your first Statement if you have not received a statement for those months). The Expanded Disclosures are also available by selecting Account Documents when you log on to [www.morganstanley.com/online](http://www.morganstanley.com/online) or, call 800-869-3326.

### Questions?

Questions regarding your account may be directed to us by using the contact information on the statement cover page, or the Client Service Center at (800) 869-3326.

### Errors and Inquiries

Be sure to review your statement promptly, and immediately address any concerns regarding entries that you do not understand or believe were made in error by contacting the Branch Manager of the office where you maintain your account. Oral communications regarding any inaccuracy or discrepancy in this statement should be re-confirmed in writing to further protect your rights, including rights under the Securities Investor Protection Act (SIPA). Your statement will be deemed correct unless we receive a written inquiry of a suspected error. See your account documentation for special rules regarding your rights and responsibilities with respect to erroneous electronic fund transfers, including a description of the transfers covered. For concerns or complaints, contact our Client Relations Department at (866) 227-2256.

### Senior Investor Helpline

In order to provide Morgan Stanley's senior investor clients a convenient way to communicate with us, we offer a Senior Investor Helpline. Senior investors or those acting on their behalf may call (800) 280-4534, Monday-Friday 9am-7pm Eastern Time.

### Availability of Free Credit Balances and Financial Statements

Under the customer protection rules of the SEC [17 CFR §240.15c3-3], we may use funds comprising free credit balances carried for customer accounts here, provided that these funds are payable to customers on demand (i.e., are free of a lien or right of set-off in our favor or on behalf of some third party to whom you have given control). A financial statement of this organization is available for your personal inspection at its offices, or a copy will be mailed to you upon your written request.

### Listed Options

Information with respect to commissions and other charges related to the execution of options transactions has been included in confirmations of such transactions previously furnished to you and such information will be made available to you promptly at your request. Promptly advise us of any material change in your investment objectives or financial situation.

### Important Information if you are a Margin Customer (not available for certain retirement accounts)

If you have margin privileges, you may borrow money from us in exchange for pledging assets in your accounts as collateral for any outstanding margin loan. The amount you may borrow is based on the value of the eligible securities in your margin accounts. If a security has eligible shares, the number of shares pledged as collateral will be indicated below the position.

### Margin Interest Charges

We calculate interest charges on margin loans as follows: (1) multiply the applicable margin interest rate by the daily close of business net settled debit balance, and (2) divide by 360 (days). Margin interest accrues daily throughout the month and is added to your debit balance at month-end. The month-end interest charge is the sum of the daily accrued interest calculations for the month. We add the accrued interest to your debit balance and start a new calculation each time the applicable interest rate changes and at the close of every statement month. For interest rate information, log into your Morgan Stanley account at [www.morganstanley.com/online](http://www.morganstanley.com/online). Select your account with a Margin agreement and click Interest Rates for more information.

### Information regarding Special Memorandum Account

If you have a Margin Account, this is a combined statement of your Margin Account and Special Memorandum Account maintained for you under Section 220.5 of Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the Special Memorandum Account as required by Regulation T is available for your inspection at your request.

### Important Information About Auction Rate Securities

For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated by N/A (not available). There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

### Structured Investments Risks and Considerations

Structured Investments (Structured Products) are complex products and may be subject to special risks. Investors should consider the concentration risk of owning the related security and their total exposure to any underlying asset. Structured Investments, which may appear in various statement product categories and are identified on the Position Description Details line as "Asset Class: Struct Inv," may not perform in a manner consistent with the statement product category where they appear and therefore may not satisfy portfolio asset allocation needs for that category. For information on the risks and conflicts of interest related to Structured Investments generally, log in to Morgan Stanley Online and go to

[www.morganstanley.com/structuredproductsrisksandconflicts](http://www.morganstanley.com/structuredproductsrisksandconflicts).

### Security Measures

This statement features several embedded security elements to safeguard its authenticity. One is a unique blue security rectangle, printed in heat-sensitive ink on the back of every page. When exposed to warmth, the color will disappear, and then reappear.

### SIPC Protection

We are a member of Securities Investor Protection Corporation (SIPC), which protects securities of its customers up to \$500,000 (including \$250,000 for claims for cash). An explanatory brochure is available upon request or at [www.sipc.org](http://www.sipc.org). Losses due to market fluctuation are not protected by SIPC and assets not held with us may not be covered by SIPC protection. To obtain information about SIPC, including an explanatory SIPC brochure, contact SIPC at 1-202-371-8300 or visit [www.sipc.org](http://www.sipc.org).

### Transaction Dates and Conditions

Upon written request, we will furnish the date and time of a transaction and the name of the other party to a transaction. We and/or our affiliates may accept benefits that constitute payment for order flow. Details regarding these benefits and the source and amount of any other remuneration received or to be received by us in connection with any transaction will be furnished upon written request.

### Equity Research Ratings Definitions and Global Investment Manager Analysis Status

Some equity securities may have research ratings from Morgan Stanley & Co. LLC or Morningstar, Inc. Research ratings are the research providers' opinions and not representations or guarantees of performance. For more information about each research provider's rating system, see the Research Ratings on your most recent June or December statement (or your first statement if you have not received a statement for those months), go to [www.morganstanley.com/online](http://www.morganstanley.com/online) or refer to the research provider's research report. Research reports contain more complete information concerning the analyst's views and you should read the entire research report and not infer its contents from the rating alone. If your account contains an advisory component or is an advisory account, a GIMA status will apply.

**Credit Ratings from Moody's Investors Service and Standard & Poor's**  
The credit rating from Moody's Investors Service and Standard & Poor's may be shown for certain securities. All credit ratings represent the opinions of the provider and are not representations or guarantees of performance. Please contact us if you need further information or assistance in interpreting these credit ratings.

Revised 05/2021

## Account Summary

Active Assets Account  
471-048388-012

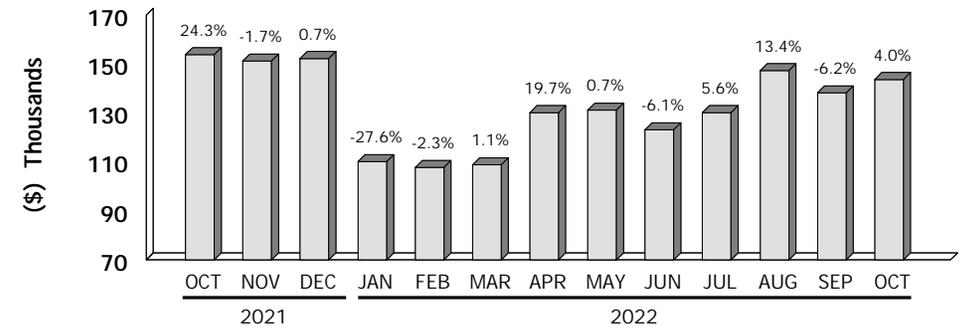
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (10/1/22-10/31/22)	This Year (1/1/22-10/31/22)
<b>TOTAL BEGINNING VALUE</b>	<b>\$138,463.37</b>	<b>\$152,411.40</b>
Credits	—	73,918.99
Debits	—	—
Security Transfers	—	(62,696.40)
<b>Net Credits/Debits/Transfers</b>	<b>—</b>	<b>\$11,222.59</b>
<b>Change in Value</b>	<b>5,481.33</b>	<b>(19,689.29)</b>
<b>TOTAL ENDING VALUE</b>	<b>\$143,944.70</b>	<b>\$143,944.70</b>

### MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.

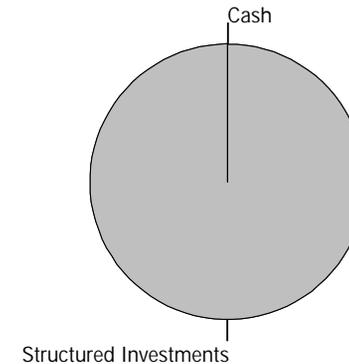


The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations.

### ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$17.10	0.01
Structured Investments	143,927.60	99.99
<b>TOTAL VALUE</b>	<b>\$143,944.70</b>	<b>100.00%</b>

FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes. See Structured Investments Risks in the Disclosures.

## Account Summary

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 9/30/22)	This Period (as of 10/31/22)
Cash, BDP, MMFs	\$17.10	\$17.10
Stocks	138,446.27	143,927.60
<b>Total Assets</b>	<b>\$138,463.37</b>	<b>\$143,944.70</b>
<b>Total Liabilities</b> (outstanding balance)	—	—
<b>TOTAL VALUE</b>	<b>\$138,463.37</b>	<b>\$143,944.70</b>

### INCOME AND DISTRIBUTION SUMMARY

	This Period (10/1/22-10/31/22)	This Year (1/1/22-10/31/22)
Other Dividends	—	\$395.52
Interest	—	8.02
<b>Income And Distributions</b>	<b>—</b>	<b>\$403.54</b>
<b>Tax-Exempt Income</b>	<b>—</b>	<b>—</b>
<b>TOTAL INCOME AND DISTRIBUTIONS</b>	<b>—</b>	<b>\$403.54</b>

*Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.*

### CASH FLOW

	This Period (10/1/22-10/31/22)	This Year (1/1/22-10/31/22)
<b>OPENING CASH, BDP, MMFs</b>	<b>\$17.10</b>	<b>\$1,194.73</b>
Purchases	—	(80,710.00)
Sales and Redemptions	—	5,209.84
Income and Distributions	—	403.54
<b>Total Investment Related Activity</b>	<b>—</b>	<b>\$(75,096.62)</b>
Electronic Transfers-Credits	—	73,918.99
<b>Total Cash Related Activity</b>	<b>—</b>	<b>\$73,918.99</b>
<b>Total Card/Check Activity</b>	<b>—</b>	<b>—</b>
<b>CLOSING CASH, BDP, MMFs</b>	<b>\$17.10</b>	<b>\$17.10</b>

### GAIN/(LOSS) SUMMARY

	Realized This Period (10/1/22-10/31/22)	Realized This Year (1/1/22-10/31/22)	Unrealized Inception to Date (as of 10/31/22)
Short-Term (Loss)	—	\$(390.16)	\$(7,610.47)
Long-Term Gain	—	—	864.00
Long-Term (Loss)	—	—	(6,395.93)
<b>Total Long-Term</b>	<b>—</b>	<b>—</b>	<b>\$(5,531.93)</b>
<b>TOTAL GAIN/(LOSS)</b>	<b>—</b>	<b>\$(390.16)</b>	<b>\$(13,142.40)</b>

*The Gain/(Loss) Summary, which may change due to basis adjustments, is provided for informational purposes and should not be used for tax preparation. Refer to Gain/(Loss) in the Expanded Disclosures.*

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

**Investment Objectives (in order of priority):** Capital Appreciation, Income, Speculation, Aggressive Income  
Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

**Brokerage Account**

## HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period.

## CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions.

Description	Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY PRIVATE BANK NA #	\$17.10	—	—	0.500
<hr/>				
	Market Value		Est Ann Income	
CASH, BDP, AND MMFs	\$17.10		—	

# Bank Deposits are held at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, affiliates of Morgan Stanley Smith Barney LLC and each a national bank and FDIC member.

## STOCKS

### COMMON STOCKS

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
BCS BUFFERED PLUS SPX (SQDNO) Matures 06/05/2023 Asset Class: Struct Inv	11/30/20	2,400.000	\$10.000	\$10.360	\$24,000.00	\$24,864.00	\$864.00 LT	—	—
GS BUFFERED PLUS SPX (SPHQW) Matures 03/05/2025 Asset Class: Struct Inv	8/31/22	2,551.000	10.000	9.430	25,510.00	24,055.93	(1,454.07) ST	—	—
GS BUFFERED PLUS SPX (SQFDJ) Matures 02/05/2024 Asset Class: Struct Inv	7/30/21	2,200.000	10.000	8.953	22,000.00	19,696.60	(2,303.40) LT	—	—

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
GS BUFFERED PLUS SPX (SQFSK) Matures 05/03/2024 <i>Asset Class: Struct Inv</i>	10/29/21	3,036.000	10.000	8.652	30,360.00	26,267.47	(4,092.53) LT	—	—
GS BUFFERED PLUS SPX (SQHBR) Matures 11/05/2024 <i>Asset Class: Struct Inv</i>	4/29/22	2,720.000	10.000	9.255	27,200.00	25,173.60	(2,026.40) ST	—	—
MS BUFFERED PLUS SPX (SQGIS) Matures 08/05/2024 <i>Asset Class: Struct Inv</i>	1/31/22	2,800.000	10.000	8.525	28,000.00	23,870.00	(4,130.00) ST	—	—
	Percentage of Holdings				Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
STOCKS	99.99%				\$157,070.00	\$143,927.60	\$(5,531.93) LT \$(7,610.47) ST	—	—
	Percentage of Holdings				Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
TOTAL VALUE	100.00%				\$157,070.00	\$143,944.70	\$(5,531.93) LT \$(7,610.47) ST	—	—

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

## ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$17.10	—	—	—	—	—
Stocks	—	—	—	—	\$143,927.60	—
TOTAL ALLOCATION OF ASSETS	\$17.10	—	—	—	\$143,927.60	—

## MESSAGES

### FINRA BrokerCheck

FINRA has established the public disclosure program, known as BrokerCheck, to provide certain information regarding the disciplinary history of FINRA members and their associated persons. The BrokerCheck Hotline Number is 1-800-289-9999. The FINRA web site address is [www.finra.org](http://www.finra.org). An investor brochure that includes information describing FINRA BrokerCheck may be obtained from FINRA.

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### Tips on Protecting Yourself from Fraudulent Account Activity

The safety of our clients is of utmost importance to Morgan Stanley. We are taking this opportunity to alert our clients of the following scams that have been identified by a number of organizations. **Please be reminded that you should never provide your account numbers, passwords, or personal information, including your social security number, to anyone you do not know.** Example of scams to be aware of: **Treatment scams; Supply scams; Provider scams; Charity scams; Phishing scams; App scams; Investment scams; Tech Support scams; Home Sanitation scams; and Government Assistance scams.** If you have any questions regarding these scams, please immediately contact us.

### Senior Investor Helpline

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534.

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**STATEMENT FOR:**  
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012

**TOTAL VALUE OF YOUR ACCOUNT** (as of 11/30/22) **\$148,001.65**  
*Includes Accrued Interest*

*Morgan Stanley Smith Barney LLC. Member SIPC.*

**Your Financial Advisor Team**  
The Cap IV Group

**Your Financial Advisors**  
**Christopher Sigmund**  
Senior Vice President  
Chris.Sigmund@morganstanley.com  
615 298-6557

**Lee Burklow**  
Senior Vice President  
Lee.Burklow@morganstanley.com  
615 298-6556

#BWNJGWM

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012  
525 BRICK CHURCH PARK DR  
NASHVILLE TN 37207-3219

**Your Branch**  
3102 WEST END AVE STE 200  
NASHVILLE, TN 37203  
Telephone: 615-292-0303; Alt. Phone: 800-228-8517; Fax: 615-269-2440

**Client Service Center** (24 Hours a Day; 7 Days a Week): 800-869-3326  
**Access Your Account Online:** [www.morganstanley.com/online](http://www.morganstanley.com/online)

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •  
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •  
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

## Standard Disclosures

The following Disclosures are applicable to the enclosed statement(s). Expanded Disclosures are attached to your most recent June and December statement (or your first Statement if you have not received a statement for those months). The Expanded Disclosures are also available online or by contacting us by using the contact information on the statement cover page.

### Questions?

Questions regarding your account may be directed to us by using the contact information on the statement cover page.

### Errors and Inquiries

Be sure to review your statement promptly, and immediately address any concerns regarding entries that you do not understand or believe were made in error by contacting us by using the contact information on your statement cover page. Oral communications regarding any inaccuracy or discrepancy in this statement should be re-confirmed in writing to further protect your rights, including rights under the Securities Investor Protection Act (SIPA). Your statement will be deemed correct unless we receive a written inquiry of a suspected error. See your account documentation for special rules regarding your rights and responsibilities with respect to erroneous electronic fund transfers, including a description of the transfers covered. For concerns or complaints, contact us.

### Senior Investor Helpline

Senior Investor clients or those acting on their behalf have a convenient way to communicate with our Firm by calling us at (800) 280-4534 Monday-Friday 9am-7pm Eastern Time.

### Availability of Free Credit Balances and Financial Statements

Under the customer protection rules of the SEC [17 CFR §240.15c3-3], we may use funds comprising free credit balances carried for customer accounts here, provided that these funds are payable to customers on demand (i.e., are free of a lien or right of set-off in our favor or on behalf of some third party to whom you have given control). A financial statement of this organization is available for your personal inspection at its offices, or a copy will be mailed to you upon your written request.

### Listed Options

Information with respect to commissions and other charges related to the execution of options transactions has been included in confirmations of such transactions previously furnished to you and such information will be made available to you promptly at your request. Promptly advise us of any material change in your investment objectives or financial situation.

**Important Information if You are a Margin Customer**(not available for certain retirement accounts)

If you have margin privileges, you may borrow money from us in

exchange for pledging assets in your accounts as collateral for any outstanding margin loan. The amount you may borrow is based on the value of the eligible securities in your margin accounts. If a security has eligible shares, the number of shares pledged as collateral will be indicated below the position.

### Margin Interest Charges

We calculate interest charges on margin loans as follows: (1) multiply the applicable margin interest rate by the daily close of business net settled debit balance, and (2) divide by 360 (days). Margin interest accrues daily throughout the month and is added to your debit balance at month-end. The month-end interest charge is the sum of the daily accrued interest calculations for the month. We add the accrued interest to your debit balance and start a new calculation each time the applicable interest rate changes and at the close of every statement month. For interest rate information, log into your account online and select your account with a Margin agreement to view more information.

### Information Regarding Special Memorandum Account

If you have a Margin Account, this is a combined statement of your Margin Account and Special Memorandum Account maintained for you under Section 220.5 of Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the Special Memorandum Account as required by Regulation T is available for your inspection at your request.

### Important Information About Auction Rate Securities

For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated by N/A (not available). There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

### Structured Investments Risks and Considerations

Structured Investments (Structured Products) are complex products and may be subject to special risks. Investors should consider the concentration risk of owning the related security and their total exposure to any underlying asset. Structured Investments, which may appear in various statement product categories and are identified on the Position Description Details line as "Asset Class: Struct Inv," may not perform in a manner consistent with the statement product category where they appear and therefore may not satisfy portfolio asset allocation needs for that category. For information on the risks and conflicts of interest related to Structured Investments generally, log in to Morgan Stanley Online and go to [www.morganstanley.com/structuredproductsrisksandconflicts](http://www.morganstanley.com/structuredproductsrisksandconflicts).

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### Credit Ratings from Moody's Investors Service and Standard & Poor's

The credit rating from Moody's Investors Service and Standard & Poor's may be shown for certain securities. All credit ratings represent the opinions of the provider and are not representations or guarantees of performance. Please contact us if you need further information or assistance in interpreting these credit ratings.

Revised 11/2022

## Account Summary

Active Assets Account  
471-048388-012

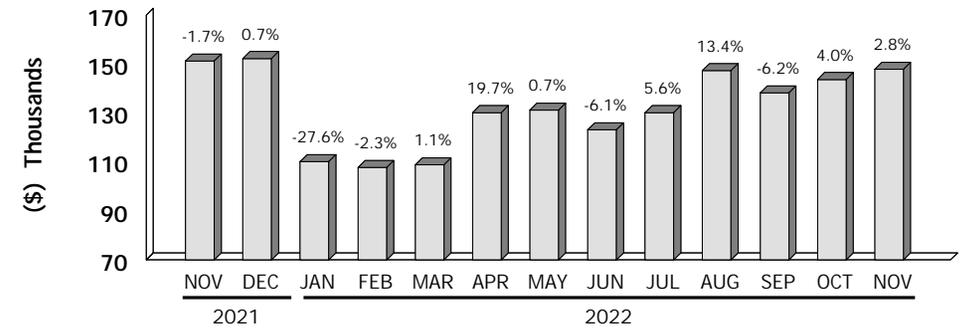
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (11/1/22-11/30/22)	This Year (1/1/22-11/30/22)
<b>TOTAL BEGINNING VALUE</b>	<b>\$143,944.70</b>	<b>\$152,411.40</b>
Credits	—	73,918.99
Debits	—	—
Security Transfers	—	(62,696.40)
<b>Net Credits/Debits/Transfers</b>	<b>—</b>	<b>\$11,222.59</b>
<b>Change in Value</b>	<b>4,056.95</b>	<b>(15,632.34)</b>
<b>TOTAL ENDING VALUE</b>	<b>\$148,001.65</b>	<b>\$148,001.65</b>

### MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.

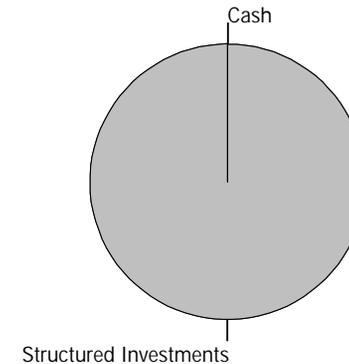


The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations.

### ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$6.82	0.00
Structured Investments	147,994.83	100.00
<b>TOTAL VALUE</b>	<b>\$148,001.65</b>	<b>100.00%</b>

FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.



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## Account Summary

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 10/31/22)	This Period (as of 11/30/22)
Cash, BDP, MMFs	\$17.10	\$6.82
Stocks	143,927.60	147,994.83
<b>Total Assets</b>	<b>\$143,944.70</b>	<b>\$148,001.65</b>
<b>Total Liabilities</b> (outstanding balance)	—	—
<b>TOTAL VALUE</b>	<b>\$143,944.70</b>	<b>\$148,001.65</b>

### INCOME AND DISTRIBUTION SUMMARY

	This Period (11/1/22-11/30/22)	This Year (1/1/22-11/30/22)
Other Dividends	—	\$395.52
Interest	3.72	11.74
<b>Income And Distributions</b>	<b>\$3.72</b>	<b>\$407.26</b>
<b>Tax-Exempt Income</b>	—	—
<b>TOTAL INCOME AND DISTRIBUTIONS</b>	<b>\$3.72</b>	<b>\$407.26</b>

*Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.*

### CASH FLOW

	This Period (11/1/22-11/30/22)	This Year (1/1/22-11/30/22)
<b>OPENING CASH, BDP, MMFs</b>	<b>\$17.10</b>	<b>\$1,194.73</b>
Purchases	(24,680.00)	(105,390.00)
Sales and Redemptions	24,666.00	29,875.84
Income and Distributions	3.72	407.26
<b>Total Investment Related Activity</b>	<b>\$(10.28)</b>	<b>\$(75,106.90)</b>
Electronic Transfers-Credits	—	73,918.99
<b>Total Cash Related Activity</b>	<b>—</b>	<b>\$73,918.99</b>
<b>Total Card/Check Activity</b>	<b>—</b>	<b>—</b>
<b>CLOSING CASH, BDP, MMFs</b>	<b>\$6.82</b>	<b>\$6.82</b>

### GAIN/(LOSS) SUMMARY

	Realized This Period (11/1/22-11/30/22)	Realized This Year (1/1/22-11/30/22)	Unrealized Inception to Date (as of 11/30/22)
Short-Term Gain	—	—	\$394.88
Short-Term (Loss)	—	(390.16)	(4,898.61)
<b>Total Short-Term</b>	<b>—</b>	<b>\$(390.16)</b>	<b>\$(4,503.73)</b>
Long-Term Gain	666.00	666.00	—
Long-Term (Loss)	—	—	(5,251.44)
<b>Total Long-Term</b>	<b>\$666.00</b>	<b>\$666.00</b>	<b>\$(5,251.44)</b>
<b>TOTAL GAIN/(LOSS)</b>	<b>\$666.00</b>	<b>\$275.84</b>	<b>\$(9,755.17)</b>

*The Gain/(Loss) Summary, which may change due to basis adjustments, is provided for informational purposes and should not be used for tax preparation. Refer to Gain/(Loss) in the Expanded Disclosures.*

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

**Investment Objectives (in order of priority):** Capital Appreciation, Income, Speculation, Aggressive Income  
Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

**Brokerage Account**

## HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period.

## CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions.

Description	Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY BANK N.A. #	\$6.81	—	—	0.500
MORGAN STANLEY PRIVATE BANK NA #	0.01	—	—	0.500
<b>BANK DEPOSITS</b>	<b>\$6.82</b>		—	
<hr/>				
	Market Value	Percentage of Holdings	Est Ann Income	
<b>CASH, BDP, AND MMFs</b>	<b>\$6.82</b>	<b>0.00%</b>	—	

# Bank Deposits are held at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, affiliates of Morgan Stanley Smith Barney LLC and each a national bank and FDIC member.

## STOCKS

### COMMON STOCKS

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
CITI BUFFERED PLUS SPX (SPIEK) Matures 06/05/2024 Asset Class: Struct Inv	11/16/22	2,468.000	\$10.000	\$10.160	\$24,680.00	\$25,074.88	\$394.88 ST	—	—
GS BUFFERED PLUS SPX (SPHQW) Matures 03/05/2025 Asset Class: Struct Inv	8/31/22	2,551.000	10.000	9.730	25,510.00	24,821.23	(688.77) ST	—	—

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
GS BUFFERED PLUS SPX (SQFDJ) Matures 02/05/2024 <i>Asset Class: Struct Inv</i>	7/30/21	2,200.000	10.000	9.171	22,000.00	20,176.20	(1,823.80) LT	—	—
GS BUFFERED PLUS SPX (SQFSK) Matures 05/03/2024 <i>Asset Class: Struct Inv</i>	10/29/21	3,036.000	10.000	8.871	30,360.00	26,932.36	(3,427.64) LT	—	—
GS BUFFERED PLUS SPX (SQHBR) Matures 11/05/2024 <i>Asset Class: Struct Inv</i>	4/29/22	2,720.000	10.000	9.528	27,200.00	25,916.16	(1,283.84) ST	—	—
MS BUFFERED PLUS SPX (SQGIS) Matures 08/05/2024 <i>Asset Class: Struct Inv</i>	1/31/22	2,800.000	10.000	8.955	28,000.00	25,074.00	(2,926.00) ST	—	—
	Percentage of Holdings				Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>STOCKS</b>	<b>100.00%</b>				<b>\$157,750.00</b>	<b>\$147,994.83</b>	<b>\$(5,251.44) LT</b> <b>\$(4,503.73) ST</b>	—	—
	Percentage of Holdings				Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income Accrued Interest	Current Yield %
<b>TOTAL VALUE</b>	<b>100.00%</b>				<b>\$157,750.00</b>	<b>\$148,001.65</b>	<b>\$(5,251.44) LT</b> <b>\$(4,503.73) ST</b>	—	—

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

## ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$6.82	—	—	—	—	—
Stocks	—	—	—	—	\$147,994.83	—
<b>TOTAL ALLOCATION OF ASSETS</b>	<b>\$6.82</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>\$147,994.83</b>	<b>—</b>

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

## ACTIVITY

### CASH FLOW ACTIVITY BY DATE

Activity Date	Settlement Date	Activity Type	Description	Comments	Quantity	Price	Credits/(Debits)
11/8	11/10	Sold	BCS PLUS SPX 23JN05	ACTED AS PRINCIPAL PREFERENTIAL RATE	2,400.000	\$10.2800	\$24,666.00
11/16	11/21	Bought	CITI PLUS SPX 24JN05	ACTED AS RISKLESS PRINCIPAL	2,468.000	10.0000	(24,680.00)
11/30		Interest Income	MORGAN STANLEY BANK N.A.	(Period 11/01-11/30)			3.71
11/30		Interest Income	MORGAN STANLEY PRIVATE BANK NA	(Period 11/01-11/30)			0.01
<b>NET CREDITS/(DEBITS)</b>							<b>\$(10.28)</b>

Purchase and Sale transactions above may have received an average price execution. Details regarding the actual prices are available upon request.

### MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY

Activity Date	Activity Type	Description	Credits/(Debits)
11/10	Automatic Investment	BANK DEPOSIT PROGRAM	\$24,666.00
11/21	Automatic Redemption	BANK DEPOSIT PROGRAM	(24,680.00)
11/30	Automatic Investment	BANK DEPOSIT PROGRAM	3.71
11/30	Automatic Investment	BANK DEPOSIT PROGRAM	0.01
<b>NET ACTIVITY FOR PERIOD</b>			<b>\$(10.28)</b>

## REALIZED GAIN/(LOSS) DETAIL

### LONG-TERM GAIN/(LOSS)

Security Description	Date Acquired	Date Sold	Quantity	Sales Proceeds	Orig / Adj Total Cost	Realized Gain/(Loss)	Comments
BCS PLUS SPX 23JN05	11/30/20	11/08/22	2,400.000	\$24,666.00	\$24,000.00	\$666.00	
<b>Long-Term This Period</b>				<b>\$24,666.00</b>	<b>\$24,000.00</b>	<b>\$666.00</b>	
<b>Long-Term Year to Date</b>				<b>\$24,666.00</b>	<b>\$24,000.00</b>	<b>\$666.00</b>	
<b>Net Realized Gain/(Loss) This Period</b>				<b>\$24,666.00</b>	<b>\$24,000.00</b>	<b>\$666.00</b>	
<b>Net Realized Gain/(Loss) Year to Date</b>				<b>\$29,875.84</b>	<b>\$29,600.00</b>	<b>\$275.84</b>	

Treasury regulations require that we report on Form 1099-B a) adjusted cost basis on the sale of covered securities acquired on or after 1/1/11 (or the applicable date for the type of security), b) the gain or loss as either long-term or short-term, and c) basis adjustments on covered securities due to wash sales, certain corporate actions and transfers by gift or inheritance. This section may not reflect all the basis adjustments required when filing your tax return. Refer to the Expanded Disclosures.

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

## MESSAGES

### FINRA BrokerCheck

FINRA has established the public disclosure program, known as BrokerCheck, to provide certain information regarding the disciplinary history of FINRA members and their associated persons. The BrokerCheck Hotline Number is 1-800-289-9999. The FINRA web site address is [www.finra.org](http://www.finra.org). An investor brochure that includes information describing FINRA BrokerCheck may be obtained from FINRA.

### Tips on Protecting Yourself from Fraudulent Account Activity

The safety of our clients is of utmost importance to Morgan Stanley. We are taking this opportunity to alert our clients of the following scams that have been identified by a number of organizations. *Please be reminded that you should never provide your account numbers, passwords, or personal information, including your social security number, to anyone you do not know.* Example of scams to be aware of: *Treatment scams; Supply scams; Provider scams; Charity scams; Phishing scams; App scams; Investment scams; Tech Support scams; Home Sanitation scams; and Government Assistance scams.* If you have any questions regarding these scams, please immediately contact us.

### Senior Investor Helpline

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534.



**STATEMENT FOR:**  
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012

**TOTAL VALUE OF YOUR ACCOUNT** (as of 12/31/22) **\$144,464.99**  
*Includes Accrued Interest*

**Your Financial Advisor Team**  
The Cap IV Group

**Your Financial Advisors**  
**Christopher Sigmund**  
Senior Vice President  
Chris.Sigmund@morganstanley.com  
615 298-6557

**Lee Burklow**  
Senior Vice President  
Lee.Burklow@morganstanley.com  
615 298-6556

**Your Branch**  
3102 WEST END AVE STE 200  
NASHVILLE, TN 37203  
Telephone: 615-292-0303; Alt. Phone: 800-228-8517; Fax: 615-269-2440

*Morgan Stanley Smith Barney LLC. Member SIPC.*

#BWNJGWM

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012  
525 BRICK CHURCH PARK DR  
NASHVILLE TN 37207-3219

**Client Service Center** (24 Hours a Day; 7 Days a Week): 800-869-3326

**Access Your Account Online:** [www.morganstanley.com/online](http://www.morganstanley.com/online)

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •  
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •  
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

## Expanded Disclosures

Expanded Disclosures, which apply to all statements we send to you, are provided with your first statement and thereafter twice a year.

### Questions?

Questions regarding your account may be directed to us by using the contact information on the statement cover page.

### Errors and Inquiries

Be sure to review your statement promptly, and immediately address any concerns regarding entries that you do not understand or believe were made in error by contacting us by using the contact information on your statement cover page. Oral communications regarding any inaccuracy or discrepancy in this statement should be re-confirmed in writing to further protect your rights, including rights under the Securities Investor Protection Act (SIPA). Your statement will be deemed correct unless we receive a written inquiry of a suspected error. See your account documentation for special rules regarding your rights and responsibilities with respect to erroneous electronic fund transfers, including a description of the transfers covered. For concerns or complaints, contact us.

### Senior Investor Helpline

Senior Investor clients or those acting on their behalf have a convenient way to communicate with our Firm by calling us at (800) 280-4534 Monday-Friday 9am-7pm Eastern Time.

### Account Valuation

Account values are computed by adding (1) the market value of all priced positions, (2) valuations utilizing industry service providers and/or outside custodians for other positions, and (3) adding any credit or subtracting any debit to your closing Cash, Money Market Funds and/or Deposit balance. Cash, Deposits and Money Market Funds are displayed on a settlement date basis, and other positions are displayed in your account on a trade date basis. The values of fixed income positions in summary displays include accrued interest in the totals. In the "Holdings" section, fixed income market value and accrued interest are also displayed in separate columns. Accrued interest is the interest earned but not yet paid on the bond since its last interest payment. In most cases, it is calculated from the date of the last coupon payment (or "dated date") through the closing date of the statement. Foreign Currency Deposits are reflected in U.S. dollars as of the statement end date. The Annual Percentage Yield (APY) for deposits represents the applicable rate in effect for your deposits at the statement ending date. This APY may be different than the APY that was in effect during the statement period. For current Bank Deposit or Money Market Fund yields, go to [www.morganstanley.com/wealth-investmentstrategies/ratemonitor.html](http://www.morganstanley.com/wealth-investmentstrategies/ratemonitor.html).

### Additional Retirement Account Information

Tax-qualified account contributions are subject to IRS eligibility rules

and regulations. The Contributions and Distributions information in this statement reflects information for a particular account, without reference to any other account, and is based on information provided by you. The deductibility of an individual contribution depends upon your Modified Adjusted Gross Income and coverage by a retirement plan at work. Check with your tax advisor to verify how much you can contribute, if the contribution will be tax deductible, and if special rules apply. The information included in this statement is not intended to constitute tax, legal or accounting advice. Contact us if any of this information is incorrect.

### Availability of Free Credit Balances and Financial Statements

Under the customer protection rules of the SEC [17 CFR §240.15c3-3], we may use funds comprising free credit balances carried for customer accounts here, provided that these funds are payable to customers on demand (i.e., are free of a lien or right of set-off in our favor or on behalf of some third party to whom you have given control). A financial statement of this organization is available for your personal inspection at its offices, or a copy will be mailed to you upon your written request.

### Gain/(Loss) Information

Gain/(Loss) is provided for informational purposes. It is not a substitute for Internal Revenue Service (IRS) Form 1099 (on which we report cost basis for covered securities) or any other IRS tax form, and should not be used for tax preparation. Unrealized Gain/(Loss) provided on this statement is an estimate. Contact your own independent legal or tax advisor to determine the appropriate use of the Gain/(Loss) information on this statement. For more information, contact us.

### Tax Reporting

Under Federal income tax law, we are required to report gross proceeds of sales (including short sales) on Form 1099-B by March 15 of the year following the calendar year of the transaction for reportable (i.e., non-retirement) accounts. For sales of certain securities acquired on or after January 1, 2011 (or applicable date for the type of security) we are also required to report cost basis and holding period. Under IRS regulations, if you have not provided us with a certification of either U.S. or foreign status on applicable Form W-9 or W-8, your accounts may be subject to either 24% back-up withholding or 30% nonresident alien withholding on payments made to your accounts.

### Investment Objectives

The following is an explanation of the investment objective alternatives applicable to your account(s): Income - for investors seeking regular income with low to moderate risk to principal; Capital Appreciation - for investors seeking capital appreciation with moderate to high risk to principal; Aggressive Income - for investors seeking higher returns either as growth or as income with greater risk to principal; Speculation - for

investors seeking high profits or quick returns with considerable possibility of losing most or all of their investment.

### Listed Options

Information with respect to commissions and other charges related to the execution of options transactions has been included in confirmations of such transactions previously furnished to you and such information will be made available to you promptly at your request. Promptly advise us of any material change in your investment objectives or financial situation.

**Important Information if You are a Margin Customer**(not available for certain retirement accounts)

If you have margin privileges, you may borrow money from us in exchange for pledging assets in your accounts as collateral. The amount you may borrow is based on the value of eligible securities in your margin accounts. If a security has eligible shares the number of shares pledged as collateral is indicated below the position. If you have a margin account, as permitted by law, we may use certain securities in your account for, among other things, settling short sales or lending the securities for short sales, for which we may receive compensation.

### Margin Interest Charges

We calculate interest charges on margin loans as follows: (1) multiply the applicable margin interest rate by the daily close of business net settled debit balance, and (2) divide by 360 (days). Margin interest accrues daily throughout the month and is added to your debit balance at month-end. The month-end interest charge is the sum of the daily accrued interest calculations for the month. We add the accrued interest to your debit balance and start a new calculation each time the applicable interest rate changes and at the close of every statement month. For interest rate information, log into your account online and select your account with a Margin agreement to view more information.

### Information Regarding Special Memorandum Account

If you have a Margin Account, this is a combined statement of your Margin Account and Special Memorandum Account maintained for you under Section 220.5 of Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the Special Memorandum Account as required by Regulation T is available for your inspection at your request.

### Money Market Fund (MMF) Pricing

You could lose money in MMFs. Although MMFs classified as government funds (i.e., MMFs that invest 99.5% of total assets in cash and/or securities backed by the U.S. government) and retail funds (i.e., MMFs open to natural person investors only) seek to preserve value at \$1.00 per share, they cannot guarantee they will do so. The price of other MMFs will fluctuate and when you sell shares they may be worth more or less than originally paid. MMFs may impose a fee upon sale

## Expanded Disclosures (CONTINUED)

or temporarily suspend sales if liquidity falls below required minimums. During suspensions, shares would not be available for purchases, withdrawals, check writing or ATM debits. A MMF investment is not insured or guaranteed by the Federal Deposit Insurance Corporation or other government agency.

### Notice Regarding Global Investment Manager Analysis

The Global Investment Manager Analysis team conducts analysis on various mutual funds and exchange-traded funds for clients holding those funds in certain investment advisory programs. If you have invested in any of these funds in another type of account, such as a brokerage account, you will not receive the same materials and status updates on the funds as we provide to investment advisory clients (including instructions on selling fund shares).

### Pricing of Securities

The prices of securities are derived from various sources, and do not necessarily represent the prices at which those securities could have been bought or sold. Although we attempt to use reliable sources of information, we can offer no assurance as to their accuracy, reliability or completeness. Prices are as of the date shown only and are not an offer by us or our affiliates to purchase or sell any instrument or enter into any transaction or a commitment by us or them to make such an offer. Prices of securities not actively traded may not be available, and are indicated by N/A (not available). For additional information on how we price securities, contact us.

### Important Information About Auction Rate Securities

For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated by N/A (not available). There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

### Structured Investments Risks and Considerations

Structured Investments (Structured Products) are complex products and are subject to special risks, which may include, but are not limited to: loss of initial investment; issuer credit risk and price volatility resulting from actual or anticipated changes to issuer's and/or guarantor's credit ratings/spreads; limited or no appreciation and limits on participation in any appreciation of underlying asset(s); risks associated with the underlying asset(s); no periodic payments; call prior to maturity; early redemption fees for market linked deposits; lower interest rates and/or yield compared to conventional debt with comparable maturity; unique tax implications; limited or no secondary market; and conflicts of interest due to affiliation, compensation or other factors which could adversely affect market value or payout to investors. Investors also should consider the concentration risk of owning the related security and their total exposure to any underlying asset. Structured

Investments, which may appear in various product categories and are identified on the Position Description Details line as "Asset Class: Struct Inv," may not perform in a manner consistent with the product category where they appear, and therefore may not satisfy portfolio asset allocation needs for that category. When displayed, the accrued interest, annual income and yield for structured investments with a contingent income feature (e.g., Range Accrual Notes/Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant observation period and payment in full of all contingent interest. Actual accrued interest, annual income and yield will be dependent upon the performance of the underlying asset(s) and may be significantly lower than estimates shown. For more information on the risks and conflicts of interest related to Structured Investments, log in to Morgan Stanley Online at

[www.morganstanley.com/structuredproductsrisksandconflicts](http://www.morganstanley.com/structuredproductsrisksandconflicts). For information on risks specific to your Structured Investments, contact us.

### Security Measures

This statement features several embedded security elements to safeguard its authenticity. One is a unique blue security rectangle, printed in heat-sensitive ink on the back of every page. When exposed to warmth, the color will disappear, and then reappear.

### SIPC Protection

We are a member of Securities Investor Protection Corporation (SIPC), which protects securities of its customers up to \$500,000 (including \$250,000 for claims for cash). An explanatory brochure is available upon request or at [www.sipc.org](http://www.sipc.org). Losses due to market fluctuation are not protected by SIPC and assets not held with us may not be covered by SIPC protection. To obtain information about SIPC, including an explanatory SIPC brochure, contact SIPC at 1-202-371-8300 or visit [www.sipc.org](http://www.sipc.org).

### Certain Assets Not Held Here

You may purchase certain assets through us that may be held at another financial institution. Assets not held with us may not be covered by SIPC protection. We may include information about certain assets on this statement solely as a service to you and are not responsible for information provided by external sources. Generally, any financial institution that holds securities is responsible for year-end reporting (e.g., Forms 1099) and separate periodic statements, which may vary from our information due to different reporting periods. In the case of networked mutual funds, we perform all year-end tax reporting.

### Total Income

Total income, as used in the income summaries, represents dividends and/or interest on securities we receive on your behalf and credit to your account(s) during the calendar year. We report dividend distributions and taxable bond interest credited to your account to the

IRS. The totals we report may differ from those indicated as "This Year" figures on the last statement for the calendar year. Only information on Forms 1099 should be used for tax reporting. In the case of Corporations, Real Estate Investment Trusts (REITs), Master Limited Partnerships, Regulated Investment Companies and Unit Investment Trusts, some sponsors may reclassify the distribution to a different tax type for year-end reporting.

### Transaction Dates and Conditions

Transactions display trade date and settlement date. Transactions are included on this statement on trade date basis (excluding BDP and MMFs). Trades that have not settled as of statement month end will also be displayed in the "Unsettled Purchases/Sales Activity" section. Upon written request, we will give you the date and time of a transaction and the name of the other party to a transaction. We and/or our affiliates may accept benefits that constitute payment for order flow. Details regarding these benefits and the source and amount of any other remuneration received or to be received by us in connection with any transaction will be furnished upon written request.

### Tax and Legal Disclosure

We do not provide legal or tax advice. Please consult your own tax advisor.

Revised 11/2022

## Account Summary

Active Assets Account  
471-048388-012

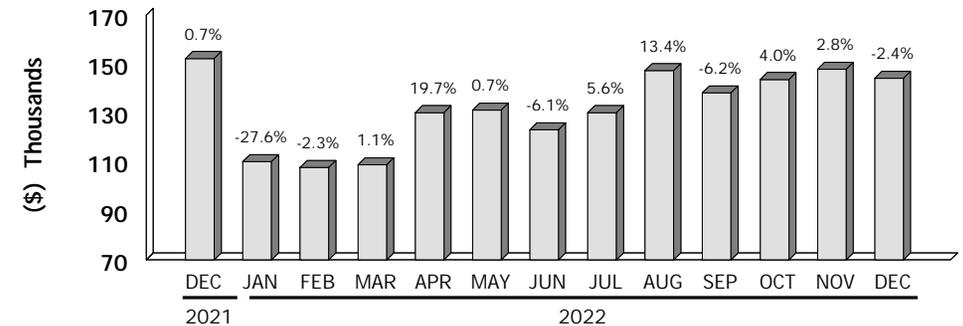
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (12/1/22-12/31/22)	This Year (1/1/22-12/31/22)
<b>TOTAL BEGINNING VALUE</b>	<b>\$148,001.65</b>	<b>\$152,411.40</b>
Credits	—	73,918.99
Debits	—	—
Security Transfers	—	(62,696.40)
<b>Net Credits/Debits/Transfers</b>	<b>—</b>	<b>\$11,222.59</b>
<b>Change in Value</b>	<b>(3,536.66)</b>	<b>(19,169.00)</b>
<b>TOTAL ENDING VALUE</b>	<b>\$144,464.99</b>	<b>\$144,464.99</b>

### MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.

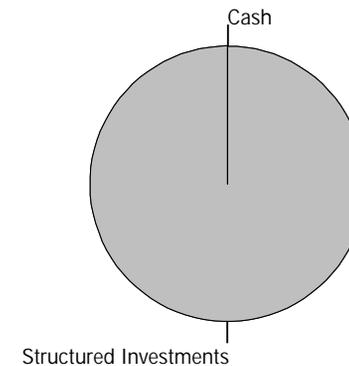


The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations.

### ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$6.82	0.00%
Structured Investments	144,458.17	100.00%
<b>TOTAL VALUE</b>	<b>\$144,464.99</b>	<b>100.00%</b>

FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes. See Structured Investments Risks in the Disclosures.

## Account Summary

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 11/30/22)	This Period (as of 12/31/22)
Cash, BDP, MMFs	\$6.82	\$6.82
Stocks	147,994.83	144,458.17
<b>Total Assets</b>	<b>\$148,001.65</b>	<b>\$144,464.99</b>
<b>Total Liabilities</b> (outstanding balance)	—	—
<b>TOTAL VALUE</b>	<b>\$148,001.65</b>	<b>\$144,464.99</b>

### INCOME AND DISTRIBUTION SUMMARY

	This Period (12/1/22-12/31/22)	This Year (1/1/22-12/31/22)
Other Dividends	—	\$395.52
Interest	—	11.74
<b>Income And Distributions</b>	<b>—</b>	<b>\$407.26</b>
<b>Tax-Exempt Income</b>	<b>—</b>	<b>—</b>
<b>TOTAL INCOME AND DISTRIBUTIONS</b>	<b>—</b>	<b>\$407.26</b>

*Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.*

### CASH FLOW

	This Period (12/1/22-12/31/22)	This Year (1/1/22-12/31/22)
<b>OPENING CASH, BDP, MMFs</b>	<b>\$6.82</b>	<b>\$1,194.73</b>
Purchases	—	(105,390.00)
Sales and Redemptions	—	29,875.84
Income and Distributions	—	407.26
<b>Total Investment Related Activity</b>	<b>—</b>	<b>\$(75,106.90)</b>
Electronic Transfers-Credits	—	73,918.99
<b>Total Cash Related Activity</b>	<b>—</b>	<b>\$73,918.99</b>
<b>Total Card/Check Activity</b>	<b>—</b>	<b>—</b>
<b>CLOSING CASH, BDP, MMFs</b>	<b>\$6.82</b>	<b>\$6.82</b>

### GAIN/(LOSS) SUMMARY

	Realized This Period (12/1/22-12/31/22)	Realized This Year (1/1/22-12/31/22)	Unrealized Inception to Date (as of 12/31/22)
Short-Term (Loss)	—	\$(390.16)	\$(7,118.06)
Long-Term Gain	—	666.00	—
Long-Term (Loss)	—	—	(6,173.77)
<b>Total Long-Term</b>	<b>—</b>	<b>\$666.00</b>	<b>\$(6,173.77)</b>
<b>TOTAL GAIN/(LOSS)</b>	<b>—</b>	<b>\$275.84</b>	<b>\$(13,291.83)</b>

*The Gain/(Loss) Summary, which may change due to basis adjustments, is provided for informational purposes and should not be used for tax preparation. Refer to Gain/(Loss) in the Expanded Disclosures.*

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

**Investment Objectives (in order of priority):** Capital Appreciation, Income, Speculation, Aggressive Income  
Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

**Brokerage Account**

## HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period.

## CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions.

Description	Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY BANK N.A. #	\$6.81	—	—	0.500
MORGAN STANLEY PRIVATE BANK NA #	0.01	—	—	0.500
<b>BANK DEPOSITS</b>	<b>\$6.82</b>		—	

	Percentage of Holdings	Market Value	Est Ann Income
<b>CASH, BDP, AND MMFs</b>	<b>0.00%</b>	<b>\$6.82</b>	—

# Bank Deposits are held at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, affiliates of Morgan Stanley Smith Barney LLC and each a national bank and FDIC member.

## STOCKS

### COMMON STOCKS

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
CITI BUFFERED PLUS SPX (SPIEK) Matures 06/05/2024 Asset Class: Struct Inv	11/16/22	2,468.000	\$10.000	\$9.760	\$24,680.00	\$24,087.68	\$(592.32) ST	—	—
GS BUFFERED PLUS SPX (SPHQW) Matures 03/05/2025 Asset Class: Struct Inv	8/31/22	2,551.000	10.000	9.580	25,510.00	24,438.58	(1,071.42) ST	—	—

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
GS BUFFERED PLUS SPX (SQFDJ) Matures 02/05/2024 <i>Asset Class: Struct Inv</i>	7/30/21	2,200.000	10.000	9.025	22,000.00	19,855.00	(2,145.00) LT	—	—
GS BUFFERED PLUS SPX (SQFSK) Matures 05/03/2024 <i>Asset Class: Struct Inv</i>	10/29/21	3,036.000	10.000	8.673	30,360.00	26,331.23	(4,028.77) LT	—	—
GS BUFFERED PLUS SPX (SQHBR) Matures 11/05/2024 <i>Asset Class: Struct Inv</i>	4/29/22	2,720.000	10.000	9.369	27,200.00	25,483.68	(1,716.32) ST	—	—
MS BUFFERED PLUS SPX (SQGIS) Matures 08/05/2024 <i>Asset Class: Struct Inv</i>	1/31/22	2,800.000	10.000	8.665	28,000.00	24,262.00	(3,738.00) ST	—	—
	Percentage of Holdings				Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>STOCKS</b>	<b>100.00%</b>				<b>\$157,750.00</b>	<b>\$144,458.17</b>	<b>\$(6,173.77) LT</b> <b>\$(7,118.06) ST</b>	<b>—</b>	<b>—</b>
	Percentage of Holdings				Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income Accrued Interest	Current Yield %
<b>TOTAL VALUE</b>	<b>100.00%</b>				<b>\$157,750.00</b>	<b>\$144,464.99</b>	<b>\$(6,173.77) LT</b> <b>\$(7,118.06) ST</b>	<b>—</b>	<b>—</b>

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

## ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$6.82	—	—	—	—	—
Stocks	—	—	—	—	\$144,458.17	—
<b>TOTAL ALLOCATION OF ASSETS</b>	<b>\$6.82</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>\$144,458.17</b>	<b>—</b>

## Account Detail

Active Assets Account  
471-048388-012TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

## MESSAGES

**FINRA BrokerCheck**

FINRA has established the public disclosure program, known as BrokerCheck, to provide certain information regarding the disciplinary history of FINRA members and their associated persons. The BrokerCheck Hotline Number is 1-800-289-9999. The FINRA web site address is [www.finra.org](http://www.finra.org). An investor brochure that includes information describing FINRA BrokerCheck may be obtained from FINRA.

**Tips on Protecting Yourself from Fraudulent Account Activity**

The safety of our clients is of utmost importance to Morgan Stanley. We are taking this opportunity to alert our clients of the following scams that have been identified by a number of organizations. *Please be reminded that you should never provide your account numbers, passwords, or personal information, including your social security number, to anyone you do not know.* Example of scams to be aware of:

*Treatment scams; Supply scams; Provider scams; Charity scams; Phishing scams; App scams; Investment scams; Tech Support scams; Home Sanitation scams; and Government Assistance scams.* If you have any questions regarding these scams, please immediately contact us.

**Senior Investor Helpline**

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534.

**Retirement Rollover Guide**

If you are considering rolling over your retirement assets, please review our Rollover Guide which can be found at <https://www.morganstanleyclientserv.com/publiccontent/msoc/pdf/RolloverGuide.pdf> for important information regarding your options and the factors that you should consider before you make your rollover decision.

**2022 IRA Fair Market Value - 5498**

This information is being furnished to the Internal Revenue Service ("IRS").

Morgan Stanley Smith Barney LLC is required by law to report the calendar year end Fair Market Value ("FMV") of an IRA, along with the FMV and type(s) of certain specified assets/hard-to-value assets held in an IRA to the Internal Revenue Service ("IRS") and to IRA holders.

For purposes of this reporting requirement, the "2022 Fair Market Value," along with the "2022 Fair Market Value of Certain Specified Assets" and the "Type of specified asset" (if applicable) reported on this Year-End Statement will serve as your written notification of this FMV information in compliance with IRS requirements and will be sent to the IRS electronically, on IRS Form 5498, along with your name, address, and tax identification number (e.g., Social Security Number).

If we receive an adjusted year-end value for any investments (e.g., custodial annuities) held within this IRA, your FMV information may change. Any changes to the FMV information will be reflected on your next statement and reported electronically to the IRS.

Please note, however, that a second notice (on IRS Form 5498) will be provided to you if you make any reportable contributions to your IRA for 2022, including, for example, individual contributions made on or before April 15, 2023, that are designated as 2022 contributions, as well as rollovers, recharacterizations, and, if applicable, Roth conversions made to your IRA on or before December 31, 2022.

**Best Practices for Protecting Yourself and Your Investments**

When investing at any financial institution or with a financial professional, it is important to keep the following best practices in mind:

- Be clear about your investment goals and the amount of risk you are comfortable taking.
- Before making any investments, be sure to ask questions about the potential investment, including the potential risks associated with them. Request information such as the prospectus, offering documents, or research information and carefully review them.
- Be cautious of investment opportunities that offer an unusually high rate of return but are described as low-risk or guaranteed.
- Be cautious of investment opportunities that are not offered directly through the institution you are investing with, such as real estate, start-up businesses, etc. as most financial institutions, like Morgan Stanley prohibit these types of recommendations.
- Read and retain your account statements, confirmations, and any other information you receive about your investment transactions including the firm's client relationship summary (CRS). The CRS can be located on the websites of all SEC registered investment advisors and broker-dealers who work with retail investors.
- Immediately contact a member of the management team if you recognize any type of a discrepancy on your account statement. For example;
  - o A security or money transaction you did not authorize
  - o An investment you purchased that you do not see on your account statement
  - o An item on your account statement that you do not understand
- When sending funds to your financial institution, be sure the funds are being sent directly to the financial institution you are investing with and not to a 3rd party institution.
- Last but not least, never share your account passwords with anyone.

## Account Detail

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

### Morgan Stanley Client Relationship Summary

Summary of material changes - Throughout 2023, we intend to convert E\*TRADE from Morgan Stanley accounts held at E\*TRADE Securities LLC to Morgan Stanley Smith Barney LLC ("MSSB"). This means that starting in early 2023, Morgan Stanley will begin to serve as the broker-dealer for, and offer, E\*TRADE from Morgan Stanley self-directed brokerage accounts ("Self-Directed Accounts"). As a result of this new product offering, we updated our Client Relationship Summary to describe the availability of these Self-Directed Accounts which will provide clients an investing option in addition to the Financial Advisor serviced brokerage accounts and investment advisory accounts that we have historically offered. The material updates made to the Client Relationship Summary include a description of the Self-Directed Accounts, links to more detailed information about those accounts (including information about fees and costs) as well as a description of how we earn "Payment for Order Flow" compensation from routing order flow to certain market centers.

## 2022 Recap of Cash Management Activity

Active Assets Account  
471-048388-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: Hickman Co. - Alternative Investment

We are pleased to enclose your Recap of Cash Management Activity. This section includes a summary of selected account activity for the preceding 12 months; including your electronic transfers, checking and card activity for the year (including ATM transactions, automated payments and Billpay), and security transfers. As part of the Recap, Debit Card activity is organized by spending category; and checks are organized by expense code.

Information related to Income, Distributions, Purchases, Sales, and Redemptions will be provided to accounts subject to IRS reporting on Forms 1099 in the Consolidated Tax Package.

For your convenience, this Recap is also available as a separately retrievable document on Morgan Stanley Online under Statements within the Account Documents tab.

For reportable account(s), we recommend that you wait for your IRS Form(s) 1099 before completing your tax returns. This Recap is not a substitute for the official account statements that you have received from us throughout the year; and is for informational purposes only to provide you with a recap of your cash management activity. If there are any discrepancies between your account statement(s) and the information in this Recap, you should rely on the account statement(s) you have previously received.

### CASH RELATED ACTIVITY

#### ELECTRONIC TRANSFERS (CREDITS)

Activity Date	Activity Type	Description	Comments	Inflows/(Outflows)
1/25	Cash Transfer - Credit	FUNDS TRANSFERRED	CONFIRMATION # 169472032 FROM 471-XXX866	\$27,505.04
4/25	Cash Transfer - Credit	FUNDS TRANSFERRED	CONFIRMATION # 175159140 FROM 471-XXX866	26,112.92
8/1	Cash Transfer - Credit	FUNDS TRANSFERRED	CONFIRMATION # 181218223 FROM 471-XXX866	20,301.03

TOTAL ELECTRONIC TRANSFERS (CREDITS) **\$73,918.99**

TOTAL CASH RELATED ACTIVITY **\$73,918.99**

### SECURITY TRANSFERS

Activity Date	Activity Type	Security (Symbol)	Comments	Quantity	Accrued Interest	Amount
1/26	Transfer out of Account	NEUBERGER BERMAN NEXT GEN FUND	CONFIRMATION # 585363670 TO 471-XXX866	1,320.000		\$(18,849.60)
1/26	Transfer out of Account	PGIM SHORT DUR HIG YLD OPP FD	CONFIRMATION # 585363667 TO 471-XXX866	2,440.000		(43,846.80)

TOTAL SECURITY TRANSFERS **\$(62,696.40)**

**STATEMENT FOR:**  
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012

**TOTAL VALUE OF YOUR ACCOUNT** (as of 10/31/22) **\$2,274,231.26**  
*Includes Accrued Interest*

*Morgan Stanley Smith Barney LLC. Member SIPC.*

**Your Financial Advisor Team**  
The Cap IV Group

**Your Financial Advisors**  
**Christopher Sigmund**  
Senior Vice President  
Chris.Sigmund@morganstanley.com  
615 298-6557

**Lee Burklow**  
Senior Vice President  
Lee.Burklow@morganstanley.com  
615 298-6556

#BWNJGWM

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012  
525 BRICK CHURCH PARK DRIVE  
NASHVILLE TN 37207-3219

**Your Branch**  
3102 WEST END AVE STE 200  
NASHVILLE, TN 37203  
Telephone: 615-292-0303; Alt. Phone: 800-228-8517; Fax: 615-269-2440

**Client Service Center** (24 Hours a Day; 7 Days a Week): 800-869-3326

**Access Your Account Online:** [www.morganstanley.com/online](http://www.morganstanley.com/online)

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •  
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •  
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

## Standard Disclosures

The following Disclosures are applicable to the enclosed statement(s). Expanded Disclosures are attached to your most recent June and December statement (or your first Statement if you have not received a statement for those months). The Expanded Disclosures are also available by selecting Account Documents when you log on to [www.morganstanley.com/online](http://www.morganstanley.com/online) or, call 800-869-3326.

### Questions?

Questions regarding your account may be directed to us by using the contact information on the statement cover page, or the Client Service Center at (800) 869-3326.

### Errors and Inquiries

Be sure to review your statement promptly, and immediately address any concerns regarding entries that you do not understand or believe were made in error by contacting the Branch Manager of the office where you maintain your account. Oral communications regarding any inaccuracy or discrepancy in this statement should be re-confirmed in writing to further protect your rights, including rights under the Securities Investor Protection Act (SIPA). Your statement will be deemed correct unless we receive a written inquiry of a suspected error. See your account documentation for special rules regarding your rights and responsibilities with respect to erroneous electronic fund transfers, including a description of the transfers covered. For concerns or complaints, contact our Client Relations Department at (866) 227-2256.

### Senior Investor Helpline

In order to provide Morgan Stanley's senior investor clients a convenient way to communicate with us, we offer a Senior Investor Helpline. Senior investors or those acting on their behalf may call (800) 280-4534, Monday-Friday 9am-7pm Eastern Time.

### Availability of Free Credit Balances and Financial Statements

Under the customer protection rules of the SEC [17 CFR §240.15c3-3], we may use funds comprising free credit balances carried for customer accounts here, provided that these funds are payable to customers on demand (i.e., are free of a lien or right of set-off in our favor or on behalf of some third party to whom you have given control). A financial statement of this organization is available for your personal inspection at its offices, or a copy will be mailed to you upon your written request.

### Listed Options

Information with respect to commissions and other charges related to the execution of options transactions has been included in confirmations of such transactions previously furnished to you and such information will be made available to you promptly at your request. Promptly advise us of any material change in your investment objectives or financial situation.

### Important Information if you are a Margin Customer (not available for certain retirement accounts)

If you have margin privileges, you may borrow money from us in exchange for pledging assets in your accounts as collateral for any outstanding margin loan. The amount you may borrow is based on the value of the eligible securities in your margin accounts. If a security has eligible shares, the number of shares pledged as collateral will be indicated below the position.

### Margin Interest Charges

We calculate interest charges on margin loans as follows: (1) multiply the applicable margin interest rate by the daily close of business net settled debit balance, and (2) divide by 360 (days). Margin interest accrues daily throughout the month and is added to your debit balance at month-end. The month-end interest charge is the sum of the daily accrued interest calculations for the month. We add the accrued interest to your debit balance and start a new calculation each time the applicable interest rate changes and at the close of every statement month. For interest rate information, log into your Morgan Stanley account at [www.morganstanley.com/online](http://www.morganstanley.com/online). Select your account with a Margin agreement and click Interest Rates for more information.

### Information regarding Special Memorandum Account

If you have a Margin Account, this is a combined statement of your Margin Account and Special Memorandum Account maintained for you under Section 220.5 of Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the Special Memorandum Account as required by Regulation T is available for your inspection at your request.

### Important Information About Auction Rate Securities

For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated by N/A (not available). There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

### Structured Investments Risks and Considerations

Structured Investments (Structured Products) are complex products and may be subject to special risks. Investors should consider the concentration risk of owning the related security and their total exposure to any underlying asset. Structured Investments, which may appear in various statement product categories and are identified on the Position Description Details line as "Asset Class: Struct Inv," may not perform in a manner consistent with the statement product category where they appear and therefore may not satisfy portfolio asset allocation needs for that category. For information on the risks and conflicts of interest related to Structured Investments generally, log in to Morgan Stanley Online and go to

[www.morganstanley.com/structuredproductsrisksandconflicts](http://www.morganstanley.com/structuredproductsrisksandconflicts).

### Security Measures

This statement features several embedded security elements to safeguard its authenticity. One is a unique blue security rectangle, printed in heat-sensitive ink on the back of every page. When exposed to warmth, the color will disappear, and then reappear.

### SIPC Protection

We are a member of Securities Investor Protection Corporation (SIPC), which protects securities of its customers up to \$500,000 (including \$250,000 for claims for cash). An explanatory brochure is available upon request or at [www.sipc.org](http://www.sipc.org). Losses due to market fluctuation are not protected by SIPC and assets not held with us may not be covered by SIPC protection. To obtain information about SIPC, including an explanatory SIPC brochure, contact SIPC at 1-202-371-8300 or visit [www.sipc.org](http://www.sipc.org).

### Transaction Dates and Conditions

Upon written request, we will furnish the date and time of a transaction and the name of the other party to a transaction. We and/or our affiliates may accept benefits that constitute payment for order flow. Details regarding these benefits and the source and amount of any other remuneration received or to be received by us in connection with any transaction will be furnished upon written request.

### Equity Research Ratings Definitions and Global Investment Manager Analysis Status

Some equity securities may have research ratings from Morgan Stanley & Co. LLC or Morningstar, Inc. Research ratings are the research providers' opinions and not representations or guarantees of performance. For more information about each research provider's rating system, see the Research Ratings on your most recent June or December statement (or your first statement if you have not received a statement for those months), go to [www.morganstanley.com/online](http://www.morganstanley.com/online) or refer to the research provider's research report. Research reports contain more complete information concerning the analyst's views and you should read the entire research report and not infer its contents from the rating alone. If your account contains an advisory component or is an advisory account, a GIMA status will apply.

**Credit Ratings from Moody's Investors Service and Standard & Poor's**  
The credit rating from Moody's Investors Service and Standard & Poor's may be shown for certain securities. All credit ratings represent the opinions of the provider and are not representations or guarantees of performance. Please contact us if you need further information or assistance in interpreting these credit ratings.

Revised 05/2021

## Account Summary

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (10/1/22-10/31/22)	This Year (1/1/22-10/31/22)
<b>TOTAL BEGINNING VALUE</b>	<b>\$2,183,103.88</b>	<b>\$2,730,925.40</b>
Credits	—	—
Debits	(1,780.05)	(84,057.12)
Security Transfers	—	62,696.40
<b>Net Credits/Debits/Transfers</b>	<b>\$(1,780.05)</b>	<b>\$(21,360.72)</b>
<b>Change in Value</b>	<b>92,907.43</b>	<b>(435,333.42)</b>
<b>TOTAL ENDING VALUE</b>	<b>\$2,274,231.26</b>	<b>\$2,274,231.26</b>

Net Credits / Debits include investment advisory fees as applicable. See Activity section for details.

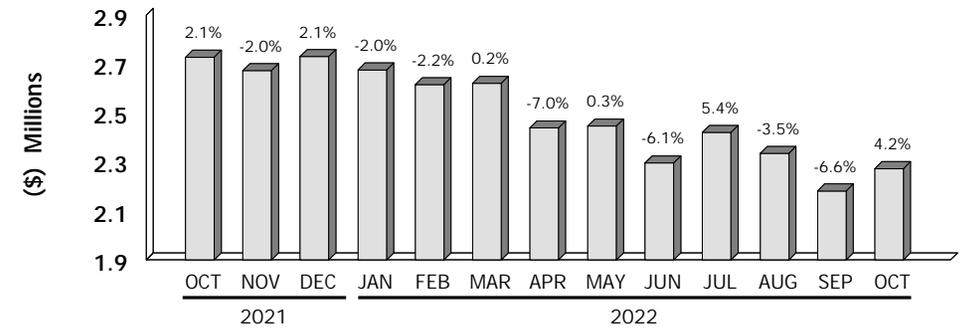
### ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$119,866.44	5.27
Equities	1,370,107.57	60.24
Fixed Income & Preferreds	784,257.25	34.48
<b>TOTAL VALUE</b>	<b>\$2,274,231.26</b>	<b>100.00%</b>

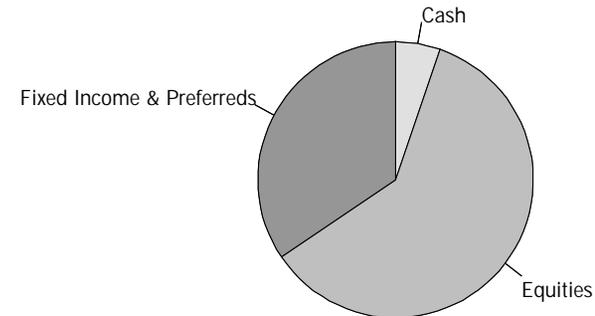
FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.

### MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.



The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations.



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes.

## Account Summary

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 9/30/22)	This Period (as of 10/31/22)
Cash, BDP, MMFs	\$121,573.40	\$119,866.44
ETFs & CEFs	468,154.71	503,267.10
Mutual Funds	1,593,375.77	1,651,097.72
<b>Total Assets</b>	<b>\$2,183,103.88</b>	<b>\$2,274,231.26</b>
<b>Total Liabilities</b> (outstanding balance)	—	—
<b>TOTAL VALUE</b>	<b>\$2,183,103.88</b>	<b>\$2,274,231.26</b>

### INCOME AND DISTRIBUTION SUMMARY

	This Period (10/1/22-10/31/22)	This Year (1/1/22-10/31/22)
Other Dividends	\$3,680.86	\$34,815.54
Long Term Capital Gains Distributions	—	1,425.83
Interest	43.00	111.34
<b>Income And Distributions</b>	<b>\$3,723.86</b>	<b>\$36,352.71</b>
<b>Tax-Exempt Income</b>	—	—
<b>TOTAL INCOME AND DISTRIBUTIONS</b>	<b>\$3,723.86</b>	<b>\$36,352.71</b>

*Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.*

### CASH FLOW

	This Period (10/1/22-10/31/22)	This Year (1/1/22-10/31/22)
<b>OPENING CASH, BDP, MMFs</b>	<b>\$121,573.40</b>	<b>\$127,509.13</b>
Purchases	—	(332,861.09)
Dividend Reinvestments	(3,650.77)	(30,923.70)
Sales and Redemptions	—	401,614.80
Income and Distributions	3,723.86	38,584.42
<b>Total Investment Related Activity</b>	<b>\$73.09</b>	<b>\$76,414.43</b>
Electronic Transfers-Debits	(1,450.98)	(80,393.04)
Other Debits	(329.07)	(3,664.08)
<b>Total Cash Related Activity</b>	<b>\$(1,780.05)</b>	<b>\$(84,057.12)</b>
<b>Total Card/Check Activity</b>	—	—
<b>CLOSING CASH, BDP, MMFs</b>	<b>\$119,866.44</b>	<b>\$119,866.44</b>

### GAIN/(LOSS) SUMMARY

	Realized This Period (10/1/22-10/31/22)	Realized This Year (1/1/22-10/31/22)	Unrealized Inception to Date (as of 10/31/22)
Short-Term Gain	—	—	\$174.41
Short-Term (Loss)	—	(30,564.47)	(52,778.70)
<b>Total Short-Term</b>	<b>—</b>	<b>\$(30,564.47)</b>	<b>\$(52,604.29)</b>
Long-Term Gain	—	35,630.07	187,642.11
Long-Term (Loss)	—	(12,165.89)	(228,681.76)
<b>Total Long-Term</b>	<b>—</b>	<b>\$23,464.18</b>	<b>\$(41,039.65)</b>
<b>TOTAL GAIN/(LOSS)</b>	<b>—</b>	<b>\$(7,100.29)</b>	<b>\$(93,643.94)</b>
Disallowed Loss	—	\$4,078.57	

*The Gain/(Loss) Summary, which may change due to basis adjustments, is provided for informational purposes and should not be used for tax preparation. Refer to Gain/(Loss) in the Expanded Disclosures.*

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

**Investment Objectives (in order of priority):** Capital Appreciation, Income, Speculation, Aggressive Income

**Investment Advisory Account**

Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

**Account Holder Votes Proxy:** No

The account holder has delegated the authority to vote proxies for the account to Institutional Shareholder Services or a third-party or Morgan Stanley-affiliated portfolio manager, as applicable.

## HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period. All positions within an advisory account are to be considered as advised, unless otherwise identified on the Position Description Details line as "Non-Advised."

## CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions.

Description	Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY BANK N.A. #	\$12,995.47	—	\$65.00	0.500
MORGAN STANLEY PRIVATE BANK NA #	106,870.97	—	534.00	0.500
<b>BANK DEPOSITS</b>	<b>\$119,866.44</b>		<b>\$599.00</b>	

	Percentage of Holdings	Market Value	Est Ann Income
<b>CASH, BDP, AND MMFs</b>	<b>5.27%</b>	<b>\$119,866.44</b>	<b>\$599.00</b>

# Bank Deposits are held at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, affiliates of Morgan Stanley Smith Barney LLC and each a national bank and FDIC member.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
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### EXCHANGE-TRADED & CLOSED-END FUNDS

Estimated Annual Income for Exchange Traded Funds, is based upon historical distributions over the preceding 12-month period, while Estimated Annual Income for Closed End Funds may be based upon either (a) the most recent dividend or (b) sum of prior 12 months (depending upon whether there is an announced fixed rate). Current Yield is calculated by dividing the total Estimated Annual Income by the current Market Value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published yields. Investors should refer to the Fund website for the most recent yield information.

Global Investment Manager Analysis (GIMA) status codes (FL, AL or NL), may be shown for certain exchange-traded funds and are not guarantees of performance. Refer to "GIMA Status in Investment Advisory Programs" in the June or December statement for a description of these status codes.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
ISHARES CORE MSCI EAFE ETF (IEFA)	11/9/18	46.000	\$57.766	\$55.720	\$2,657.22	\$2,563.12	\$(94.10) LT H		
	11/28/18	1,639.000	58.555	55.720	95,970.83	91,325.08	(4,645.75) LT		
	2/22/19	17.000	60.146	55.720	1,022.49	947.24	(75.25) LT		
	7/1/19	31.000	61.755	55.720	1,914.41	1,727.32	(187.09) LT		
	12/19/19	13.000	64.830	55.720	842.79	724.36	(118.43) LT		
	2/18/20	62.000	64.500	55.720	3,999.00	3,454.64	(544.36) LT		
	3/13/20	72.000	47.507	55.720	3,420.51	4,011.84	591.33 LT		
	7/9/20	12.000	57.855	55.720	694.26	668.64	(25.62) LT		
	10/21/20	63.000	61.290	55.720	3,861.27	3,510.36	(350.91) LT		
	4/27/21	99.000	75.079	55.720	7,432.82	5,516.28	(1,916.54) LT		
	7/7/21	45.000	75.220	55.720	3,384.90	2,507.40	(877.50) LT		
	10/1/21	3.000	73.807	55.720	221.42	167.16	(54.26) LT		
	1/27/22	93.000	70.178	55.720	6,526.54	5,181.96	(1,344.58) ST		
	3/25/22	38.000	69.620	55.720	2,645.56	2,117.36	(528.20) ST		
	4/13/22	6.000	67.990	55.720	407.94	334.32	(73.62) ST		
	7/28/22	81.000	60.956	55.720	4,937.43	4,513.32	(424.11) ST		
8/17/22	24.000	61.890	55.720	1,485.36	1,337.28	(148.08) ST			
<b>Total</b>		<b>2,344.000</b>			<b>141,424.75</b>	<b>130,607.68</b>	<b>(8,298.48) LT</b> <b>(2,518.59) ST</b>	<b>6,373.00</b>	<b>4.88</b>

GIMA Status: AL; Next Dividend Payable 12/2022; Basis Adjustment Due to Wash Sale: \$471.90; Asset Class: Equities

ISHARES CORE S&P U.S. GROWTH (IUSG)	11/9/18	624.000	57.116	84.090	35,640.22	52,472.16	16,831.94 LT H		
	11/28/18	656.000	56.215	84.090	36,876.71	55,163.04	18,286.33 LT		
	3/13/20	24.000	56.255	84.090	1,350.12	2,018.16	668.04 LT		
	4/27/21	72.000	97.535	84.090	7,022.52	6,054.48	(968.04) LT		
	6/14/21	25.000	97.490	84.090	2,437.25	2,102.25	(335.00) LT		
	10/27/21	159.000	110.107	84.090	17,507.08	13,370.31	(4,136.77) LT		
	1/27/22	98.000	99.815	84.090	9,781.90	8,240.82	(1,541.08) ST		
	4/13/22	40.000	100.714	84.090	4,028.56	3,363.60	(664.96) ST		
7/28/22	34.000	91.900	84.090	3,124.61	2,859.06	(265.55) ST			

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>Total</b>		1,732.000			117,768.97	145,643.88	30,346.50 LT (2,471.59) ST	1,386.00	0.95

GIMA Status: AL; Next Dividend Payable 12/2022; Basis Adjustment Due to Wash Sale: \$537.10; Asset Class: Equities

<b>ISHARES CORE S&amp;P U.S. VALUE (IUSV)</b>	11/28/18	1,513.000	53.699	69.770	81,246.59	105,562.01	24,315.42 LT		
	7/1/19	14.000	56.975	69.770	797.65	976.78	179.13 LT		
	2/18/20	33.000	63.540	69.770	2,096.82	2,302.41	205.59 LT		
	3/13/20	103.000	46.883	69.770	4,828.97	7,186.31	2,357.34 LT		
	4/1/20	116.000	44.441	69.770	5,155.11	8,093.32	2,938.21 LT		
	7/9/20	112.000	51.448	69.770	5,762.22	7,814.24	2,052.02 LT		
	10/21/20	72.000	55.800	69.770	4,017.60	5,023.44	1,005.84 LT		
	7/7/21	20.000	71.730	69.770	1,434.60	1,395.40	(39.20) LT		
	7/28/22	4.000	70.088	69.770	280.35	279.08	(1.27) ST		
<b>Total</b>		1,987.000			105,619.91	138,632.99	33,014.35 LT (1.27) ST	3,020.00	2.18

GIMA Status: AL; Next Dividend Payable 12/2022; Asset Class: Equities

<b>VANGUARD S&amp;P 500 ETF (VOO)</b>	4/21/16	118.000	192.700	354.950	22,738.60	41,884.10	19,145.50 LT		
	5/29/18	4.000	246.388	354.950	985.55	1,419.80	434.25 LT		
	3/13/20	82.000	234.499	354.950	19,228.88	29,105.90	9,877.02 LT		
	4/1/20	7.000	228.586	354.950	1,600.10	2,484.65	884.55 LT		
	1/27/22	3.000	396.100	354.950	1,188.30	1,064.85	(123.45) ST		
	7/28/22	1.000	371.670	354.950	371.67	354.95	(16.72) ST		
<b>Purchases</b>		215.000			46,113.10	76,314.25	30,341.32 LT (140.17) ST		
Long Term Reinvestments		32.000			7,715.90	11,358.40	3,642.50 LT		
Short Term Reinvestments		2.000			685.43	709.90	24.47 ST		
<b>Total</b>		249.000			54,514.43	88,382.55	33,983.82 LT (115.70) ST	1,446.00	1.64

GIMA Status: AL; Next Dividend Payable 01/2023; Asset Class: Equities

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>EXCHANGE-TRADED &amp; CLOSED-END FUNDS</b>	22.13%	\$419,328.06	\$503,267.10	\$89,046.19 LT \$(5,107.15) ST	\$12,225.00	2.43%

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
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### MUTUAL FUNDS

#### OPEN-END MUTUAL FUNDS

Although share price is displayed only to three decimal places, calculation of Market Value is computed using the full share price in our data base, which may carry out beyond three decimal places. Estimated Annual Income is based upon historical distributions over the preceding 12-month period, rather than on the most recent dividend. Current Yield is calculated by dividing the total estimated annual income by the current market value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published Fund yields. Investors should refer to the Fund website for the most recent yield information.

"Total Purchases vs. Market Value" is provided to assist you in comparing your "Total Purchases," excluding reinvested distributions, with the current value of the mutual fund positions in your account.

"Cumulative Cash Distributions" when shown, may reflect distributions on shares no longer held in the account. It may not reflect all distributions received in cash; due to but not limited to: investments made prior to addition of this information on statements; securities transfers; timing of recent distributions; and certain adjustments made in your account.

"Net Value Increase/ (Decrease)" reflects the difference between your total purchases, and the sum of the current value of the fund's shares, and cash distributions shown. This calculation is for informational purposes only and does not reflect your total unrealized gain or loss nor should it be used for tax purposes.

Global Investment Manager Analysis (GIMA) status codes (FL, AL or NL), may be shown for certain mutual funds and are not guarantees of performance. Refer to "GIMA Status in Investment Advisory Programs" in the June or December statement for a description of these codes.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %	
AMERICAN EUROPACIFIC GRW F2 (AEPFX)	7/4/15	81.956	\$53.790	\$45.730	\$4,408.44	\$3,747.85	\$(660.59)	LT	H	
	11/28/18	92.518	48.960	45.730	4,529.68	4,230.85	(298.83)	LT		
	2/18/20	53.903	55.200	45.730	2,975.46	2,464.98	(510.48)	LT		
	6/4/20	288.969	52.480	45.730	15,165.10	13,214.55	(1,950.55)	LT		
	8/12/20	35.233	57.600	45.730	2,029.42	1,611.21	(418.21)	LT		
	4/27/21	216.212	72.060	45.730	15,580.25	9,887.38	(5,692.87)	LT		
	7/7/21	34.370	70.251	45.730	2,414.52	1,571.74	(842.78)	LT		
	10/27/21	372.180	70.170	45.730	26,115.86	17,019.79	(9,096.07)	LT		
	1/27/22	195.273	57.990	45.730	11,323.90	8,929.83	(2,394.07)	ST		
	3/25/22	90.110	56.310	45.730	5,074.10	4,120.73	(953.37)	ST		
	4/13/22	34.741	55.430	45.730	1,925.68	1,588.71	(336.97)	ST		
	<b>Purchases</b>		1,495.465			91,542.41	68,387.62	(19,470.38)	LT	
	Long Term Reinvestments		269.826			15,999.32	12,339.14	(3,660.18)	LT	
Short Term Reinvestments		117.014			7,173.30	5,351.05	(1,822.25)	ST		
<b>Total</b>		1,882.305			114,715.03	86,077.81	(23,130.56)	LT	1,954.00	
							(5,506.66)	ST	2.27	
<b>Total Purchases vs Market Value</b>					91,542.41	86,077.81				
<b>Net Value Increase/(Decrease)</b>						(5,464.60)				

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$787.61; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
ANGEL OAK MULTI STRAT INC I (ANGIX)	7/28/22	5,033.900	9.370	8.670	47,167.64	43,643.91	(3,523.73) ST		
	8/17/22	143.896	9.340	8.670	1,343.99	1,247.58	(96.41) ST		
	<b>Purchases</b>	5,177.796			48,511.63	<b>44,891.49</b>	(3,620.14) ST		
	Short Term Reinvestments	50.144			455.33	434.75	(20.58) ST		
	<b>Total</b>	5,227.940			48,966.96	<b>45,326.24</b>	(3,640.72) ST	2,488.00	5.49
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>				48,511.63	45,326.24	(3,185.39)			
<i>GIMA Status: AL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI &amp; Pref</i>									
BLACKROCK HIGH EQ INCOME INST (BMCIX)	8/12/15	107.882	37.070	26.780	3,999.18	2,889.08	(1,110.10) LT H		
	4/1/20	1,512.462	19.700	26.780	29,795.51	40,503.73	10,708.22 LT		
	6/4/20	775.063	23.790	26.780	18,438.74	20,756.19	2,317.45 LT		
	7/9/20	97.875	22.150	26.780	2,167.94	2,621.09	453.15 LT		
	4/27/21	938.835	29.350	26.780	27,554.82	25,142.00	(2,412.82) LT		
	7/7/21	92.513	29.170	26.780	2,698.60	2,477.50	(221.10) LT		
	10/1/21	865.382	28.910	26.780	25,018.20	23,174.93	(1,843.27) LT		
	4/13/22	696.727	30.380	26.780	21,166.56	18,658.35	(2,508.21) ST		
	<b>Purchases</b>	5,086.739			130,839.55	<b>136,222.87</b>	7,891.53 LT		
	Long Term Reinvestments	498.738			15,191.32	13,356.20	(1,835.12) LT H		
Short Term Reinvestments	361.438			10,232.83	9,679.31	(553.52) ST			
<b>Total</b>	5,946.915			156,263.70	<b>159,258.38</b>	6,056.41 LT	11,573.00	7.27	
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>				130,839.55	159,258.38	28,418.83	(3,061.73) ST		
<i>GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$3,499.49; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
DWS SMALL CAP CORE S (SSLCX)	9/2/15	337.273	40.019	42.800	13,497.45	14,435.28	937.83 LT		
	5/3/17	19.309	42.788	42.800	826.20	826.43	0.23 LT		
	1/16/18	13.372	43.835	42.800	586.16	572.32	(13.84) LT		
	<b>Purchases</b>	369.954			14,909.81	<b>15,834.03</b>	924.22 LT		
	Long Term Reinvestments	331.434			10,727.43	14,185.38	3,457.95 LT		
Short Term Reinvestments	12.289			567.77	525.97	(41.80) ST			
<b>Total</b>	713.677			26,205.01	<b>30,545.38</b>	4,382.17 LT	—	—	
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>				14,909.81	30,545.38	15,635.57	(41.80) ST		
<i>Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Non-Advised; Asset Class: Equities</i>									

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
JOHN HANCOCK DISPLND VAL INST (JVLIX)	7/3/18	154.633	20.770	22.190	3,211.72	3,431.31	219.59	LT	H
	7/5/18	85.072	23.810	22.190	2,025.57	1,887.75	(137.82)	LT	H
	3/13/20	515.968	15.640	22.190	8,069.74	11,449.33	3,379.59	LT	
	6/4/20	2,118.563	17.790	22.190	37,689.24	47,010.91	9,321.67	LT	
	7/9/20	205.926	16.800	22.190	3,459.56	4,569.50	1,109.94	LT	
	7/7/21	100.602	25.050	22.190	2,520.08	2,232.36	(287.72)	LT	
	10/1/21	2,125.088	24.990	22.190	53,105.94	47,155.70	(5,950.24)	LT	
	7/28/22	999.568	22.040	22.190	22,030.47	22,180.41	149.94	ST	
	<b>Purchases</b>	6,305.420			132,112.32	<b>139,917.27</b>	7,655.01	LT	
Long Term Reinvestments		146.649		2,993.11	3,254.14	261.03	LT		
Short Term Reinvestments		931.588		21,128.40	20,671.94	(456.46)	ST		
<b>Total</b>		7,383.657			156,233.83	<b>163,843.35</b>	7,916.04	LT	1,639.00
							(306.52)	ST	1.00
<b>Total Purchases vs Market Value</b>					132,112.32	163,843.35			
<b>Net Value Increase/(Decrease)</b>						31,731.03			

GIMA Status: FL; Basis Adjustment Due to Wash Sale: \$1,069.25; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

LAZARD EMERG MKTS CORE EQ I (ECEIX)	6/16/21	128.991	12.860	8.190	1,658.82	1,056.44	(602.38)	LT	H
	6/18/21	724.354	13.510	8.190	9,786.02	5,932.46	(3,853.56)	LT	H
	7/7/21	1,724.390	13.260	8.190	22,865.41	14,122.75	(8,742.66)	LT	
	8/2/21	1,488.593	13.530	8.190	20,140.65	12,191.58	(7,949.07)	LT	H
	10/27/21	620.688	12.320	8.190	7,646.88	5,083.43	(2,563.45)	LT	
	1/27/22	331.641	11.080	8.190	3,674.58	2,716.14	(958.44)	ST	
	<b>Purchases</b>	5,018.657			65,772.36	<b>41,102.80</b>	(23,711.12)	LT	
Long Term Reinvestments		9.343		114.53	76.52	(38.01)	LT	H	
Short Term Reinvestments		58.252		668.15	477.08	(191.07)	ST		
<b>Total</b>		5,086.252			66,555.04	<b>41,656.40</b>	(23,749.13)	LT	402.00
							(1,149.51)	ST	0.97
<b>Total Purchases vs Market Value</b>					65,772.36	41,656.40			
<b>Net Value Increase/(Decrease)</b>						(24,115.96)			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$4,230.20; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

OAKMARK FUND INSTITUTIONAL (OANMX)	3/13/20	235.975	59.862	104.050	14,125.83	24,553.20	10,427.37	LT	
	4/1/20	666.757	52.678	104.050	35,123.11	69,376.07	34,252.96	LT	
	7/9/20	41.947	67.866	104.050	2,846.78	4,364.59	1,517.81	LT	
	10/21/20	13.471	75.447	104.050	1,016.34	1,401.66	385.32	LT	
	7/7/21	11.581	113.213	104.050	1,311.12	1,205.00	(106.12)	LT	

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	1/27/22	17.117	115.153	104.050	1,971.08	1,781.02	(190.06) ST		
	3/25/22	4.749	118.139	104.050	561.04	494.13	(66.91) ST		
	4/13/22	16.852	114.810	104.050	1,934.78	1,753.45	(181.33) ST		
<b>Purchases</b>		1,008.449			58,890.08	<b>104,929.12</b>	46,477.34 LT (438.30) ST		
Long Term Reinvestments		58.448			4,667.90	6,081.51	1,413.61 LT		
Short Term Reinvestments		22.505			2,641.51	2,341.65	(299.86) ST		
<b>Total</b>		1,089.402			66,199.49	<b>113,352.28</b>	47,890.95 LT (738.16) ST	982.00	0.87
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					58,890.08	113,352.28 54,462.20			

Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

PERFORMANCE TRUST STRAT BD I (PTIAX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	1/7/21	15.238	23.450	18.750	357.33	285.71	(71.62) LT H		
	1/26/21	5,622.715	23.220	18.750	130,559.45	105,425.90	(25,133.55) LT		
	2/16/21	275.908	22.870	18.750	6,310.02	5,173.27	(1,136.75) LT H		
	2/21/21	36.779	23.070	18.750	848.49	689.61	(158.88) LT H		
	4/27/21	4,153.090	22.910	18.750	95,147.30	77,870.44	(17,276.86) LT		
	6/14/21	36.389	23.080	18.750	839.86	682.29	(157.57) LT		
	10/27/21	238.562	22.870	18.750	5,455.91	4,473.04	(982.87) LT		
	2/17/22	76.749	21.960	18.750	1,685.41	1,439.04	(246.37) ST		
	3/25/22	70.769	21.200	18.750	1,500.30	1,326.92	(173.38) ST		
	7/28/22	594.807	20.330	18.750	12,092.43	11,152.63	(939.80) ST		
	8/17/22	260.984	20.180	18.750	5,266.65	4,893.45	(373.20) ST		
<b>Purchases</b>		11,381.990			260,063.15	<b>213,412.30</b>	(44,918.10) LT (1,732.75) ST		
Long Term Reinvestments		281.732			6,506.09	5,282.47	(1,223.62) LT H		
Short Term Reinvestments		359.683			7,421.91	6,744.06	(677.85) ST		
<b>Total</b>		12,023.405			273,991.15	<b>225,438.84</b>	(46,141.72) LT (2,410.60) ST	9,583.00	4.25
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					260,063.15	225,438.84 (34,624.31)			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$376.35; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

PGIM JENNISON GROWTH Z (PJFZX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	3/13/20	425.646	40.200	44.250	17,110.97	18,834.84	1,723.87 LT		
	4/1/20	276.414	37.980	44.250	10,498.20	12,231.32	1,733.12 LT		
	8/12/20	87.765	59.240	44.250	5,199.19	3,883.60	(1,315.59) LT		
	11/11/20	148.508	64.100	44.250	9,519.34	6,571.48	(2,947.86) LT		
	4/27/21	988.160	68.450	44.250	67,639.54	43,726.08	(23,913.46) LT		

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	6/14/21	109.394	68.410	44.250	7,483.61	4,840.68	(2,642.93) LT		
	10/27/21	227.555	76.770	44.250	17,469.38	10,069.31	(7,400.07) LT		
	1/27/22	606.102	54.350	44.250	32,941.67	26,820.01	(6,121.66) ST		
	2/17/22	341.963	55.800	44.250	19,081.51	15,131.86	(3,949.65) ST		
	4/13/22	128.303	55.430	44.250	7,111.85	5,677.41	(1,434.44) ST		
	7/28/22	306.858	47.700	44.250	14,637.14	13,578.47	(1,058.67) ST		
	<b>Purchases</b>	<b>3,646.668</b>			<b>208,692.40</b>	<b>161,365.06</b>	<b>(34,762.92) LT</b> <b>(12,564.42) ST</b>		
Long Term Reinvestments		215.345			13,525.80	9,529.02	(3,996.78) LT		
Short Term Reinvestments		360.796			24,440.33	15,965.22	(8,475.11) ST		
<b>Total</b>		<b>4,222.809</b>			<b>246,658.53</b>	<b>186,859.30</b>	<b>(38,759.70) LT</b> <b>(21,039.53) ST</b>	—	—
<b>Total Purchases vs Market Value</b>					<b>208,692.40</b>	<b>186,859.30</b>	<b>(21,833.10)</b>		
<b>Net Value Increase/(Decrease)</b>									

GIMA Status: FL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

PGIM SHORT-TERM CORP BOND Z (PIFZX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	9/2/15	271.736	11.100	10.010	3,016.27	2,720.08	(296.19) LT H		
	9/29/15	100.307	11.050	10.010	1,108.39	1,004.07	(104.32) LT H		
	1/29/16	635.230	11.350	10.010	7,209.86	6,358.65	(851.21) LT H		
	2/3/16	86.911	11.030	10.010	958.63	869.98	(88.65) LT H		
	2/22/16	2,190.741	11.020	10.010	24,141.97	21,929.32	(2,212.65) LT		
	3/12/16	1,558.601	10.780	10.010	16,801.71	15,601.60	(1,200.11) LT H		
	3/13/16	250.443	10.970	10.010	2,747.36	2,506.93	(240.43) LT H		
	3/14/16	1,032.760	10.910	10.010	11,267.42	10,337.93	(929.49) LT H		
	4/21/16	2,702.885	11.140	10.010	30,110.14	27,055.88	(3,054.26) LT		
	1/9/17	2,037.800	11.050	10.010	22,517.69	20,398.38	(2,119.31) LT		
	1/16/18	1,781.808	10.950	10.010	19,510.80	17,835.90	(1,674.90) LT		
	7/24/18	18.393	10.760	10.010	197.91	184.11	(13.80) LT		
	7/1/19	190.408	11.060	10.010	2,105.91	1,905.98	(199.93) LT		
	12/19/19	8,063.699	11.120	10.010	89,668.33	80,717.63	(8,950.70) LT		
	6/4/20	6,497.291	11.200	10.010	72,769.66	65,037.88	(7,731.78) LT		
	8/12/20	1,000.565	11.370	10.010	11,376.42	10,015.66	(1,360.76) LT		
	10/21/20	705.381	11.360	10.010	8,013.13	7,060.86	(952.27) LT		
	11/11/20	940.557	11.370	10.010	10,694.13	9,414.98	(1,279.15) LT		
	1/26/21	1,481.609	11.430	10.010	16,934.79	14,830.91	(2,103.88) LT		
	6/14/21	317.527	11.370	10.010	3,610.28	3,178.45	(431.83) LT		
	10/1/21	1,912.264	11.310	10.010	21,627.71	19,141.76	(2,485.95) LT		
	10/27/21	3,529.922	11.230	10.010	39,641.02	35,334.52	(4,306.50) LT		

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	2/17/22	2,605.772	10.890	10.010	28,376.85	26,083.78	(2,293.07) ST		
	8/17/22	708.736	10.400	10.010	7,370.85	7,094.45	(276.40) ST		
<b>Purchases</b>		40,621.346			451,777.23	<b>406,619.69</b>	(42,588.07) LT		
Long Term Reinvestments		5,505.256			61,213.44	55,107.61	(6,105.83) LT H		
Short Term Reinvestments		460.300			4,845.67	4,607.60	(238.07) ST		
<b>Total</b>		46,586.902			517,836.34	<b>466,334.89</b>	(48,693.90) LT (2,807.54) ST	11,693.00	2.51
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					451,777.23	466,334.89	14,557.66		

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$974.55; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>PUTNAM FLOATING RATE INC Y (PFRYX)</b>	4/10/17	74.907	8.622	7.700	645.86	576.78	(69.08) LT H		
	5/29/17	218.627	8.602	7.700	1,880.66	1,683.43	(197.23) LT H		
	4/27/21	5,079.520	8.260	7.700	41,956.83	39,112.30	(2,844.53) LT		
	6/14/21	17.771	8.300	7.700	147.50	136.84	(10.66) LT		
	10/27/21	88.065	8.280	7.700	729.18	678.10	(51.08) LT		
<b>Purchases</b>		5,478.890			45,360.03	<b>42,187.45</b>	(3,172.58) LT		
Long Term Reinvestments		536.238			4,532.68	4,129.03	(403.65) LT H		
Short Term Reinvestments		109.194			867.59	840.79	(26.80) ST		
<b>Total</b>		6,124.322			50,760.30	<b>47,157.28</b>	(3,576.23) LT (26.80) ST	1,917.00	4.07
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					45,360.03	47,157.28	1,797.25		

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$263.49; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>THORNBURG INTL GROWTH I (TINGX)</b>	11/28/18	1,267.833	21.240	19.430	26,928.77	24,634.00	(2,294.77) LT		
	2/22/19	97.723	21.340	19.430	2,085.40	1,898.76	(186.64) LT		
	8/12/20	67.954	28.540	19.430	1,939.42	1,320.35	(619.07) LT		
	11/11/20	156.017	30.260	19.430	4,721.08	3,031.41	(1,689.67) LT		
	4/27/21	400.367	33.280	19.430	13,324.21	7,779.13	(5,545.08) LT		
	6/14/21	133.545	32.830	19.430	4,384.27	2,594.78	(1,789.49) LT		
	1/27/22	520.754	25.470	19.430	13,263.60	10,118.25	(3,145.35) ST		
	3/25/22	173.840	24.690	19.430	4,292.12	3,377.71	(914.41) ST		
	4/13/22	49.233	24.240	19.430	1,193.41	956.60	(236.81) ST		
<b>Purchases</b>		2,867.266			72,132.28	<b>55,710.99</b>	(12,124.72) LT (4,296.57) ST		
Long Term Reinvestments		119.207			2,968.98	2,316.19	(652.79) LT		
Short Term Reinvestments		216.075			6,570.85	4,198.34	(2,372.51) ST		

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>Total</b>		3,202.548			81,672.11	62,225.51	(12,777.51) LT (6,669.08) ST	—	—
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					72,132.28	62,225.51 (9,906.77)			
<i>GIMA Status: AL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
<b>VICTORY RS VALUE Y (RSVYX)</b>	9/4/15	18.897	29.840	25.940	563.89	490.19	(73.70) LT H		
	1/26/21	730.606	25.110	25.940	18,345.53	18,951.92	606.39 LT		
	7/7/21	12.189	28.840	25.940	351.53	316.18	(35.35) LT		
	<b>Purchases</b>	761.692			19,260.95	19,758.29	497.34 LT		
Short Term Reinvestments		125.820			3,362.26	3,263.77	(98.49) ST		
<b>Total</b>		887.512			22,623.21	23,022.06	497.34 LT (98.49) ST	149.00	0.65
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					19,260.95	23,022.06 3,761.11			

*GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$18.90; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities*

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>MUTUAL FUNDS</b>	72.60%	\$1,828,680.70	\$1,651,097.72	\$(130,085.84) LT \$(47,497.14) ST	\$42,380.00	2.57%
<b>TOTAL VALUE</b>	100.00%	\$2,248,008.76	\$2,274,231.26	\$(41,039.65) LT \$(52,604.29) ST	\$55,204.00	2.43%

Advised portion of Total Value

\$2,243,685.88

Non-Advised portion of Total Value

\$30,545.38

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

H - Wash sale rules apply to this tax lot. The cost basis and acquisition date (trade date) have been adjusted to account for a disallowed loss of a related wash sale transaction. The aggregate amount of the basis adjustment is identified in italics under the Security Description.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$119,866.44	—	—	—	—	—
ETFs & CEFs	—	\$503,267.10	—	—	—	—
Mutual Funds	—	866,840.47	\$784,257.25	—	—	—
<b>TOTAL ALLOCATION OF ASSETS</b>	<b>\$119,866.44</b>	<b>\$1,370,107.57</b>	<b>\$784,257.25</b>	<b>—</b>	<b>—</b>	<b>—</b>

## ACTIVITY

### CASH FLOW ACTIVITY BY DATE

Activity Date	Settlement Date	Activity Type	Description	Comments	Quantity	Price	Credits/(Debits)
10/3		Dividend	PGIM SHORT-TERM CORP BOND Z DIV PAYMENT				\$1,109.76
10/3		Dividend	BLACKROCK HIGH EQ INCOME INST DIV PAYMENT				950.81
10/3		Dividend	VANGUARD S&P 500 ETF				364.36
10/3		Dividend	ANGEL OAK MULTI STRAT INC I DIV PAYMENT				237.35
10/3		Dividend	PUTNAM FLOATING RATE INC Y DIV PAYMENT				230.78
10/3		Dividend Reinvestment	PGIM SHORT-TERM CORP BOND Z	REINVESTMENT a/o 09/30/22	110.314	10.0600	(1,109.76)
10/3		Dividend Reinvestment	BLACKROCK HIGH EQ INCOME INST	REINVESTMENT a/o 09/30/22	38.824	24.4900	(950.81)
10/3		Dividend Reinvestment	VANGUARD S&P 500 ETF	ACTED AS AGENT DIVIDEND REINVESTMENT	1.000	334.2677	(334.27)
10/3		Dividend Reinvestment	ANGEL OAK MULTI STRAT INC I	REINVESTMENT a/o 09/30/22	26.579	8.9300	(237.35)
10/3		Dividend Reinvestment	PUTNAM FLOATING RATE INC Y	REINVESTMENT a/o 09/30/22	30.167	7.6500	(230.78)
10/5		Cash Transfer	FUNDS TRANSFERRED	CONFIRMATION # 185017592 TO 471-XXX947			(1,450.98)
10/7		Service Fee	ADV FEE 10/01-10/31				(329.38)
10/17		Dividend	PERFORMANCE TRUST STRAT BD I DIV PAYMENT				787.80
10/17		Dividend Reinvestment	PERFORMANCE TRUST STRAT BD I	REINVESTMENT a/o 10/14/22	41.882	18.8100	(787.80)
10/19		Service Fee Adj	NET PLATFORM CREDIT	PLATFORM FEE (\$181.93) PLATFORM CREDIT \$182.24			0.31
10/31		Interest Income	MORGAN STANLEY PRIVATE BANK NA	(Period 10/01-10/31)			38.85
10/31		Interest Income	MORGAN STANLEY BANK N.A.	(Period 10/01-10/31)			4.15

**NET CREDITS/(DEBITS)**

**\$(1,706.96)**

Purchase and Sale transactions above may have received an average price execution. Details regarding the actual prices are available upon request.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY

Activity Date	Activity Type	Description	Credits/(Debits)
10/3	Automatic Investment	BANK DEPOSIT PROGRAM	\$30.09
10/5	Automatic Redemption	BANK DEPOSIT PROGRAM	(1,450.98)
10/11	Automatic Redemption	BANK DEPOSIT PROGRAM	(329.38)
10/20	Automatic Investment	BANK DEPOSIT PROGRAM	0.31
10/31	Automatic Investment	BANK DEPOSIT PROGRAM	38.85
10/31	Automatic Investment	BANK DEPOSIT PROGRAM	4.15
<b>NET ACTIVITY FOR PERIOD</b>			<b>\$(1,706.96)</b>

## MESSAGES

### FINRA BrokerCheck

FINRA has established the public disclosure program, known as BrokerCheck, to provide certain information regarding the disciplinary history of FINRA members and their associated persons. The BrokerCheck Hotline Number is 1-800-289-9999. The FINRA web site address is [www.finra.org](http://www.finra.org). An investor brochure that includes information describing FINRA BrokerCheck may be obtained from FINRA.

### Tips on Protecting Yourself from Fraudulent Account Activity

The safety of our clients is of utmost importance to Morgan Stanley. We are taking this opportunity to alert our clients of the following scams that have been identified by a number of organizations. **Please be reminded that you should never provide your account numbers, passwords, or personal information, including your social security number, to anyone you do not know.** Example of scams to be aware of: **Treatment scams; Supply scams; Provider scams; Charity scams; Phishing scams; App scams; Investment scams; Tech Support scams; Home Sanitation scams; and Government Assistance scams.** If you have any questions regarding these scams, please immediately contact us.

### Senior Investor Helpline

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534.

### Important Information About Advisory Accounts

Please contact us if there have been any changes in your financial situation or investment objectives, or if you wish to impose any reasonable restrictions on the management of your Investment Advisory accounts, or to reasonably modify existing restrictions.

For a copy of the applicable ADV Brochure for Morgan Stanley Smith Barney LLC, or for any investment adviser with whom we contract to manage your investment advisory account, please visit [www.morganstanley.com/ADV](http://www.morganstanley.com/ADV). These ADV Brochures contain important information about our advisory programs.

### Online Availability of Client Relationship Summary and Other Disclosures

The Morgan Stanley Client Relationship Summary as well as other applicable regulatory disclosures are available at [www.morganstanley.com/disclosures/account-disclosures](http://www.morganstanley.com/disclosures/account-disclosures). Please visit this website and review these documents carefully, as they provide important information.

### INFORMATION ABOUT YOUR INVESTMENT ADVISORY ACCOUNT

The annual rate of 3.35 bps, which may be discounted, was used to calculate the Second Quarter Platform Fee. It is offset by a credit to your account from 100% of the revenue Morgan Stanley collects from investment product providers for administering their investment products on our Advisory platforms. There is no impact to your annual Advisory Fee. For more information please review applicable program's ADV Brochure at [www.morganstanley.com/adv](http://www.morganstanley.com/adv).



**STATEMENT FOR:**  
TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012

**TOTAL VALUE OF YOUR ACCOUNT** (as of 11/30/22) **\$2,386,691.77**  
*Includes Accrued Interest*

*Morgan Stanley Smith Barney LLC. Member SIPC.*

**Your Financial Advisor Team**  
The Cap IV Group

**Your Financial Advisors**  
**Christopher Sigmund**  
Senior Vice President  
Chris.Sigmund@morganstanley.com  
615 298-6557

**Lee Burklow**  
Senior Vice President  
Lee.Burklow@morganstanley.com  
615 298-6556

#BWNJGWM

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012  
525 BRICK CHURCH PARK DRIVE  
NASHVILLE TN 37207-3219

**Your Branch**  
3102 WEST END AVE STE 200  
NASHVILLE, TN 37203  
Telephone: 615-292-0303; Alt. Phone: 800-228-8517; Fax: 615-269-2440

**Client Service Center** (24 Hours a Day; 7 Days a Week): 800-869-3326  
**Access Your Account Online:** [www.morganstanley.com/online](http://www.morganstanley.com/online)

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •  
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •  
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

## Standard Disclosures

The following Disclosures are applicable to the enclosed statement(s). Expanded Disclosures are attached to your most recent June and December statement (or your first Statement if you have not received a statement for those months). The Expanded Disclosures are also available online or by contacting us by using the contact information on the statement cover page.

### Questions?

Questions regarding your account may be directed to us by using the contact information on the statement cover page.

### Errors and Inquiries

Be sure to review your statement promptly, and immediately address any concerns regarding entries that you do not understand or believe were made in error by contacting us by using the contact information on your statement cover page. Oral communications regarding any inaccuracy or discrepancy in this statement should be re-confirmed in writing to further protect your rights, including rights under the Securities Investor Protection Act (SIPA). Your statement will be deemed correct unless we receive a written inquiry of a suspected error. See your account documentation for special rules regarding your rights and responsibilities with respect to erroneous electronic fund transfers, including a description of the transfers covered. For concerns or complaints, contact us.

### Senior Investor Helpline

Senior Investor clients or those acting on their behalf have a convenient way to communicate with our Firm by calling us at (800) 280-4534 Monday-Friday 9am-7pm Eastern Time.

### Availability of Free Credit Balances and Financial Statements

Under the customer protection rules of the SEC [17 CFR §240.15c3-3], we may use funds comprising free credit balances carried for customer accounts here, provided that these funds are payable to customers on demand (i.e., are free of a lien or right of set-off in our favor or on behalf of some third party to whom you have given control). A financial statement of this organization is available for your personal inspection at its offices, or a copy will be mailed to you upon your written request.

### Listed Options

Information with respect to commissions and other charges related to the execution of options transactions has been included in confirmations of such transactions previously furnished to you and such information will be made available to you promptly at your request. Promptly advise us of any material change in your investment objectives or financial situation.

**Important Information if You are a Margin Customer**(not available for certain retirement accounts)

If you have margin privileges, you may borrow money from us in

exchange for pledging assets in your accounts as collateral for any outstanding margin loan. The amount you may borrow is based on the value of the eligible securities in your margin accounts. If a security has eligible shares, the number of shares pledged as collateral will be indicated below the position.

### Margin Interest Charges

We calculate interest charges on margin loans as follows: (1) multiply the applicable margin interest rate by the daily close of business net settled debit balance, and (2) divide by 360 (days). Margin interest accrues daily throughout the month and is added to your debit balance at month-end. The month-end interest charge is the sum of the daily accrued interest calculations for the month. We add the accrued interest to your debit balance and start a new calculation each time the applicable interest rate changes and at the close of every statement month. For interest rate information, log into your account online and select your account with a Margin agreement to view more information.

### Information Regarding Special Memorandum Account

If you have a Margin Account, this is a combined statement of your Margin Account and Special Memorandum Account maintained for you under Section 220.5 of Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the Special Memorandum Account as required by Regulation T is available for your inspection at your request.

### Important Information About Auction Rate Securities

For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated by N/A (not available). There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

### Structured Investments Risks and Considerations

Structured Investments (Structured Products) are complex products and may be subject to special risks. Investors should consider the concentration risk of owning the related security and their total exposure to any underlying asset. Structured Investments, which may appear in various statement product categories and are identified on the Position Description Details line as "Asset Class: Struct Inv," may not perform in a manner consistent with the statement product category where they appear and therefore may not satisfy portfolio asset allocation needs for that category. For information on the risks and conflicts of interest related to Structured Investments generally, log in to Morgan Stanley Online and go to [www.morganstanley.com/structuredproductsrisksandconflicts](http://www.morganstanley.com/structuredproductsrisksandconflicts).

### Security Measures

This statement features several embedded security elements to safeguard its authenticity. One is a unique blue security rectangle,

printed in heat-sensitive ink on the back of every page. When exposed to warmth, the color will disappear, and then reappear.

### SIPC Protection

We are a member of Securities Investor Protection Corporation (SIPC), which protects securities of its customers up to \$500,000 (including \$250,000 for claims for cash). An explanatory brochure is available upon request or at [www.sipc.org](http://www.sipc.org). Losses due to market fluctuation are not protected by SIPC and assets not held with us may not be covered by SIPC protection. To obtain information about SIPC, including an explanatory SIPC brochure, contact SIPC at 1-202-371-8300 or visit [www.sipc.org](http://www.sipc.org).

### Transaction Dates and Conditions

Upon written request, we will furnish the date and time of a transaction and the name of the other party to a transaction. We and/or our affiliates may accept benefits that constitute payment for order flow. Details regarding these benefits and the source and amount of any other remuneration received or to be received by us in connection with any transaction will be furnished upon written request.

### Equity Research Ratings Definitions and Global Investment Manager Analysis Status

Some equity securities may have research ratings from Morgan Stanley & Co. LLC or Morningstar, Inc. Research ratings are the research providers' opinions and not representations or guarantees of performance. For more information about each research provider's rating system, see the Research Ratings on your most recent June or December statement (or your first statement if you have not received a statement for those months), go online or refer to the research provider's research report. Research reports contain more complete information concerning the analyst's views and you should read the entire research report and not infer its contents from the rating alone. If your account contains an advisory component or is an advisory account, a GIMA status will apply.

### Credit Ratings from Moody's Investors Service and Standard & Poor's

The credit rating from Moody's Investors Service and Standard & Poor's may be shown for certain securities. All credit ratings represent the opinions of the provider and are not representations or guarantees of performance. Please contact us if you need further information or assistance in interpreting these credit ratings.

Revised 11/2022

## Account Summary

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (11/1/22-11/30/22)	This Year (1/1/22-11/30/22)
<b>TOTAL BEGINNING VALUE</b>	<b>\$2,274,231.26</b>	<b>\$2,730,925.40</b>
Credits	—	—
Debits	(331.94)	(84,389.06)
Security Transfers	—	62,696.40
<b>Net Credits/Debits/Transfers</b>	<b>\$(331.94)</b>	<b>\$(21,692.66)</b>
<b>Change in Value</b>	<b>112,792.45</b>	<b>(322,540.97)</b>
<b>TOTAL ENDING VALUE</b>	<b>\$2,386,691.77</b>	<b>\$2,386,691.77</b>

Net Credits / Debits include investment advisory fees as applicable. See Activity section for details.

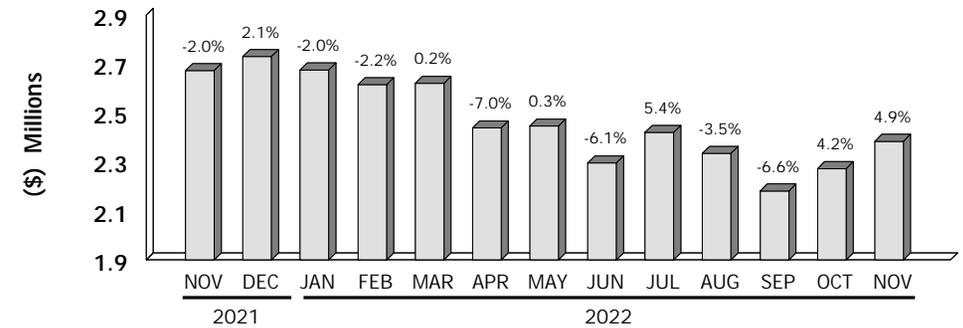
### ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$119,583.54	5.01
Equities	1,466,673.72	61.45
Fixed Income & Preferreds	800,434.51	33.54
<b>TOTAL VALUE</b>	<b>\$2,386,691.77</b>	<b>100.00%</b>

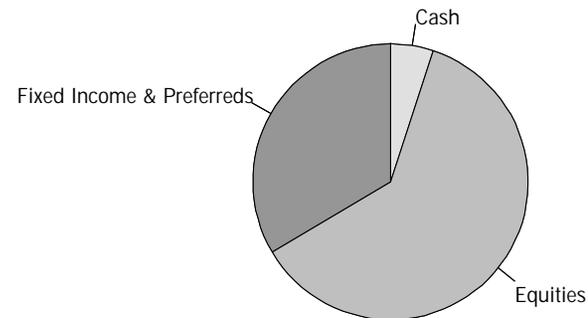
FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.

### MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.



The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations.



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes.

## Account Summary

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 10/31/22)	This Period (as of 11/30/22)
Cash, BDP, MMFs	\$119,866.44	\$119,583.54
ETFs & CEFs	503,267.10	540,837.08
Mutual Funds	1,651,097.72	1,726,271.15
<b>Total Assets</b>	<b>\$2,274,231.26</b>	<b>\$2,386,691.77</b>
<b>Total Liabilities</b> (outstanding balance)	—	—
<b>TOTAL VALUE</b>	<b>\$2,274,231.26</b>	<b>\$2,386,691.77</b>

### INCOME AND DISTRIBUTION SUMMARY

	This Period (11/1/22-11/30/22)	This Year (1/1/22-11/30/22)
Other Dividends	\$3,038.65	\$37,854.19
Long Term Capital Gains Distributions	—	1,425.83
Interest	49.04	160.38
<b>Income And Distributions</b>	<b>\$3,087.69</b>	<b>\$39,440.40</b>
<b>Tax-Exempt Income</b>	—	—
<b>TOTAL INCOME AND DISTRIBUTIONS</b>	<b>\$3,087.69</b>	<b>\$39,440.40</b>

*Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.*

### CASH FLOW

	This Period (11/1/22-11/30/22)	This Year (1/1/22-11/30/22)
<b>OPENING CASH, BDP, MMFs</b>	<b>\$119,866.44</b>	<b>\$127,509.13</b>
Purchases	—	(332,861.09)
Dividend Reinvestments	(3,038.65)	(33,962.35)
Sales and Redemptions	—	401,614.80
Income and Distributions	3,087.69	41,672.11
<b>Total Investment Related Activity</b>	<b>\$49.04</b>	<b>\$76,463.47</b>
Electronic Transfers-Debits	—	(80,393.04)
Other Debits	(331.94)	(3,996.02)
<b>Total Cash Related Activity</b>	<b>\$(331.94)</b>	<b>\$(84,389.06)</b>
<b>Total Card/Check Activity</b>	—	—
<b>CLOSING CASH, BDP, MMFs</b>	<b>\$119,583.54</b>	<b>\$119,583.54</b>

### GAIN/(LOSS) SUMMARY

	Realized This Period (11/1/22-11/30/22)	Realized This Year (1/1/22-11/30/22)	Unrealized Inception to Date (as of 11/30/22)
Short-Term Gain	—	—	\$2,510.33
Short-Term (Loss)	—	(30,564.47)	(36,859.02)
<b>Total Short-Term</b>	<b>—</b>	<b>\$(30,564.47)</b>	<b>\$(34,348.69)</b>
Long-Term Gain	—	35,630.07	232,579.29
Long-Term (Loss)	—	(12,165.89)	(182,169.78)
<b>Total Long-Term</b>	<b>—</b>	<b>\$23,464.18</b>	<b>\$50,409.51</b>
<b>TOTAL GAIN/(LOSS)</b>	<b>—</b>	<b>\$(7,100.29)</b>	<b>\$16,060.82</b>
Disallowed Loss	—	\$4,078.57	

*The Gain/(Loss) Summary, which may change due to basis adjustments, is provided for informational purposes and should not be used for tax preparation. Refer to Gain/(Loss) in the Expanded Disclosures.*

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

**Investment Objectives (in order of priority):** Capital Appreciation, Income, Speculation, Aggressive Income

**Investment Advisory Account**

Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

**Account Holder Votes Proxy:** No

The account holder has delegated the authority to vote proxies for the account to Institutional Shareholder Services or a third-party or Morgan Stanley-affiliated portfolio manager, as applicable.

## HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period. All positions within an advisory account are to be considered as advised, unless otherwise identified on the Position Description Details line as "Non-Advised."

## CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions.

Description	Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY BANK N.A. #	\$12,668.75	—	\$63.00	0.500
MORGAN STANLEY PRIVATE BANK NA #	106,914.79	—	535.00	0.500
<b>BANK DEPOSITS</b>	<b>\$119,583.54</b>		<b>\$598.00</b>	

	Percentage of Holdings	Market Value	Est Ann Income
<b>CASH, BDP, AND MMFs</b>	<b>5.01%</b>	<b>\$119,583.54</b>	<b>\$598.00</b>

# Bank Deposits are held at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, affiliates of Morgan Stanley Smith Barney LLC and each a national bank and FDIC member.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### EXCHANGE-TRADED & CLOSED-END FUNDS

Estimated Annual Income for Exchange Traded Funds, is based upon historical distributions over the preceding 12-month period, while Estimated Annual Income for Closed End Funds may be based upon either (a) the most recent dividend or (b) sum of prior 12 months (depending upon whether there is an announced fixed rate). Current Yield is calculated by dividing the total Estimated Annual Income by the current Market Value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published yields. Investors should refer to the Fund website for the most recent yield information.

Global Investment Manager Analysis (GIMA) status codes (FL, AL or NL), may be shown for certain exchange-traded funds and are not guarantees of performance. Refer to "GIMA Status in Investment Advisory Programs" in the June or December statement for a description of these status codes.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
ISHARES CORE MSCI EAFE ETF (IEFA)	11/9/18	46.000	\$57.766	\$63.050	\$2,657.22	\$2,900.30	\$243.08	LT	H
	11/28/18	1,639.000	58.555	63.050	95,970.83	103,338.95	7,368.12	LT	
	2/22/19	17.000	60.146	63.050	1,022.49	1,071.85	49.36	LT	
	7/1/19	31.000	61.755	63.050	1,914.41	1,954.55	40.14	LT	
	12/19/19	13.000	64.830	63.050	842.79	819.65	(23.14)	LT	
	2/18/20	62.000	64.500	63.050	3,999.00	3,909.10	(89.90)	LT	
	3/13/20	72.000	47.507	63.050	3,420.51	4,539.60	1,119.09	LT	
	7/9/20	12.000	57.855	63.050	694.26	756.60	62.34	LT	
	10/21/20	63.000	61.290	63.050	3,861.27	3,972.15	110.88	LT	
	4/27/21	99.000	75.079	63.050	7,432.82	6,241.95	(1,190.87)	LT	
	7/7/21	45.000	75.220	63.050	3,384.90	2,837.25	(547.65)	LT	
	10/1/21	3.000	73.807	63.050	221.42	189.15	(32.27)	LT	
	1/27/22	93.000	70.178	63.050	6,526.54	5,863.65	(662.89)	ST	
	3/25/22	38.000	69.620	63.050	2,645.56	2,395.90	(249.66)	ST	
	4/13/22	6.000	67.990	63.050	407.94	378.30	(29.64)	ST	
	7/28/22	81.000	60.956	63.050	4,937.43	5,107.05	169.62	ST	
8/17/22	24.000	61.890	63.050	1,485.36	1,513.20	27.84	ST		
<b>Total</b>		<b>2,344.000</b>			<b>141,424.75</b>	<b>147,789.20</b>	<b>7,109.18</b>	<b>6,373.00</b>	<b>4.31</b>
							<b>(744.73)</b>		

GIMA Status: AL; Next Dividend Payable 12/2022; Basis Adjustment Due to Wash Sale: \$471.90; Asset Class: Equities

ISHARES CORE S&P U.S. GROWTH (IUSG)	11/9/18	624.000	57.116	88.280	35,640.22	55,086.72	19,446.50	LT	H
	11/28/18	656.000	56.215	88.280	36,876.71	57,911.68	21,034.97	LT	
	3/13/20	24.000	56.255	88.280	1,350.12	2,118.72	768.60	LT	
	4/27/21	72.000	97.535	88.280	7,022.52	6,356.16	(666.36)	LT	
	6/14/21	25.000	97.490	88.280	2,437.25	2,207.00	(230.25)	LT	
	10/27/21	159.000	110.107	88.280	17,507.08	14,036.52	(3,470.56)	LT	
	1/27/22	98.000	99.815	88.280	9,781.90	8,651.44	(1,130.46)	ST	
	4/13/22	40.000	100.714	88.280	4,028.56	3,531.20	(497.36)	ST	
7/28/22	34.000	91.900	88.280	3,124.61	3,001.52	(123.09)	ST		

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>Total</b>		1,732.000			117,768.97	<b>152,900.96</b>	36,882.90 LT (1,750.91) ST	1,386.00	0.91

GIMA Status: AL; Next Dividend Payable 12/2022; Basis Adjustment Due to Wash Sale: \$537.10; Asset Class: Equities

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>ISHARES CORE S&amp;P U.S. VALUE (IUSV)</b>	11/28/18	1,513.000	53.699	73.930	81,246.59	111,856.09	30,609.50 LT		
	7/1/19	14.000	56.975	73.930	797.65	1,035.02	237.37 LT		
	2/18/20	33.000	63.540	73.930	2,096.82	2,439.69	342.87 LT		
	3/13/20	103.000	46.883	73.930	4,828.97	7,614.79	2,785.82 LT		
	4/1/20	116.000	44.441	73.930	5,155.11	8,575.88	3,420.77 LT		
	7/9/20	112.000	51.448	73.930	5,762.22	8,280.16	2,517.94 LT		
	10/21/20	72.000	55.800	73.930	4,017.60	5,322.96	1,305.36 LT		
	7/7/21	20.000	71.730	73.930	1,434.60	1,478.60	44.00 LT		
	7/28/22	4.000	70.088	73.930	280.35	295.72	15.37 ST		
<b>Total</b>		1,987.000			105,619.91	<b>146,898.91</b>	41,263.63 LT 15.37 ST	3,020.00	2.06

GIMA Status: AL; Next Dividend Payable 12/2022; Asset Class: Equities

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>VANGUARD S&amp;P 500 ETF (VOO)</b>	4/21/16	118.000	192.700	374.490	22,738.60	44,189.82	21,451.22 LT		
	5/29/18	4.000	246.388	374.490	985.55	1,497.96	512.41 LT		
	3/13/20	82.000	234.499	374.490	19,228.88	30,708.18	11,479.30 LT		
	4/1/20	7.000	228.586	374.490	1,600.10	2,621.43	1,021.33 LT		
	1/27/22	3.000	396.100	374.490	1,188.30	1,123.47	(64.83) ST		
	7/28/22	1.000	371.670	374.490	371.67	374.49	2.82 ST		
<b>Purchases</b>		215.000			46,113.10	<b>80,515.35</b>	34,464.26 LT (62.01) ST		
Long Term Reinvestments		32.000			7,715.90	11,983.68	4,267.78 LT		
Short Term Reinvestments		2.000			685.43	748.98	63.55 ST		
<b>Total</b>		249.000			54,514.43	<b>93,248.01</b>	38,732.04 LT 1.54 ST	1,446.00	1.55

GIMA Status: AL; Next Dividend Payable 01/2023; Asset Class: Equities

EXCHANGE-TRADED & CLOSED-END FUNDS	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	22.66%	\$419,328.06	\$540,837.08	\$123,987.75 LT \$(2,478.73) ST	\$12,225.00	2.26%

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### MUTUAL FUNDS

#### OPEN-END MUTUAL FUNDS

Although share price is displayed only to three decimal places, calculation of Market Value is computed using the full share price in our data base, which may carry out beyond three decimal places. Estimated Annual Income is based upon historical distributions over the preceding 12-month period, rather than on the most recent dividend. Current Yield is calculated by dividing the total estimated annual income by the current market value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published Fund yields. Investors should refer to the Fund website for the most recent yield information.

"Total Purchases vs. Market Value" is provided to assist you in comparing your "Total Purchases," excluding reinvested distributions, with the current value of the mutual fund positions in your account.

"Cumulative Cash Distributions" when shown, may reflect distributions on shares no longer held in the account. It may not reflect all distributions received in cash; due to but not limited to: investments made prior to addition of this information on statements; securities transfers; timing of recent distributions; and certain adjustments made in your account.

"Net Value Increase/ (Decrease)" reflects the difference between your total purchases, and the sum of the current value of the fund's shares, and cash distributions shown. This calculation is for informational purposes only and does not reflect your total unrealized gain or loss nor should it be used for tax purposes.

Global Investment Manager Analysis (GIMA) status codes (FL, AL or NL), may be shown for certain mutual funds and are not guarantees of performance. Refer to "GIMA Status in Investment Advisory Programs" in the June or December statement for a description of these codes.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %	
AMERICAN EUROPACIFIC GRW F2 (AEPFX)	7/4/15	81.956	\$53.790	\$51.340	\$4,408.44	\$4,207.62	\$(200.82)	LT	H	
	11/28/18	92.518	48.960	51.340	4,529.68	4,749.87	220.19	LT		
	2/18/20	53.903	55.200	51.340	2,975.46	2,767.38	(208.08)	LT		
	6/4/20	288.969	52.480	51.340	15,165.10	14,835.67	(329.43)	LT		
	8/12/20	35.233	57.600	51.340	2,029.42	1,808.86	(220.56)	LT		
	4/27/21	216.212	72.060	51.340	15,580.25	11,100.32	(4,479.93)	LT		
	7/7/21	34.370	70.251	51.340	2,414.52	1,764.56	(649.96)	LT		
	10/27/21	372.180	70.170	51.340	26,115.86	19,107.72	(7,008.14)	LT		
	1/27/22	195.273	57.990	51.340	11,323.90	10,025.32	(1,298.58)	ST		
	3/25/22	90.110	56.310	51.340	5,074.10	4,626.25	(447.85)	ST		
	4/13/22	34.741	55.430	51.340	1,925.68	1,783.60	(142.08)	ST		
	<b>Purchases</b>		1,495.465			91,542.41	76,777.17	(12,876.73)	LT	
	Long Term Reinvestments		269.826			15,999.32	13,852.87	(2,146.45)	LT	
Short Term Reinvestments		117.014			7,173.30	6,007.50	(1,165.80)	ST		
<b>Total</b>		1,882.305			114,715.03	96,637.54	(15,023.18)	LT	1,954.00	
							(3,054.31)	ST	2.02	
<b>Total Purchases vs Market Value</b>					91,542.41	96,637.54				
<b>Net Value Increase/(Decrease)</b>						5,095.13				

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$787.61; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
ANGEL OAK MULTI STRAT INC I (ANGIX)	7/28/22	5,033.900	9.370	8.630	47,167.64	43,442.56	(3,725.08) ST		
	8/17/22	143.896	9.340	8.630	1,343.99	1,241.82	(102.17) ST		
Short Term Reinvestments	<b>Purchases</b>	5,177.796			48,511.63	<b>44,684.38</b>	(3,827.25) ST		
		78.768			703.50	679.77	(23.73) ST		
<b>Total</b>		5,256.564			49,215.13	<b>45,364.15</b>	(3,850.98) ST	2,534.00	5.59
<b>Total Purchases vs Market Value</b>					48,511.63	45,364.15			
<b>Net Value Increase/(Decrease)</b>						(3,147.48)			
<i>GIMA Status: AL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI &amp; Pref</i>									
BLACKROCK HIGH EQ INCOME INST (BMCIX)	8/12/15	107.882	37.070	28.240	3,999.18	3,046.59	(952.59) LT H		
	4/1/20	1,512.462	19.700	28.240	29,795.51	42,711.93	12,916.42 LT		
	6/4/20	775.063	23.790	28.240	18,438.74	21,887.78	3,449.04 LT		
	7/9/20	97.875	22.150	28.240	2,167.94	2,763.99	596.05 LT		
	4/27/21	938.835	29.350	28.240	27,554.82	26,512.70	(1,042.12) LT		
	7/7/21	92.513	29.170	28.240	2,698.60	2,612.57	(86.03) LT		
	10/1/21	865.382	28.910	28.240	25,018.20	24,438.39	(579.81) LT		
	4/13/22	696.727	30.380	28.240	21,166.56	19,675.57	(1,490.99) ST		
Purchases		5,086.739			130,839.55	<b>143,649.52</b>	14,300.96 LT		
							(1,490.99) ST		
Long Term Reinvestments		530.032			16,076.31	14,968.10	(1,108.21) LT H		
Short Term Reinvestments		357.837			10,089.47	10,105.32	15.85 ST		
<b>Total</b>		5,974.608			157,005.33	<b>168,722.93</b>	13,192.75 LT	11,447.00	6.78
							(1,475.14) ST		
<b>Total Purchases vs Market Value</b>					130,839.55	168,722.93			
<b>Net Value Increase/(Decrease)</b>						37,883.38			
<i>GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$3,499.49; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
DWS SMALL CAP CORE S (SSLCX)	9/2/15	337.273	40.019	44.190	13,497.45	14,904.10	1,406.65 LT		
	5/3/17	19.309	42.788	44.190	826.20	853.26	27.06 LT		
	1/16/18	13.372	43.835	44.190	586.16	590.91	4.75 LT		
<b>Purchases</b>		369.954			14,909.81	<b>16,348.27</b>	1,438.46 LT		
Long Term Reinvestments		331.434			10,727.43	14,646.07	3,918.64 LT		
Short Term Reinvestments		12.289			567.77	543.05	(24.72) ST		
<b>Total</b>		713.677			26,205.01	<b>31,537.39</b>	5,357.10 LT	—	—
							(24.72) ST		
<b>Total Purchases vs Market Value</b>					14,909.81	31,537.39			
<b>Net Value Increase/(Decrease)</b>						16,627.58			
<i>Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Non-Advised; Asset Class: Equities</i>									

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
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## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
JOHN HANCOCK DISPLND VAL INST (JVLIX)	7/3/18	154.633	20.770	23.450	3,211.72	3,626.14	414.42	LT	H
	7/5/18	85.072	23.810	23.450	2,025.57	1,994.94	(30.63)	LT	H
	3/13/20	515.968	15.640	23.450	8,069.74	12,099.45	4,029.71	LT	
	6/4/20	2,118.563	17.790	23.450	37,689.24	49,680.30	11,991.06	LT	
	7/9/20	205.926	16.800	23.450	3,459.56	4,828.96	1,369.40	LT	
	7/7/21	100.602	25.050	23.450	2,520.08	2,359.12	(160.96)	LT	
	10/1/21	2,125.088	24.990	23.450	53,105.94	49,833.31	(3,272.63)	LT	
	7/28/22	999.568	22.040	23.450	22,030.47	23,439.87	1,409.40	ST	
	<b>Purchases</b>	6,305.420			132,112.32	<b>147,862.09</b>	14,340.37	LT	
							1,409.40	ST	
Long Term Reinvestments		146.649			2,993.11	3,438.92	445.81	LT	
Short Term Reinvestments		931.588			21,128.40	21,845.74	717.34	ST	
<b>Total</b>		7,383.657			156,233.83	<b>173,146.76</b>	14,786.18	LT	1,639.00
							2,126.74	ST	0.95
<b>Total Purchases vs Market Value</b>					132,112.32	173,146.76			
<b>Net Value Increase/(Decrease)</b>						41,034.44			
<i>GIMA Status: FL; Basis Adjustment Due to Wash Sale: \$1,069.25; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
LAZARD EMERG MKTS CORE EQ I (ECEIX)	6/16/21	128.991	12.860	9.390	1,658.82	1,211.23	(447.59)	LT	H
	6/18/21	724.354	13.510	9.390	9,786.02	6,801.68	(2,984.34)	LT	H
	7/7/21	1,724.390	13.260	9.390	22,865.41	16,192.02	(6,673.39)	LT	
	8/2/21	1,488.593	13.530	9.390	20,140.65	13,977.89	(6,162.76)	LT	H
	10/27/21	620.688	12.320	9.390	7,646.88	5,828.26	(1,818.62)	LT	
	1/27/22	331.641	11.080	9.390	3,674.58	3,114.11	(560.47)	ST	
	<b>Purchases</b>	5,018.657			65,772.36	<b>47,125.19</b>	(18,086.70)	LT	
							(560.47)	ST	
Long Term Reinvestments		9.343			114.53	87.73	(26.80)	LT	H
Short Term Reinvestments		58.252			668.15	546.99	(121.16)	ST	
<b>Total</b>		5,086.252			66,555.04	<b>47,759.91</b>	(18,113.50)	LT	402.00
							(681.63)	ST	0.84
<b>Total Purchases vs Market Value</b>					65,772.36	47,759.91			
<b>Net Value Increase/(Decrease)</b>						(18,012.45)			
<i>GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$4,230.20; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
OAKMARK FUND INSTITUTIONAL (OANMX)	3/13/20	235.975	59.862	110.090	14,125.83	25,978.49	11,852.66	LT	
	4/1/20	666.757	52.678	110.090	35,123.11	73,403.28	38,280.17	LT	
	7/9/20	41.947	67.866	110.090	2,846.78	4,617.95	1,771.17	LT	
	10/21/20	13.471	75.447	110.090	1,016.34	1,483.02	466.68	LT	
	7/7/21	11.581	113.213	110.090	1,311.12	1,274.95	(36.17)	LT	

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	1/27/22	17.117	115.153	110.090	1,971.08	1,884.41	(86.67) ST		
	3/25/22	4.749	118.139	110.090	561.04	522.82	(38.22) ST		
	4/13/22	16.852	114.810	110.090	1,934.78	1,855.24	(79.54) ST		
	<b>Purchases</b>	1,008.449			58,890.08	<b>111,020.16</b>	52,334.51 LT (204.43) ST		
Long Term Reinvestments		58.448			4,667.90	6,434.54	1,766.64 LT		
Short Term Reinvestments		22.505			2,641.51	2,477.58	(163.93) ST		
<b>Total</b>		1,089.402			66,199.49	<b>119,932.27</b>	54,101.15 LT (368.36) ST	982.00	0.82
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					58,890.08	119,932.27 61,042.19			

Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

PERFORMANCE TRUST STRAT BD I (PTIAX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	1/7/21	15.238	23.450	19.220	357.33	292.87	(64.46) LT H		
	1/26/21	5,622.715	23.220	19.220	130,559.45	108,068.58	(22,490.87) LT		
	2/16/21	275.908	22.870	19.220	6,310.02	5,302.95	(1,007.07) LT H		
	2/21/21	36.779	23.070	19.220	848.49	706.89	(141.60) LT H		
	4/27/21	4,153.090	22.910	19.220	95,147.30	79,822.39	(15,324.91) LT		
	6/14/21	36.389	23.080	19.220	839.86	699.40	(140.46) LT		
	10/27/21	238.562	22.870	19.220	5,455.91	4,585.16	(870.75) LT		
	2/17/22	76.749	21.960	19.220	1,685.41	1,475.12	(210.29) ST		
	3/25/22	70.769	21.200	19.220	1,500.30	1,360.18	(140.12) ST		
	7/28/22	594.807	20.330	19.220	12,092.43	11,432.19	(660.24) ST		
	8/17/22	260.984	20.180	19.220	5,266.65	5,016.11	(250.54) ST		
	<b>Purchases</b>	11,381.990			260,063.15	<b>218,761.84</b>	(40,040.12) LT (1,261.19) ST		
Long Term Reinvestments		305.100			7,037.94	5,864.02	(1,173.92) LT H		
Short Term Reinvestments		369.404			7,518.75	7,099.94	(418.81) ST		
<b>Total</b>		12,056.494			274,619.84	<b>231,725.81</b>	(41,214.04) LT (1,680.00) ST	9,609.00	4.15
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					260,063.15	231,725.81 (28,337.34)			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$376.35; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

PGIM JENNISON GROWTH Z (PJFZX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	3/13/20	425.646	40.200	45.620	17,110.97	19,417.97	2,307.00 LT		
	4/1/20	276.414	37.980	45.620	10,498.20	12,610.01	2,111.81 LT		
	8/12/20	87.765	59.240	45.620	5,199.19	4,003.84	(1,195.35) LT		
	11/11/20	148.508	64.100	45.620	9,519.34	6,774.94	(2,744.40) LT		
	4/27/21	988.160	68.450	45.620	67,639.54	45,079.86	(22,559.68) LT		

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
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Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	6/14/21	109.394	68.410	45.620	7,483.61	4,990.55	(2,493.06) LT		
	10/27/21	227.555	76.770	45.620	17,469.38	10,381.06	(7,088.32) LT		
	1/27/22	606.102	54.350	45.620	32,941.67	27,650.37	(5,291.30) ST		
	2/17/22	341.963	55.800	45.620	19,081.51	15,600.35	(3,481.16) ST		
	4/13/22	128.303	55.430	45.620	7,111.85	5,853.18	(1,258.67) ST		
	7/28/22	306.858	47.700	45.620	14,637.14	13,998.86	(638.28) ST		
	<b>Purchases</b>	<b>3,646.668</b>			<b>208,692.40</b>	<b>166,360.99</b>	<b>(31,662.00) LT</b> <b>(10,669.41) ST</b>		
Long Term Reinvestments		215.345			13,525.80	9,824.04	(3,701.76) LT		
Short Term Reinvestments		360.796			24,440.33	16,459.51	(7,980.82) ST		
<b>Total</b>		<b>4,222.809</b>			<b>246,658.53</b>	<b>192,644.55</b>	<b>(35,363.76) LT</b> <b>(18,650.23) ST</b>	—	—
<b>Total Purchases vs Market Value</b>					<b>208,692.40</b>	<b>192,644.55</b>	<b>(16,047.85)</b>		
<b>Net Value Increase/(Decrease)</b>									

GIMA Status: FL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

PGIM SHORT-TERM CORP BOND Z (PIFZX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	9/2/15	271.736	11.100	10.180	3,016.27	2,766.27	(250.00) LT H		
	9/29/15	100.307	11.050	10.180	1,108.39	1,021.13	(87.26) LT H		
	1/29/16	635.230	11.350	10.180	7,209.86	6,466.64	(743.22) LT H		
	2/3/16	86.911	11.030	10.180	958.63	884.75	(73.88) LT H		
	2/22/16	2,190.741	11.020	10.180	24,141.97	22,301.74	(1,840.23) LT		
	3/12/16	1,558.601	10.780	10.180	16,801.71	15,866.56	(935.15) LT H		
	3/13/16	250.443	10.970	10.180	2,747.36	2,549.51	(197.85) LT H		
	3/14/16	1,032.760	10.910	10.180	11,267.42	10,513.50	(753.92) LT H		
	4/21/16	2,702.885	11.140	10.180	30,110.14	27,515.37	(2,594.77) LT		
	1/9/17	2,037.800	11.050	10.180	22,517.69	20,744.80	(1,772.89) LT		
	1/16/18	1,781.808	10.950	10.180	19,510.80	18,138.81	(1,371.99) LT		
	7/24/18	18.393	10.760	10.180	197.91	187.24	(10.67) LT		
	7/1/19	190.408	11.060	10.180	2,105.91	1,938.35	(167.56) LT		
	12/19/19	8,063.699	11.120	10.180	89,668.33	82,088.46	(7,579.87) LT		
	6/4/20	6,497.291	11.200	10.180	72,769.66	66,142.42	(6,627.24) LT		
	8/12/20	1,000.565	11.370	10.180	11,376.42	10,185.75	(1,190.67) LT		
	10/21/20	705.381	11.360	10.180	8,013.13	7,180.78	(832.35) LT		
	11/11/20	940.557	11.370	10.180	10,694.13	9,574.87	(1,119.26) LT		
	1/26/21	1,481.609	11.430	10.180	16,934.79	15,082.78	(1,852.01) LT		
	6/14/21	317.527	11.370	10.180	3,610.28	3,232.42	(377.86) LT		
	10/1/21	1,912.264	11.310	10.180	21,627.71	19,466.85	(2,160.86) LT		
	10/27/21	3,529.922	11.230	10.180	39,641.02	35,934.61	(3,706.41) LT		

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
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## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	2/17/22	2,605.772	10.890	10.180	28,376.85	26,526.76	(1,850.09) ST		
	8/17/22	708.736	10.400	10.180	7,370.85	7,214.93	(155.92) ST		
<b>Purchases</b>		40,621.346			451,777.23	413,525.30	(36,245.92) LT		
Long Term Reinvestments		5,580.740			62,056.60	56,811.93	(2,006.01) ST		
Short Term Reinvestments		502.181			5,177.33	5,112.20	(5,244.67) LT H		
							(65.13) ST		
<b>Total</b>		46,704.267			519,011.16	475,449.44	(41,490.59) LT	12,003.00	2.52
							(2,071.14) ST		
<b>Total Purchases vs Market Value</b>					451,777.23	475,449.44			
<b>Net Value Increase/(Decrease)</b>						23,672.21			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$974.55; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>PUTNAM FLOATING RATE INC Y (PFRYX)</b>	4/10/17	74.907	8.622	7.780	645.86	582.78	(63.08) LT H		
	5/29/17	218.627	8.602	7.780	1,880.66	1,700.92	(179.74) LT H		
	4/27/21	5,079.520	8.260	7.780	41,956.83	39,518.66	(2,438.17) LT		
	6/14/21	17.771	8.300	7.780	147.50	138.26	(9.24) LT		
	10/27/21	88.065	8.280	7.780	729.18	685.15	(44.03) LT		
<b>Purchases</b>		5,478.890			45,360.03	42,625.77	(2,734.26) LT		
Long Term Reinvestments		575.308			4,854.23	4,475.90	(378.33) LT H		
Short Term Reinvestments		101.986			791.38	793.45	2.07 ST		
<b>Total</b>		6,156.184			51,005.64	47,895.11	(3,112.59) LT	2,044.00	4.27
							2.07 ST		
<b>Total Purchases vs Market Value</b>					45,360.03	47,895.11			
<b>Net Value Increase/(Decrease)</b>						2,535.08			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$263.49; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>THORNBURG INTL GROWTH I (TINGX)</b>	11/28/18	1,267.833	21.240	22.210	26,928.77	28,158.57	1,229.80 LT		
	2/22/19	97.723	21.340	22.210	2,085.40	2,170.43	85.03 LT		
	8/12/20	67.954	28.540	22.210	1,939.42	1,509.26	(430.16) LT		
	11/11/20	156.017	30.260	22.210	4,721.08	3,465.14	(1,255.94) LT		
	4/27/21	400.367	33.280	22.210	13,324.21	8,892.15	(4,432.06) LT		
	6/14/21	133.545	32.830	22.210	4,384.27	2,966.03	(1,418.24) LT		
	1/27/22	520.754	25.470	22.210	13,263.60	11,565.95	(1,697.65) ST		
	3/25/22	173.840	24.690	22.210	4,292.12	3,860.99	(431.13) ST		
	4/13/22	49.233	24.240	22.210	1,193.41	1,093.46	(99.95) ST		
<b>Purchases</b>		2,867.266			72,132.28	63,681.98	(6,221.57) LT		
Long Term Reinvestments		335.282			9,539.83	7,446.61	(2,228.73) ST		
							(2,093.22) LT		

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>Total</b>		3,202.548			81,672.11	71,128.59	(8,314.79) LT (2,228.73) ST	—	—
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					72,132.28	71,128.59 (1,003.69)			
<i>GIMA Status: AL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
<b>VICTORY RS VALUE Y (RSVYX)</b>	9/4/15	18.897	29.840	27.410	563.89	517.97	(45.92) LT H		
	1/26/21	730.606	25.110	27.410	18,345.53	20,025.91	1,680.38 LT		
	7/7/21	12.189	28.840	27.410	351.53	334.10	(17.43) LT		
	<b>Purchases</b>	761.692			19,260.95	20,877.98	1,617.03 LT		
Short Term Reinvestments		125.820			3,362.26	3,448.73	86.47 ST		
<b>Total</b>		887.512			22,623.21	24,326.70	1,617.03 LT 86.47 ST	149.00	0.61
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					19,260.95	24,326.70 5,065.75			

*GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$18.90; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities*

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>MUTUAL FUNDS</b>	72.33%	\$1,831,719.35	\$1,726,271.15	\$(73,578.24) LT \$(31,869.96) ST	\$42,763.00	2.48%
<b>TOTAL VALUE</b>	100.00%	\$2,251,047.41	\$2,386,691.77	\$50,409.51 LT \$(34,348.69) ST	\$55,586.00	2.33%
<b>Advised portion of Total Value</b>			\$2,355,154.38			
<b>Non-Advised portion of Total Value</b>			\$31,537.39			

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

H - Wash sale rules apply to this tax lot. The cost basis and acquisition date (trade date) have been adjusted to account for a disallowed loss of a related wash sale transaction. The aggregate amount of the basis adjustment is identified in italics under the Security Description.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$119,583.54	—	—	—	—	—
ETFs & CEFs	—	\$540,837.08	—	—	—	—
Mutual Funds	—	925,836.64	\$800,434.51	—	—	—
<b>TOTAL ALLOCATION OF ASSETS</b>	<b>\$119,583.54</b>	<b>\$1,466,673.72</b>	<b>\$800,434.51</b>	<b>—</b>	<b>—</b>	<b>—</b>

## ACTIVITY

### CASH FLOW ACTIVITY BY DATE

Activity Date	Settlement Date	Activity Type	Description	Comments	Quantity	Price	Credits/(Debits)
11/1		Dividend	PGIM SHORT-TERM CORP BOND Z DIV PAYMENT				\$1,174.82
11/1		Dividend	BLACKROCK HIGH EQ INCOME INST DIV PAYMENT				741.63
11/1		Dividend	ANGEL OAK MULTI STRAT INC I DIV PAYMENT				248.17
11/1		Dividend	PUTNAM FLOATING RATE INC Y DIV PAYMENT				245.34
11/1		Dividend Reinvestment	PGIM SHORT-TERM CORP BOND Z	REINVESTMENT a/o 10/31/22	117.365	10.0100	(1,174.82)
11/1		Dividend Reinvestment	BLACKROCK HIGH EQ INCOME INST	REINVESTMENT a/o 10/31/22	27.693	26.7800	(741.63)
11/1		Dividend Reinvestment	ANGEL OAK MULTI STRAT INC I	REINVESTMENT a/o 10/31/22	28.624	8.6700	(248.17)
11/1		Dividend Reinvestment	PUTNAM FLOATING RATE INC Y	REINVESTMENT a/o 10/31/22	31.862	7.7000	(245.34)
11/7		Service Fee	ADV FEE 11/01-11/30				(331.94)
11/16		Dividend	PERFORMANCE TRUST STRAT BD I DIV PAYMENT				628.69
11/16		Dividend Reinvestment	PERFORMANCE TRUST STRAT BD I	REINVESTMENT a/o 11/15/22	33.089	19.0000	(628.69)
11/30		Interest Income	MORGAN STANLEY PRIVATE BANK NA	(Period 11/01-11/30)			43.82
11/30		Interest Income	MORGAN STANLEY BANK N.A.	(Period 11/01-11/30)			5.22
<b>NET CREDITS/(DEBITS)</b>							<b>\$(282.90)</b>

Purchase and Sale transactions above may have received an average price execution. Details regarding the actual prices are available upon request.

### MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY

Activity Date	Activity Type	Description	Credits/(Debits)
11/8	Automatic Redemption	BANK DEPOSIT PROGRAM	\$(331.94)
11/30	Automatic Investment	BANK DEPOSIT PROGRAM	43.82
11/30	Automatic Investment	BANK DEPOSIT PROGRAM	5.22

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY (CONTINUED)

Activity	Date	Activity Type	Description	Credits/(Debits)
NET ACTIVITY FOR PERIOD				\$(282.90)

## MESSAGES

### FINRA BrokerCheck

FINRA has established the public disclosure program, known as BrokerCheck, to provide certain information regarding the disciplinary history of FINRA members and their associated persons. The BrokerCheck Hotline Number is 1-800-289-9999. The FINRA web site address is [www.finra.org](http://www.finra.org). An investor brochure that includes information describing FINRA BrokerCheck may be obtained from FINRA.

### Tips on Protecting Yourself from Fraudulent Account Activity

The safety of our clients is of utmost importance to Morgan Stanley. We are taking this opportunity to alert our clients of the following scams that have been identified by a number of organizations. *Please be reminded that you should never provide your account numbers, passwords, or personal information, including your social security number, to anyone you do not know.* Example of scams to be aware of: *Treatment scams; Supply scams; Provider scams; Charity scams; Phishing scams; App scams; Investment scams; Tech Support scams; Home Sanitation scams; and Government Assistance scams.* If you have any questions regarding these scams, please immediately contact us.

### Senior Investor Helpline

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534.

### Important Information About Advisory Accounts

Please contact us if there have been any changes in your financial situation or investment objectives, or if you wish to impose any reasonable restrictions on the management of your Investment Advisory accounts, or to reasonably modify existing restrictions.

For a copy of the applicable ADV Brochure for Morgan Stanley Smith Barney LLC, or for any investment adviser with whom we contract to manage your investment advisory account, please visit [www.morganstanley.com/ADV](http://www.morganstanley.com/ADV). These ADV Brochures contain important information about our advisory programs.

### Online Availability of Client Relationship Summary and Other Disclosures

The Morgan Stanley Client Relationship Summary as well as other applicable regulatory disclosures are available at [www.morganstanley.com/disclosures/account-disclosures](http://www.morganstanley.com/disclosures/account-disclosures). Please visit this website and review these documents carefully, as they provide important information.

**STATEMENT FOR:**

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012

**TOTAL VALUE OF YOUR ACCOUNT** (as of 12/31/22)

*Includes Accrued Interest*

**\$2,315,490.12**

**Your Financial Advisor Team**

The Cap IV Group

**Your Financial Advisors**

**Christopher Sigmund**

Senior Vice President

Chris.Sigmund@morganstanley.com

615 298-6557

**Lee Burklow**

Senior Vice President

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*Morgan Stanley Smith Barney LLC. Member SIPC.*

#BWNJGWM

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
11/05/2012  
525 BRICK CHURCH PARK DRIVE  
NASHVILLE TN 37207-3219

**Client Service Center** (24 Hours a Day; 7 Days a Week): 800-869-3326

**Access Your Account Online:** [www.morganstanley.com/online](http://www.morganstanley.com/online)

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •  
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •  
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

## GIMA Status Definitions

### **GIMA STATUS IN INVESTMENT ADVISORY PROGRAMS**

Global Investment Manager Analysis (GIMA) reviews certain investment products in various advisory programs. For these programs, a GIMA status will apply:

**Focus (FL):** Investment products on the Focus List have been subject to an in-depth review and possess GIMA's highest level of confidence.

**Approved (AL):** Investment products on the Approved List have typically been subject to a less rigorous review process and have been approved for recommendation to investors.

**Not Approved (NL):** Investment products that were previously on the Focus List or Approved List but are no longer on either of those lists. GIMA no longer covers these products.

For more information, please contact us for the applicable Morgan Stanley ADV brochure.

## Expanded Disclosures

Expanded Disclosures, which apply to all statements we send to you, are provided with your first statement and thereafter twice a year.

### Questions?

Questions regarding your account may be directed to us by using the contact information on the statement cover page.

### Errors and Inquiries

Be sure to review your statement promptly, and immediately address any concerns regarding entries that you do not understand or believe were made in error by contacting us by using the contact information on your statement cover page. Oral communications regarding any inaccuracy or discrepancy in this statement should be re-confirmed in writing to further protect your rights, including rights under the Securities Investor Protection Act (SIPA). Your statement will be deemed correct unless we receive a written inquiry of a suspected error. See your account documentation for special rules regarding your rights and responsibilities with respect to erroneous electronic fund transfers, including a description of the transfers covered. For concerns or complaints, contact us.

### Senior Investor Helpline

Senior Investor clients or those acting on their behalf have a convenient way to communicate with our Firm by calling us at (800) 280-4534 Monday-Friday 9am-7pm Eastern Time.

### Account Valuation

Account values are computed by adding (1) the market value of all priced positions, (2) valuations utilizing industry service providers and/or outside custodians for other positions, and (3) adding any credit or subtracting any debit to your closing Cash, Money Market Funds and/or Deposit balance. Cash, Deposits and Money Market Funds are displayed on a settlement date basis, and other positions are displayed in your account on a trade date basis. The values of fixed income positions in summary displays include accrued interest in the totals. In the "Holdings" section, fixed income market value and accrued interest are also displayed in separate columns. Accrued interest is the interest earned but not yet paid on the bond since its last interest payment. In most cases, it is calculated from the date of the last coupon payment (or "dated date") through the closing date of the statement. Foreign Currency Deposits are reflected in U.S. dollars as of the statement end date. The Annual Percentage Yield (APY) for deposits represents the applicable rate in effect for your deposits at the statement ending date. This APY may be different than the APY that was in effect during the statement period. For current Bank Deposit or Money Market Fund yields, go to [www.morganstanley.com/wealth-investmentstrategies/ratemonitor.html](http://www.morganstanley.com/wealth-investmentstrategies/ratemonitor.html).

### Additional Retirement Account Information

Tax-qualified account contributions are subject to IRS eligibility rules

and regulations. The Contributions and Distributions information in this statement reflects information for a particular account, without reference to any other account, and is based on information provided by you. The deductibility of an individual contribution depends upon your Modified Adjusted Gross Income and coverage by a retirement plan at work. Check with your tax advisor to verify how much you can contribute, if the contribution will be tax deductible, and if special rules apply. The information included in this statement is not intended to constitute tax, legal or accounting advice. Contact us if any of this information is incorrect.

### Availability of Free Credit Balances and Financial Statements

Under the customer protection rules of the SEC [17 CFR §240.15c3-3], we may use funds comprising free credit balances carried for customer accounts here, provided that these funds are payable to customers on demand (i.e., are free of a lien or right of set-off in our favor or on behalf of some third party to whom you have given control). A financial statement of this organization is available for your personal inspection at its offices, or a copy will be mailed to you upon your written request.

### Gain/(Loss) Information

Gain/(Loss) is provided for informational purposes. It is not a substitute for Internal Revenue Service (IRS) Form 1099 (on which we report cost basis for covered securities) or any other IRS tax form, and should not be used for tax preparation. Unrealized Gain/(Loss) provided on this statement is an estimate. Contact your own independent legal or tax advisor to determine the appropriate use of the Gain/(Loss) information on this statement. For more information, contact us.

### Tax Reporting

Under Federal income tax law, we are required to report gross proceeds of sales (including short sales) on Form 1099-B by March 15 of the year following the calendar year of the transaction for reportable (i.e., non-retirement) accounts. For sales of certain securities acquired on or after January 1, 2011 (or applicable date for the type of security) we are also required to report cost basis and holding period. Under IRS regulations, if you have not provided us with a certification of either U.S. or foreign status on applicable Form W-9 or W-8, your accounts may be subject to either 24% back-up withholding or 30% nonresident alien withholding on payments made to your accounts.

### Investment Objectives

The following is an explanation of the investment objective alternatives applicable to your account(s): Income - for investors seeking regular income with low to moderate risk to principal; Capital Appreciation - for investors seeking capital appreciation with moderate to high risk to principal; Aggressive Income - for investors seeking higher returns either as growth or as income with greater risk to principal; Speculation - for

investors seeking high profits or quick returns with considerable possibility of losing most or all of their investment.

### Listed Options

Information with respect to commissions and other charges related to the execution of options transactions has been included in confirmations of such transactions previously furnished to you and such information will be made available to you promptly at your request. Promptly advise us of any material change in your investment objectives or financial situation.

**Important Information if You are a Margin Customer**(not available for certain retirement accounts)

If you have margin privileges, you may borrow money from us in exchange for pledging assets in your accounts as collateral. The amount you may borrow is based on the value of eligible securities in your margin accounts. If a security has eligible shares the number of shares pledged as collateral is indicated below the position. If you have a margin account, as permitted by law, we may use certain securities in your account for, among other things, settling short sales or lending the securities for short sales, for which we may receive compensation.

### Margin Interest Charges

We calculate interest charges on margin loans as follows: (1) multiply the applicable margin interest rate by the daily close of business net settled debit balance, and (2) divide by 360 (days). Margin interest accrues daily throughout the month and is added to your debit balance at month-end. The month-end interest charge is the sum of the daily accrued interest calculations for the month. We add the accrued interest to your debit balance and start a new calculation each time the applicable interest rate changes and at the close of every statement month. For interest rate information, log into your account online and select your account with a Margin agreement to view more information.

### Information Regarding Special Memorandum Account

If you have a Margin Account, this is a combined statement of your Margin Account and Special Memorandum Account maintained for you under Section 220.5 of Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the Special Memorandum Account as required by Regulation T is available for your inspection at your request.

### Money Market Fund (MMF) Pricing

You could lose money in MMFs. Although MMFs classified as government funds (i.e., MMFs that invest 99.5% of total assets in cash and/or securities backed by the U.S. government) and retail funds (i.e., MMFs open to natural person investors only) seek to preserve value at \$1.00 per share, they cannot guarantee they will do so. The price of other MMFs will fluctuate and when you sell shares they may be worth more or less than originally paid. MMFs may impose a fee upon sale

## Expanded Disclosures (CONTINUED)

or temporarily suspend sales if liquidity falls below required minimums. During suspensions, shares would not be available for purchases, withdrawals, check writing or ATM debits. A MMF investment is not insured or guaranteed by the Federal Deposit Insurance Corporation or other government agency.

### Notice Regarding Global Investment Manager Analysis

The Global Investment Manager Analysis team conducts analysis on various mutual funds and exchange-traded funds for clients holding those funds in certain investment advisory programs. If you have invested in any of these funds in another type of account, such as a brokerage account, you will not receive the same materials and status updates on the funds as we provide to investment advisory clients (including instructions on selling fund shares).

### Pricing of Securities

The prices of securities are derived from various sources, and do not necessarily represent the prices at which those securities could have been bought or sold. Although we attempt to use reliable sources of information, we can offer no assurance as to their accuracy, reliability or completeness. Prices are as of the date shown only and are not an offer by us or our affiliates to purchase or sell any instrument or enter into any transaction or a commitment by us or them to make such an offer. Prices of securities not actively traded may not be available, and are indicated by N/A (not available). For additional information on how we price securities, contact us.

### Important Information About Auction Rate Securities

For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated by N/A (not available). There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

### Structured Investments Risks and Considerations

Structured Investments (Structured Products) are complex products and are subject to special risks, which may include, but are not limited to: loss of initial investment; issuer credit risk and price volatility resulting from actual or anticipated changes to issuer's and/or guarantor's credit ratings/spreads; limited or no appreciation and limits on participation in any appreciation of underlying asset(s); risks associated with the underlying asset(s); no periodic payments; call prior to maturity; early redemption fees for market linked deposits; lower interest rates and/or yield compared to conventional debt with comparable maturity; unique tax implications; limited or no secondary market; and conflicts of interest due to affiliation, compensation or other factors which could adversely affect market value or payout to investors. Investors also should consider the concentration risk of owning the related security and their total exposure to any underlying asset. Structured

Investments, which may appear in various product categories and are identified on the Position Description Details line as "Asset Class: Struct Inv," may not perform in a manner consistent with the product category where they appear, and therefore may not satisfy portfolio asset allocation needs for that category. When displayed, the accrued interest, annual income and yield for structured investments with a contingent income feature (e.g., Range Accrual Notes/Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant observation period and payment in full of all contingent interest. Actual accrued interest, annual income and yield will be dependent upon the performance of the underlying asset(s) and may be significantly lower than estimates shown. For more information on the risks and conflicts of interest related to Structured Investments, log in to Morgan Stanley Online at

[www.morganstanley.com/structuredproductsrisksandconflicts](http://www.morganstanley.com/structuredproductsrisksandconflicts). For information on risks specific to your Structured Investments, contact us.

### Security Measures

This statement features several embedded security elements to safeguard its authenticity. One is a unique blue security rectangle, printed in heat-sensitive ink on the back of every page. When exposed to warmth, the color will disappear, and then reappear.

### SIPC Protection

We are a member of Securities Investor Protection Corporation (SIPC), which protects securities of its customers up to \$500,000 (including \$250,000 for claims for cash). An explanatory brochure is available upon request or at [www.sipc.org](http://www.sipc.org). Losses due to market fluctuation are not protected by SIPC and assets not held with us may not be covered by SIPC protection. To obtain information about SIPC, including an explanatory SIPC brochure, contact SIPC at 1-202-371-8300 or visit [www.sipc.org](http://www.sipc.org).

### Certain Assets Not Held Here

You may purchase certain assets through us that may be held at another financial institution. Assets not held with us may not be covered by SIPC protection. We may include information about certain assets on this statement solely as a service to you and are not responsible for information provided by external sources. Generally, any financial institution that holds securities is responsible for year-end reporting (e.g., Forms 1099) and separate periodic statements, which may vary from our information due to different reporting periods. In the case of networked mutual funds, we perform all year-end tax reporting.

### Total Income

Total income, as used in the income summaries, represents dividends and/or interest on securities we receive on your behalf and credit to your account(s) during the calendar year. We report dividend distributions and taxable bond interest credited to your account to the

IRS. The totals we report may differ from those indicated as "This Year" figures on the last statement for the calendar year. Only information on Forms 1099 should be used for tax reporting. In the case of Corporations, Real Estate Investment Trusts (REITs), Master Limited Partnerships, Regulated Investment Companies and Unit Investment Trusts, some sponsors may reclassify the distribution to a different tax type for year-end reporting.

### Transaction Dates and Conditions

Transactions display trade date and settlement date. Transactions are included on this statement on trade date basis (excluding BDP and MMFs). Trades that have not settled as of statement month end will also be displayed in the "Unsettled Purchases/Sales Activity" section. Upon written request, we will give you the date and time of a transaction and the name of the other party to a transaction. We and/or our affiliates may accept benefits that constitute payment for order flow. Details regarding these benefits and the source and amount of any other remuneration received or to be received by us in connection with any transaction will be furnished upon written request.

### Tax and Legal Disclosure

We do not provide legal or tax advice. Please consult your own tax advisor.

Revised 11/2022

## Account Summary

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (12/1/22-12/31/22)	This Year (1/1/22-12/31/22)
<b>TOTAL BEGINNING VALUE</b>	<b>\$2,386,691.77</b>	<b>\$2,730,925.40</b>
Credits	—	—
Debits	(360.05)	(84,749.11)
Security Transfers	—	62,696.40
<b>Net Credits/Debits/Transfers</b>	<b>\$(360.05)</b>	<b>\$(22,052.71)</b>
<b>Change in Value</b>	<b>(70,841.60)</b>	<b>(393,382.57)</b>
<b>TOTAL ENDING VALUE</b>	<b>\$2,315,490.12</b>	<b>\$2,315,490.12</b>

Net Credits / Debits include investment advisory fees as applicable. See Activity section for details.

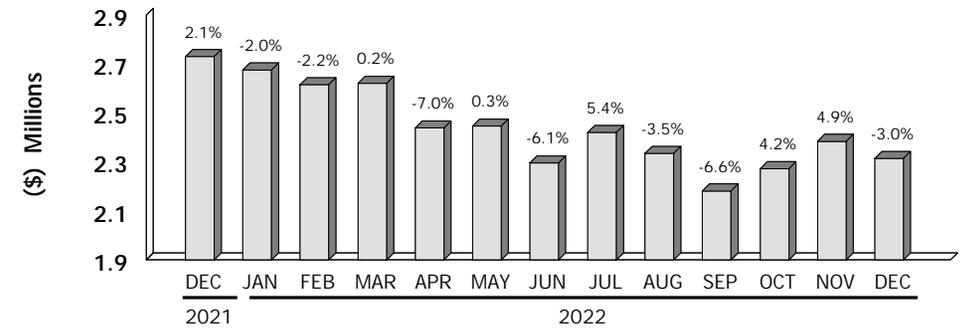
### ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$121,362.79	5.24
Equities	1,393,194.05	60.17
Fixed Income & Preferreds	800,933.28	34.59
<b>TOTAL VALUE</b>	<b>\$2,315,490.12</b>	<b>100.00%</b>

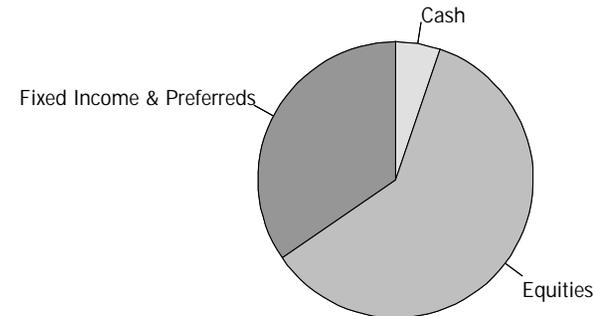
FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.

### MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.



The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations.



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes.

## Account Summary

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 11/30/22)	This Period (as of 12/31/22)
Cash, BDP, MMFs	\$119,583.54	\$121,362.79
ETFs & CEFs	540,837.08	513,853.61
Mutual Funds	1,726,271.15	1,680,273.72
<b>Total Assets</b>	<b>\$2,386,691.77</b>	<b>\$2,315,490.12</b>
<b>Total Liabilities</b> (outstanding balance)	—	—
<b>TOTAL VALUE</b>	<b>\$2,386,691.77</b>	<b>\$2,315,490.12</b>

### INCOME AND DISTRIBUTION SUMMARY

	This Period (12/1/22-12/31/22)	This Year (1/1/22-12/31/22)
Other Dividends	\$13,665.22	\$51,519.41
Long Term Capital Gains Distributions	14,287.21	15,713.04
Interest	50.92	211.30
<b>Income And Distributions</b>	<b>\$28,003.35</b>	<b>\$67,443.75</b>
<b>Tax-Exempt Income</b>	—	—
<b>TOTAL INCOME AND DISTRIBUTIONS</b>	<b>\$28,003.35</b>	<b>\$67,443.75</b>

*Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.*

### CASH FLOW

	This Period (12/1/22-12/31/22)	This Year (1/1/22-12/31/22)
<b>OPENING CASH, BDP, MMFs</b>	<b>\$119,583.54</b>	<b>\$127,509.13</b>
Purchases	—	(332,861.09)
Dividend Reinvestments	(25,864.05)	(59,826.40)
Sales and Redemptions	—	401,614.80
Income and Distributions	28,003.35	69,675.46
<b>Total Investment Related Activity</b>	<b>\$2,139.30</b>	<b>\$78,602.77</b>
Electronic Transfers-Debits	—	(80,393.04)
Other Debits	(360.05)	(4,356.07)
<b>Total Cash Related Activity</b>	<b>\$(360.05)</b>	<b>\$(84,749.11)</b>
<b>Total Card/Check Activity</b>	—	—
<b>CLOSING CASH, BDP, MMFs</b>	<b>\$121,362.79</b>	<b>\$121,362.79</b>

### GAIN/(LOSS) SUMMARY

	Realized This Period (12/1/22-12/31/22)	Realized This Year (1/1/22-12/31/22)	Unrealized Inception to Date (as of 12/31/22)
Short-Term Gain	—	—	\$263.04
Short-Term (Loss)	—	(30,564.47)	(40,516.14)
<b>Total Short-Term</b>	<b>—</b>	<b>\$(30,564.47)</b>	<b>\$(40,253.10)</b>
Long-Term Gain	—	35,630.07	181,534.06
Long-Term (Loss)	—	(12,165.89)	(224,065.17)
<b>Total Long-Term</b>	<b>—</b>	<b>\$23,464.18</b>	<b>\$(42,531.11)</b>
<b>TOTAL GAIN/(LOSS)</b>	<b>—</b>	<b>\$(7,100.29)</b>	<b>\$(82,784.21)</b>
Disallowed Loss	—	\$4,078.57	

*The Gain/(Loss) Summary, which may change due to basis adjustments, is provided for informational purposes and should not be used for tax preparation. Refer to Gain/(Loss) in the Expanded Disclosures.*

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

**Investment Objectives (in order of priority):** Capital Appreciation, Income, Speculation, Aggressive Income

**Investment Advisory Account**

Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

**Account Holder Votes Proxy:** No

The account holder has delegated the authority to vote proxies for the account to Institutional Shareholder Services or a third-party or Morgan Stanley-affiliated portfolio manager, as applicable.

## HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period. All positions within an advisory account are to be considered as advised, unless otherwise identified on the Position Description Details line as "Non-Advised."

## CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions.

Description	Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY BANK N.A. #	\$12,674.12	—	\$63.00	0.500
MORGAN STANLEY PRIVATE BANK NA #	108,688.67	—	543.00	0.500
<b>BANK DEPOSITS</b>	<b>\$121,362.79</b>		<b>\$606.00</b>	

	Percentage of Holdings	Market Value	Est Ann Income
<b>CASH, BDP, AND MMFs</b>	<b>5.24%</b>	<b>\$121,362.79</b>	<b>\$606.00</b>

# Bank Deposits are held at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, affiliates of Morgan Stanley Smith Barney LLC and each a national bank and FDIC member.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
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### EXCHANGE-TRADED & CLOSED-END FUNDS

Estimated Annual Income for Exchange Traded Funds, is based upon historical distributions over the preceding 12-month period, while Estimated Annual Income for Closed End Funds may be based upon either (a) the most recent dividend or (b) sum of prior 12 months (depending upon whether there is an announced fixed rate). Current Yield is calculated by dividing the total Estimated Annual Income by the current Market Value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published yields. Investors should refer to the Fund website for the most recent yield information.

Global Investment Manager Analysis (GIMA) status codes (FL, AL or NL), may be shown for certain exchange-traded funds and are not guarantees of performance. Refer to "GIMA Status in Investment Advisory Programs" in the June or December statement for a description of these status codes.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
ISHARES CORE MSCI EAFE ETF (IEFA)	11/9/18	46.000	\$57.766	\$61.640	\$2,657.22	\$2,835.44	\$178.22	LT	H
	11/28/18	1,639.000	58.555	61.640	95,970.83	101,027.96	5,057.13	LT	
	2/22/19	17.000	60.146	61.640	1,022.49	1,047.88	25.39	LT	
	7/1/19	31.000	61.755	61.640	1,914.41	1,910.84	(3.57)	LT	
	12/19/19	13.000	64.830	61.640	842.79	801.32	(41.47)	LT	
	2/18/20	62.000	64.500	61.640	3,999.00	3,821.68	(177.32)	LT	
	3/13/20	72.000	47.507	61.640	3,420.51	4,438.08	1,017.57	LT	
	7/9/20	12.000	57.855	61.640	694.26	739.68	45.42	LT	
	10/21/20	63.000	61.290	61.640	3,861.27	3,883.32	22.05	LT	
	4/27/21	99.000	75.079	61.640	7,432.82	6,102.36	(1,330.46)	LT	
	7/7/21	45.000	75.220	61.640	3,384.90	2,773.80	(611.10)	LT	
	10/1/21	3.000	73.807	61.640	221.42	184.92	(36.50)	LT	
	1/27/22	93.000	70.178	61.640	6,526.54	5,732.52	(794.02)	ST	
	3/25/22	38.000	69.620	61.640	2,645.56	2,342.32	(303.24)	ST	
	4/13/22	6.000	67.990	61.640	407.94	369.84	(38.10)	ST	
	7/28/22	81.000	60.956	61.640	4,937.43	4,992.84	55.41	ST	
	8/17/22	24.000	61.890	61.640	1,485.36	1,479.36	(6.00)	ST	
<b>Total</b>		<b>2,344.000</b>			<b>141,424.75</b>	<b>144,484.16</b>	<b>4,145.36</b>	<b>3,907.00</b>	<b>2.70</b>
							(1,085.95)		

GIMA Status: AL; Next Dividend Payable 06/2023; Basis Adjustment Due to Wash Sale: \$471.90; Asset Class: Equities

ISHARES CORE S&P U.S. GROWTH (IUSG)	11/9/18	624.000	57.116	81.520	35,640.22	50,868.48	15,228.26	LT	H
	11/28/18	656.000	56.215	81.520	36,876.71	53,477.12	16,600.41	LT	
	3/13/20	24.000	56.255	81.520	1,350.12	1,956.48	606.36	LT	
	4/27/21	72.000	97.535	81.520	7,022.52	5,869.44	(1,153.08)	LT	
	6/14/21	25.000	97.490	81.520	2,437.25	2,038.00	(399.25)	LT	
	10/27/21	159.000	110.107	81.520	17,507.08	12,961.68	(4,545.40)	LT	
	1/27/22	98.000	99.815	81.520	9,781.90	7,988.96	(1,792.94)	ST	
	4/13/22	40.000	100.714	81.520	4,028.56	3,260.80	(767.76)	ST	
7/28/22	34.000	91.900	81.520	3,124.61	2,771.68	(352.93)	ST		

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>Total</b>		1,732.000			117,768.97	141,192.64	26,337.30 LT (2,913.63) ST	1,453.00	1.03

GIMA Status: AL; Next Dividend Payable 03/2023; Basis Adjustment Due to Wash Sale: \$537.10; Asset Class: Equities

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>ISHARES CORE S&amp;P U.S. VALUE (IUSV)</b>	11/28/18	1,513.000	53.699	70.630	81,246.59	106,863.19	25,616.60 LT		
	7/1/19	14.000	56.975	70.630	797.65	988.82	191.17 LT		
	2/18/20	33.000	63.540	70.630	2,096.82	2,330.79	233.97 LT		
	3/13/20	103.000	46.883	70.630	4,828.97	7,274.89	2,445.92 LT		
	4/1/20	116.000	44.441	70.630	5,155.11	8,193.08	3,037.97 LT		
	7/9/20	112.000	51.448	70.630	5,762.22	7,910.56	2,148.34 LT		
	10/21/20	72.000	55.800	70.630	4,017.60	5,085.36	1,067.76 LT		
	7/7/21	20.000	71.730	70.630	1,434.60	1,412.60	(22.00) LT		
	7/28/22	4.000	70.088	70.630	280.35	282.52	2.17 ST		
<b>Total</b>		1,987.000			105,619.91	140,341.81	34,719.73 LT 2.17 ST	3,118.00	2.22

GIMA Status: AL; Next Dividend Payable 03/2023; Asset Class: Equities

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>VANGUARD S&amp;P 500 ETF (VOO)</b>	4/21/16	118.000	192.700	351.340	22,738.60	41,458.12	18,719.52 LT		
	5/29/18	4.000	246.388	351.340	985.55	1,405.36	419.81 LT		
	3/13/20	82.000	234.499	351.340	19,228.88	28,809.88	9,581.00 LT		
	4/1/20	7.000	228.586	351.340	1,600.10	2,459.38	859.28 LT		
	1/27/22	3.000	396.100	351.340	1,188.30	1,054.02	(134.28) ST		
	7/28/22	1.000	371.670	351.340	371.67	351.34	(20.33) ST		
<b>Purchases</b>		215.000			46,113.10	75,538.10	29,579.61 LT (154.61) ST		
Long Term Reinvestments		32.000			7,715.90	11,242.88	3,526.98 LT		
Short Term Reinvestments		3.000			1,033.89	1,054.02	20.13 ST		
<b>Total</b>		250.000			54,862.89	87,835.00	33,106.59 LT (134.48) ST	1,487.00	1.69

GIMA Status: AL; Next Dividend Payable 03/2023; Asset Class: Equities

EXCHANGE-TRADED & CLOSED-END FUNDS	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	22.19%	\$419,676.52	\$513,853.61	\$98,308.98 LT \$(4,131.89) ST	\$9,965.00	1.94%

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### MUTUAL FUNDS

#### OPEN-END MUTUAL FUNDS

Although share price is displayed only to three decimal places, calculation of Market Value is computed using the full share price in our data base, which may carry out beyond three decimal places. Estimated Annual Income is based upon historical distributions over the preceding 12-month period, rather than on the most recent dividend. Current Yield is calculated by dividing the total estimated annual income by the current market value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published Fund yields. Investors should refer to the Fund website for the most recent yield information.

"Total Purchases vs. Market Value" is provided to assist you in comparing your "Total Purchases," excluding reinvested distributions, with the current value of the mutual fund positions in your account.

"Cumulative Cash Distributions" when shown, may reflect distributions on shares no longer held in the account. It may not reflect all distributions received in cash; due to but not limited to: investments made prior to addition of this information on statements; securities transfers; timing of recent distributions; and certain adjustments made in your account.

"Net Value Increase/ (Decrease)" reflects the difference between your total purchases, and the sum of the current value of the fund's shares, and cash distributions shown. This calculation is for informational purposes only and does not reflect your total unrealized gain or loss nor should it be used for tax purposes.

Global Investment Manager Analysis (GIMA) status codes (FL, AL or NL), may be shown for certain mutual funds and are not guarantees of performance. Refer to "GIMA Status in Investment Advisory Programs" in the June or December statement for a description of these codes.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %	
AMERICAN EURO PACIFIC GRW F2 (AEPFX)	7/4/15	81.956	\$53.790	\$48.900	\$4,408.44	\$4,007.65	\$(400.79)	LT	H	
	11/28/18	92.518	48.960	48.900	4,529.68	4,524.13	(5.55)	LT		
	2/18/20	53.903	55.200	48.900	2,975.46	2,635.86	(339.60)	LT		
	6/4/20	288.969	52.480	48.900	15,165.10	14,130.58	(1,034.52)	LT		
	8/12/20	35.233	57.600	48.900	2,029.42	1,722.89	(306.53)	LT		
	4/27/21	216.212	72.060	48.900	15,580.25	10,572.77	(5,007.48)	LT		
	7/7/21	34.370	70.251	48.900	2,414.52	1,680.69	(733.83)	LT		
	10/27/21	372.180	70.170	48.900	26,115.86	18,199.60	(7,916.26)	LT		
	1/27/22	195.273	57.990	48.900	11,323.90	9,548.85	(1,775.05)	ST		
	3/25/22	90.110	56.310	48.900	5,074.10	4,406.38	(667.72)	ST		
	4/13/22	34.741	55.430	48.900	1,925.68	1,698.83	(226.85)	ST		
	<b>Purchases</b>		1,495.465			91,542.41	73,128.23	(15,744.56)	LT	
	Long Term Reinvestments		374.052			22,552.00	18,291.14	(2,669.62)	ST	
Short Term Reinvestments		38.596			1,894.00	1,887.34	(6.66)	ST		
<b>Total</b>		1,908.113			115,988.41	93,306.73	(20,005.42)	LT	1,290.00	
							(2,676.28)	ST	1.38	
<b>Total Purchases vs Market Value</b>					91,542.41	93,306.73				
<b>Net Value Increase/(Decrease)</b>						1,764.32				

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$787.61; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
ANGEL OAK MULTI STRAT INC I (ANGIX)	7/28/22	5,033.900	9.370	8.540	47,167.64	42,989.51	(4,178.13) ST		
	8/17/22	143.896	9.340	8.540	1,343.99	1,228.87	(115.12) ST		
	<b>Purchases</b>	5,177.796			48,511.63	<b>44,218.38</b>	(4,293.25) ST		
	Short Term Reinvestments	105.981			938.35	905.08	(33.27) ST		
	<b>Total</b>	5,283.777			49,449.98	<b>45,123.46</b>	(4,326.52) ST	2,568.00	5.69
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>				48,511.63	45,123.46	(3,388.17)			
<i>GIMA Status: AL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI &amp; Pref</i>									
BLACKROCK HIGH EQ INCOME INST (BMCIX)	8/12/15	107.882	37.070	27.170	3,999.18	2,931.15	(1,068.03) LT H		
	4/1/20	1,512.462	19.700	27.170	29,795.51	41,093.59	11,298.08 LT		
	6/4/20	775.063	23.790	27.170	18,438.74	21,058.46	2,619.72 LT		
	7/9/20	97.875	22.150	27.170	2,167.94	2,659.26	491.32 LT		
	4/27/21	938.835	29.350	27.170	27,554.82	25,508.15	(2,046.67) LT		
	7/7/21	92.513	29.170	27.170	2,698.60	2,513.58	(185.02) LT		
	10/1/21	865.382	28.910	27.170	25,018.20	23,512.43	(1,505.77) LT		
	4/13/22	696.727	30.380	27.170	21,166.56	18,930.07	(2,236.49) ST		
	<b>Purchases</b>	5,086.739			130,839.55	<b>138,206.69</b>	9,603.63 LT		
	Long Term Reinvestments	544.141			16,487.59	14,784.31	(1,703.28) LT H		
Short Term Reinvestments	389.684			10,967.44	10,587.71	(379.73) ST			
<b>Total</b>	6,020.564			158,294.58	<b>163,578.72</b>	7,900.35 LT	11,349.00	6.94	
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>				130,839.55	163,578.72	32,739.17	(2,616.22) ST		
<i>GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$3,499.49; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
DWS SMALL CAP CORE S (SSLCX)	9/2/15	337.273	40.019	41.500	13,497.45	13,996.83	499.38 LT		
	5/3/17	19.309	42.788	41.500	826.20	801.32	(24.88) LT		
	1/16/18	13.372	43.835	41.500	586.16	554.94	(31.22) LT		
	<b>Purchases</b>	369.954			14,909.81	<b>15,353.09</b>	443.28 LT		
	Long Term Reinvestments	343.723			11,295.20	14,264.51	2,969.31 LT		
Short Term Reinvestments	7.713			318.30	320.09	1.79 ST			
<b>Total</b>	721.390			26,523.31	<b>29,937.69</b>	3,412.59 LT	—	—	
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>				14,909.81	29,937.69	15,027.88	1.79 ST		
<i>Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Non-Advised; Asset Class: Equities</i>									

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
JOHN HANCOCK DISPLND VAL INST (JVLIX)	7/3/18	154.633	20.770	20.890	3,211.72	3,230.28	18.56	LT	H
	7/5/18	85.072	23.810	20.890	2,025.57	1,777.15	(248.42)	LT	H
	3/13/20	515.968	15.640	20.890	8,069.74	10,778.57	2,708.83	LT	
	6/4/20	2,118.563	17.790	20.890	37,689.24	44,256.78	6,567.54	LT	
	7/9/20	205.926	16.800	20.890	3,459.56	4,301.79	842.23	LT	
	7/7/21	100.602	25.050	20.890	2,520.08	2,101.58	(418.50)	LT	
	10/1/21	2,125.088	24.990	20.890	53,105.94	44,393.09	(8,712.85)	LT	
	7/28/22	999.568	22.040	20.890	22,030.47	20,880.98	(1,149.49)	ST	
	<b>Purchases</b>		6,305.420			132,112.32	131,720.22	757.39	LT
							(1,149.49)	ST	
Long Term Reinvestments		1,078.237			24,121.51	22,524.37	(1,597.14)	LT	
Short Term Reinvestments		537.704			11,049.80	11,232.64	182.84	ST	
<b>Total</b>		7,921.361			167,283.63	165,477.23	(839.75)	LT	2,305.00
							(966.65)	ST	1.39
<b>Total Purchases vs Market Value</b>					132,112.32	165,477.23			
<b>Net Value Increase/(Decrease)</b>						33,364.91			

GIMA Status: FL; Basis Adjustment Due to Wash Sale: \$1,069.25; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

LAZARD EMERG MKTS CORE EQ I (ECEIX)	6/16/21	128.991	12.860	8.870	1,658.82	1,144.15	(514.67)	LT	H
	6/18/21	724.354	13.510	8.870	9,786.02	6,425.02	(3,361.00)	LT	H
	7/7/21	1,724.390	13.260	8.870	22,865.41	15,295.34	(7,570.07)	LT	
	8/2/21	1,488.593	13.530	8.870	20,140.65	13,203.82	(6,936.83)	LT	H
	10/27/21	620.688	12.320	8.870	7,646.88	5,505.50	(2,141.38)	LT	
	1/27/22	331.641	11.080	8.870	3,674.58	2,941.66	(732.92)	ST	
	<b>Purchases</b>		5,018.657			65,772.36	44,515.49	(20,523.95)	LT
							(732.92)	ST	
Long Term Reinvestments		67.595			782.68	599.57	(183.11)	LT	H
Short Term Reinvestments		107.678			957.26	955.10	(2.16)	ST	
<b>Total</b>		5,193.930			67,512.30	46,070.16	(20,707.06)	LT	987.00
							(735.08)	ST	2.14
<b>Total Purchases vs Market Value</b>					65,772.36	46,070.16			
<b>Net Value Increase/(Decrease)</b>						(19,702.20)			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$4,230.20; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

OAKMARK FUND INSTITUTIONAL (OANMX)	3/13/20	235.975	59.862	102.250	14,125.83	24,128.44	10,002.61	LT	
	4/1/20	666.757	52.678	102.250	35,123.11	68,175.90	33,052.79	LT	
	7/9/20	41.947	67.866	102.250	2,846.78	4,289.08	1,442.30	LT	
	10/21/20	13.471	75.447	102.250	1,016.34	1,377.41	361.07	LT	
	7/7/21	11.581	113.213	102.250	1,311.12	1,184.16	(126.96)	LT	

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	1/27/22	17.117	115.153	102.250	1,971.08	1,750.21	(220.87) ST		
	3/25/22	4.749	118.139	102.250	561.04	485.59	(75.45) ST		
	4/13/22	16.852	114.810	102.250	1,934.78	1,723.12	(211.66) ST		
	<b>Purchases</b>	1,008.449			58,890.08	<b>103,113.91</b>	44,731.81 LT (507.98) ST		
Long Term Reinvestments		80.953			7,309.41	8,277.44	968.03 LT		
Short Term Reinvestments		12.744			1,305.98	1,303.07	(2.91) ST		
<b>Total</b>		1,102.146			67,505.47	<b>112,694.43</b>	45,699.84 LT (510.89) ST	1,321.00	1.17
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					58,890.08	112,694.43 53,804.35			

Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

PERFORMANCE TRUST STRAT BD I (PTIAX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	1/7/21	15.238	23.450	19.080	357.33	290.74	(66.59) LT H		
	1/26/21	5,622.715	23.220	19.080	130,559.45	107,281.40	(23,278.05) LT		
	2/16/21	275.908	22.870	19.080	6,310.02	5,264.32	(1,045.70) LT H		
	2/21/21	36.779	23.070	19.080	848.49	701.74	(146.75) LT H		
	4/27/21	4,153.090	22.910	19.080	95,147.30	79,240.96	(15,906.34) LT		
	6/14/21	36.389	23.080	19.080	839.86	694.30	(145.56) LT		
	10/27/21	238.562	22.870	19.080	5,455.91	4,551.76	(904.15) LT		
	2/17/22	76.749	21.960	19.080	1,685.41	1,464.37	(221.04) ST		
	3/25/22	70.769	21.200	19.080	1,500.30	1,350.27	(150.03) ST		
	7/28/22	594.807	20.330	19.080	12,092.43	11,348.92	(743.51) ST		
	8/17/22	260.984	20.180	19.080	5,266.65	4,979.57	(287.08) ST		
	<b>Purchases</b>	11,381.990			260,063.15	<b>217,168.35</b>	(41,493.14) LT (1,401.66) ST		
Long Term Reinvestments		373.557			8,594.66	7,127.47	(1,467.19) LT H		
Short Term Reinvestments		378.095			7,459.47	7,214.05	(245.42) ST		
<b>Total</b>		12,133.642			276,117.28	<b>231,509.89</b>	(42,960.33) LT (1,647.08) ST	9,671.00	4.18
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					260,063.15	231,509.89 (28,553.26)			

GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$376.35; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

PGIM JENNISON GROWTH Z (PJFZX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	3/13/20	425.646	40.200	40.750	17,110.97	17,345.07	234.10 LT		
	4/1/20	276.414	37.980	40.750	10,498.20	11,263.87	765.67 LT		
	8/12/20	87.765	59.240	40.750	5,199.19	3,576.42	(1,622.77) LT		
	11/11/20	148.508	64.100	40.750	9,519.34	6,051.70	(3,467.64) LT		
	4/27/21	988.160	68.450	40.750	67,639.54	40,267.52	(27,372.02) LT		

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	6/14/21	109.394	68.410	40.750	7,483.61	4,457.81	(3,025.80) LT		
	10/27/21	227.555	76.770	40.750	17,469.38	9,272.87	(8,196.51) LT		
	1/27/22	606.102	54.350	40.750	32,941.67	24,698.66	(8,243.01) ST		
	2/17/22	341.963	55.800	40.750	19,081.51	13,934.99	(5,146.52) ST		
	4/13/22	128.303	55.430	40.750	7,111.85	5,228.35	(1,883.50) ST		
	7/28/22	306.858	47.700	40.750	14,637.14	12,504.46	(2,132.68) ST		
	<b>Purchases</b>	<b>3,646.668</b>			<b>208,692.40</b>	<b>148,601.72</b>	<b>(42,684.97) LT</b> <b>(17,405.71) ST</b>		
Long Term Reinvestments		576.141			37,966.13	23,477.75	(14,488.38) LT		
Short Term Reinvestments		98.643			4,207.14	4,019.70	(187.44) ST		
<b>Total</b>		<b>4,321.452</b>			<b>250,865.67</b>	<b>176,099.17</b>	<b>(57,173.35) LT</b> <b>(17,593.15) ST</b>	—	—
<b>Total Purchases vs Market Value</b>					<b>208,692.40</b>	<b>176,099.17</b>	<b>(32,593.23)</b>		
<b>Net Value Increase/(Decrease)</b>									

GIMA Status: FL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities

PGIM SHORT-TERM CORP BOND Z (PIFZX)	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	9/2/15	271.736	11.100	10.170	3,016.27	2,763.56	(252.71) LT H		
	9/29/15	100.307	11.050	10.170	1,108.39	1,020.12	(88.27) LT H		
	1/29/16	635.230	11.350	10.170	7,209.86	6,460.29	(749.57) LT H		
	2/3/16	86.911	11.030	10.170	958.63	883.88	(74.75) LT H		
	2/22/16	2,190.741	11.020	10.170	24,141.97	22,279.84	(1,862.13) LT		
	3/12/16	1,558.601	10.780	10.170	16,801.71	15,850.97	(950.74) LT H		
	3/13/16	250.443	10.970	10.170	2,747.36	2,547.01	(200.35) LT H		
	3/14/16	1,032.760	10.910	10.170	11,267.42	10,503.17	(764.25) LT H		
	4/21/16	2,702.885	11.140	10.170	30,110.14	27,488.34	(2,621.80) LT		
	1/9/17	2,037.800	11.050	10.170	22,517.69	20,724.43	(1,793.26) LT		
	1/16/18	1,781.808	10.950	10.170	19,510.80	18,120.99	(1,389.81) LT		
	7/24/18	18.393	10.760	10.170	197.91	187.06	(10.85) LT		
	7/1/19	190.408	11.060	10.170	2,105.91	1,936.45	(169.46) LT		
	12/19/19	8,063.699	11.120	10.170	89,668.33	82,007.82	(7,660.51) LT		
	6/4/20	6,497.291	11.200	10.170	72,769.66	66,077.45	(6,692.21) LT		
	8/12/20	1,000.565	11.370	10.170	11,376.42	10,175.75	(1,200.67) LT		
	10/21/20	705.381	11.360	10.170	8,013.13	7,173.72	(839.41) LT		
	11/11/20	940.557	11.370	10.170	10,694.13	9,565.46	(1,128.67) LT		
	1/26/21	1,481.609	11.430	10.170	16,934.79	15,067.96	(1,866.83) LT		
	6/14/21	317.527	11.370	10.170	3,610.28	3,229.25	(381.03) LT		
	10/1/21	1,912.264	11.310	10.170	21,627.71	19,447.72	(2,179.99) LT		
	10/27/21	3,529.922	11.230	10.170	39,641.02	35,899.31	(3,741.71) LT		

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## Account Detail

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
	2/17/22	2,605.772	10.890	10.170	28,376.85	26,500.70	(1,876.15) ST		
	8/17/22	708.736	10.400	10.170	7,370.85	7,207.85	(163.00) ST		
<b>Purchases</b>		40,621.346			451,777.23	<b>413,119.10</b>	(36,618.98) LT		
Long Term Reinvestments		5,580.740			62,056.60	56,756.13	(2,039.15) ST		
Short Term Reinvestments		621.349			6,390.46	6,319.12	(5,300.47) LT H		
							(71.34) ST		
<b>Total</b>		46,823.435			520,224.29	<b>476,194.33</b>	(41,919.45) LT	12,361.00	2.60
							(2,110.49) ST		
<b>Total Purchases vs Market Value</b>					451,777.23	476,194.33			
<b>Net Value Increase/(Decrease)</b>						24,417.10			
<i>GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$974.55; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI &amp; Pref</i>									
<b>PUTNAM FLOATING RATE INC Y (PFRYX)</b>	4/10/17	74.907	8.622	7.770	645.86	582.03	(63.83) LT H		
	5/29/17	218.627	8.602	7.770	1,880.66	1,698.73	(181.93) LT H		
	4/27/21	5,079.520	8.260	7.770	41,956.83	39,467.87	(2,488.96) LT		
	6/14/21	17.771	8.300	7.770	147.50	138.08	(9.42) LT		
	10/27/21	88.065	8.280	7.770	729.18	684.27	(44.91) LT		
<b>Purchases</b>		5,478.890			45,360.03	<b>42,570.98</b>	(2,789.05) LT		
Long Term Reinvestments		575.308			4,854.23	4,470.14	(384.09) LT H		
Short Term Reinvestments		136.999			1,063.78	1,064.48	0.70 ST		
<b>Total</b>		6,191.197			51,278.04	<b>48,105.60</b>	(3,173.14) LT	2,192.00	4.56
							0.70 ST		
<b>Total Purchases vs Market Value</b>					45,360.03	48,105.60			
<b>Net Value Increase/(Decrease)</b>						2,745.57			
<i>GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$263.49; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI &amp; Pref</i>									
<b>THORNBURG INTL GROWTH I (TINGX)</b>	11/28/18	1,267.833	21.240	21.290	26,928.77	26,992.16	63.39 LT		
	2/22/19	97.723	21.340	21.290	2,085.40	2,080.52	(4.88) LT		
	8/12/20	67.954	28.540	21.290	1,939.42	1,446.74	(492.68) LT		
	11/11/20	156.017	30.260	21.290	4,721.08	3,321.60	(1,399.48) LT		
	4/27/21	400.367	33.280	21.290	13,324.21	8,523.81	(4,800.40) LT		
	6/14/21	133.545	32.830	21.290	4,384.27	2,843.17	(1,541.10) LT		
	1/27/22	520.754	25.470	21.290	13,263.60	11,086.85	(2,176.75) ST		
	3/25/22	173.840	24.690	21.290	4,292.12	3,701.05	(591.07) ST		
	4/13/22	49.233	24.240	21.290	1,193.41	1,048.17	(145.24) ST		
<b>Purchases</b>		2,867.266			72,132.28	<b>61,044.07</b>	(8,175.15) LT		
							(2,913.06) ST		
Long Term Reinvestments		335.282			9,539.83	7,138.15	(2,401.68) LT		
Short Term Reinvestments		22.654			489.77	482.30	(7.47) ST		

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

Security Description	Trade Date	Quantity	Unit Cost	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>Total</b>		3,225.202			82,161.88	<b>68,664.55</b>	(10,576.83) LT (2,920.53) ST	493.00	0.72
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					72,132.28	68,664.55 (3,467.73)			
<i>GIMA Status: AL; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities</i>									
<b>VICTORY RS VALUE Y (RSVYX)</b>	9/4/15	18.897	29.840	24.930	563.89	471.10	(92.79) LT H		
	1/26/21	730.606	25.110	24.930	18,345.53	18,214.01	(131.52) LT		
	7/7/21	12.189	28.840	24.930	351.53	303.87	(47.66) LT		
<b>Purchases</b>		761.692			19,260.95	<b>18,988.98</b>	(271.97) LT		
Long Term Reinvestments		125.820			3,362.26	3,136.69	(225.57) LT		
Short Term Reinvestments		55.599			1,406.89	1,386.08	(20.81) ST		
<b>Total</b>		943.111			24,030.10	<b>23,511.76</b>	(497.54) LT (20.81) ST	163.00	0.69
<b>Total Purchases vs Market Value Net Value Increase/(Decrease)</b>					19,260.95	23,511.76 4,250.81			

*GIMA Status: AL; Basis Adjustment Due to Wash Sale: \$18.90; Enrolled In MS Dividend Reinvestment; Capital Gains Reinvest; Asset Class: Equities*

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
<b>MUTUAL FUNDS</b>	72.57%	\$1,857,234.94	\$1,680,273.72	\$(140,840.09) LT \$(36,121.21) ST	\$44,700.00	2.66%
<b>TOTAL VALUE</b>	100.00%	\$2,276,911.46	\$2,315,490.12	\$(42,531.11) LT \$(40,253.10) ST	\$55,271.00	2.39%
<b>Advised portion of Total Value</b>			\$2,285,552.43			
<b>Non-Advised portion of Total Value</b>			\$29,937.69			

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

H - Wash sale rules apply to this tax lot. The cost basis and acquisition date (trade date) have been adjusted to account for a disallowed loss of a related wash sale transaction. The aggregate amount of the basis adjustment is identified in italics under the Security Description.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$121,362.79	—	—	—	—	—
ETFs & CEFs	—	\$513,853.61	—	—	—	—
Mutual Funds	—	879,340.44	\$800,933.28	—	—	—
<b>TOTAL ALLOCATION OF ASSETS</b>	<b>\$121,362.79</b>	<b>\$1,393,194.05</b>	<b>\$800,933.28</b>	<b>—</b>	<b>—</b>	<b>—</b>

## ACTIVITY

### CASH FLOW ACTIVITY BY DATE

Activity Date	Settlement Date	Activity Type	Description	Comments	Quantity	Price	Credits/(Debits)
12/1		Dividend	PGIM SHORT-TERM CORP BOND Z DIV PAYMENT				\$1,213.13
12/1		Dividend	BLACKROCK HIGH EQ INCOME INST DIV PAYMENT				992.88
12/1		Dividend	PUTNAM FLOATING RATE INC Y DIV PAYMENT				272.40
12/1		Dividend	ANGEL OAK MULTI STRAT INC I DIV PAYMENT				234.85
12/1		Dividend Reinvestment	PGIM SHORT-TERM CORP BOND Z	REINVESTMENT a/o 11/30/22	119.168	10.1800	(1,213.13)
12/1		Dividend Reinvestment	BLACKROCK HIGH EQ INCOME INST	REINVESTMENT a/o 11/30/22	35.159	28.2400	(992.88)
12/1		Dividend Reinvestment	PUTNAM FLOATING RATE INC Y	REINVESTMENT a/o 11/30/22	35.013	7.7800	(272.40)
12/1		Dividend Reinvestment	ANGEL OAK MULTI STRAT INC I	REINVESTMENT a/o 11/30/22	27.213	8.6300	(234.85)
12/7		Service Fee	ADV FEE 12/01-12/31				(360.05)
12/9		ST Cap Gain Distribution	BLACKROCK HIGH EQ INCOME INST				296.37
12/9		Dividend Reinvestment	BLACKROCK HIGH EQ INCOME INST	REINVESTMENT a/o 12/08/22	10.797	27.4500	(296.37)
12/12		LT Cap Gain Distribution	PGIM JENNISON GROWTH Z				4,207.14
12/12		Dividend Reinvestment	PGIM JENNISON GROWTH Z	REINVESTMENT a/o 12/09/22	98.643	42.6500	(4,207.14)
12/15		LT Cap Gain Distribution	VICTORY RS VALUE Y				1,151.60
12/15		ST Cap Gain Distribution	VICTORY RS VALUE Y				93.58
12/15		Dividend Reinvestment	VICTORY RS VALUE Y	REINVESTMENT a/o 12/14/22	45.428	25.3500	(1,151.60)
12/15		Dividend Reinvestment	VICTORY RS VALUE Y	REINVESTMENT a/o 12/14/22	3.692	25.3500	(93.58)
12/16		Dividend	PERFORMANCE TRUST STRAT BD I DIV PAYMENT				1,497.44
12/16		Dividend	OAKMARK FUND INSTITUTIONAL DIV PAYMENT				1,305.98
12/16		Dividend	AMERICAN EUROPACIFIC GRW F2 DIV PAYMENT				1,273.38

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### CASH FLOW ACTIVITY BY DATE (CONTINUED)

Activity Date	Settlement Date	Activity Type	Description	Comments	Quantity	Price	Credits/(Debits)
12/16		Dividend	THORNBURG INTL GROWTH I DIV PAYMENT				489.77
12/16		Dividend Reinvestment	PERFORMANCE TRUST STRAT BD I	REINVESTMENT a/o 12/15/22	77.148	19.4100	(1,497.44)
12/16		Dividend Reinvestment	OAKMARK FUND INSTITUTIONAL	REINVESTMENT a/o 12/15/22	12.744	102.4800	(1,305.98)
12/16		Dividend Reinvestment	AMERICAN EUROPACIFIC GRW F2	REINVESTMENT a/o 12/15/22	25.808	49.3400	(1,273.38)
12/16		Dividend Reinvestment	THORNBURG INTL GROWTH I	REINVESTMENT a/o 12/15/22	22.654	21.6200	(489.77)
12/19		Dividend	ISHARES CORE S&P U.S. VALUE				857.90
12/19		Dividend	ISHARES CORE MSCI EAFE ETF				784.24
12/19		Dividend	ISHARES CORE S&P U.S. GROWTH				378.45
12/20		Dividend	JOHN HANCOCK DISPLND VAL INST DIV PAYMENT				2,145.99
12/20		Dividend	DWS SMALL CAP CORE S DIV PAYMENT				96.20
12/20		LT Cap Gain Distribution	JOHN HANCOCK DISPLND VAL INST				8,706.37
12/20		LT Cap Gain Distribution	DWS SMALL CAP CORE S				222.10
12/20		ST Cap Gain Distribution	JOHN HANCOCK DISPLND VAL INST				197.44
12/20		Dividend Reinvestment	JOHN HANCOCK DISPLND VAL INST	REINVESTMENT a/o 12/19/22	423.668	20.5500	(8,706.37)
12/20		Dividend Reinvestment	JOHN HANCOCK DISPLND VAL INST	REINVESTMENT a/o 12/19/22	104.428	20.5500	(2,145.99)
12/20		Dividend Reinvestment	DWS SMALL CAP CORE S	REINVESTMENT a/o 12/19/22	5.382	41.2700	(222.10)
12/20		Dividend Reinvestment	JOHN HANCOCK DISPLND VAL INST	REINVESTMENT a/o 12/19/22	9.608	20.5500	(197.44)
12/20		Dividend Reinvestment	DWS SMALL CAP CORE S	REINVESTMENT a/o 12/19/22	2.331	41.2700	(96.20)
12/22		Dividend	VICTORY RS VALUE Y DIV PAYMENT				161.71
12/22		Dividend Reinvestment	VICTORY RS VALUE Y	REINVESTMENT a/o 12/21/22	6.479	24.9600	(161.71)
12/23		Dividend	LAZARD EMERG MKTS CORE EQ I DIV PAYMENT				957.26
12/23		Dividend	VANGUARD S&P 500 ETF				416.25
12/23		Dividend Reinvestment	LAZARD EMERG MKTS CORE EQ I	REINVESTMENT a/o 12/22/22	107.678	8.8900	(957.26)
12/23		Dividend Reinvestment	VANGUARD S&P 500 ETF	ACTED AS AGENT DIVIDEND REINVESTMENT	1.000	348.4617	(348.46)
12/30		Interest Income	MORGAN STANLEY PRIVATE BANK NA	(Period 12/01-12/31)			45.55
12/30		Interest Income	MORGAN STANLEY BANK N.A.	(Period 12/01-12/31)			5.37

**NET CREDITS/(DEBITS)**

**\$1,779.25**

Purchase and Sale transactions above may have received an average price execution. Details regarding the actual prices are available upon request.

### MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY

Activity Date	Activity Type	Description	Credits/(Debits)
12/8	Automatic Redemption	BANK DEPOSIT PROGRAM	\$(360.05)
12/19	Automatic Investment	BANK DEPOSIT PROGRAM	2,020.59

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

## MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY (CONTINUED)

Activity			Credits/(Debits)
Date	Activity Type	Description	
12/23	Automatic Investment	BANK DEPOSIT PROGRAM	67.79
12/30	Automatic Investment	BANK DEPOSIT PROGRAM	45.55
12/30	Automatic Investment	BANK DEPOSIT PROGRAM	5.37
<b>NET ACTIVITY FOR PERIOD</b>			<b>\$1,779.25</b>

## MESSAGES

**FINRA BrokerCheck**

FINRA has established the public disclosure program, known as BrokerCheck, to provide certain information regarding the disciplinary history of FINRA members and their associated persons. The BrokerCheck Hotline Number is 1-800-289-9999. The FINRA web site address is [www.finra.org](http://www.finra.org). An investor brochure that includes information describing FINRA BrokerCheck may be obtained from FINRA.

**Tips on Protecting Yourself from Fraudulent Account Activity**

The safety of our clients is of utmost importance to Morgan Stanley. We are taking this opportunity to alert our clients of the following scams that have been identified by a number of organizations. *Please be reminded that you should never provide your account numbers, passwords, or personal information, including your social security number, to anyone you do not know.* Example of scams to be aware of:

*Treatment scams; Supply scams; Provider scams; Charity scams; Phishing scams; App scams; Investment scams; Tech Support scams; Home Sanitation scams; and Government Assistance scams.* If you have any questions regarding these scams, please immediately contact us.

**Senior Investor Helpline**

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534.

**Important Information About Advisory Accounts**

Please contact us if there have been any changes in your financial situation or investment objectives, or if you wish to impose any reasonable restrictions on the management of your Investment Advisory accounts, or to reasonably modify existing restrictions.

For a copy of the applicable ADV Brochure for Morgan Stanley Smith Barney LLC, or for any investment adviser with whom we contract to manage your investment advisory account, please visit [www.morganstanley.com/ADV](http://www.morganstanley.com/ADV). These ADV Brochures contain important information about our advisory programs.

**Online Availability of Client Relationship Summary and Other Disclosures**

The Morgan Stanley Client Relationship Summary as well as other applicable regulatory disclosures are available at [www.morganstanley.com/disclosures/account-disclosures](http://www.morganstanley.com/disclosures/account-disclosures). Please visit this website and review these documents carefully, as they provide important information.

**Retirement Rollover Guide**

If you are considering rolling over your retirement assets, please review our Rollover Guide which can be found at <https://www.morganstanleyclientserv.com/publiccontent/msoc/pdf/RolloverGuide.pdf> for important information regarding your options and the factors that you should consider before you make your rollover decision.

**2022 IRA Fair Market Value - 5498**

This information is being furnished to the Internal Revenue Service ("IRS").

Morgan Stanley Smith Barney LLC is required by law to report the calendar year end Fair Market Value ("FMV") of an IRA, along with the FMV and type(s) of certain specified assets/hard-to-value assets held in an IRA to the Internal Revenue Service ("IRS") and to IRA holders.

For purposes of this reporting requirement, the "2022 Fair Market Value," along with the "2022 Fair Market Value of Certain Specified Assets" and the "Type of specified asset" (if applicable) reported on this Year-End Statement will serve as your written notification of this FMV information in compliance with IRS requirements and will be sent to the IRS electronically, on IRS Form 5498, along with your name, address, and tax identification number (e.g., Social Security Number).

If we receive an adjusted year-end value for any investments (e.g., custodial annuities) held within this IRA, your FMV information may change. Any changes to the FMV information will be reflected on your next statement and reported electronically to the IRS.

Please note, however, that a second notice (on IRS Form 5498) will be provided to you if you make any reportable contributions to your IRA for 2022, including, for example, individual contributions made on or before April 15, 2023, that are designated as 2022 contributions, as well as rollovers, recharacterizations, and, if applicable, Roth conversions made to your IRA on or before December 31, 2022.

## Account Detail

Consulting Group Advisor Active Assets Account  
471-071866-012TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.**Best Practices for Protecting Yourself and Your Investments**

When investing at any financial institution or with a financial professional, it is important to keep the following best practices in mind:

- Be clear about your investment goals and the amount of risk you are comfortable taking.
- Before making any investments, be sure to ask questions about the potential investment, including the potential risks associated with them. Request information such as the prospectus, offering documents, or research information and carefully review them.
- Be cautious of investment opportunities that offer an unusually high rate of return but are described as low-risk or guaranteed.
- Be cautious of investment opportunities that are not offered directly through the institution you are investing with, such as real estate, start-up businesses, etc. as most financial institutions, like Morgan Stanley prohibit these types of recommendations.
- Read and retain your account statements, confirmations, and any other information you receive about your investment transactions including the firm's client relationship summary (CRS). The CRS can be located on the websites of all SEC registered investment advisors and broker-dealers who work with retail investors.
- Immediately contact a member of the management team if you recognize any type of a discrepancy on your account statement. For example;
  - o A security or money transaction you did not authorize
  - o An investment you purchased that you do not see on your account statement
  - o An item on your account statement that you do not understand
- When sending funds to your financial institution, be sure the funds are being sent directly to the financial institution you are investing with and not to a 3rd party institution.
- Last but not least, never share your account passwords with anyone.

**Morgan Stanley Client Relationship Summary**

Summary of material changes - Throughout 2023, we intend to convert E\*TRADE from Morgan Stanley accounts held at E\*TRADE Securities LLC to Morgan Stanley Smith Barney LLC ("MSSB"). This means that starting in early 2023, Morgan Stanley will begin to serve as the broker-dealer for, and offer, E\*TRADE from Morgan Stanley self-directed brokerage accounts ("Self-Directed Accounts"). As a result of this new product offering, we updated our Client Relationship Summary to describe the availability of these Self-Directed Accounts which will provide clients an investing option in addition to the Financial Advisor serviced brokerage accounts and investment advisory accounts that we have historically offered. The material updates made to the Client Relationship Summary include a description of the Self-Directed Accounts, links to more detailed information about those accounts (including information about fees and costs) as well as a description of how we earn "Payment for Order Flow" compensation from routing order flow to certain market centers.

## 2022 Recap of Cash Management Activity

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

We are pleased to enclose your Recap of Cash Management Activity. This section includes a summary of selected account activity for the preceding 12 months; including your electronic transfers, checking and card activity for the year (including ATM transactions, automated payments and Billpay), and security transfers. As part of the Recap, Debit Card activity is organized by spending category; and checks are organized by expense code.

Information related to Income, Distributions, Purchases, Sales, and Redemptions will be provided to accounts subject to IRS reporting on Forms 1099 in the Consolidated Tax Package.

For your convenience, this Recap is also available as a separately retrievable document on Morgan Stanley Online under Statements within the Account Documents tab.

For reportable account(s), we recommend that you wait for your IRS Form(s) 1099 before completing your tax returns. This Recap is not a substitute for the official account statements that you have received from us throughout the year; and is for informational purposes only to provide you with a recap of your cash management activity. If there are any discrepancies between your account statement(s) and the information in this Recap, you should rely on the account statement(s) you have previously received.

### CASH RELATED ACTIVITY

#### ELECTRONIC TRANSFERS (DEBITS)

Activity Date	Activity Type	Description	Comments	Inflows/(Outflows)
1/11	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 168686023 TO 471-XXX947	\$(1,802.09)
1/25	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 169472032 TO 471-XXX388	(27,505.04)
4/5	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 174053993 TO 471-XXX947	(1,708.03)
4/25	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 175159140 TO 471-XXX388	(26,112.92)
7/8	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 179815085 TO 471-XXX947	(1,512.95)
8/1	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 181218223 TO 471-XXX388	(20,301.03)
10/5	Cash Transfer - Debit	FUNDS TRANSFERRED	CONFIRMATION # 185017592 TO 471-XXX947	(1,450.98)

#### TOTAL ELECTRONIC TRANSFERS (DEBITS)

**\$(80,393.04)**

#### OTHER DEBITS

Activity Date	Activity Type	Description	Comments	Inflows/(Outflows)
1/7	Service Fee	ADV FEE 01/01-01/31		\$(412.20)
1/19	Service Fee Adj	NET PLATFORM CREDIT	PLATFORM FEE (\$259.61) PLATFORM CREDIT \$259.68	0.07
2/7	Service Fee	ADV FEE 02/01-02/28		(365.40)
3/7	Service Fee	ADV FEE 03/01-03/31		(395.40)
4/7	Service Fee	ADV FEE 04/01-04/30		(383.44)

## 2022 Recap of Cash Management Activity

Consulting Group Advisor Active Assets Account  
471-071866-012

TAMMY GRISSOM TTEE  
TSBA OPEB TRUST U/T/A DTD  
Nickname: HICKMAN CO.

### OTHER DEBITS (CONTINUED)

Activity Date	Activity Type	Description	Comments	Inflows/(Outflows)
4/21	Service Fee Adj	NET PLATFORM CREDIT	PLATFORM FEE (\$226.23) PLATFORM CREDIT \$226.64	0.41
5/6	Service Fee	ADV FEE 05/01-05/31		(368.40)
6/7	Service Fee	ADV FEE 06/01-06/30		(357.49)
7/8	Service Fee	ADV FEE 07/01-07/31		(346.86)
7/20	Service Fee Adj	NET PLATFORM CREDIT	PLATFORM FEE (\$195.72) PLATFORM CREDIT \$196.04	0.32
8/5	Service Fee	ADV FEE 08/01-08/31		(365.37)
9/8	Service Fee	ADV FEE 09/01-09/30		(341.25)
10/7	Service Fee	ADV FEE 10/01-10/31		(329.38)
10/19	Service Fee Adj	NET PLATFORM CREDIT	PLATFORM FEE (\$181.93) PLATFORM CREDIT \$182.24	0.31
11/7	Service Fee	ADV FEE 11/01-11/30		(331.94)
12/7	Service Fee	ADV FEE 12/01-12/31		(360.05)

TOTAL OTHER DEBITS

\$(4,356.07)

TOTAL CASH RELATED ACTIVITY

\$(84,749.11)

### SECURITY TRANSFERS

Activity Date	Activity Type	Security (Symbol)	Comments	Quantity	Accrued Interest	Amount
1/26	Transfer into Account	NEUBERGER BERMAN NEXT GEN FUND	CONFIRMATION # 585363670 FROM 471-XXX388	1,320.000		\$18,849.60
1/26	Transfer into Account	PGIM SHORT DUR HIG YLD OPP FD	CONFIRMATION # 585363667 FROM 471-XXX388	2,440.000		43,846.80

TOTAL SECURITY TRANSFERS

\$62,696.40

*Account Activity Summary  
Hickman  
10/01/2022 - 12/31/2022*

<i>Beginning Value - Investment Account</i>	\$	2,183,103.88
<i>Beginning Value - Alternative Invest. Acct.</i>	\$	138,463.37
<b>Total Beginning Value</b> <sup>1 See Definitions</sup>	<b>\$</b>	<b>2,321,567.25</b>
<b><i>Additions</i></b> <sup>2</sup>		
Contributions <sup>3</sup>	\$	-
Dividends & Interest <sup>4</sup>	\$	34,818.62
<b><i>Withdrawals</i></b> <sup>5</sup>		
TSBA Fee <sup>6</sup>	\$	(1,450.98)
MS Fees <sup>7</sup>	\$	(1,021.06)
System Distributions <sup>8</sup>	\$	-
<b><i>Unadjusted Investment Earnings</i></b> <sup>9</sup>	<b>\$</b>	<b>106,041.28</b>
<i>Ending Value - Investment Account</i>	\$	2,315,490.12
<i>Ending Value - Alternative Invest. Acct.</i>	\$	144,464.99
<b>Total Ending Value</b> <sup>10</sup>	<b>\$</b>	<b>2,459,955.11</b>

**Definitions:**

1. Beginning Value: The total account value at the start of business on the first day of the specified reporting period.
2. Additions: All credits to the account in which total account value is increased within the specified reporting period.
3. Contributions: The sum of total cash deposits and/or other asset transfers into the Morgan Stanley account from outside of the Morgan Stanley account and by instruction of the client within the specified reporting period.
4. Dividends and Interest: The sum of all dividend, interest, and capital gain payments credited to the account and those in the which settlement date lies within the specified reporting period. **NOTE**: Any dividend, interest, or capital gain distribution in which a settlement date lies outside of the reporting period or in which was included in the beginning value will not be included 'Dividends and Interest' total for the period.
5. Withdrawals: The sum of total cash and/or other asset transfers out of the Morgan Stanley account to any other account whether inside or outside of the firm.
6. TSBA Fee: The fee calculated by instruction of the client and is based on the account value at the end of business on the last day of the prior quarter.
7. MS Fees: The sum of all quarterly fees charged by Morgan Stanley and any adjustments made to this charge within the specified reporting period in which client is in agreement for investment advisory and brokerage services provided.
8. System Distributions: The sum of any distributions to the beneficiary (public school system) of the GASB 45 Trust within the specified reporting period.
9. Unadjusted Investment Earnings: The earnings of asset investments in the Morgan Stanley account unadjusted for any fees charged or withdrawals in the account by instruction of Morgan Stanley or the client and within the specified reporting period.
10. Ending Value: The Account Value at the end of business on the last day of the specified reporting period.

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*Account Contribution Summary  
Hickman  
10/01/2022 - 12/31/2022*

ACTIVITY DATE	ACTIVITY	DESCRIPTION		TYPE
		<b>Total Deposits</b>	<b>0.00</b>	

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Account Dividend & Interest Summary  
Hickman  
10/01/2022 - 12/31/2022

ACTIVITY DATE	ACTIVITY	DESCRIPTION		TYPE
10/03/2022	Dividend	VANGUARD S&P 500 ETF	364.36	Cash
10/03/2022	Dividend	PGIM SHORT-TERM CORP BOND Z	1,109.76	Cash
10/03/2022	Dividend	BLACKROCK HIGH EQ INCOME INST	950.81	Cash
10/03/2022	Dividend	PUTNAM FLOATING RATE INC Y	230.78	Cash
10/03/2022	Dividend	ANGEL OAK MULTI STRAT INC I	237.35	Cash
10/17/2022	Dividend	PERFORMANCE TRUST STRAT BD I	787.80	Cash
10/31/2022	Interest Income	MORGAN STANLEY PRIVATE BANK NA	38.85	Cash
10/31/2022	Interest Income	MORGAN STANLEY BANK N.A.	4.15	Cash
11/01/2022	Dividend	PGIM SHORT-TERM CORP BOND Z	1,174.82	Cash
11/01/2022	Dividend	BLACKROCK HIGH EQ INCOME INST	741.63	Cash
11/01/2022	Dividend	PUTNAM FLOATING RATE INC Y	245.34	Cash
11/01/2022	Dividend	ANGEL OAK MULTI STRAT INC I	248.17	Cash
11/16/2022	Dividend	PERFORMANCE TRUST STRAT BD I	628.69	Cash
11/30/2022	Interest Income	MORGAN STANLEY PRIVATE BANK NA	43.82	Cash
11/30/2022	Interest Income	MORGAN STANLEY PRIVATE BANK NA	0.01	Cash
11/30/2022	Interest Income	MORGAN STANLEY BANK N.A.	5.22	Cash
11/30/2022	Interest Income	MORGAN STANLEY BANK N.A.	3.71	Cash
12/01/2022	Dividend	PGIM SHORT-TERM CORP BOND Z	1,213.13	Cash
12/01/2022	Dividend	BLACKROCK HIGH EQ INCOME INST	992.88	Cash
12/01/2022	Dividend	PUTNAM FLOATING RATE INC Y	272.40	Cash
12/01/2022	Dividend	ANGEL OAK MULTI STRAT INC I	234.85	Cash
12/09/2022	ST Cap Gain	BLACKROCK HIGH EQ INCOME INST	296.37	Cash
12/12/2022	LT Cap Gain	PGIM JENNISON GROWTH Z	4,207.14	Cash
12/15/2022	LT Cap Gain	VICTORY RS VALUE Y	1,151.60	Cash
12/15/2022	ST Cap Gain	VICTORY RS VALUE Y	93.58	Cash
12/16/2022	Dividend	AMERICAN EUROPACIFIC GRW F2	1,273.38	Cash
12/16/2022	Dividend	THORNBURG INTL GROWTH I	489.77	Cash
12/16/2022	Dividend	PERFORMANCE TRUST STRAT BD I	1,497.44	Cash
12/16/2022	Dividend	OAKMARK FUND INSTITUTIONAL	1,305.98	Cash
12/19/2022	Dividend	ISHARES CORE MSCI EAFE ETF	784.24	Cash
12/19/2022	Dividend	ISHARES CORE S&P U.S. GROWTH	378.45	Cash
12/19/2022	Dividend	ISHARES CORE S&P U.S. VALUE	857.90	Cash
12/20/2022	Dividend	DWS SMALL CAP CORE S	96.20	Cash
12/20/2022	Dividend	JOHN HANCOCK DISPLND VAL INST	2,145.99	Cash
12/20/2022	LT Cap Gain	DWS SMALL CAP CORE S	222.10	Cash
12/20/2022	LT Cap Gain	JOHN HANCOCK DISPLND VAL INST	8,706.37	Cash
12/20/2022	ST Cap Gain	JOHN HANCOCK DISPLND VAL INST	197.44	Cash
12/22/2022	Dividend	VICTORY RS VALUE Y	161.71	Cash
12/23/2022	Dividend	VANGUARD S&P 500 ETF	416.25	Cash
12/23/2022	Dividend	LAZARD EMERG MKTS CORE EQ I	957.26	Cash

12/30/2022	Interest Income	MORGAN STANLEY PRIVATE BANK NA	45.55	Cash
12/30/2022	Interest Income	MORGAN STANLEY BANK N.A.	5.37	Cash
		<b>Total Dividends and Interest</b>	<b>34,818.62</b>	

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Account Fee Summary  
Hickman  
10/01/2022 - 12/31/2022

ACTIVITY DATE	ACTIVITY	DESCRIPTION		TYPE
10/05/2022	CASH TRANSFER	FUNDS TRANSFERRED	-1,450.98	Cash
10/07/2022	Service Fee	ADV FEE 10/01-10/31	-329.38	Cash
10/19/2022	Service Fee Adj	NET PLATFORM CREDIT	0.31	Cash
11/07/2022	Service Fee	ADV FEE 11/01-11/30	-331.94	Cash
12/07/2022	Service Fee	ADV FEE 12/01-12/31	-360.05	Cash
		<b>Total Withdrawals</b>	<b>-2,472.04</b>	

**\*Cash Balance Includes Cash, Bank Deposits, MMF Balance, and Unsettled Cash.**

Unless otherwise indicated, this information is not intended to be a substitute for the official account statements that you receive from us. This information is approximate and subject to adjustment, updating and correction and is for illustrative and general reference purposes only. We are not responsible for any clerical, computational or other inaccuracies, errors or omissions. We obtain market values and other data from various standard quotation services and other sources, which we believe to be reliable. However, we do not warrant or guarantee the accuracy or completeness of any such information. The values that you actually receive in the market for any investment may be higher or lower than the values reflected herein. To the extent there are any discrepancies between your official account statement and this information, you should rely on the official account statement. This information should not be considered as the sole basis for any investment decision. The Bank Deposit Program (BDP) is a cash sweep feature whereby clients can choose to have their available free credit balances automatically deposited into interest bearing, FDIC-insured deposit accounts at up to three banks ("Program Banks"): (1) Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association (together, the "Morgan Stanley Banks"), or (2) Citibank, N.A. The Program Banks are FDIC members. Morgan Stanley Smith Barney LLC ("Morgan Stanley") is a registered broker-dealer, not a bank. Morgan Stanley and the Morgan Stanley Banks are affiliates. Unless specifically disclosed to you in writing, other investments and services offered to you through Morgan Stanley are not insured by the FDIC, are not deposits of or other obligations of, or guaranteed by, the Program Banks and involve investment risks, including possible loss of principal amount invested. External Assets - Certain assets listed in this view are based upon information provided by you, your client or other external sources and are not part of accounts that you manage at Morgan Stanley. Assets not held with Morgan Stanley may not be covered by SIPC protection or by additional protection under Morgan Stanley's excess insurance coverage plans. Morgan Stanley may include information about these external assets in this view solely as a service to you, and Morgan Stanley is not responsible for the accuracy of any information provided by external sources, including but not limited to, you, your client or another financial institution. You are responsible for ensuring the accuracy of such information. Generally, any financial institution that holds securities is responsible for year-end reporting (Internal Revenue Service (IRS) Form 1099) and separate periodic statements, which may vary from Morgan Stanley's information due to different tax reporting periods.

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**Hickman County Government  
Amendment to Fund Balance**

		<b>2021-2022</b>	<b>2021-2022</b>
<b>Fund</b>	<b>Description</b>	<b>Estimated</b>	<b>Amended</b>
101	County General	6,100,000.00	5,853,394.00
122	Drug Fund	160,000.00	158,651.00
125	Adequate Facilities	900,000.00	902,599.00
131	Highway	1,900,000.00	1,857,070.00
151	General Debt Ser.	2,500,000.00	2,621,057.00
156	Educ. Debt Ser.	0.00	320.00
141	General Purpose School	9,372,445.00	11,496,031.00



## ANNUAL FINANCIAL REPORT

# Hickman County, Tennessee

*For the Year Ended June 30, 2022*

**Jason E. Mumpower**  
*Comptroller of the Treasury*



**DIVISION OF  
LOCAL GOVERNMENT AUDIT**

**ANNUAL FINANCIAL REPORT**  
**HICKMAN COUNTY, TENNESSEE**  
**FOR THE YEAR ENDED JUNE 30, 2022**

*COMPTROLLER OF THE TREASURY*  
*JASON E. MUMPOWER*

*DIVISION OF LOCAL GOVERNMENT AUDIT*  
*JAMES R. ARNETTE*  
*Director*

*JEFF BAILEY, CPA, CGFM, CFE*  
*Audit Manager*

This financial report is available at [www.comptroller.tn.gov](http://www.comptroller.tn.gov)

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## ***Summary of Audit Findings***

Annual Financial Report  
Hickman County, Tennessee  
For the Year Ended June 30, 2022

### ***Scope***

We have audited the basic financial statements of Hickman County as of and for the year ended June 30, 2022.

### ***Results***

Our report on Hickman County's financial statements is unmodified.

Our audit resulted in one finding and recommendation, which we have reviewed with Hickman County management. The detailed finding, recommendation, and management's response are included in the Single Audit section of this report.

### ***Findings***

The following is a summary of the audit finding:

#### **OFFICE OF DIRECTOR OF SCHOOLS**

- ◆ Central cafeteria funds were not remitted to the county trustee monthly.



# INTRODUCTORY SECTION

Hickman County Officials  
June 30, 2022

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**Officials**

Mark Bentley, County Mayor  
Ronald Coates, Road Superintendent  
Michelle Gilbert, Director of Schools  
Lisa Hellmann, Trustee  
Delton Mayberry, Assessor of Property  
Casey Dorton, County Clerk  
Dana Nicholson, Circuit and General Sessions Courts Clerk  
Elizabeth Harlow, Clerk and Master  
Angie Lockett, Register of Deeds  
Randall Ward, Sheriff  
Crystal Fitzgerald, Finance Director

**Board of County Commissioners**

Wayne Thomasson, Chairman Pro Tem	Steve Phillips
Danny Clark	Kenneth Bates
Billy Blackwell	Ricky Murray
Matthew Barnhill	Todd Collins
Claude Callicott	Clay Chessor
Kate Baldrige	Wylie McNair
John Deal	Austin Page
Keith Nash	Ronnie George
Linda Smith	Lionel Barrett
Mark McFarlin	Trina Qualls
Corey King	

**Financial Management Committee**

Wayne Thomasson, Chairman	Danny Clark
Mark Bentley, County Mayor	Mark McFarlin
Ronald Coates, Road Superintendent	Steve Philips
Michelle Gilbert, Director of Schools	

**Highway Commission**

Carl Sullivan, Chairman	David Redden
Sammy Creech	Danny Mathis
John Hinson	Leroy Tidwell
Johnny Martin	

(Continued)

Hickman County Officials (Cont.)

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**Board of Education**

Amy Bryant, Chairman  
Ronald Gammons  
Steve Gianakos  
Timothy Hobbs

Vance Willis  
Jane Herron  
James Hudgins

**Health Foundation Board of Directors**

Steve Heathcote, Chairman  
Lionel Barrett  
Kenneth Bates

Danny Clark  
Billy Blackwell  
Crystal Fitzgerald, Finance Director

**Audit Committee**

Robert Bowman, Chairman  
Claude Callicott  
Dusty Jordan

Wayne Thommasson  
Steve Phillips  
Keith Nash

# FINANCIAL SECTION



JASON E. MUMPOWER  
*Comptroller*

## Independent Auditor's Report

Hickman County Mayor and  
Board of County Commissioners  
Hickman County, Tennessee

To the County Mayor and Board of County Commissioners:

### **Report on the Audit of the Financial Statements**

#### ***Opinions***

We have audited the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of Hickman County, Tennessee, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise the county's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the report of the other auditors, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of Hickman County, Tennessee, as of June 30, 2022, and the respective changes in financial position and, where applicable, cash flows thereof and the respective budgetary comparison for the General, American Rescue Plan Act, and Highway/Public Works funds for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of the Internal School Fund of the Hickman County School Department (a discretely presented component unit), which represent 2.25 percent, 3.04 percent, and 2.25 percent, respectively, of the assets, net position, and revenues of the discretely presented component unit. Those amounts were audited by other auditors whose report has been furnished to us, and our opinion, insofar as it relates to amounts included for the Hickman County School Department's Internal School Fund, is based solely on the report of the other auditors.

#### ***Basis for Opinions***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Hickman County and to meet our other ethical responsibilities, in accordance with the relevant

ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Hickman County's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Hickman County's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Hickman County's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Management has omitted the management's discussion and analysis that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

Accounting principles generally accepted in the United States of America require that the schedule of changes in the county's net pension liability (asset) and related ratios, schedules of county and school contributions, schedules of school's proportionate share of the net pension liability (asset), and schedules of county and school changes in the total other postemployment benefits liability and related ratios, as listed under Required Supplementary Information in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### ***Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise Hickman County's basic financial statements. The combining and individual nonmajor fund financial statements, budgetary comparison schedules of nonmajor governmental funds and the General Debt Service Fund, combining and individual fund financial statements of the Hickman County School Department (a discretely presented component unit), and miscellaneous schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing

standards generally accepted in the United States of America. In our opinion, the combining and individual nonmajor fund financial statements, budgetary comparison schedules of nonmajor governmental funds and the General Debt Service Fund, combining and individual fund financial statements of the Hickman County School Department (a discretely presented component unit), and miscellaneous schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

### ***Other Information***

Management is responsible for the other information included in the annual report. The other information comprises the introductory section but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

### ***Other Reporting Requirements by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated October 3, 2022, on our consideration of Hickman County's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Hickman County's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Hickman County's internal control over financial reporting and compliance.

Very truly yours,



Jason E. Mumpower  
Comptroller of the Treasury  
Nashville, Tennessee

October 3, 2022

JEM/gc

# BASIC FINANCIAL STATEMENTS

Exhibit A

Hickman County, Tennessee  
Statement of Net Position  
June 30, 2022

	Primary Government			Component Unit
	Governmental	Business-type	Total	Hickman
	Activities	Activities		County School Department
<u>ASSETS</u>				
Cash	\$ 46,985	\$ 550	\$ 47,535	\$ 1,531,112
Equity in Pooled Cash and Investments	15,490,537	804,775	16,295,312	10,086,304
Accounts Receivable	6,046,475	832,366	6,878,841	51,020
Allowance for Uncollectibles	(5,385,609)	(622,922)	(6,008,531)	0
Due from Other Governments	1,308,070	13,864	1,321,934	1,959,086
Prepaid Items	3,235	0	3,235	0
Property Taxes Receivable	9,721,869	0	9,721,869	3,269,353
Allowance for Uncollectible Property Taxes	(750,190)	0	(750,190)	(252,968)
Restricted Assets:				
Amounts Accumulated for OPEB Benefits	0	0	0	2,420,713
Amounts Accumulated for Pension Benefits	0	0	0	369,132
Other Restricted Assets	165,000	0	165,000	0
Net Pension Asset - Agent Plan	2,334,548	125,979	2,460,527	1,229,526
Net Pension Asset - Teacher Retirement Plan	0	0	0	360,833
Net Pension Asset - Teacher Legacy Pension Plan	0	0	0	15,088,374
Capital Assets:				
Assets Not Depreciated:				
Land	348,695	145,004	493,699	1,018,261
Assets Net of Accumulated Depreciation:				
Buildings and Improvements	9,361,294	526,534	9,887,828	25,730,426
Other Capital Assets	2,539,492	511,580	3,051,072	4,891,148
Infrastructure	22,545,808	0	22,545,808	9,976
Total Assets	\$ 63,776,209	\$ 2,337,730	\$ 66,113,939	\$ 67,762,296
<u>DEFERRED OUTFLOWS OF RESOURCES</u>				
Pension Changes in Proportion	\$ 0	\$ 0	\$ 0	\$ 24,105
Pension Changes in Experience	250,755	13,531	264,286	189,045
Pension Changes in Assumptions	1,573,302	84,900	1,658,202	4,990,114
Pension Contributions After Measurement Date	755,122	40,749	795,871	1,666,849
OPEB Changes in Assumptions	343,974	20,676	364,650	529,548
OPEB Changes in Experience	420,168	25,255	445,423	714,150
OPEB Changes in Proportion	0	0	0	116,460
OPEB Benefits Paid After Measurement Date	0	0	0	148,897
Total Deferred Outflows of Resources	\$ 3,343,321	\$ 185,111	\$ 3,528,432	\$ 8,379,168

(Continued)

Exhibit A

Hickman County, Tennessee  
Statement of Net Position (Cont.)

	Primary Government			Component Unit
	Governmental	Business-type	Total	Hickman
	Activities	Activities		County School Department
<b>LIABILITIES</b>				
Accounts Payable	\$ 481,344	\$ 58,398	\$ 539,742	\$ 512,913
Accrued Payroll	0	0	0	11,636
Payroll Deduction Payable	0	0	0	410,546
Accrued Interest Payable	21,574	0	21,574	0
Due to Litigant, Heirs, and Others	2,767	0	2,767	0
Due to Other Governments	2,445,649	0	2,445,649	0
Other Current Liabilities	681	0	681	0
Noncurrent Liabilities:				
Due Within One Year - Debt	2,411,877	75,000	2,486,877	0
Due Within One Year - Other	91,673	17,274	108,947	0
Due in More Than One Year - Debt	16,502,399	206,000	16,708,399	0
Due in More Than One Year - Other	3,474,185	252,998	3,727,183	5,060,638
Total Liabilities	\$ 25,432,149	\$ 609,670	\$ 26,041,819	\$ 5,995,733
<b>DEFERRED INFLOWS OF RESOURCES</b>				
Deferred Current Property Taxes	\$ 8,789,949	\$ 0	\$ 8,789,949	\$ 2,953,479
Pension Changes in Proportion	0	0	0	51,256
Pension Changes in Experience	6,153	332	6,485	1,327,685
Pension Changes in Investment Earnings	3,115,746	168,135	3,283,881	13,881,302
OPEB Changes in Assumptions	806,977	48,506	855,483	427,282
OPEB Changes in Experience	339,580	20,411	359,991	925,995
OPEB Changes in Proportion	0	0	0	400,872
Total Deferred Inflows of Resources	\$ 13,058,405	\$ 237,384	\$ 13,295,789	\$ 19,967,871
<b>NET POSITION</b>				
Net Investment in Capital Assets	\$ 27,767,363	\$ 902,117	\$ 28,669,480	\$ 31,649,811
Restricted for:				
General Government	1,135,854	0	1,135,854	0
Administration of Justice	275,103	0	275,103	0
Public Safety	243,820	0	243,820	0
Public Health and Welfare	88,065	0	88,065	0
Social, Cultural, and Recreational Services	165,351	0	165,351	0
Highway	2,229,996	0	2,229,996	0
Debt Service	3,418,405	0	3,418,405	0
Capital Projects	988,259	0	988,259	0
Education	0	0	0	4,538,865
Pensions	2,334,548	125,979	2,460,527	17,047,865
Unrestricted	(10,017,788)	647,691	(9,370,097)	(3,058,681)
Total Net Position	\$ 28,628,976	\$ 1,675,787	\$ 30,304,763	\$ 50,177,860

The notes to the financial statements are an integral part of this statement.

Exhibit B

Hickman County, Tennessee  
Statement of Activities  
For the Year Ended June 30, 2022

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue and Changes in Net Position			Component Unit Hickman County School Department
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Primary Government			
					Governmental Activities	Business-type Activities	Total	
Primary Government:								
Governmental Activities:								
General Government	\$ 2,618,637	\$ 429,234	\$ 549,989	\$ 13,200	\$ (1,626,214)	\$ 0	\$ (1,626,214)	\$ 0
Finance	1,484,666	705,586	0	0	(779,080)	0	(779,080)	0
Administration of Justice	1,121,588	403,800	9,000	0	(708,788)	0	(708,788)	0
Public Safety	4,988,932	210,769	61,091	4,194	(4,712,878)	0	(4,712,878)	0
Public Health and Welfare	2,909,910	1,018,310	260,219	0	(1,631,381)	0	(1,631,381)	0
Social, Cultural, and Recreational Services	240,225	899	14,040	7,144	(218,142)	0	(218,142)	0
Agriculture and Natural Resources	166,868	0	0	0	(166,868)	0	(166,868)	0
Highways	4,869,296	11,529	2,775,465	1,795,733	(286,569)	0	(286,569)	0
Education	61,101	0	0	0	(61,101)	0	(61,101)	0
Interest on Long-term Debt	244,459	0	0	0	(244,459)	0	(244,459)	0
Total Governmental Activities	\$ 18,705,682	\$ 2,780,127	\$ 3,669,804	\$ 1,820,271	\$ (10,435,480)	\$ 0	\$ (10,435,480)	\$ 0
Business-type Activities:								
Solid Waste Disposal	\$ 1,887,241	\$ 1,512,818	\$ 236,297	\$ 0	\$ 0	\$ (138,126)	\$ (138,126)	\$ 0
Total Primary Government	\$ 20,592,923	\$ 4,292,945	\$ 3,906,101	\$ 1,820,271	\$ (10,435,480)	\$ (138,126)	\$ (10,573,606)	\$ 0
Component Unit:								
Hickman County School Department	\$ 35,048,810	\$ 1,060,093	\$ 6,877,007	\$ 357,818	\$ 0	\$ 0	\$ 0	\$ (26,753,892)
Total Component Unit	\$ 35,048,810	\$ 1,060,093	\$ 6,877,007	\$ 357,818	\$ 0	\$ 0	\$ 0	\$ (26,753,892)

(Continued)

Exhibit B

Hickman County, Tennessee  
Statement of Activities (Cont.)

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue and Changes in Net Position			Component Unit
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Primary Government		Total	Hickman County School Department
					Governmental Activities	Business-type Activities		
General Revenues:								
Taxes:								
Property Taxes Levied for General Purposes					\$ 9,305,509	\$ 0	\$ 9,305,509	\$ 3,257,868
Property Taxes Levied for Debt Service					91,443	0	91,443	0
Local Option Sales Tax					1,700,353	0	1,700,353	2,698,335
Wheel Tax					829,496	0	829,496	0
Wholesale Beer Tax					227,143	0	227,143	0
Adequate Facilities/Development Tax					294,480	0	294,480	0
Litigation Tax - General					84,475	0	84,475	0
Mineral Severance Tax					79,656	0	79,656	0
Litigation Tax - Jail, Workhouse, or Courthouse					76,324	0	76,324	0
Business Tax					127,102	0	127,102	0
Other Local Taxes					55,073	0	55,073	44,015
Grants and Contributions Not Restricted to Specific Programs					923,440	36,408	959,848	23,729,960
Unrestricted Investment Income					17,601	593	18,194	0
Miscellaneous					159,946	0	159,946	344,501
Total General Revenues					\$ 13,972,041	\$ 37,001	\$ 14,009,042	\$ 30,074,679
Change in Net Position					\$ 3,536,561	\$ (101,125)	\$ 3,435,436	\$ 3,320,787
Net Position, July 1, 2021					25,092,415	1,776,912	26,869,327	46,857,073
Net Position, June 30, 2022					\$ 28,628,976	\$ 1,675,787	\$ 30,304,763	\$ 50,177,860

The notes to the financial statements are an integral part of this statement.

Exhibit C-1

Hickman County, Tennessee  
 Balance Sheet  
 Governmental Funds  
 June 30, 2022

	Major Funds				Nonmajor	Total
	General	American Rescue Plan Act	Highway / Public Works	General Debt Service	Other Govern- mental Funds	
<u>ASSETS</u>						
Cash	\$ 46,085	\$ 0	\$ 0	\$ 0	\$ 900	\$ 46,985
Equity in Pooled Cash and Investments	6,233,142	2,445,649	1,737,036	3,056,372	2,018,338	15,490,537
Accounts Receivable	5,970,868	0	556	72,680	2,371	6,046,475
Allowance for Uncollectibles	(5,385,609)	0	0	0	0	(5,385,609)
Due from Other Governments	115,830	0	883,060	309,180	0	1,308,070
Property Taxes Receivable	9,312,794	0	318,230	90,845	0	9,721,869
Allowance for Uncollectible Property Taxes	(718,541)	0	(24,620)	(7,029)	0	(750,190)
Prepaid Items	3,235	0	0	0	0	3,235
Restricted Assets	165,000	0	0	0	0	165,000
<b>Total Assets</b>	<b>\$ 15,742,804</b>	<b>\$ 2,445,649</b>	<b>\$ 2,914,262</b>	<b>\$ 3,522,048</b>	<b>\$ 2,021,609</b>	<b>\$ 26,646,372</b>
<u>LIABILITIES</u>						
Accounts Payable	\$ 90,231	\$ 0	\$ 391,113	\$ 0	\$ 0	\$ 481,344
Due to Other Governments	0	2,445,649	0	0	0	2,445,649
Due to Litigants, Heirs, and Others	0	0	0	0	2,767	2,767
Other Current Liabilities	0	0	0	0	681	681
<b>Total Liabilities</b>	<b>\$ 90,231</b>	<b>\$ 2,445,649</b>	<b>\$ 391,113</b>	<b>\$ 0</b>	<b>\$ 3,448</b>	<b>\$ 2,930,441</b>
<u>DEFERRED INFLOWS OF RESOURCES</u>						
Deferred Current Property Taxes	\$ 8,420,387	\$ 0	\$ 287,493	\$ 82,069	\$ 0	\$ 8,789,949
Deferred Delinquent Property Taxes	169,030	0	5,946	1,699	0	176,675
Other Deferred/Unavailable Revenue	399,893	0	243,534	154,567	0	797,994
<b>Total Deferred Inflows of Resources</b>	<b>\$ 8,989,310</b>	<b>\$ 0</b>	<b>\$ 536,973</b>	<b>\$ 238,335</b>	<b>\$ 0</b>	<b>\$ 9,764,618</b>

(Continued)

Exhibit C-1

Hickman County, Tennessee  
Balance Sheet  
Governmental Funds (Cont.)

	Major Funds			Nonmajor	Total	
	General	American Rescue Plan Act	Highway / Public Works	Other Govern- mental Funds		Governmental Funds
<u>FUND BALANCES</u>						
Nonspendable:						
Endowments	\$ 165,000	\$ 0	\$ 0	\$ 0	\$ 0	\$ 165,000
Restricted:						
Restricted for General Government	56,743	0	0	0	914,111	970,854
Restricted for Administration of Justice	275,103	0	0	0	0	275,103
Restricted for Public Safety	128,029	0	0	0	115,791	243,820
Restricted for Public Health and Welfare	88,065	0	0	0	0	88,065
Restricted for Social, Cultural, and Recreational Services	165,351	0	0	0	0	165,351
Restricted for Highways/Public Works	0	0	1,986,176	0	0	1,986,176
Restricted for Debt Service	0	0	0	3,283,713	0	3,283,713
Restricted for Capital Projects	0	0	0	0	988,259	988,259
Committed:						
Committed for General Government	2,418,949	0	0	0	0	2,418,949
Committed for Social, Cultural, and Recreational Services	68,195	0	0	0	0	68,195
Assigned:						
Assigned for General Government	657,283	0	0	0	0	657,283
Assigned for Finance	7,435	0	0	0	0	7,435
Assigned for Social, Cultural, and Recreational Services	12,870	0	0	0	0	12,870
Unassigned	2,620,240	0	0	0	0	2,620,240
Total Fund Balances	<u>\$ 6,663,263</u>	<u>\$ 0</u>	<u>\$ 1,986,176</u>	<u>\$ 3,283,713</u>	<u>\$ 2,018,161</u>	<u>\$ 13,951,313</u>
Total Liabilities, Deferred Inflows of Resources, and Fund Balances	<u>\$ 15,742,804</u>	<u>\$ 2,445,649</u>	<u>\$ 2,914,262</u>	<u>\$ 3,522,048</u>	<u>\$ 2,021,609</u>	<u>\$ 26,646,372</u>

The notes to the financial statements are an integral part of this statement.

Exhibit C-2

Hickman County, Tennessee  
Reconciliation of the Balance Sheet of Governmental Funds to  
the Statement of Net Position  
June 30, 2022

Amounts reported for governmental activities in the statement of net position (Exhibit A) are different because:

Total fund balances - balance sheet - governmental funds (Exhibit C-1)		\$	13,951,313
(1) Capital assets used in governmental activities are not financial resources and therefore are not reported in the governmental funds.			
Add: land	\$	348,695	
Add: buildings and improvements net of accumulated depreciation		9,361,294	
Add: other capital assets net of accumulated depreciation		2,539,492	
Add: infrastructure net of accumulated depreciation		<u>22,545,808</u>	34,795,289
(2) Long-term liabilities are not due and payable in the current period and therefore are not reported in the governmental funds.			
Less: notes payable	\$	(2,899,084)	
Less: other loans payable		(16,015,192)	
Less: net OPEB liability		(3,199,168)	
Less: compensated absences payable		(366,690)	
Less: accrued interest on notes and other loans		<u>(21,574)</u>	(22,501,708)
(3) Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions and OPEB will be amortized and recognized as components of pension and OPEB expense in future years.			
Add: deferred outflows of resources related to pensions	\$	2,579,179	
Less: deferred inflows of resources related to pensions		(3,121,899)	
Add: deferred outflows of resources related to OPEB		764,142	
Less: deferred inflows of resources related to OPEB		<u>(1,146,557)</u>	(925,135)
(4) Net pension assets are not current financial resources and therefore are not reported in the governmental funds.			
Add: net pension asset - agent plan			2,334,548
(5) Other long-term assets are not available to pay for current period expenditures and therefore are deferred in the governmental funds.			<u>974,669</u>
Net position of governmental activities (Exhibit A)		\$	<u><u>28,628,976</u></u>

The notes to the financial statements are an integral part of this statement.

Exhibit C-3

Hickman County, Tennessee  
Statement of Revenues, Expenditures,  
and Changes in Fund Balances  
Governmental Funds  
For the Year Ended June 30, 2022

	Major Funds			Nonmajor	Total
	General	Highway / Public Works	General Debt Service	Funds Other Govern- mental Funds	
<u>Revenues</u>					
Local Taxes	\$ 9,659,702	\$ 399,509	\$ 2,599,974	\$ 294,480	\$ 12,953,665
Licenses and Permits	168,819	0	0	0	168,819
Fines, Forfeitures, and Penalties	85,056	0	0	45,397	130,453
Charges for Current Services	1,215,078	6,660	0	50	1,221,788
Other Local Revenues	83,321	48,785	15,478	7,800	155,384
Fees Received From County Officials	1,208,045	0	0	0	1,208,045
State of Tennessee	1,555,120	4,013,715	5,584	0	5,574,419
Federal Government	66,429	531,340	0	0	597,769
Other Governments and Citizens Groups	55,100	633	163,284	0	219,017
Total Revenues	\$ 14,096,670	\$ 5,000,642	\$ 2,784,320	\$ 347,727	\$ 22,229,359
<u>Expenditures</u>					
Current:					
General Government	\$ 1,538,023	\$ 0	\$ 0	\$ 2,968	\$ 1,540,991
Finance	1,048,403	0	0	0	1,048,403
Administration of Justice	725,848	0	0	50	725,898
Public Safety	3,531,998	0	0	96,057	3,628,055
Public Health and Welfare	2,128,659	0	0	0	2,128,659
Social, Cultural, and Recreational Services	236,328	0	0	0	236,328
Agriculture and Natural Resources	70,604	0	0	0	70,604
Other Operations	3,902,133	0	0	0	3,902,133
Highways	0	4,771,121	0	0	4,771,121
Debt Service:					
Principal on Debt	0	0	2,267,607	0	2,267,607
Interest on Debt	0	0	242,486	0	242,486
Other Debt Service	0	0	113,373	320	113,693

(Continued)

Exhibit C-3

Hickman County, Tennessee  
Statement of Revenues, Expenditures,  
and Changes in Fund Balances  
Governmental Funds (Cont.)

	Major Funds			Nonmajor Funds	Total Governmental Funds
	General	Highway / Public Works	General Debt Service	Other Govern- mental Funds	
<u>Expenditures (Cont.)</u>					
Capital Projects	\$ 67,048	\$ 0	\$ 0	\$ 20,956	\$ 88,004
Total Expenditures	\$ 13,249,044	\$ 4,771,121	\$ 2,623,466	\$ 120,351	\$ 20,763,982
<u>Excess (Deficiency) of Revenues Over Expenditures</u>					
	\$ 847,626	\$ 229,521	\$ 160,854	\$ 227,376	\$ 1,465,377
<u>Other Financing Sources (Uses)</u>					
Notes Issued	\$ 0	\$ 0	\$ 0	\$ 950,000	\$ 950,000
Other Loans Issued	0	0	0	16,006	16,006
Insurance Recovery	47,915	0	0	0	47,915
Transfers In	35,000	20,672	501,802	0	557,474
Transfers Out	(120,672)	(121,087)	0	(315,715)	(557,474)
Total Other Financing Sources (Uses)	\$ (37,757)	\$ (100,415)	\$ 501,802	\$ 650,291	\$ 1,013,921
<u>Net Change in Fund Balances</u>					
Fund Balance, July 1, 2021	\$ 5,853,394	\$ 1,857,070	\$ 2,621,057	\$ 1,140,494	\$ 11,472,015
Fund Balance, June 30, 2022	\$ 6,663,263	\$ 1,986,176	\$ 3,283,713	\$ 2,018,161	\$ 13,951,313

The notes to the financial statements are an integral part of this statement.

Hickman County, Tennessee  
Reconciliation of the Statement of Revenues, Expenditures, and  
Changes in Fund Balances of Governmental Funds to the  
Statement of Activities  
For the Year Ended June 30, 2022

Amounts reported for governmental activities in the statement of activities (Exhibit B) are different because:

Net change in fund balances - total governmental funds (Exhibit C-3)		\$ 2,479,298
(1) Governmental funds report capital outlays as expenditures. However, in the statement of activities, the cost of these assets is allocated over their useful lives and reported as depreciation expense. The difference between capital outlays and depreciation is itemized as follows:		
Add: capital assets purchased in the current period	\$ 1,412,735	
Less: current-year depreciation expense	<u>(2,006,711)</u>	(593,976)
(2) Revenues in the statement of activities that do not provide current financial resources are not reported as revenues in the funds.		
Less: deferred delinquent property taxes and other deferred June 30, 2021	\$ (1,009,700)	
Add: deferred delinquent property taxes and other deferred June 30, 2022	<u>974,669</u>	(35,031)
(3) The issuance of long-term debt (e.g., notes, other loans) provides current financial resources to governmental funds, while the repayment of the principal of long-term debt consumes the current financial resources of governmental funds. Neither transaction, however, has any effect on net position. This amount is the net effect of these differences in the treatment of long-term debt and related items.		
Add: principal payments on notes	\$ 194,395	
Add: principal payments on other loans	2,073,212	
Less: note proceeds	(950,000)	
Less: other loan proceeds	<u>(16,006)</u>	1,301,601
(4) Some expenses reported in the statement of activities do not require the use of current financial resources and therefore are not reported as expenditures in the governmental funds.		
Change in accrued interest payable	\$ (1,973)	
Change in OPEB liability	1,103,249	
Change in compensated absences payable	16,785	
Change in net pension liability/asset	2,379,440	
Change in deferred outflows related to pensions	1,267,903	
Change in deferred inflows related to pensions	(3,084,125)	
Change in deferred outflows related to OPEB	(150,053)	
Change in deferred inflows related to OPEB	<u>(1,146,557)</u>	384,669
Change in net position of governmental activities (Exhibit B)		<u>\$ 3,536,561</u>

The notes to the financial statements are an integral part of this statement.

Exhibit C-5

Hickman County, Tennessee  
Statement of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
General Fund  
For the Year Ended June 30, 2022

	Actual (GAAP Basis)	Add: Encumbrances 6/30/2022	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
<u>Revenues</u>						
Local Taxes	\$ 9,659,702	\$ 0	\$ 9,659,702	\$ 9,046,976	\$ 9,046,976	\$ 612,726
Licenses and Permits	168,819	0	168,819	151,500	151,500	17,319
Fines, Forfeitures, and Penalties	85,056	0	85,056	75,800	75,800	9,256
Charges for Current Services	1,215,078	0	1,215,078	1,314,800	1,314,800	(99,722)
Other Local Revenues	83,321	0	83,321	36,000	46,185	37,136
Fees Received From County Officials	1,208,045	0	1,208,045	1,033,000	1,033,000	175,045
State of Tennessee	1,555,120	0	1,555,120	1,315,062	1,301,611	253,509
Federal Government	66,429	0	66,429	41,710	70,241	(3,812)
Other Governments and Citizens Groups	55,100	0	55,100	52,000	52,100	3,000
<b>Total Revenues</b>	<b>\$ 14,096,670</b>	<b>\$ 0</b>	<b>\$ 14,096,670</b>	<b>\$ 13,066,848</b>	<b>\$ 13,092,213</b>	<b>\$ 1,004,457</b>
<u>Expenditures</u>						
<u>General Government</u>						
County Commission	\$ 62,165	\$ 0	\$ 62,165	\$ 68,900	\$ 66,400	\$ 4,235
Board of Equalization	2,550	0	2,550	3,500	3,500	950
Beer Board	87	0	87	1,000	1,000	913
County Mayor/Executive	146,019	0	146,019	155,972	157,834	11,815
County Attorney	20,143	0	20,143	15,000	23,500	3,357
Election Commission	141,876	0	141,876	183,972	185,424	43,548
Register of Deeds	162,198	0	162,198	167,832	169,445	7,247
Planning	161,658	0	161,658	186,064	186,064	24,406
County Buildings	291,968	0	291,968	332,185	332,185	40,217
Other Facilities	395,285	0	395,285	428,000	430,000	34,715
Other General Administration	115,615	0	115,615	121,349	121,659	6,044
Preservation of Records	38,459	0	38,459	39,836	39,836	1,377

(Continued)

Exhibit C-5

Hickman County, Tennessee  
Statement of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
General Fund (Cont.)

	Actual (GAAP Basis)	Add: Encumbrances 6/30/2022	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
<u>Expenditures (Cont.)</u>						
<u>Finance</u>						
Accounting and Budgeting	\$ 282,384	\$ 0	\$ 282,384	\$ 302,753	\$ 304,366	\$ 21,982
Property Assessor's Office	250,867	0	250,867	278,237	279,850	28,983
County Trustee's Office	213,329	0	213,329	220,386	221,999	8,670
County Clerk's Office	301,823	0	301,823	298,764	311,877	10,054
<u>Administration of Justice</u>						
Circuit Court	306,024	0	306,024	312,344	316,457	10,433
General Sessions Court	209,520	0	209,520	227,546	227,546	18,026
General Sessions Judge	903	0	903	4,000	4,000	3,097
Chancery Court	157,291	0	157,291	167,067	168,680	11,389
Judicial Commissioners	52,110	0	52,110	57,892	57,892	5,782
<u>Public Safety</u>						
Sheriff's Department	2,127,488	0	2,127,488	2,237,684	2,307,239	179,751
Administration of the Sexual Offender Registry	4,027	0	4,027	7,599	5,000	973
Jail	1,115,573	0	1,115,573	1,354,380	1,389,630	274,057
Fire Prevention and Control	9,953	0	9,953	15,550	15,550	5,597
Rural Fire Protection	12,134	0	12,134	0	12,134	0
Civil Defense	160,763	0	160,763	163,158	170,658	9,895
Rescue Squad	35,000	0	35,000	35,000	35,000	0
County Coroner/Medical Examiner	67,060	0	67,060	56,000	81,000	13,940
<u>Public Health and Welfare</u>						
Local Health Center	39,907	0	39,907	50,601	50,601	10,694
Ambulance/Emergency Medical Services	1,881,925	240,300	2,122,225	2,210,520	2,441,620	319,395
Alcohol and Drug Programs	15,187	0	15,187	22,276	22,276	7,089
Other Local Health Services	187,750	0	187,750	231,050	206,750	19,000
Other Public Health and Welfare	3,890	0	3,890	9,743	7,791	3,901

(Continued)

Exhibit C-5

Hickman County, Tennessee  
Statement of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
General Fund (Cont.)

	Actual (GAAP Basis)	Add: Encumbrances 6/30/2022	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
<u>Expenditures (Cont.)</u>						
<u>Social, Cultural, and Recreational Services</u>						
Senior Citizens Assistance	\$ 10,000	\$ 0	\$ 10,000	\$ 10,000	\$ 10,000	\$ 0
Libraries	226,328	0	226,328	240,951	241,999	15,671
<u>Agriculture and Natural Resources</u>						
Agricultural Extension Service	37,426	0	37,426	62,123	65,623	28,197
Soil Conservation	33,178	0	33,178	36,689	36,689	3,511
<u>Other Operations</u>						
Tourism	0	0	0	1,200	700	700
Industrial Development	71,211	0	71,211	71,211	71,211	0
Veterans' Services	37,289	0	37,289	40,201	40,201	2,912
Other Charges	638,854	0	638,854	667,000	663,230	24,376
Employee Benefits	2,948,958	0	2,948,958	3,192,894	3,184,875	235,917
American Rescue Plan Act Grant #5	6,160	0	6,160	0	13,284	7,124
American Rescue Plan Act Grant #6	13,200	0	13,200	0	14,770	1,570
Miscellaneous	186,461	0	186,461	185,920	190,118	3,657
<u>Capital Projects</u>						
Other General Government Projects	67,048	0	67,048	0	70,000	2,952
<b>Total Expenditures</b>	<b>\$ 13,249,044</b>	<b>\$ 240,300</b>	<b>\$ 13,489,344</b>	<b>\$ 14,474,349</b>	<b>\$ 14,957,463</b>	<b>\$ 1,468,119</b>
<u>Excess (Deficiency) of Revenues</u>						
Over Expenditures	\$ 847,626	\$ (240,300)	\$ 607,326	\$ (1,407,501)	\$ (1,865,250)	\$ 2,472,576
<u>Other Financing Sources (Uses)</u>						
Insurance Recovery	\$ 47,915	\$ 0	\$ 47,915	\$ 40,000	\$ 87,915	\$ (40,000)
Transfers In	35,000	0	35,000	35,000	35,000	0
Transfers Out	(120,672)	0	(120,672)	(100,000)	(120,672)	0
<b>Total Other Financing Sources</b>	<b>\$ (37,757)</b>	<b>\$ 0</b>	<b>\$ (37,757)</b>	<b>\$ (25,000)</b>	<b>\$ 2,243</b>	<b>\$ (40,000)</b>

(Continued)

Exhibit C-5

Hickman County, Tennessee  
Statement of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
General Fund (Cont.)

	Actual (GAAP Basis)	Add: Encumbrances 6/30/2022	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
Net Change in Fund Balance	\$ 809,869	\$ (240,300)	\$ 569,569	\$ (1,432,501)	\$ (1,863,007)	\$ 2,432,576
Fund Balance, July 1, 2021	5,853,394	0	5,853,394	6,500,000	5,853,394	0
Fund Balance, June 30, 2022	<u>\$ 6,663,263</u>	<u>\$ (240,300)</u>	<u>\$ 6,422,963</u>	<u>\$ 5,067,499</u>	<u>\$ 3,990,387</u>	<u>\$ 2,432,576</u>

The notes to the financial statements are an integral part of this statement.

Exhibit C-6

Hickman County, Tennessee  
Statement of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
American Rescue Plan Act Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Other Local Revenues	\$ 0	\$ 0	\$ 383	\$ (383)
Federal Government	0	0	2,445,266	(2,445,266)
Total Revenues	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 2,445,649</u>	<u>\$ (2,445,649)</u>
Total Expenditures	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 2,445,649</u>	<u>\$ (2,445,649)</u>
Net Change in Fund Balance	\$ 0	\$ 0	\$ 2,445,649	\$ (2,445,649)
Fund Balance, July 1, 2021	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Fund Balance, June 30, 2022	<u><u>\$ 0</u></u>	<u><u>\$ 0</u></u>	<u><u>\$ 2,445,649</u></u>	<u><u>\$ (2,445,649)</u></u>

The notes to the financial statements are an integral part of this statement.

Exhibit C-7

Hickman County, Tennessee  
Statement of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
Highway/Public Works Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Local Taxes	\$ 399,509	\$ 398,180	\$ 398,180	\$ 1,329
Charges for Current Services	6,660	7,425	7,425	(765)
Other Local Revenues	48,785	104,500	104,500	(55,715)
State of Tennessee	4,013,715	5,169,799	5,169,799	(1,156,084)
Federal Government	531,340	500,000	500,000	31,340
Other Governments and Citizens Groups	633	0	0	633
Total Revenues	<u>\$ 5,000,642</u>	<u>\$ 6,179,904</u>	<u>\$ 6,179,904</u>	<u>\$ (1,179,262)</u>
<u>Expenditures</u>				
<u>Highways</u>				
Administration	\$ 212,222	\$ 220,170	\$ 223,444	\$ 11,222
Highway and Bridge Maintenance	1,558,719	2,085,986	2,422,431	863,712
Operation and Maintenance of Equipment	515,949	548,852	589,907	73,958
Other Charges	99,797	120,500	120,500	20,703
Employee Benefits	672,947	937,210	937,210	264,263
Capital Outlay	1,711,487	2,479,000	2,479,000	767,513
Total Expenditures	<u>\$ 4,771,121</u>	<u>\$ 6,391,718</u>	<u>\$ 6,772,492</u>	<u>\$ 2,001,371</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ 229,521</u>	<u>\$ (211,814)</u>	<u>\$ (592,588)</u>	<u>\$ 822,109</u>
<u>Other Financing Sources (Uses)</u>				
Transfers In	\$ 20,672	\$ 0	\$ 20,672	\$ 0
Transfers Out	(121,087)	(121,088)	(121,088)	1
Total Other Financing Sources	<u>\$ (100,415)</u>	<u>\$ (121,088)</u>	<u>\$ (100,416)</u>	<u>\$ 1</u>
Net Change in Fund Balance	\$ 129,106	\$ (332,902)	\$ (693,004)	\$ 822,110
Fund Balance, July 1, 2021	1,857,070	1,900,000	1,857,000	70
Fund Balance, June 30, 2022	<u>\$ 1,986,176</u>	<u>\$ 1,567,098</u>	<u>\$ 1,163,996</u>	<u>\$ 822,180</u>

The notes to the financial statements are an integral part of this statement.

Exhibit D-1

Hickman County, Tennessee  
Statement of Net Position  
Proprietary Fund  
June 30, 2022

	Business-type Activities - Major <u>Enterprise Fund</u> Solid Waste Disposal <u>Fund</u>
<u>ASSETS</u>	
Current Assets:	
Cash	\$ 550
Equity in Pooled Cash and Investments	804,775
Accounts Receivable	832,366
Allowance for Uncollectibles	(622,922)
Due from Other Governments	13,864
Total Current Assets	<u>\$ 1,028,633</u>
Noncurrent Assets:	
Net Pension Asset - Agent Plan	\$ 125,979
Capital Assets:	
Assets Not Depreciated:	
Land	145,004
Assets Net of Accumulated Depreciation:	
Buildings and Improvements	526,534
Machinery and Equipment	511,580
Total Noncurrent Assets	<u>\$ 1,309,097</u>
Total Assets	<u>\$ 2,337,730</u>
<u>DEFERRED OUTFLOWS OF RESOURCES</u>	
Deferred Outflows of Resources:	
Pension Changes in Experience	\$ 13,531
Pension Changes in Assumptions	84,900
Pension Contributions After Measurement Date	40,749
OPEB Changes in Experience	25,255
OPEB Changes in Assumptions	20,676
Total Deferred Outflows of Resources	<u>\$ 185,111</u>

(Continued)

Exhibit D-1

Hickman County, Tennessee  
Statement of Net Position  
Proprietary Fund (Cont.)

	Business-type Activities - Major Enterprise Fund <u>Solid Waste Disposal Fund</u>
<u>LIABILITIES</u>	
Current Liabilities:	
Accounts Payable	\$ 58,398
Other Loans Payable	75,000
Accrued Leave - Current	6,813
Accrued Liability for Landfill Closure/Postclosure Care Costs	10,461
Total Current Liabilities	<u>\$ 150,672</u>
Noncurrent Liabilities:	
Accrued Liability for Landfill Closure/Postclosure Care Costs	\$ 40,264
Other Loans Payable - Long-term	206,000
Net OPEB Liability	192,296
Accrued Leave - Long-term	20,438
Total Noncurrent Liabilities	<u>\$ 458,998</u>
Total Liabilities	<u>\$ 609,670</u>

DEFERRED INFLOWS OF RESOURCES

Deferred Inflows of Resources:	
Pension Changes in Experience	\$ 332
Pension Changes in Investment Earnings	168,135
OPEB Changes in Experience	20,411
OPEB Changes in Assumptions	48,506
Total Deferred Inflows of Resources	<u>\$ 237,384</u>

NET POSITION

Net Investment in Capital Assets	\$ 902,117
Restricted	125,979
Unrestricted	<u>647,691</u>
Total Net Position	<u>\$ 1,675,787</u>

The notes to the financial statements are an integral part of this statement.

Exhibit D-2

Hickman County, Tennessee  
Statement of Revenues, Expenses, and  
Changes in Net Position  
Proprietary Fund  
For the Year Ended June 30, 2022

	Business-type Activities - Major Enterprise Fund <u>Solid Waste Disposal Fund</u>
<u>Operating Revenues</u>	
Charges for Current Services	\$ 1,438,903
Other Local Revenues	310,212
Total Operating Revenues	<u>\$ 1,749,115</u>
<u>Operating Expenses</u>	
Sanitation Management	\$ 1,748,283
Litter and Trash Collection	41,495
Depreciation	95,929
Total Operating Expenses	<u>\$ 1,885,707</u>
Operating Income (Loss)	<u>\$ (136,592)</u>
<u>Nonoperating Revenues (Expenses)</u>	
Investment Income	\$ 593
Interest Expense	(1,534)
Solid Waste Grants	36,408
Total Nonoperating Revenues (Expenses)	<u>\$ 35,467</u>
Change in Net Position	\$ (101,125)
Net Position, July 1, 2021	<u>1,776,912</u>
Net Position, June 30, 2022	<u><u>\$ 1,675,787</u></u>

The notes to the financial statements are an integral part of this statement.

Exhibit D-3

Hickman County, Tennessee  
Statement of Cash Flows  
Proprietary Fund  
For the Year Ended June 30, 2022

	Business-type Activities - Major <u>Enterprise Fund</u> Solid Waste Disposal Fund
<u>Cash Flows from Operating Activities</u>	
Receipts from Customers and Users	\$ 1,448,656
Other Cash Receipts (Payments)	310,212
Payments to Employees	(700,170)
Payments for Waste Collection and Disposal Activity	(1,074,299)
Net Cash Provided By (Used In) Operating Activities	<u>\$ (15,601)</u>
<u>Cash Flows from Capital and Related Financing Activities</u>	
Acquisition of Capital Assets	\$ (319,372)
Proceeds from Other Loans	354,000
Principal Paid on Other Loans	(73,000)
Interest Paid on Other Loans	(1,534)
Net Cash Provided By (Used In) Capital and Related Financing Activities	<u>\$ (39,906)</u>
<u>Cash Flows from Noncapital Financing Activities</u>	
Grants Received	\$ 36,408
Net Cash Provided By (Used In) Noncapital Financing Activities	<u>\$ 36,408</u>
<u>Cash Flows from Investing Activities</u>	
Investment Income	\$ 593
Net Cash Provided By (Used In) Investing Activities	<u>\$ 593</u>
Increase (Decrease) in Cash	\$ (18,506)
Cash, July 1, 2021	<u>823,831</u>
Cash, June 30, 2022	<u><u>\$ 805,325</u></u>
<u>Reconciliation of Net Operating Income (Loss)</u> <u>to Net Cash Provided By (Used In) Operating Activities</u>	
Operating Income (Loss)	\$ (136,592)
Adjustments to Reconcile Net Operating Income (Loss) to Net Cash Provided By (Used In) Operating Activities:	
Depreciation	95,929
Changes in Pension Related Inflows and Outflows of Resources	108,538
Changes in OPEB Related to Inflows and Outflows of Resources	77,936
Change in Assets and Liabilities:	
(Increase) Decrease in Accounts Receivable	(10,907)
(Increase) Decrease in Allowance for Uncollectibles	28,568
(Increase) Decrease in Due from other Governments	(7,908)
(Increase) Decrease in Net Pension Asset	(125,979)
Increase (Decrease) in Net Pension Liability	(2,896)
Increase (Decrease) in Accounts Payable	41,022
Increase (Decrease) in Accrued Leave	(4,956)
Increase (Decrease) in Accrued Liability for Landfill Closure/Postclosure	(12,042)
Increase (Decrease) in Net OPEB Liability	<u>(66,314)</u>
Net Cash Provided By (Used In) Operating Activities	<u>\$ (15,601)</u>
<u>Reconciliation of Cash with the Statement of Net Position</u>	
Cash Per Net Position	\$ 550
Equity in Pooled Cash and Investments Per Net Position	<u>804,775</u>
Cash, June 30, 2022	<u><u>\$ 805,325</u></u>

The notes to the financial statements are an integral part of this statement.

Exhibit E-1

Hickman County, Tennessee  
Statement of Net Position  
Fiduciary Funds  
June 30, 2022

	<u>Custodial Funds</u>
<u>ASSETS</u>	
Cash	\$ 3,668,892
Accounts Receivable	183
Due from Other Governments	<u>190,885</u>
Total Assets	<u>\$ 3,859,960</u>
<u>LIABILITIES</u>	
Due to Other Taxing Units	<u>\$ 190,885</u>
Total Liabilities	<u>\$ 190,885</u>
<u>NET POSITION</u>	
Restricted for Individuals, Organizations and Other Governments	<u>\$ 3,669,075</u>
Total Net Position	<u><u>\$ 3,669,075</u></u>

The notes to the financial statements are an integral part of this statement.

Hickman County, Tennessee  
Statement of Changes in Net Position  
Fiduciary Funds  
For the Year Ended June 30, 2022

	<u>Custodial Funds</u>
<u>ADDITIONS</u>	
Sales Tax Collections for Other Governments	\$ 997,984
Fines/Fees and Other Collections	6,529,815
Investment Income	<u>9,693</u>
Total Additions	<u>\$ 7,537,492</u>
<u>DEDUCTIONS</u>	
Payment of Sales Tax Collections to Other Governments	\$ 997,984
Payments to State	3,297,210
Payments to County/City	1,777,972
Payments to Individuals and Others	1,441,510
Payment of Health Foundation Expenses	<u>21,900</u>
Total Deductions	<u>\$ 7,536,576</u>
Net Increase (Decrease) in Fiduciary in Net Position	\$ 916
Net Position, July 1, 2021	<u>3,668,159</u>
Net Position, June 30, 2022	<u><u>\$ 3,669,075</u></u>

The notes to the financial statements are an integral part of this statement.

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**HICKMAN COUNTY, TENNESSEE**  
**Index of Notes to the Financial Statements**

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**HICKMAN COUNTY, TENNESSEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**For the Year Ended June 30, 2022**

**I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

Hickman County's financial statements are presented in accordance with generally accepted accounting principles (GAAP). The Governmental Accounting Standards Board (GASB) is responsible for establishing GAAP for state and local governments.

The following are the more significant accounting policies of Hickman County:

**A. Reporting Entity**

Hickman County is a public municipal corporation governed by an elected 21-member board. As required by GAAP, these financial statements present Hickman County (the primary government) and its component units. Although required by GAAP, the financial statements of the Hickman County Emergency Communications District and the Industrial Development Board of Hickman County, component units requiring discrete presentation, were excluded from this report due to materiality calculations; therefore, the effect of this omission did not affect the independent auditor's opinion thereon. The component units discussed below are included in the county's reporting entity because of the significance of their operational or financial relationships with the county.

**Discretely Presented Component Units** – The following entities meet the criteria for discretely presented component units of the county. They are reported in separate columns in the government-wide financial statements to emphasize that they are legally separate from the county.

The Hickman County School Department operates the public school system in the county, and the voters of Hickman County elect its board. The school department is fiscally dependent on the county because it may not issue debt, and its budget and property tax levy are subject to the county commission's approval. The school department's taxes are levied under the taxing authority of the county and are included as part of the county's total tax levy.

The Hickman County Emergency Communications District provides a simplified means of securing emergency services through a uniform emergency number for the residents of Hickman County, and the Hickman County Commission appoints its governing body. The district is funded primarily through a service charge levied on telephone services. Before the issuance of most debt instruments, the district must obtain the county commission's approval. The financial statements of the Hickman County Emergency Communications District were not material to the component units' opinion unit and therefore have been omitted from this report.

The Industrial Development Board of Hickman County promotes industrial development to provide additional job opportunities within Hickman County. The county mayor nominates, and the Hickman County Commission confirms the board members. The financial statements of the Industrial Development Board of Hickman County were not material to the component units' opinion unit and therefore have been omitted from this report.

The Hickman County School Department does not issue separate financial statements from those of the county. Therefore, basic financial statements of the school department are included in this report as listed in the table of contents. Complete financial statements of the Hickman County Emergency Communications District and the Industrial Development Board of Hickman County can be obtained from their administrative offices at the following addresses:

Administrative Offices:

Hickman County Emergency Communications District  
102 East Swan Street  
Centerville, TN 37033

Industrial Development Board of Hickman County  
Hickman County Mayor  
5640 Hwy 100  
Centerville, TN 37033

**Fiduciary Component Unit** – The following entity meets the criteria for fiduciary component unit of the county.

The Hickman County Health Foundation was created as a result of litigation involving the Hickman County Hospital, and the Hickman County Commission appoints its governing body. The purpose of the health foundation is to promote and advance the health, medical care, general well-being, and quality of life of the residents of Hickman County. The health foundation is funded primarily by contributions from Saint Thomas/Baptist Hospital and interest earnings. The Hickman County Health Foundation does not issue separate financial statements from those of the county. The Hickman County Health Foundation is reported as a custodial fund.

**B. Government-wide and Fund Financial Statements**

The government-wide financial statements (i.e., the Statement of Net Position and the Statement of Activities) report information on all of the nonfiduciary activities of the primary government and its component units. For the most part, the effect of interfund activity has been removed from these statements. However, when applicable, interfund services provided and used between functions are not eliminated in the process of consolidation in the Statement of Activities. Governmental activities are normally supported by taxes and

intergovernmental revenues. Business-type activities, which rely to a significant extent on fees and charges, are required to be reported separately from governmental activities in government-wide financial statements. Likewise, the primary government is reported separately from certain legally separate component units for which the primary government is financially accountable. The Hickman County School Department component unit only reports governmental activities in the government-wide financial statements.

The Statement of Activities demonstrates the degree to which the direct expenses of a given function are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function. Program revenues include (1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function and (2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function. Taxes and other items not properly included among program revenues are reported instead as general revenues.

Hickman County issues all debt for the discretely presented Hickman County School Department. There were no debt issues contributed by the county to the school department during the year ended June 30, 2022.

Separate financial statements are provided for governmental funds, proprietary funds (enterprise), and fiduciary funds. The fiduciary funds are excluded from the government-wide financial statements. Major individual governmental funds and the major enterprise fund are reported as separate columns in the fund financial statements.

C. **Measurement Focus, Basis of Accounting, and Financial Statement Presentation**

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting, as are the proprietary fund and the fiduciary funds financial statements. Revenues are recorded when earned, and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Property taxes are recognized as revenues in the year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Fund financial statements of Hickman County are organized into funds, each of which is considered to be a separate accounting entity. Each fund is accounted for by providing a separate set of self-balancing accounts that constitute its assets, deferred outflow of resources, liabilities, deferred inflow of resources, fund equity, revenues, and expenditures/expenses. Funds are organized into three major categories: governmental, proprietary, and fiduciary. An emphasis is placed on major funds within the governmental and

proprietary categories. Hickman County only reports one proprietary fund, an enterprise fund. It has no internal service funds to report.

Separate financial statements are provided for governmental funds, the proprietary fund, and fiduciary funds. Major individual governmental funds and the major enterprise fund are reported as separate columns in the fund financial statements. All other governmental funds are aggregated into a single column on the fund financial statements. The fiduciary funds in total are reported in a single column.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they become both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the county considers revenues other than grants to be available if they are collected within 30 days after year-end. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met and the revenues are available. Hickman County considers grants and similar revenues to be available if they are collected within 60 days after year-end. Expenditures are generally recognized under the modified accrual basis of accounting when the related fund liability is incurred. Principal and interest on long-term debt are recognized as fund liabilities when due or when amounts have been accumulated in the General Debt Service Fund for payments to be made early in the following year.

Property taxes for the period levied, in-lieu-of tax payments, sales taxes, interest, and miscellaneous taxes are all considered to be susceptible to accrual and have been recognized as revenues of the current period. Applicable business taxes, litigation taxes, state-shared excise taxes, fines, forfeitures, and penalties are not susceptible to accrual since they are not measurable (reasonably estimable). All other revenue items are considered to be measurable and available only when the county receives cash.

Proprietary fund and fiduciary funds financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recognized when earned, and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met. Fiduciary fund reporting focuses on net position and changes in net position. The fiduciary fund category includes custodial funds.

Hickman County reports the following major governmental funds:

**General Fund** – This is the county’s primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund.

**American Rescue Plan Act Fund** – This special revenue fund accounts for all financial resources and payments made related to the American Rescue Plan Act Grant.

**Highway/Public Works Fund** – This special revenue fund accounts for transactions of the county’s highway department. Local and state gasoline/fuel taxes are the foundational revenues of this fund.

**General Debt Service Fund** – This fund accounts for the resources accumulated and payments made for principal and interest on long-term general obligation debt of governmental funds.

Hickman County reports the following major proprietary fund:

**Solid Waste Disposal Fund** – This fund accounts for the county’s solid waste landfill operations.

Additionally, Hickman County reports the following fund types:

**General Capital Projects Fund** – The General Capital Projects Fund accounts for capital projects of the general government.

**Custodial Funds** – These funds account for amounts collected in a custodial capacity by the constitutional officers, local sales taxes received by the state to be forwarded to the various cities in Hickman County, and restricted revenues and interest held for the benefit of Hickman County Health Foundation.

The discretely presented Hickman County School Department reports the following major governmental funds:

**General Purpose School Fund** – This fund is the primary operating fund for the school department. It is used to account for general operations of the school department.

**School Federal Projects Fund** – This special revenue fund is used to account for restricted federal revenues, which must be expended on specific education programs.

**Internal School Fund** – This special revenue fund is used to account for funds held at the individual schools for internal school use such as the purchase of supplies, school clubs, and student activities.

Collections from students and school activities are the foundational revenues of this fund. The current year (FY 22) report was not available from the auditor of the Internal School Fund in time for inclusion in this report. Therefore, the prior year balances (FY 21) are presented in this report. We do not believe using the prior year balances will affect the independent auditor's opinion on the Aggregate Discretely Presented Component Units. A more detailed reporting of the fund activities at each individual school may be found at <https://www.comptroller.tn.gov/office-functions/la/reports/find-other-audits.html>.

Amounts reported as program revenues include (1) charges to customers or applicants for goods, services, or privileges provided, (2) operating grants and contributions, and (3) capital grants and contributions. Internally dedicated resources are reported as general revenues rather than as program revenues. Likewise, general revenues include all taxes.

Proprietary funds distinguish operating revenues and expenses from nonoperating items. The county has one proprietary fund, an enterprise fund used to account for solid waste activities. Operating revenues and expenses generally result from providing services in connection with the fund's principal ongoing operations.

**D. Assets, Liabilities, Deferred Outflows/Inflows of Resources, and Net Position/Fund Balance**

**1. Deposits and Investments**

For purposes of the Statement of Cash Flows, cash includes cash on hand and cash on deposit with the county trustee.

State statutes authorize the government to make direct investments in bonds, notes, or treasury bills of the U.S. government and obligations guaranteed by the U.S. government or any of its agencies; deposit accounts at state and federal chartered banks and savings and loan associations; repurchase agreements; the State Treasurer's Investment Pool; the State Treasurer's Intermediate Term Investment Fund; bonds of any state or political subdivision rated A or higher by any nationally recognized rating service; nonconvertible debt securities of certain federal government sponsored enterprises; and the county's own legally issued bonds or notes.

The county trustee maintains a cash and internal investment pool that is used by all funds and the discretely presented Hickman County School Department. Each fund's portion of this pool is displayed on the balance sheets or statements of net position as Equity in Pooled Cash and Investments. Most income from these pooled investments is assigned to the General Purpose School Fund. Hickman County and the

school department have adopted a policy of reporting U.S. Treasury obligations, U.S. agency obligations, and repurchase agreements with maturities of one year or less when purchased on the balance sheet at amortized cost. Certificates of deposit are reported at cost.

Investments in the State Treasurer's Investment Pool are reported at amortized cost using a stable net asset value. The primary oversight responsibility for the investments and operations of the State Treasurer's Investment Pool rests with the Funding Board of the State of Tennessee (Funding Board). The Funding Board has established an investment policy that is administered by the state treasurer. These policies were designed to comply with generally accepted accounting principles. In addition, state statutes require the state treasurer to administer the pool under the same terms and conditions, including collateral requirements, as prescribed for other funds invested by the state treasurer. Compliance with Funding Board policies is audited by the Tennessee Comptroller of the Treasury, Division of State Audit. The latest audit opinion issued by the Division of State Audit concluded that the State Treasurer's Investment Pool complied with accounting principles generally accepted in the United States of America.

Investments in the State Treasurer's Intermediate Term Investment Fund are reported at amortized cost using a floating net asset value. The primary oversight responsibility for the investments and operations of the State Treasurer's Intermediate Term Investment Fund rests with the Funding Board of the State of Tennessee (Funding Board). The Funding Board has established an investment policy that is administered by the state treasurer. These policies were designed to comply with generally accepted accounting principles. In addition, state statutes require the state treasurer to administer the pool under the same terms and conditions as prescribed for other funds invested by the state treasurer. Compliance with Funding Board policies is audited by the Tennessee Comptroller of the Treasury, Division of State Audit. The latest audit opinion issued by the Division of State Audit concluded that the State Treasurer's Intermediate Term Investment Fund complied with accounting principles generally accepted in the United States of America. Hickman County had no investments in the State Treasurer's Intermediate Term Investment Fund during the year

All other investments are reported at fair value. No investments required to be reported at fair value were held at the balance sheet date.

## **2. Receivables and Payables**

Activity between funds for unremitted current collections outstanding at the end of the fiscal year is referred to as due to/from other funds.

All ambulance, property taxes, and solid waste receivables are shown with an allowance for uncollectibles. Ambulance and solid waste receivables allowance for uncollectibles is based on historical collection data. The allowance for uncollectible property taxes is equal to seven percent of current property taxes.

Property taxes receivable are recognized as of the date an enforceable legal claim to the taxable property arises. This date is January 1 and is referred to as the lien date. However, revenues from property taxes are recognized in the period for which the taxes are levied, which is the ensuing fiscal year. Since the receivable is recognized before the period of revenue recognition, the entire amount of the receivable, less an estimated allowance for uncollectible taxes, is reported as a deferred inflow of resources as of June 30.

Property taxes receivable are also reported as of June 30 for the taxes that are levied, collected, and reported as revenue during the current fiscal year. These property taxes receivable are presented on the balance sheet as a deferred inflow of resources to reflect amounts not available as of June 30. Property taxes collected within 30 days of year-end are considered available and accrued. The allowance for uncollectible taxes represents the estimated amount of the receivable that will be filed in court for collection. Delinquent taxes filed in court for collection are not included in taxes receivable since they are neither measurable nor available.

Property taxes are levied as of the first Monday in October. Taxes become delinquent and begin accumulating interest and penalty the following March 1. Suit must be filed in Chancery Court between the following February 1 to April 1 for any remaining unpaid taxes. Additional costs attach to delinquent taxes after a court suit has been filed.

**3. Prepaid Items**

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items in both the government-wide and fund financial statements. The cost of prepaid items is recorded as an expenditure when consumed rather than when purchased. Prepaids are offset in the nonspendable fund balance account in governmental funds.

**4. Restricted Assets**

Certain resources set aside for library operations are classified as restricted assets on the governmental funds balance sheet because the principal is required to be invested, and only the income from investments is available for expenditures.

Restricted assets also consist of amounts held in trust by the Tennessee School Board Association (TSBA) OPEB Trust for the benefit of the discretely presented Hickman County School Department. These funds are held and invested by the trust pursuant to an irrevocable agreement and may only be used to reimburse the Hickman County School Department for postemployment benefits paid from school department funds. For the year ended June 30, 2022, the Hickman County School Department did not request any amounts to be reimbursed by the trust. Trust documents provide that the funds are not subject to the claims of general creditors of the school department. Since the payment of postemployment benefits has not been administered through this trust, the trust is not considered to be in compliance with paragraph 4 of Governmental Accounting Standards Board Statement No. 75. OPEB liabilities of the school department are therefore reported gross and have not been reduced by balances of the trust. The trust is reported as an asset and restricted fund balance of the school department's General Purpose School Fund.

In addition, restricted assets also consist of amounts held in a pension stabilization trust by the Tennessee Consolidated Retirement System (TCRS) for the benefit of the discretely presented Hickman County School Department's Teacher Retirement Plan. The purpose of this trust is to accumulate funds to provide stabilization (smoothing) of retirement costs to the school system in times of fluctuating investment returns and market downturns. These funds are held and invested by TCRS pursuant to an irrevocable agreement and may only be used for the benefit of the Hickman County School Department to fund retirement benefits upon approval of the TCRS Board of Directors. To date, the Hickman County School Department has not withdrawn any funds from the trust to pay pension cost. Trust documents provide that the funds are not subject to the claims of general creditors of the school department.

## **5. Capital Assets**

Governmental funds do not capitalize the cost of capital outlays; these funds report capital outlays as expenditures upon acquisition.

Capital assets, which include property, plant, equipment, and infrastructure assets (e.g., roads, bridges, and similar items), are reported in the governmental and business-type columns in the government-wide financial statements. Capital assets are defined by the government as assets with an initial, individual cost of \$15,000 or more and an estimated useful life of more than three years. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at acquisition value at the date of donation.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend assets' lives are not capitalized.

Major outlays for capital assets and improvements are capitalized as projects are constructed.

Property, plant, equipment, and infrastructure of the primary government and the discretely presented school department are depreciated using the straight-line method over the following estimated useful lives:

<u>Assets</u>	<u>Years</u>
Buildings and Improvements	15 - 40
Other Capital Assets	3 - 25
Infrastructure:	
Roads	50
Bridges	20 - 50

**6. Deferred Outflows/Inflows of Resources**

In addition to assets, the Statement of Net Position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net assets that applies to a future period(s) and so will not be recognized as an outflow of resources (expense/expenditure) until then. The government has items that qualify for reporting in this category. Accordingly, the items are reported in the government-wide Statement of Net Position. These items are for pension changes in the proportion, experience, and assumptions; employer contributions made to the pension and OPEB plans after the measurement date; and OPEB changes in assumptions, experience, and proportion.

In addition to liabilities, the Statement of Net Position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources represents an acquisition of net assets that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until that time. The government has items that qualify for reporting in this category. Accordingly, the items are reported in the government-wide Statement of Net Position and the governmental funds balance sheet. These items are from the following sources: current and delinquent property taxes; pension changes in proportion, investment earnings, and experience; OPEB changes in assumptions, experience, and proportion; and various receivables for revenues, which do not meet the availability criteria in governmental funds. These amounts are deferred and recognized as an inflow of resources in the period that the amounts become available.

7. **Compensated Absences**

**Primary Government**

It is the county's general policy to permit employees to accumulate earned but unused vacation sick pay benefits. There is no liability for unpaid accumulated sick leave since Hickman County does not have a policy to pay any amounts when employees separate from service with the government. All vacation pay is accrued when incurred in the government-wide financial statements for the county. A liability for vacation pay is reported in governmental funds only if amounts have matured, for example, as a result of employee resignations and retirements.

**Discretely Presented Hickman County School Department**

The school department permits professional personnel (teachers) to accumulate an unlimited amount of unused sick leave days. There is no liability for unpaid accumulated sick leave since the school department does not have a policy to pay any amounts when employees separate from service.

8. **Long-term Debt, Lease Obligations, and Long-term Obligations**

In the government-wide financial statements and the proprietary fund type in the fund financial statements, long-term debt, lease obligations, and other long-term obligations are reported as liabilities in the applicable governmental activities or proprietary fund type Statement of Net Position. Debt premiums and discounts are deferred and are amortized over the life of the new debt using the straight-line method. Debt issuance costs are expensed in the period incurred. In refunding transactions, the difference between the reacquisition price and the net carrying amount of the old debt is reported as a deferred outflow of resources or a deferred inflow of resources and recognized as a component of interest expense in a systematic and rational manner over the remaining life of the refunded debt or the life of the new debt issued, whichever is shorter.

In the fund financial statements, governmental funds recognize debt premiums and discounts, as well as debt issuance costs, during the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources, while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

Only the matured portion (the portion that has come due for payment) of long-term indebtedness, including bonds payable, is recognized as a liability and expenditure in the governmental fund financial statements. Liabilities and expenditures for other long-term obligations, including compensated absences, other postemployment benefits, and landfill closure/postclosure care costs, are recognized to the extent that the liabilities have matured (come due for payment) each period.

**9. Net Position and Fund Balance**

In the government-wide financial statements and the proprietary fund in the fund financial statements, equity is classified as net position and displayed in three components:

- a. Net investment in capital assets – Consists of capital assets, including restricted capital assets, net of accumulated depreciation and reduced by the outstanding balances of any bonds, mortgages, notes, or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.
- b. Restricted net position – Consists of net position with constraints placed on the use either by (1) external groups such as creditors, grantors, contributors, or laws or regulations of other governments or (2) law through constitutional provisions or enabling legislation.
- c. Unrestricted net position – All other net position that does not meet the definition of restricted or net investment in capital assets.

The government-wide Statement of Net Position reports \$10,879,401 of restricted net position, of which \$68,195 is restricted by enabling legislation.

As of June 30, 2022, Hickman County had \$11,886,350 in outstanding debt for capital purposes for the discretely presented Hickman County School Department. This debt is a liability of Hickman County, but the capital assets acquired are reported in the financial statements of the school department. Therefore, Hickman County has incurred a liability significantly decreasing its unrestricted net position with no corresponding increase in the county's capital assets.

It is the county's policy that restricted amounts would be reduced first followed by unrestricted amounts when expenditures are incurred for purposes for which both restricted and unrestricted fund balance is available. Also, it is the county's policy that committed amounts would be reduced first, followed by assigned amounts, and then unassigned amounts when expenditures are incurred for purposes for which

amounts in any of these unrestricted fund balance classifications could be used.

In the fund financial statements, governmental funds report fund balance in classifications that comprise a hierarchy based primarily on the extent to which the government is bound to honor constraints on the specific purposes for which amounts in these funds can be spent. These classifications may consist of the following:

Nonspendable Fund Balance – includes amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact.

Restricted Fund Balance – includes amounts that have constraints placed on the use of the resources that are either (a) externally imposed by creditors, grantors, contributors or laws and regulations of other governments or (b) imposed by law through constitutional provisions or enabling legislation.

Committed Fund Balance – includes amounts that can only be used for specific purposes pursuant to constraints imposed by formal resolutions of the county commission, the county's highest level of decision-making authority and the Board of Education, the school department's highest level of decision-making authority, and shall remain binding unless removed in the same manner.

Assigned Fund Balance – includes amounts that are constrained by the county's intent to be used for specific purposes but are neither restricted nor committed (excluding stabilization arrangements). The county commission has by resolution authorized the county's Budget/Finance Committee to make assignments for the general government. The Board of Education makes assignments for the school department.

Unassigned Fund Balance – the residual classification of the General and General Purpose School funds. This classification represents fund balance that has not been assigned to other funds and that has not been restricted, committed, or assigned to specific purposes within the General and General Purpose School funds.

**E. Pension Plans**

**Primary Government**

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of Hickman County's participation in the Public Employee Pension Plan of the Tennessee Consolidated Retirement System (TCRS), and additions to/deductions from Hickman County's fiduciary net position have been determined on the same basis as they are reported by the TCRS for the Public Employee Pension Plan. For this purpose, benefits (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms of the Public Employee Pension Plan of TCRS. Investments are reported at fair value.

**Discretely Presented Hickman County School Department**

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Teacher Retirement Plan and the Teacher Legacy Pension Plan in the Tennessee Consolidated Retirement System, and additions to/deductions from fiduciary net position have been determined on the same basis as they are reported by the TCRS. For this purpose, benefits (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms of the Teacher Retirement Plan and the Teacher Legacy Pension Plan. Investments are reported at fair value.

**F. Other Postemployment Benefit (OPEB) Plans**

**Primary Government**

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, have been determined on the same basis as they are reported by Hickman County. For this purpose, Hickman County recognizes benefit payments when due and payable in accordance with benefit terms. Hickman County's OPEB plan is not administered through a trust.

**Discretely Presented Hickman County School Department**

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, have been determined on the same basis as they are reported by the discretely presented Hickman County School Department. For this purpose, the school department recognizes benefit payments when due and payable in accordance with benefit terms. The school department's OPEB plan is not administered through a trust.

**II. RECONCILIATION OF GOVERNMENT-WIDE AND FUND FINANCIAL STATEMENTS**

**A. Explanation of certain differences between the governmental fund balance sheet and the government-wide Statement of Net Position**

**Primary Government**

Exhibit C-2 includes explanations of the nature of individual elements of items required to reconcile the balance sheet of governmental funds with the government-wide Statement of Net Position.

**Discretely Presented Hickman County School Department**

Exhibit J-3 includes explanations of the nature of individual elements of items required to reconcile the balance sheet of governmental funds with the government-wide Statement of Net Position.

**B. Explanation of certain differences between the governmental fund Statement of Revenues, Expenditures, and Changes in Fund Balances and the government-wide Statement of Activities**

**Primary Government**

Exhibit C-4 includes explanations of the nature of individual elements of items required to reconcile the net change in fund balances – total governmental funds with the change in net position of governmental activities reported in the government-wide Statement of Activities.

**Discretely Presented Hickman County School Department**

Exhibit J-5 includes explanations of the nature of individual elements of items required to reconcile the net change in fund balances – total governmental funds with the change in net position of governmental activities reported in the government-wide Statement of Activities.

**III. STEWARDSHIP, COMPLIANCE, AND ACCOUNTABILITY**

**Budgetary Information**

Annual budgets are adopted on a basis consistent with generally accepted accounting principles (GAAP) for all governmental funds except the Constitutional Officers - Fees Fund and the school department's Internal School Fund (special revenue funds), which are not budgeted. All annual appropriations lapse at fiscal year-end.

The county is required by state statute to adopt annual budgets. Annual budgets are prepared on the basis in which current available funds must be sufficient to meet current expenditures. Expenditures and encumbrances may not legally exceed

appropriations authorized by the county commission and any authorized revisions. Unencumbered appropriations lapse at the end of each fiscal year.

The budgetary level of control is at the major category level established by the County Uniform Chart of Accounts, as prescribed by the Comptroller of the Treasury of the State of Tennessee. Major categories are at the department level (examples of General Fund major categories: County Commission, Board of Equalization, Beer Board, County Mayor/Executive, etc.). Management may make revisions within major categories, but only the county commission may transfer appropriations between major categories. During the year, several supplementary appropriations were necessary.

The county's budgetary basis of accounting is consistent with GAAP, except instances in which encumbrances are treated as budgeted expenditures. The difference between the budgetary basis and GAAP basis is presented on the face of each budgetary schedule.

At June 30, 2022, Hickman County reported the following significant encumbrances:

<u>Funds</u>	<u>Amount</u>
Primary Government:	
Major Fund:	
General	\$ 240,300
Nonmajor Fund:	
General Capital Projects	710,175

#### IV. DETAILED NOTES ON ALL FUNDS

##### A. Deposits and Investments

Hickman County and the Hickman County School Department participate in an internal cash and investment pool through the Office of Trustee. The county trustee is the treasurer of the county and in this capacity is responsible for receiving, disbursing, and investing most county funds. Each fund's portion of this pool is displayed on the balance sheets or statements of net position as Equity in Pooled Cash and Investments. Cash and investments reflected on the balance sheets or statements of net position represent nonpooled amounts held separately by individual funds.

##### Deposits

**Legal Provisions.** All deposits with financial institutions must be secured by one of three methods. One method involves financial institutions that participate in the bank collateral pool administered by the state treasurer. Participating banks determine the aggregate balance of their public fund accounts for the State of Tennessee and its political subdivisions. The amount of collateral required to secure these public deposits must equal at least

90 percent of the average daily balance of public deposits held. Collateral securities required to be pledged by the participating banks to protect their public fund accounts are pledged to the state treasurer on behalf of the bank collateral pool. The securities pledged to protect these accounts are pledged in the aggregate rather than against each account. The members of the pool may be required by agreement to pay an assessment to cover any deficiency. Under this additional assessment agreement, public fund accounts covered by the pool are considered to be insured for purposes of credit risk disclosure.

For deposits with financial institutions that do not participate in the bank collateral pool, state statutes require that all deposits be collateralized with collateral whose market value is equal to 105 percent of the uninsured amount of the deposits. The collateral must be placed by the depository bank in an escrow account in a second bank for the benefit of the county.

In addition, counties may invest in FDIC insured certificates of deposit. The deposit is first made in a bank or savings and loan association, selected by the government entity, with a branch in the state of Tennessee that is authorized to accept county deposits (the depository bank). The depository bank then arranges for the transfer of the moneys into one or more federally insured banks or savings and loan associations, wherever located (secondary depositories), for the account of the county. In turn, the depository bank receives funds from customers of the secondary depositories equal to or greater than the amount initially invested by the county. The balance of county funds with each secondary depository must not exceed FDIC insurance limits so that all funds are fully insured. Under this program, the trustee must provide the depository bank with a listing of all banks and savings and loan associations holding county funds under the same federal employer identification number (FEIN). To prevent deposits from exceeding FDIC coverage, the depository bank is prohibited from using any of those listed banks or savings and loan associations as secondary depositories. The use of this program must be approved by the county investment committee or finance committee as appropriate for the specific county. Further, the investment committee or finance committee must establish policies and procedures for the investments, including the establishment of controls to ensure that full FDIC insurance coverage is obtained. Service providers used by depositories must be approved by the state treasurer upon concurrence by the commissioner of financial institutions and finance and administration. There are currently only two eligible programs that have been approved by the state treasurer: the Certificate of Deposit Account Registry Service (CDARS) and the Insured Cash Sweep (ICS), which operate through IntraFi Network, LLC.

### **Investments**

**Legal Provisions.** Counties are authorized to make direct investments in bonds, notes, or treasury bills of the U.S. government and obligations guaranteed by the U.S. government or any of its agencies; deposits at state and federal chartered banks and savings and loan associations; bonds of any state

or political subdivision rated A or higher by any nationally recognized rating service; nonconvertible debt securities of certain federal government sponsored enterprises; and the county's own legally issued bonds or notes. These investments may not have a maturity greater than two years. The county may make investments with longer maturities if various restrictions set out in state law are followed. Counties are also authorized to make investments in the State Treasurer's Investment Pool, the State Treasurer's Intermediate Term Investment Fund, and in repurchase agreements. The primary oversight responsibility for the investments and operations of the State Treasurer's Investment Pool rests with the Funding Board of the State of Tennessee (Funding Board). The Funding Board has established an investment policy that is administered by the state treasurer. Investments in the State Treasurer's Investment Pool are reported both by the pool and the county at amortized cost using a stable net asset value. The primary oversight responsibility for the investments and operations of the Intermediate Term Investment Fund rests with the Funding Board of the State of Tennessee (Funding Board). The Funding Board has established an investment policy that is administered by the state treasurer. Investments in the Intermediate Term Investment Fund are reported both by the pool and the county at amortized cost using a floating net asset value. Repurchase agreements must be approved by the state Comptroller's Office and executed in accordance with procedures established by the State Funding Board. Securities purchased under a repurchase agreement must be obligations of the U.S. government or obligations guaranteed by the U.S. government or any of its agencies. When repurchase agreements are executed, the purchase of the securities must be priced at least two percent below the fair value of the securities on the day of purchase.

**Investment Balances.** As of June 30, 2022, Hickman County had the following investments carried at amortized cost using a Stable Net Asset Value. All investments are in the county trustee's investment pool. Separate disclosures concerning pooled investments cannot be made for Hickman County and the discretely presented Hickman County School Department since both pool their deposits and investments through the county trustee.

Investment	Weighted Average Maturity (days)	Maturities	Amortized Cost
State Treasurer's Investment Pool	1 to 44	N/A	\$ 11,027,340

**Interest Rate Risk.** Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. State statutes limit the maturities of certain investments as previously disclosed. Hickman County does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

**Credit Risk.** Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. State statutes limit the ratings of certain investments as previously explained. Hickman County has no investment policy that would further limit its investment choices. As of June 30, 2022, Hickman County's investment in the State Treasurer's Investment Pool was unrated.

Further information concerning the legal provisions, investment policies, investment types, and credit risks for the State Treasurer's Investment Pool and the State Treasurer's Intermediate Term Investment Fund can be obtained by reviewing the State of Tennessee Annual Comprehensive Financial Report at <https://www.tn.gov/finance/rd-doa/fa-acffin-ar.html>.

### **TCRS Stabilization Trust**

**Legal Provisions.** The Hickman County School Department is a member of the Tennessee Consolidated Retirement System (TCRS) Stabilization Reserve Trust. The school department has placed funds into the irrevocable trust as authorized by statute under *Tennessee Code Annotated (TCA)*, Title 8, Chapters 34-37. The TCRS Board of Trustees is responsible for the proper operation and administration of the trust. Funds of trust members are held and invested in the name of the trust for the benefit of each member. Each member's funds are restricted for the payment of retirement benefits of that member's employees. Trust funds are not subject to the claims of general creditors of the school department.

The trust is authorized to make investments as directed by the TCRS Board of Trustees. The Hickman County School Department may not impose any restrictions on investments placed by the trust on their behalf. It is the intent of the plan trustees to allocate these funds in the future to offset pension costs.

On June 30, 2022, the Hickman County School Department had the following investments held by the trust on its behalf. These funds are recognized as restricted assets in the General Purpose School Fund of the school department.

Investment	Weighted Average Maturity (days)	Maturities	Fair Value
Investments at Fair Value:			
U.S. Equity	N/A	N/A	\$ 114,431
Developed Market International Equity	N/A	N/A	51,678
Emerging Market International Equity	N/A	N/A	14,765
U.S. Fixed Income	N/A	N/A	73,826
Real Estate	N/A	N/A	36,913
Short-term Securities	N/A	N/A	3,691
NAV - Private Equity and Strategic Lending	N/A	N/A	73,828
 Total			 \$ 369,132

For further information concerning the legal provisions, investment policies, investment types, and credit risks of the school department's investments with the TCRS Stabilization Reserve Trust, audited financial statements of the Tennessee Consolidated Retirement System may be obtained at <https://comptroller.tn.gov/content/dam/cot/sa/advanced-search/disclaimer/2020/ag20045.pdf>.

### **OPEB Trust**

**Legal Provisions.** The Hickman County School Department is a member of the Tennessee School Board OPEB Trust. The school department has placed funds into the irrevocable trust as authorized by the Other Postemployment Benefit Trust Act of 2006, section 8-50-1201, et. seq., *Tennessee Code Annotated*. Funds of trust members are held and invested in the name of the trust for the benefit of each member. Each member's funds are restricted for the payment of postemployment benefits of that member's employees. Trust documents provide that the funds are not subject to the claims of general creditors of the school department.

The trust is authorized to make investments in securities as authorized by each member's investment committee. The Hickman County School Department has not imposed any restrictions on investments placed by the trust on their behalf.

**Investment Balances.** At June 30, 2022, the Hickman County School Department had the following investments held by the trust on its behalf.

Investment	Weighted Average Maturity (days)	Maturities	Fair Value
Investments at Fair Value:			
Cash	N/A	N/A	\$ 108,756
Equities	N/A	N/A	1,405,902
Fixed Income & Preferreds	N/A	N/A	787,967
Structured Investments	N/A	N/A	118,088
Total			\$ 2,420,713

Investment by fair value level	Fair Value 6/30/2022	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash	\$ 108,756	\$ 108,756	\$ 0	\$ 0
Equities	1,405,902	1,405,902	0	0
Fixed Income & Preferreds	787,967	787,967	0	0
Structured Investments	118,088	118,088	0	0
Total	\$ 2,420,713	\$ 2,420,713	\$ 0	\$ 0

Fair value investments classified at Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Fair value investments classified as Level 2 of the fair value hierarchy are valued using the active market rates for the underlying securities. Fair value investments classified as Level 3 of the fair value hierarchy are valued using non-observable inputs.

**Risks and Uncertainties.** The trust's investments include various types of investment funds, which in turn invest in any combination of stock, bonds and other investments exposed to various risks, such as interest rate, credit, and market risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported for trust investments.

**Interest Rate Risk.** Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The Hickman County School Department does not have the ability to limit trust investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

**Credit Risk.** Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The Hickman County School Department does not have a formal investment policy that limits the credit ratings of individual investments made by the trust.

**Concentration of Credit Risk.** Concentration of credit risk is the risk of loss attributed to the magnitude of the county's investment in a single issuer. Hickman County School Department places no limit on the amount the county may invest in one issuer.

**Custodial Credit Risk.** Custodial credit risk for investments is the risk that, in the event of a failure of the counterparty to a transaction, the county will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Pursuant to the trust agreement, investments are held in the name of the trust for the benefit of the Hickman County School Department to pay postemployment benefits of the school department employees.

For further information concerning the school department's investments with the TSBA, audited financial statements of the TSBA OPEB Trust may be obtained from the TSBA administrative office at 525 Brick Church Park Drive, Nashville, TN 37207.

**B. Capital Assets**

Capital assets activity for the year ended June 30, 2022, was as follows:

**Primary Government**

**Governmental Activities:**

	Balance 7-1-21	Increases	Decreases	Balance 6-30-22
Capital Assets Not Depreciated:				
Land	\$ 348,695	\$ 0	\$ 0	\$ 348,695
Total Capital Assets Not Depreciated	<u>\$ 348,695</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 348,695</u>
Capital Assets Depreciated:				
Buildings and Improvements	\$ 14,670,138	\$ 28,003	\$ 0	\$ 14,698,141
Other Capital Assets	6,671,153	234,194	(157,579)	6,747,768
Infrastructure	55,265,972	1,150,538	(86,136)	56,330,374
Total Capital Assets Depreciated	<u>\$ 76,607,263</u>	<u>\$ 1,412,735</u>	<u>\$ (243,715)</u>	<u>\$ 77,776,283</u>
Less Accumulated Depreciation For:				
Buildings and Improvements	\$ 4,938,196	\$ 398,651	\$ 0	\$ 5,336,847
Other Capital Assets	3,774,149	591,706	(157,579)	4,208,276
Infrastructure	32,854,348	1,016,354	(86,136)	33,784,566
Total Accumulated Depreciation	<u>\$ 41,566,693</u>	<u>\$ 2,006,711</u>	<u>\$ (243,715)</u>	<u>\$ 43,329,689</u>
Total Capital Assets Depreciated, Net	<u>\$ 35,040,570</u>	<u>\$ (593,976)</u>	<u>\$ 0</u>	<u>\$ 34,446,594</u>
Governmental Activities Capital Assets, Net	<u>\$ 35,389,265</u>	<u>\$ (593,976)</u>	<u>\$ 0</u>	<u>\$ 34,795,289</u>

Depreciation expense was charged to functions of the primary government as follows:

**Governmental Activities:**

General Government	\$ 46,751
Finance	2,372
Administration of Justice	52,272
Public Safety	406,707
Public Health and Welfare	190,212
Social, Cultural, and Recreational Services	9,377
Highway/Public Works	<u>1,299,020</u>
Total Depreciation Expense - Governmental Activities	<u>\$ 2,006,711</u>

## Net Investment in Capital Assets

Capital Assets	\$ 34,795,289
Less:	
Outstanding principal of capital debt and other capital borrowings	(7,027,926)
Net Investment in Capital Assets	\$ 27,767,363

### Business-type Activities:

	Balance 7-1-21	Increases	Balance 6-30-22
Capital Assets Not Depreciated:			
Land	\$ 145,004	\$ 0	\$ 145,004
Total Capital Assets Not Depreciated	\$ 145,004	\$ 0	\$ 145,004
Capital Assets Depreciated:			
Buildings and Improvements	\$ 1,077,579	\$ 0	\$ 1,077,579
Other Capital Assets	1,389,900	319,372	1,709,272
Total Capital Assets Depreciated	\$ 2,467,479	\$ 319,372	\$ 2,786,851
Less Accumulated Depreciation For:			
Buildings and Improvements	\$ 524,107	\$ 26,938	\$ 551,045
Other Capital Assets	1,128,701	68,991	1,197,692
Total Accumulated Depreciation	\$ 1,652,808	\$ 95,929	\$ 1,748,737
Total Capital Assets Depreciated, Net	\$ 814,671	\$ 223,443	\$ 1,038,114
Business-type Activities Capital Assets, Net	\$ 959,675	\$ 223,443	\$ 1,183,118

There were no decreases in capital assets to report during the year ended June 30, 2022.

Depreciation and amortization expense totaling \$95,929 was charged to the Sanitation Management function of the Solid Waste Disposal Fund (enterprise fund).

**Net Investment in Capital Assets**

Capital Assets	\$ 1,183,117
Less:	
Outstanding principal of capital debt and other capital borrowings	(281,000)
Net Investment in Capital Assets	<u>\$ 902,117</u>

**Discretely Presented Hickman County School Department**

**Governmental Activities:**

	Balance 7-1-21	Increases	Balance 6-30-22
Capital Assets Not Depreciated:			
Land	\$ 1,018,261	\$ 0	\$ 1,018,261
Total Capital Assets Not Depreciated	<u>\$ 1,018,261</u>	<u>\$ 0</u>	<u>\$ 1,018,261</u>
Capital Assets Depreciated:			
Buildings and Improvements	\$ 61,916,292	\$ 20,611	\$ 61,936,903
Other Capital Assets	12,334,276	662,027	12,996,303
Infrastructure	27,206	0	27,206
Total Capital Assets Depreciated	<u>\$ 74,277,774</u>	<u>\$ 682,638</u>	<u>\$ 74,960,412</u>
Less Accumulated Depreciation For:			
Buildings and Improvements	\$ 34,499,590	\$ 1,706,887	\$ 36,206,477
Other Capital Assets	7,557,601	547,554	8,105,155
Infrastructure	15,868	1,362	17,230
Total Accumulated Depreciation	<u>\$ 42,073,059</u>	<u>\$ 2,255,803</u>	<u>\$ 44,328,862</u>
Total Capital Assets Depreciated, Net	<u>\$ 32,204,715</u>	<u>\$ (1,573,165)</u>	<u>\$ 30,631,550</u>
Governmental Activities Capital Assets, Net	<u>\$ 33,222,976</u>	<u>\$ (1,573,165)</u>	<u>\$ 31,649,811</u>

There were no decreases in capital assets to report during the year ended June 30, 2022.

Depreciation expense was charged to functions of the discretely presented Hickman County School Department as follows:

**Governmental Activities:**

Instruction	\$ 1,658
Support Services	2,251,114
Operation of Non-instructional Services	<u>3,031</u>
 Total Depreciation Expense - Governmental Activities	 <u><u>\$ 2,255,803</u></u>

**C. Interfund Receivables, Payables, and Transfers**

The composition of interfund balances as of June 30, 2022, was as follows:

**Due to/from Other Funds:**

<u>Receivable Fund</u>	<u>Payable Fund</u>	<u>Amount</u>
Discretely Presented School Department:		
General Purpose School	School Federal Projects	\$ 3,245
School Federal Projects	General Purpose School	23,630
Central Cafeteria	"	39,498

These balances resulted from the time lag between the dates that interfund goods and services are provided or reimbursable expenditures occur and payments between funds are made.

**Interfund Transfers:**

Interfund transfers for the year ended June 30, 2022, consisted of the following amounts:

**Primary Government**

<u>Transfers Out</u>	<u>Transfers In</u>			<u>Purpose</u>
	<u>General Fund</u>	<u>Highway/ Public Works Fund</u>	<u>General Debt Service Fund</u>	
General Fund	\$ 0	\$ 20,672	\$ 100,000	Operations, debt retirement
Highway/Public Works Fund	35,000	0	86,087	Debt retirement
Nonmajor governmental fund	0	0	315,715	Debt retirement
 Total	 <u><u>\$ 35,000</u></u>	 <u><u>\$ 20,672</u></u>	 <u><u>\$ 501,802</u></u>	

**Discretely Presented Hickman County School Department**

Transfer Out	Transfer In	
	Fund	Purpose
School Federal Projects	\$ 3,536	Indirect cost

Transfers are used to move revenues from the fund that statute or budget requires to collect them to the fund that statute or budget requires to expend them and to use unrestricted revenues collected in the General Fund to finance various programs accounted for in other funds in accordance with budgetary authorizations.

**D. Long-term Debt**

**Primary Government**

Notes and Other Loans

Direct Borrowing and Direct Placements - Hickman County issues other loans to provide funds for the acquisition and construction of major capital facilities for the primary government and the discretely presented school department. Capital outlay notes are also issued to fund capital facilities and other capital outlay purchases, such as equipment. Capital outlay notes and other loans are direct obligations and pledge the full faith, credit, and taxing authority of the government. Capital outlay notes and other loans outstanding were issued for original terms of up to 13 years for notes and up to 27 years for other loans. Repayment terms are generally structured with increasing amounts of principal maturing as interest requirements decrease over the term of the debt. All notes and other loans included in long-term debt as of June 30, 2022, will be retired from the General Debt Service fund.

Capital outlay notes and other loans outstanding as of June 30, 2022, for governmental activities are as follows:

Type	Interest Rate	Final Maturity	Original Amount of Issue	Balance 6-30-22
Capital Outlay Notes	2.49 to 4.59 %	5-1-32	\$ 2,677,669	\$ 2,323,484
Capital Outlay Notes - Refunding	2.35	2-1-29	681,245	575,600
Other Loans	variable	5-25-33	30,140,000	11,541,062
Other Loans	0 to 2.99	5-1-34	9,160,259	4,474,130

In prior years, Hickman County entered into a loan agreement with the Public Building Authority of the City of Clarksville. This loan agreement provided for the authority to loan \$22,000,000 to Hickman County on an as-needed basis for a school construction project. This loan is repayable at interest rates that are tax-exempt variable rates determined by the remarketing agent daily or weekly, depending on the particular program. In addition, the county pays various other fees (trustee, letter of credit, and debt remarketing) in connection with these loans. At June 30, 2022, the variable interest rate was .72 percent, and other fees totaled \$60 per month (trustee), .51 percent (letter of credit), and .07 percent (remarketing) of the outstanding loan principal.

In prior years, Hickman County entered into a loan agreement with the Montgomery County Public Building Authority. This loan agreement provided for the authority to loan \$6,140,000 to Hickman County on an as-needed basis for various renovation and construction projects. This loan is repayable at an interest rate that is a tax-exempt variable rate determined by the remarketing agent daily or weekly, depending on the particular program. In addition, the county pays various other fees (trustee, letter of credit, and debt remarketing) in connection with this loan. At June 30, 2022, the variable interest rate was 0.72 percent, and other fees totaled \$60 per month per loan (trustee), .51 percent (letter of credit), and 0.07 percent (remarketing) of the outstanding loan principal.

In prior years, Hickman County entered into a loan agreement with the Montgomery County Public Building Authority. This loan agreement provided for the authority to loan \$2,000,000 to Hickman County on an as-needed basis for various renovation and construction projects. This loan is repayable at an interest rate that is a tax-exempt variable rate determined by the remarketing agent daily or weekly, depending on the particular program. In addition, the county pays various other fees (trustee, letter of credit, and debt remarketing) in connection with this loan. At June 30, 2022, the variable interest rate was 0.72 percent, and other fees totaled \$60 per month per loan (trustee), .53 percent (letter of credit), and 0.07 percent (remarketing) of the outstanding loan principal.

Additionally, in a prior year, Hickman County entered into a loan agreement with the Public Building Authority of the City of Clarksville. This loan agreement provided for the authority to loan \$5,250,000 to Hickman County on an as-needed basis for various renovation and construction projects. This loan is repayable at a fixed interest rate of 2.71 percent.

Furthermore, in a prior year, Hickman County entered into a loan agreement with the Energy Efficient Schools Council. This loan agreement provided for the authority to loan \$2,000,000 to Hickman County for a school energy efficiency HVAC project. This loan is repayable for principal only, with no interest requirements.

Also, in prior year, Hickman County entered into loan agreement with the Public Building Authority of the City of Clarksville. This loan agreement provided for the authority to make \$1,346,000 available for loan to Hickman County on an as-needed basis for a sewer system construction project. Hickman County has borrowed \$954,780 of the authorized amount. This loan is repayable at a fixed interest rate of 2.99 percent.

Also, in a prior year, Hickman County entered into a loan agreement with the Energy Efficient Schools Council. This loan agreement provided for the authority to loan \$955,479 to Hickman County for a school energy efficiency HVAC project. This loan is repayable at a fixed interest rate of .75 percent.

The annual requirements to amortize all notes and other loans outstanding as of June 30, 2022, including interest payments and other loan fees, are presented in the following tables:

Year Ending June 30	Notes - Direct Placement		
	Principal	Interest	Total
2023	\$ 287,453	\$ 91,918	\$ 379,371
2024	297,808	83,347	381,155
2025	306,753	73,518	380,271
2026	317,920	63,476	381,396
2027	330,438	53,063	383,501
2028-2032	1,358,712	105,719	1,464,431
Total	<u>\$ 2,899,084</u>	<u>\$ 471,041</u>	<u>\$ 3,370,125</u>

Year Ending June 30	Other Loans - Direct Placement			
	Principal	Interest	Other Fees	Total
2023	\$ 2,124,424	\$ 198,657	\$ 69,025	\$ 2,392,106
2024	1,889,926	180,378	60,630	2,130,934
2025	1,870,000	157,859	51,980	2,079,839
2026	1,927,000	136,992	43,070	2,107,062
2027	1,983,000	115,492	33,889	2,132,381
2028-2032	5,644,062	268,530	47,411	5,960,003
2033-2034	576,780	11,774	1,311	589,865
Total	<u>\$ 16,015,192</u>	<u>\$ 1,069,682</u>	<u>\$ 307,316</u>	<u>\$ 17,392,190</u>

There is \$3,283,713 available in the General Debt Service Fund to service long-term debt. Total debt per capita, including notes and other loans totaled \$759, based on the 2020 federal census.

Changes in Long-term Debt

Long-term debt activity for the year ended June 30, 2022, was as follows:

Governmental Activities:

	Notes - Direct Placement	Other Loans - Direct Placement
Balance, July 1, 2021	\$ 2,143,479	\$ 18,072,398
Additions	950,000	16,006
Reductions	<u>(194,395)</u>	<u>(2,073,212)</u>
Balance, June 30, 2022	<u>\$ 2,899,084</u>	<u>\$ 16,015,192</u>
Balance Due Within One Year	<u>\$ 287,453</u>	<u>\$ 2,124,424</u>

Analysis of Noncurrent Liabilities for Debt Presented on Exhibit A:

Total Noncurrent Liabilities - Debt, June 30, 2022	\$ 18,914,276
Less: Balance Due Within One Year - Debt	<u>(2,411,877)</u>
Noncurrent Liabilities - Due in More Than One Year - Debt - Exhibit A	<u>\$ 16,502,399</u>

**Hickman County Solid Waste Disposal Fund (enterprise fund)**

Other Loans

Direct Borrowing and Direct Placements - Other loans are direct obligations and pledge the full faith, credit, and taxing authority of the government. Other loans outstanding were issued for original terms of up to five years for other loans. Repayment terms are generally structured with increasing amounts of principal maturing as interest requirements decrease over the term of the debt. All other loans included in long-term debt as of June 30, 2022, will be retired from the Solid Waste Disposal Fund.

Other loans outstanding as of June 30, 2022, for governmental activities are as follows:

Type	Interest Rate	Final Maturity	Original Amount of Issue	Balance 6-30-22
Other Loans	2.37 %	6-1-26	\$ 354,000	\$ 281,000

Hickman County entered into loan agreement with the Public Building Authority of the City of Clarksville on July 23, 2021. This loan agreement provided for the authority to make \$1,000,000 available for loan to Hickman County on an as-needed basis for a sewer system construction project. Hickman County has borrowed \$354,000 of the authorized amount. This loan is repayable at a fixed interest rate of 2.37 percent.

The annual requirements to amortize all notes and other loans outstanding as of June 30, 2022, including interest payments and other loan fees, are presented in the following tables:

Year Ending June 30	Other Loans - Direct Placement		
	Principal	Interest	Total
2023	\$ 75,000	\$ 6,660	\$ 81,660
2024	77,000	4,882	81,882
2025	78,000	3,057	81,057
2026	51,000	1,209	52,209
Total	<u>\$ 281,000</u>	<u>\$ 15,808</u>	<u>\$ 296,808</u>

Changes in Long-term Debt

Long-term debt activity for the Solid Waste Disposal Fund (enterprise fund) for the year ended June 30, 2022, was as follows:

**Business-type Activities:**

	Other Loans - Direct Placement
Balance, July 1, 2021	\$ 0
Additions	354,000
Reductions	<u>(73,000)</u>
Balance, June 30, 2022	<u>\$ 281,000</u>
Balance Due Within One Year	<u>\$ 75,000</u>

Analysis of Noncurrent Liabilities for Debt Presented on Exhibit A:

Total Noncurrent Liabilities - Debt, June 30, 2022	\$ 281,000
Less: Balance Due Within One Year - Debt	<u>(75,000)</u>
Noncurrent Liabilities - Due in More Than One Year - Debt - Exhibit A	<u>\$ 206,000</u>

**E. Long-term Obligations**

Changes in Long-term Obligations

Long-term obligations activity for the year ended June 30, 2022, was as follows:

Governmental Activities:

	Other Postemployment Benefits	Net Pension Liability - Agent Plan*	Compensated Absences
Balance, July 1, 2021	\$ 4,302,417	\$ 44,892	\$ 383,475
Additions	337,647	1,665,516	531,909
Reductions	(1,440,896)	(4,044,956)	(548,694)
Balance, June 30, 2022	<u>\$ 3,199,168</u>	<u>\$ (2,334,548)</u>	<u>\$ 366,690</u>
Balance Due Within One Year	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 91,673</u>

\* At June 30, 2022, the agent plan had a net pension asset.

Analysis of Other Noncurrent Liabilities Presented on Exhibit A:

Total Noncurrent Liabilities - Other, June 30, 2022	\$ 3,565,858
Less: Balance Due Within One Year - Other	<u>(91,673)</u>
Noncurrent Liabilities - Due in More Than One Year - Other - Exhibit A	<u>\$ 3,474,185</u>

Compensated absences and other postemployment benefits will be paid from the employing funds, primarily the General and Highway/Public Works funds.

**Solid Waste Disposal (Enterprise) Fund**

Changes in Long-term Obligations

Long-term obligations activity for the Solid Waste Disposal Fund (enterprise fund) for the year ended June 30, 2022, was as follows:

Business-type Activities:

	Compensated Absences	Closure/ Postclosure Care Costs
Balance, July 1, 2021	\$ 32,207	\$ 62,767
Additions	35,754	1,471
Reductions	(40,710)	(13,513)
Balance, June 30, 2022	<u>\$ 27,251</u>	<u>\$ 50,725</u>
Balance Due Within One Year	<u>\$ 6,813</u>	<u>\$ 10,461</u>

	Other Postemployment Benefits	Net Pension Liability - Agent Plan*
Balance, July 1, 2021	\$ 258,610	\$ 2,896
Additions	20,295	87,403
Reductions	(86,609)	(216,278)
Balance, June 30, 2022	<u>\$ 192,296</u>	<u>\$ (125,979)</u>
Balance Due Within One Year	<u>\$ 0</u>	<u>\$ 0</u>

\* At June 30, 2022, the agent plan had a net pension asset.

Analysis of Other Noncurrent Liabilities Presented on Exhibit A:

Total Noncurrent Liabilities - Other, June 30, 2022	\$ 270,272
Less: Balance Due Within One Year - Other	<u>(17,274)</u>
Noncurrent Liabilities - Due in More Than One Year - Other - Exhibit A	<u>\$ 252,998</u>

**Discretely Presented Hickman County School Department**

Changes in Long-term Obligations

Long-term obligations activity for the discretely presented Hickman County School Department for the year ended June 30, 2022, was as follows:

Governmental Activities:

	Other Postemployment Benefits - Local Education Plan	Other Postemployment Benefits - Medicare Supplement Plan	Net Pension Liability - Agent Plan*
Balance, July 1, 2021	\$ 3,539,743	\$ 1,271,234	\$ 22,375
Additions	366,523	233,598	878,438
Reductions	(210,793)	(139,667)	(2,130,339)
Balance, June 30, 2022	<u>\$ 3,695,473</u>	<u>\$ 1,365,165</u>	<u>\$ (1,229,526)</u>
Balance Due Within One Year	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>

\*At June 30, 2022, the agent plan had a net pension asset.

Analysis of Other Noncurrent Liabilities Presented on Exhibit A:

Total Noncurrent Liabilities - Other, June 30, 2022	\$ 5,060,638
Less: Balance Due Within One Year - Other	<u>0</u>
Noncurrent Liabilities - Due in More Than One Year - Other - Exhibit A	<u>\$ 5,060,638</u>

Other postemployment benefits and net pension liabilities will be paid from the employing funds, primarily the General Purpose School and School Federal Projects funds.

**F. On-Behalf Payments – Discretely Presented Hickman County School Department**

The State of Tennessee pays health insurance premiums for retired teachers on-behalf of the Hickman County School Department. These payments are made by the state to the Local Education Group Insurance Plan and the Medicare Supplement Plan. Both plans are administered by the State of Tennessee and reported in the state's Annual Comprehensive Financial Report. Payments by the state to the Local Education Group Insurance Plan and the Medicare Supplement Plan for the year ended June 30, 2022, were \$39,536 and \$22,512, respectively. The school department has recognized these on-behalf payments as revenues and expenditures in the General Purpose School Fund.

## V. OTHER INFORMATION

### A. Risk Management

It is the policy of the county to purchase commercial insurance for the risks of losses to which it is exposed for employee health. Settled claims have not exceeded this commercial coverage in any of the past three fiscal years.

Hickman County and the school department participate in the Tennessee Risk Management Trust (TN-RMT), which is a public entity risk pool created under the auspices of the Tennessee Governmental Tort Liability Act to provide governmental insurance coverage. Hickman County and the school department pay annual premiums to the TN-RMT for their general liability, property, casualty, and workers' compensation insurance coverage. The creation of the TN-RMT provides for it to be self-sustaining through member premiums.

The discretely presented Hickman County School Department participates in the Local Education Group Insurance Fund (LEGIF), a public entity risk pool established to provide a program of health insurance coverage for employees of local education agencies. In accordance with Section 8-27-301, *Tennessee Code Annotated (TCA)*, all local education agencies are eligible to participate. The LEGIF is included in the Annual Comprehensive Financial Report of the State of Tennessee, but the state does not retain any risk for losses by this fund. Section 8-27-303, *TCA*, provides for the LEGIF to be self-sustaining through member premiums.

### B. Accounting Changes

GASB Statement No. 87, *Leases*, became effective for fiscal year ending June 30, 2022. Leases should be recognized and measured using the facts and circumstances that exist at the beginning of the period of implementation. GASB Statement No. 87 establishes a single approach to accounting for and reporting leases by state and local governments. Under this statement, a government entity that is a lessee must recognize (1) a lease liability, (2) an intangible asset representing the lessee's right to use the leased asset, (3) report the amortization expense for using the lease asset over the shorter of the term of the lease or the useful life of the underlying asset, (4) interest expense on the lease liability and (5) note disclosures about the lease. A lessor must recognize (1) a lease receivable (measured at the present value of lease payments expected to be received during the lease term), (2) deferred inflow of resources, (3) interest revenue on the lease receivable and (4) note disclosures of leasing arrangements and the total inflows of resources recognized from leases. This statement provides exceptions for leases of assets held as investments, certain regulated leases, short-term leases and leases that transfer ownership of the underlying asset. A lessor should not derecognize the asset underlying the lease. This statement also addresses accounting for lease terminations and modifications, sale-leaseback transactions, non-lease

components embedded in lease contracts (such as service agreements) and leases with related parties.

GASB Statement No. 92, *Omnibus 2020*, became effective during the fiscal year. This statement enhances comparability in accounting and financial reporting and improves the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB Statements. This statement addresses a variety of topics and includes specific provision about the following:

- The effective date of GASB Statement No. 87, *Leases*, and Implementation Guide No. 2019-3, *Leases*, for interim financial reports
- Reporting of intra-entity transfers of assets between a primary government employer and a component unit defined benefit pension plan or defined benefit other postemployment benefit (OPEB) plan
- The applicability of GASB Statements No. 73, *Accounting and Financial Reporting for Pensions and Related Assets That Are Not within the Scope of GASB Statement 68*, and *Amendments to Certain Provisions of GASB Statements 67 and 68*, as amended, and GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans*, as amended, to reporting assets accumulated for postemployment benefits
- The applicability of certain requirements of GASB Statement No. 84 to postemployment benefit arrangements
- Measurement of liabilities (and assets, if any) related to asset retirement obligations (AROs) in a government acquisition
- Reporting by public entity risk pools for amounts that are recoverable from reinsurers or excess insurers
- Reference to nonrecurring fair value measurements of assets or liabilities in authoritative literature
- Terminology used to refer to derivative instruments

GASB Statement 93, *Replacement of Interbank Offered Rates*, became effective during the year. This statement was necessary due to the eventual ceasing of the London Interbank Offered Rate (LIBOR) and the replacement with another interbank offered rate (IBOR). The objective of this Statement is to address the accounting and financial reporting effects that result from the replacement of IBORs with other reference rates in order to preserve the reliability, relevance, consistency, and comparability of reported information.

GASB Statement No. 97, *Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans* (except for paragraphs 4 and 5 which became effective in the prior fiscal year) became effective during the year. This Statement (a) clarifies how the absence of a governing board should be considered in determining whether a primary government is financially accountable for purposes of evaluating potential component units and (b) modifies the applicability of certain component unit criteria as they relate to defined contribution pension plans, defined contribution OPEB plans, and other

employee benefit plans (for example, certain Section 457 plans). This statement also establishes accounting and financial reporting requirements for Section 457 plans that meet the definition of a pension plan and for benefits provided through those plans and modifies the investment valuation requirements for all Section 457 plans.

GASB Statement No 98, *The Comprehensive Annual Financial Report*, became effective during the year. This statement replaces the terms comprehensive annual financial report and comprehensive annual financial reports in NCGA and GASB pronouncements with annual comprehensive financial report and annual comprehensive financial reports, respectively. The associated acronyms in NCGA and GASB pronouncements are replaced with ACFR and ACFRs.

**C. Contingent Liabilities**

The county has received various federal and state grants and other assistance for specific purposes that are subject to review and audit by grantor agencies. Such audits could result in reimbursements to the grantor agencies for expenditures disallowed under the terms of the grants. County management is not aware of any potential disallowances and believes that reimbursements, if any, would not be material.

The county and school department are involved in pending lawsuits. The county and school department attorneys estimate that the potential claims not covered by insurance resulting from such litigation would not materially affect the county's financial statements.

**D. Change in Administration**

Finance Director, Annette Elliott, retired August 31, 2021, and was succeeded by Crystal Fitzgerald effective September 1, 2021.

**E. Landfill Closure/Postclosure Care Costs**

Hickman County has active permits on file with the state Department of Environment and Conservation for a sanitary landfill and a demolition landfill. The county has provided financial assurances for estimated postclosure liabilities as required by the State of Tennessee. These financial assurances are on file with the Department of Environment and Conservation.

State and federal laws and regulations require the county to place a final cover on its sanitary landfill site when it stops accepting waste and to perform certain maintenance and monitoring functions at the site for 30 years after closure. Although closure and postclosure care costs will be paid only near or after the date that the landfill stops accepting waste, the county reports a portion of these closure and postclosure care costs as an operating expense in each period based on landfill capacity used as of each balance sheet date.

Hickman County closed its sanitary landfill in 1997. The \$50,725 reported as postclosure care liability at June 30, 2022, represents amounts based on what it would cost to perform all postclosure care in 2022. Actual costs may be higher due to inflation, changes in technology, or changes in regulations.

**F. Joint Ventures**

Hickman County and the Town of Centerville entered into a joint venture to foster communication and facilitate economic and community development between and among governmental entities, industry, and private citizens. This joint venture is administered by the Hickman County Economic and Community Development Association Board (Vision 21). Hickman County made a contribution of \$12,294 for the Hickman County Joint Economic and Community Development Association Board for the year ended June 30, 2022.

The Twenty-first Judicial District Drug Task Force (DTF) is a joint venture formed by an interlocal agreement between the district attorney general of the Twenty-first Judicial District, Williamson, Lewis, Hickman, and Perry counties, and various cities within these counties. The purpose of the DTF is to provide multi-jurisdictional law enforcement to promote the investigation and prosecution of drug-related activities. Funds for the operations of the DTF come primarily from federal grants, drug fines, and the forfeiture of drug-related assets to the DTF. The DTF is overseen by the district attorney general and is governed by a board of directors including the district attorney general, sheriffs, and police chiefs of participating law enforcement agencies within each judicial district. Hickman County purchased \$2,814 in equipment for the DTF during the year ended June 30, 2022.

Hickman County does not have an equity interest in any of the above-noted joint ventures. Complete financial statements for the Hickman County Joint Economic Development Board and the DTF can be obtained from their respective administrative offices at the following addresses:

Administrative Offices:

Hickman County Joint Economic Development Board (Vision 21)  
P.O. Box 204  
Centerville, TN 37033

Office of District Attorney General  
Twenty-first Judicial District Drug Task Force  
P.O. Box 937  
Franklin, TN 37065

## **Discretely Presented Hickman County School Department**

The discretely presented school department participates in the Volunteer State Cooperative (VOLCO), which represents a cost-sharing arrangement. The cooperative was established through a contractual agreement between participating county school systems, city school systems, and certain special school districts. The cooperative was authorized through Chapter 49 of *Tennessee Code Annotated*. The cooperative was established to obtain lower prices for food supplies, materials, equipment, and services by combining the purchasing requirements of each member's school food service systems. The cooperative has contracted with a coordinating district (Dickson County School Department) and a service provider to provide these services. The cooperative is governed by a Representative Committee, comprising one representative from each of the member districts, and an Executive Council, consisting of the chair, vice chair, secretary, treasurer, and a member-at-large from the Representative Committee.

Complete financial statements for the Volunteer State Cooperative can be obtained from its administrative office at the following address:

Administrative Office:

Volunteer State Cooperative  
220 McLemore Street  
Dickson, TN 37055

### **G. Jointly Governed Organization**

The South Central Tennessee Railroad Authority (SCTRA) was created by the county in conjunction with Lewis, Perry, and Wayne counties and the cities of Centerville, Linden, Hohenwald, and Waynesboro. The SCTRA's board includes 16 members who are the elected county mayor/executive or city mayor and an appointed member of the county commission or City Council from each of the respective counties or cities. Hickman County did not appropriate any funds for this operation during the year, and the county does not have any ongoing financial interest or responsibility for the entity. Funding sources for SCTRA are lease payments, switching fees, interest income, and grants.

### **H. Retirement Commitments**

#### **1. Tennessee Consolidated Retirement System (TCRS)**

##### **Primary Government**

##### **General Information About the Pension Plan**

*Plan Description.* Employees of Hickman County and non-certified employees of the discretely presented Hickman County School

Department are provided a defined benefit pension plan through the Public Employee Pension Plan, an agent multiple-employer pension plan administered by the TCRS. The primary government employees comprise 66.68 percent, the non-certified employees of the discretely presented school department comprise 33.32 percent of the plan based on contribution data. The TCRS was created by state statute under *Tennessee Code Annotated (TCA)*, Title 8, Chapters 34-37. The TCRS Board of Trustees is responsible for the proper operation and administration of the TCRS. The Tennessee Treasury Department, an agency in the legislative branch of state government, administers the plans of the TCRS. The TCRS issues a publicly available financial report that can be obtained at <https://treasury.tn.gov/Retirement/Boards-and-Governance/Reporting-and-Investment-Policies>.

*Benefits Provided.* TCA, Title 8, Chapters 34-37 establish the benefit terms and can be amended only by the Tennessee General Assembly. The chief legislative body may adopt the benefit terms permitted by statute. Members are eligible to retire with an unreduced benefit at age 60 with five years of service credit or after 30 years of service credit regardless of age. Benefits are determined by a formula using the member's highest five consecutive year average compensation and the member's years of service credit. Reduced benefits for early retirement are available to vested members at age 55. Members vest with five years of service credit. Service-related disability benefits are provided regardless of length of service. Five years of service is required for nonservice-related disability eligibility. The service related and nonservice-related disability benefits are determined in the same manner as a service retirement benefit but are reduced ten percent and include projected service credits. A variety of death benefits are available under various eligibility criteria.

Member and beneficiary annuitants are entitled to automatic cost of living adjustments (COLAs) after retirement. A COLA is granted each July for annuitants retired prior to the second of July of the previous year. The COLA is based on the change in the consumer price index (CPI) during the prior calendar year, capped at three percent, and applied to the current benefit. No COLA is granted if the change in the CPI is less than one-half percent. A one percent COLA is granted if the CPI change is between one-half percent and one percent. A member who leaves employment may withdraw their employee contributions plus any accumulated interest.

*Employees Covered by Benefit Terms.* At the measurement date of June 30, 2021, the following employees were covered by the benefit terms:

Inactive Employees or Beneficiaries Currently Receiving Benefits	256
Inactive Employees Entitled to But Not Yet Receiving Benefits	317
Active Employees	340
Total	<u>913</u>

*Contributions.* Contributions for employees are established in the statutes governing the TCRS and may only be changed by the Tennessee General Assembly. Employees are noncontributory. Hickman County makes employer contributions at the rate set by the Board of Trustees as determined by an actuarial valuation. For the year ended June 30, 2022, the employer contribution for Hickman County was \$1,174,535 based on a rate of 11.03 percent of covered payroll. By law, employer contributions are required to be paid. The TCRS may intercept Hickman County’s state shared taxes if required employer contributions are not remitted. The employer’s actuarially determined contributions (ADC) and member contributions are expected to finance the costs of benefits earned by members during the year, the cost of administration, as well as an amortized portion of any unfunded liability.

**Net Pension Liability (Asset)**

Hickman County’s net pension liability (asset) was measured as of June 30, 2021, and the total pension liability (asset) used to calculate net pension liability (asset) was determined by an actuarial valuation as of that date.

*Actuarial Assumptions.* The total pension liability as of the June 30, 2021, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.25%
Salary Increases	Graded Salary Ranges from 8.72% to 3.44% Based on Age, Including Inflation, Averaging 4%
Investment Rate of Return	6.75%, Net of Pension Plan Investment Expenses, Including Inflation
Cost of Living Adjustment	2.125%

Mortality rates were based on actual experience including an adjustment for some anticipated improvement.

The actuarial assumptions used in the June 30, 2021, actuarial valuation were based on the results of an actuarial experience study performed for the period July 1, 2016, through June 30, 2020. The demographic assumptions were adjusted to more closely reflect actual and expected future experience.

*Changes of Assumptions.* In 2021, the following assumptions were changed: decreased inflation rate from 2.5 percent to 2.25 percent; decreased the investment rate of return from 7.25 percent to 6.75 percent; decreased the cost-of-living adjustment from 2.25 percent to 2.125 percent; and modified mortality assumptions.

The long-term expected rate of return on pension plan investments was established by the TCRS Board of Trustees in conjunction with the June 30, 2020, actuarial experience study. A blend of future capital market projections and historic market returns was used in a building-block method in which a best estimate of expected future real rates of return (expected returns, net of pension plan investments expense and inflation) is developed for each major asset class. These best estimates are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target allocation percentage and by adding expected inflation of 2.25 percent. The best estimates of geometric real rates of return and the TCRS investment policy target asset allocation for each major asset class are summarized in the following table:

Asset Class	Percentage Long-term Expected Real Rate of Return	Percentage Target Allocations
U.S. Equity Developed Market	4.88	% 31
International Equity Emerging Market	5.37	14
International Equity Private Equity and Strategic Lending	6.09	4
U.S. Fixed Income	6.57	20
Real Estate	1.20	20
Short-term Securities	4.38	10
	0.00	1
Total		100 %

The long-term expected rate of return on pension plan investments was established by the TCRS Board of Trustees as 6.75 percent based on a blending of the factors described above.

*Discount Rate.* The discount rate used to measure the total pension liability was 6.75 percent. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current rate and that contributions from Hickman County will be made at the actuarially determined contribution rate pursuant to an actuarial valuation in accordance with the funding policy of the TCRS Board of Trustees and as required to be paid by state statute. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make projected future benefit payments of current active and inactive members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

### Changes in the Net Pension Liability (Asset)

	Increase (Decrease)		
	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (Asset) (a)-(b)
Balance, July 1, 2020	\$ 36,027,057	\$ 35,956,894	\$ 70,163
Changes for the year:			
Service Cost	\$ 814,520	\$ 0	\$ 814,520
Interest	2,616,612	0	2,616,612
Differences Between Expected and Actual Experience	90,519	0	90,519
Changes in Assumptions	3,108,506	0	3,108,506
Contributions-Employer	0	1,188,240	(1,188,240)
Net Investment Income	0	9,231,643	(9,231,643)
Benefit Payments, Including Refunds of Employee Contributions	(1,500,766)	(1,500,766)	0
Administrative Expense	0	(29,510)	29,510
Net Changes	\$ 5,129,391	\$ 8,889,607	\$ (3,760,216)
Balance, June 30, 2021	\$ 41,156,448	\$ 44,846,501	\$ (3,690,053)

**Allocation of Agent Plan Changes in the Net Pension Liability (Asset)**

		Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability (Asset)
Primary Government	66.68%	\$ 27,443,120	\$ 29,903,647	\$ (2,460,527)
School Department	33.32%	13,713,328	14,942,854	(1,229,526)
Total		<u>\$ 41,156,448</u>	<u>\$ 44,846,501</u>	<u>\$ (3,690,053)</u>

*Sensitivity of the Net Pension Liability (Asset) to Changes in the Discount Rate.* The following presents the net pension liability (asset) of Hickman County calculated using the discount rate of 6.75 percent, as well as what the net pension liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1% Decrease	Current Discount Rate	1% Increase
Hickman County	5.75%	6.75%	7.75%

Net Pension Liability (Asset) \$ 1,967,397 \$ (3,690,053) \$ (8,362,052)

**Pension Expense (Negative Pension Expense) and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

*Pension Expense (Negative Pension Expense).* For the year ended June 30, 2022, Hickman County recognized pension expense of \$307,895.

*Deferred Outflows of Resources and Deferred Inflows of Resources.* For the year ended June 30, 2022, Hickman County reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Expected and Actual Experience	\$ 396,349	\$ 9,726
Net Difference Between Projected and Actual Earnings on Pension Plan Investments		4,924,836
Changes in Assumptions	2,486,805	0
Contributions Subsequent to the Measurement Date of June 30, 2021 (1)	<u>1,174,535</u>	<u>N/A</u>
Total	<u>\$ 4,057,689</u>	<u>\$ 4,934,562</u>

- (1) The amount shown above for “Contributions Subsequent to the Measurement Date of June 30, 2021,” will be recognized as a reduction (increase) to net pension liability (asset) in the subsequent fiscal period.

Allocation of Agent Plan Deferred Outflows of Resources and Deferred Inflows of Resources

	Deferred Outflows of Resources	Deferred Inflows of Resources
Primary Government	\$ 2,579,179	\$ 3,121,899
Business-type Activities	139,180	168,467
School Department	<u>1,339,330</u>	<u>1,644,196</u>
Total	<u>\$ 4,057,689</u>	<u>\$ 4,934,562</u>

Amounts reported as deferred outflows of resources, with the exception of contributions subsequent to the measurement date, and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending June 30	Amount
2023	\$ (473,348)
2024	(400,983)
2025	(489,452)
2026	(687,628)
2027	0
Thereafter	0

In the table shown above, positive amounts will increase pension expense while negative amounts will decrease pension expense.

### **Discretely Presented Hickman County School Department**

#### **Non-certified Employees**

##### **General Information About the Pension Plan**

*Plan Description.* As noted above under the primary government, employees of Hickman County and non-certified employees of the discretely presented Hickman County School Department are provided a defined benefit pension plan through the Public Employee Pension Plan, an agent multiple-employer pension plan administered by the TCRS. The primary government employees comprise 66.68 percent and the non-certified employees of the discretely presented school department comprise 33.32 percent of the plan based on contribution data.

#### **Certified Employees**

##### **Teacher Retirement Plan**

##### **General Information About the Pension Plan**

*Plan Description.* Teachers of the Hickman County School Department with membership in the TCRS before July 1, 2014, are provided with pensions through the Teacher Legacy Pension Plan, a cost-sharing multiple-employer pension plan administered by the TCRS. The Teacher Legacy Pension Plan is closed to new membership. Teachers with membership in the TCRS after June 30, 2014, are provided with pensions through a legally separate plan referred to as the Teacher Retirement Plan, a cost-sharing multiple-employer pension plan administered by the TCRS. The TCRS was created by state statute under *Tennessee Code Annotated (TCA)*, Title 8, Chapters 34-37. The TCRS Board of Trustees is responsible for the proper operation and administration of all employer pension plans in the TCRS. The Tennessee Treasury Department, an agency in the legislative branch of

state government, administers the plans of the TCRS. The TCRS issues a publicly available financial report that can be obtained at <https://treasury.tn.gov/Retirement/Boards-and-Governance/Reporting-and-Investment-Policies>.

*Benefits Provided.* TCA, Title 8, Chapters 34-37 establish the benefit terms and can be amended only by the Tennessee General Assembly. Members are eligible to retire with an unreduced benefit at age 65 with five years of service credit or pursuant to the rule of 90 in which the member's age and service credit total 90. Benefits are determined by a formula using the member's highest five consecutive year average compensation and the member's years of service credit. A reduced early retirement benefit is available to vested members at age 60 or pursuant to the rule of 80. Members are vested with five years of service credit. Service-related disability benefits are provided regardless of length of service. Five years of service is required for nonservice-related disability eligibility. The service related and nonservice-related disability benefits are determined in the same manner as a service retirement benefit but are reduced ten percent and include projected service credits. A variety of death benefits are available under various eligibility criteria. Member and beneficiary annuitants are entitled to automatic cost of living adjustments (COLAs) after retirement. A COLA is granted each July for annuitants retired prior to the second of July of the previous year. The COLA is based on the change in the consumer price index (CPI) during the prior calendar year, capped at three percent, and applied to the current benefit. No COLA is granted if the change in the CPI is less than one-half percent. A one percent COLA is granted if the CPI change is between one-half percent and one percent. Members who leave employment may withdraw their employee contributions, plus any accumulated interest. Under the Teacher Retirement Plan, benefit terms and conditions, including COLAs, can be adjusted on a prospective basis. Moreover, there are defined cost controls and unfunded liability controls that provide for the adjustment of benefit terms and conditions on an automatic basis.

*Contributions.* Contributions for teachers are established in the statutes governing the TCRS and may only be changed by the Tennessee General Assembly or by automatic cost controls set out in law. Teachers are required to contribute five percent of their salary to the plan. The Local Education Agencies (LEAs) make employer contributions at the rate set by the Board of Trustees as determined by an actuarial valuation. Per the statutory provisions governing TCRS, the employer contribution rate cannot be less than four percent, except in years when the maximum funded level, approved by the TCRS Board of Trustees, is reached. By law, employer contributions for the Teacher Retirement Plan are required to be paid. The TCRS may intercept the state shared taxes of the sponsoring governmental entity of the LEA if the required employer contributions are not remitted. Employer

contributions for the year ended June 30, 2022, to the Teacher Retirement Plan were \$104,256, which is 2.01 percent of covered payroll. In addition, employer contributions of \$103,219, which is 1.99 percent of covered payroll were made to the Pension Stabilization Reserve Trust Fund to fund future pension costs. The employer rate, when combined with member contributions and the stabilization reserve trust funds, is expected to finance the costs of benefits earned by members during the year, the cost of administration, as well as an amortized portion of any unfunded liability.

**Pension Liabilities (Assets), Pension Expense (Negative Pension Expense), and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

*Pension Liabilities (Assets).* At June 30, 2022, the school department reported a liability (asset) of (\$360,833) for its proportionate share of the net pension liability (asset). The net pension liability (asset) was measured as of June 30, 2021, and the total pension liability (asset) used to calculate the net pension liability (asset) was determined by an actuarial valuation as of that date. The school department's proportion of the net pension liability (asset) was based on the school department's share of contributions to the pension plan relative to the contributions of all participating LEAs. At the measurement date of June 30, 2021, the school department's proportion was .333114 percent. The proportion as of June 30, 2020, was .325482 percent.

*Pension Expense (Negative Pension Expense).* For the year ended June 30, 2022, the school department recognized pension expense (negative pension expense) of \$43,388.

*Deferred Outflows of Resources and Deferred Inflows of Resources.* For the year ended June 30, 2022, the school department reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Expected and Actual Experience	\$ 6,277	\$ 66,025
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	0	207,705
Changes in Assumptions	130,149	0
Changes in Proportion of Net Pension Liability (Asset)	10,396	16,805
LEA's Contributions Subsequent to the Measurement Date of June 30, 2021	<u>104,256</u>	<u>N/A</u>
Total	<u>\$ 251,078</u>	<u>\$ 290,535</u>

The school department's employer contributions of \$104,256, reported as pension related deferred outflows of resources subsequent to the measurement date, will be recognized as a reduction (increase) of net pension asset in the year ending June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending June 30	Amount
2023	\$ (46,053)
2024	(44,917)
2025	(44,593)
2026	(49,819)
2027	5,581
Thereafter	36,089

In the table above, positive amounts will increase pension expense, while negative amounts will decrease pension expense.

*Actuarial Assumptions.* The total pension liability in the June 30, 2021, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.25%
Salary Increases	Graded Salary Ranges from 8.72% to 3.44% Based on Age, Including Inflation, Averaging 4%
Investment Rate of Return	6.75%, Net of Pension Plan Investment Expenses, Including Inflation
Cost of Living Adjustment	2.125%

Mortality rates are based on actual experience including an adjustment for some anticipated improvement.

The actuarial assumptions used in the June 30, 2021, actuarial valuation were based on the results of an actuarial experience study performed for the period July 1, 2016, through June 30, 2020. The demographic assumptions were adjusted to more closely reflect actual and expected future experience.

The long-term expected rate of return on pension plan investments was established by the TCRS Board of Trustees in conjunction with the June 30, 2020, actuarial experience study. A blend of future capital market projections and historic market returns was used in a building-block method in which a best estimate of expected future real rates of return (expected returns, net of pension plan investments expense and inflation) is developed for each major asset class. These best estimates are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target allocation percentage and by adding expected inflation of 2.25 percent. The best estimates of geometric real rates of return and the TCRS investment policy target asset allocation for each major class are summarized in the following table:

Asset Class	Percentage Long-term Expected Real Rate of Return		Percentage Target Allocations	
U.S. Equity Developed Market	4.88	%	31	%
International Equity Emerging Market	5.37		14	
International Equity Private Equity and Strategic Lending	6.09		4	
U.S. Fixed Income	6.57		20	
Real Estate	1.20		20	
Short-term Securities	4.38		10	
	0.00		1	
Total			100	%

The long-term expected rate of return on pension plan investments was established by the TCRS Board of Trustees as 6.75 percent based on a blending of the factors described above.

*Discount Rate.* The discount rate used to measure the total pension liability was 6.75 percent. The projection of cash flows used to determine the discount rate assumes that employee contributions will be made at the current rate and that contributions from all the LEAs will be made at the actuarially determined contribution rate pursuant to an actuarial valuation in accordance with the funding policy of the TCRS Board of Trustees and as required to be paid by state statute. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make projected future benefit payments of current active and inactive members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

*Sensitivity of the Proportionate Share of Net Pension Liability (Asset) to Changes in the Discount Rate.* The following presents the school department's proportionate share of the net pension liability (asset) calculated using the discount rate of 6.75 percent, as well as what the school department's proportionate share of the net pension liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

School Department's Proportionate Share of the Net Pension Liability (Asset)	1% Decrease 5.75%	Current Discount Rate 6.75%	1% Increase 7.75%
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Net Pension Liability (Asset)    \$    124,045    \$    (360,833)    \$    (718,447)

*Pension Plan Fiduciary Net Position.* Detailed information about the pension plan’s fiduciary net position is available in a separately issued TCRS financial report.

**Teacher Legacy Pension Plan**

**General Information About the Pension Plan**

*Plan Description.* Teachers of the Hickman County School Department with membership in the TCRS before July 1, 2014, are provided with pensions through the Teacher Legacy Pension Plan, a cost-sharing multiple-employer pension plan administered by the TCRS. The Teacher Legacy Pension Plan closed to new membership on June 30, 2014, but will continue providing benefits to existing members and retirees. The Teacher Retirement Plan became effective July 1, 2014 for teachers employed by LEAs after June 30, 2014. The Teacher Retirement Plan is a separate cost-sharing, multiple-employer defined benefit plan. The TCRS was created by state statute under *Tennessee Code Annotated (TCA)*, Title 8, Chapters 34-37. The TCRS Board of Trustees is responsible for the proper operation and administration of all employer pension plans in the TCRS. The Tennessee Treasury Department, an agency in the legislative branch of state government, administers the plans of the TCRS. The TCRS issues a publicly available financial report that can be obtained at <https://treasury.tn.gov/Retirement/Boards-and-Governance/Reporting-and-Investment-Policies>.

*Benefits Provided.* TCA, Title 8, Chapters 34-37 establish the benefit terms and can be amended only by the Tennessee General Assembly. Members of the Teacher Legacy Pension Plan are eligible to retire with an unreduced benefit at age 60 with five years of service credit or after 30 years of service credit regardless of age. Benefits are determined by a formula using the member’s highest five consecutive year average compensation and the member’s years of service credit. A reduced early retirement benefit is available to vested members at age 55. Members are vested with five years of service credit. Service-related disability benefits are provided regardless of length of service. Five years of service is required for nonservice-related disability eligibility. The service related and nonservice-related disability benefits are determined in the same manner as a service retirement benefit but are reduced ten percent and include projected service credits. A variety of death benefits is available under various eligibility criteria. Member

and beneficiary annuitants are entitled to automatic cost of living adjustments (COLAs) after retirement. A COLA is granted each July for annuitants retired prior to the second of July of the previous year. The COLA is based on the change in the consumer price index (CPI) during the prior calendar year, capped at three percent, and applied to the current benefit. No COLA is granted if the change in the CPI is less than one-half percent. A one percent COLA is granted if the CPI change is between one-half and one percent. A member who leaves employment may withdraw their employee contributions, plus any accumulated interest.

*Contributions.* Contributions for teachers are established in the statutes governing the TCRS and may only be changed by the Tennessee General Assembly. Teachers are required to contribute five percent of their salaries. The Local Education Agencies (LEAs) make employer contributions at the rate set by the Board of Trustees as determined by an actuarial valuation. By law, employer contributions for the Teacher Legacy Pension Plan are required to be paid. The TCRS may intercept the state shared taxes of the sponsoring governmental entity of the LEA if the required employer contributions are not remitted. Employer contributions by the Hickman County School Department for the year ended June 30, 2022, to the Teacher Legacy Pension Plan were \$1,183,929, which is 10.3 percent of covered payroll. The employer rate, when combined with member contributions, is expected to finance the costs of benefits earned by members during the year, the cost of administration, as well as an amortized portion of any unfunded liability.

### **Pension Liabilities (Assets), Pension Expense (Negative Pension Expense), and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

*Pension Liability (Assets).* At June 30, 2022, the school department reported a liability (asset) of (\$15,088,374) for its proportionate share of the net pension liability (asset). The net pension liability (asset) was measured as of June 30, 2021, and the total pension liability used to calculate the net pension liability (asset) was determined by an actuarial valuation as of that date. The school department's proportion of the net pension liability (asset) was based on the school department's long-term share of contributions to the pension plan relative to the contributions of all participating LEAs. At the measurement date of June 30, 2021, the school department's proportion was .349815 percent. The proportion measured at June 30, 2020, was .342944 percent.

*Pension Expense (Negative Pension Expense).* For the year ended June 30, 2022, the school department recognized pension expense (negative pension expense) of (\$2,373,373).

*Deferred Outflows of Resources and Deferred Inflows of Resources.* For the year ended June 30, 2022, the school department reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Expected and Actual Experience	\$ 50,705	\$ 1,258,419
Changes in Assumptions	4,031,362	0
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	0	12,032,642
Changes in Proportion of Net Pension Liability (Asset)	13,709	34,451
LEA's Contributions Subsequent to the Measurement Date of June 30, 2021	1,183,929	N/A
	<u>1,183,929</u>	<u>N/A</u>
Total	<u>\$ 5,279,705</u>	<u>\$ 13,325,512</u>

The school department's employer contributions of \$1,183,929 reported as pension related deferred outflows of resources subsequent to the measurement date, will be recognized as a reduction (increase) of net pension liability (asset) in the year ending June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending June 30	Amount
2023	\$ (2,191,690)
2024	(2,079,161)
2025	(1,711,621)
2026	(3,247,263)
2027	0
Thereafter	0

In the table above, positive amounts will increase pension expense, while negative amounts will decrease pension expense.

*Actuarial Assumptions.* The total pension liability in the June 30, 2021, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.25%
Salary Increases	Graded Salary Ranges from 8.72% to 3.44% Based on Age, Including Inflation, Averaging 4%
Investment Rate of Return	6.75%, Net of Pension Plan Investment Expenses, Including Inflation
Cost of Living Adjustment	2.125%

Mortality rates are based actual experience including an adjustment for some anticipated improvement.

The actuarial assumptions used in the June 30, 2021, actuarial valuation were based on the results of an actuarial experience study performed for the period July 1, 2016, through June 30, 2020. The demographic assumptions were adjusted to more closely reflect actual and expected future experience.

The long-term expected rate of return on pension plan investments was established by the TCRS Board of Trustees in conjunction with the June 30, 2020, actuarial experience study. A blend of future capital market projections and historic market returns was used in a building-block method in which a best estimate of expected future real rates of return (expected returns, net of pension plan investments expense and inflation) is developed for each major asset class. These best estimates are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target allocation percentage and by adding expected inflation of 2.25 percent. The best estimates of geometric real rates of return and the TCRS investment policy target asset allocation for each major class are summarized in the following table:

Asset Class	Percentage Long-term Expected Real Rate of Return		Percentage Target Allocations	
U.S. Equity Developed Market	4.88	%	31	%
International Equity Emerging Market	5.37		14	
International Equity Private Equity and Strategic Lending	6.09		4	
U.S. Fixed Income Real Estate	6.57		20	
	1.20		20	
	4.38		10	
Short-term Securities	0.00		1	
Total			100	%

The long-term expected rate of return on pension plan investments was established by the TCRS Board of Trustees as 6.75 percent based on a blending of the factors described above.

*Discount Rate.* The discount rate used to measure the total pension liability was 6.75 percent. The projection of cash flows used to determine the discount rate assumes that employee contributions will be made at the current rate and that contributions from all the LEAs will be made at the actuarially determined contribution rate pursuant to an actuarial valuation in accordance with the funding policy of the TCRS Board of Trustees and as required to be paid by state statute. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make projected future benefit payments of current active and inactive members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

*Sensitivity of the Proportionate Share of Net Pension Liability (Asset) to Changes in the Discount Rate.* The following presents the school department's proportionate share of the net pension liability (asset) calculated using the discount rate of 6.75 percent, as well as what the school department's proportionate share of the net pension liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

School Department's Proportionate Share of the Net Pension Liability (Asset)	1% Decrease 5.75%	Current Discount Rate 6.75%	1% Increase 7.75%
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Net Pension Liability (Asset) \$ (2,685,223) \$ (15,088,374) \$ (25,410,271)

*Pension Plan Fiduciary Net Position.* Detailed information about the pension plan's fiduciary net position is available in a separately issued TCRS financial report.

**2. Deferred Compensation – Primary Government**

Hickman County offers its employees a deferred compensation plan established pursuant to IRC Section 457. All costs of administering and funding this program are the responsibility of plan participants. The Section 457 plan assets remain the property of the contributing employees and are not presented in the accompanying financial statements. IRC Section 457 establishes participation, contribution, and withdrawal provisions for the plan.

**Deferred Compensation – Discretely Presented Hickman County School Department**

The discretely presented Hickman County School Department offers its employees two deferred compensation plans, one established pursuant to IRC Section 457 and the other pursuant to IRC Section 403(b). All costs of administering and funding these programs are the responsibility of plan participants. The Section 457 and the Section 403(b) plan assets remain the property of the contributing employees and are not presented in the accompanying financial statements. IRC Sections 457 and 403(b) establish participation, contribution, and withdrawal provisions for the plans.

Teachers hired after July 1, 2014, by the school department are required to participate in a hybrid pension plan consisting of a defined benefit portion, which is detailed in the pensions footnote above and is managed by the Tennessee Consolidated Retirement System, and a defined contribution portion, which is placed into the state's 401(k) plan and is managed by the employee. The defined contribution portion of the plan requires that the school department contribute five percent of each teacher's salary into their deferred compensation plan. In addition, teachers are required to contribute two percent of their salaries into this deferred compensation plan, unless they opt out of the employee portion. During the year, the school department contributed \$272,795 to this deferred compensation pension plan.

**I. Other Postemployment Benefits (OPEB)**

Hickman County and the discretely presented Hickman County School Department provide OPEB benefits to its retirees under various OPEB plans. These include OPEB provided through state administered public entity risk pools and commercial health insurance plans. For reporting purposes, the plans are considered single employer defined benefit OPEB plans based on criteria in Statement No. 75 of the Governmental Accounting Standards Board (GASB). The plans are funded on a pay-as-you-go basis and there are no assets accumulating in a trust that meets the criteria of paragraph 4 of GASB Statement No. 75.

**Primary Government - Commercial Plan**

Hickman County provides OPEB benefits to its employees through a commercial insurance plan.

*Plan Description.* The primary government participates in a commercial postemployment benefits plan for its retirees and their covered dependents. County employees, other than highway, are eligible for OPEB benefits if they retire at age 55 with at least 25 years of service. Highway employees are eligible for OPEB benefits if they retire at age 50 with at least 20 years of accumulated service from the state, city, and/or county government, is a vested member of the Tennessee Consolidated Retirement System and has been employed with the Hickman County Highway Department for at least the last 10 years. For accounting purposes, the plan is a single employer defined benefit OPEB plan. Benefits are established and amended by recommendation of a salaries and benefits committee and approved by the county commission. No assets are accumulated in a trust that meets the criteria of paragraph 4 of GASB Statement 75.

*Benefits Provided.* The plan provides healthcare insurance benefits to retirees and their dependents, as well as dental benefits to highway retirees and their dependents.

The benefit terms provide for the primary government to pay the same benefit as an active employee which is payable until age 65 for all non-highway employees. At age 65 for non-highway employees, the county will pay \$40 toward a supplemental Medicare policy with the State of Tennessee. Eligible highway employees are entitled to the same benefit that they received as an active employee which is payable for life. In addition, Hickman County contributes up to \$4,400 (single coverage) and up to \$8,800 (family coverage) to a Health Reimbursement Account administered by the insurance carrier to cover employees' health insurance deductibles.

Employees Covered by Benefit Terms

At the measurement date of June 30, 2022, the following employees were covered by the benefit terms:

Inactive Employees or Beneficiaries Currently Receiving Benefits	15
Active Employees	176
Total	<u>191</u>

**Total OPEB Liability**

The primary government's total OPEB liability of \$3,391,463 was measured as of June 30, 2022, and was determined by an actuarial valuation as of that date.

*Actuarial Assumptions and other inputs.* The total OPEB liability in the June 30, 2022, actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Inflation	2.50%
Discount Rate	4.25%
Salary Scale	3.00%
Healthcare Cost Trend Rate	4.50%
Retirees share of Benefit-related Cost	Same rate as active employees

Mortality rates (pre-retirement) were based on the RP-2014 mortality table for blue collar employees projected generationally with scale MP-2016 for males and females. Mortality rates (post-retirement) were based on the RP-2014 mortality table for blue collar healthy annuitants projected generationally with scale MP-2016 for males and females.

The actuarial assumptions used in the June 30, 2022, valuation were based on plan data and costs presented by the primary government with concurrence by the actuary.

Changes in the Total OPEB Liability

Balance July 1, 2021	<u>\$ 4,561,027</u>
Changes for the Year:	
Service Cost	\$ 227,746
Interest	130,196
Change in assumptions	(998,064)
Difference between actual and expected experience	(419,989)
Benefit Payments	<u>(109,453)</u>
Net Changes	<u>\$ (1,169,564)</u>
Balance June 30, 2022	<u><u>\$ 3,391,463</u></u>

*OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources.* For the year ended June 30, 2022, the primary government recognized OPEB expense of \$204,982. At June 30, 2022, the primary government reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference Between Expected and Actual Experience	\$ 445,423	\$ 359,991
Changes of Assumptions	<u>364,650</u>	<u>855,483</u>
Total	<u>\$ 810,073</u>	<u>\$ 1,215,474</u>

Amounts reported as deferred outflows and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

<u>Year Ending June 30</u>	<u>Amount</u>
2023	\$ (43,507)
2024	(43,507)
2025	(43,507)
2026	(43,508)
2027	(178,204)
Thereafter	(53,168)

In the table shown above, positive amounts will increase OPEB expense while negative amounts will decrease OPEB expense.

*Sensitivity of the Total OPEB Liability to Changes in the Discount Rate.* The following presents the total OPEB liability of the primary government calculated using the discount rate of 4.25 percent, as well as what the OPEB liability would be if it was calculated using a discount rate that is one percentage point lower (3.25%) or one percentage point higher (5.25%) than the current rate:

	<u>Discount Rate</u>		
	1%	Current	1%
	Decrease	Discount	Increase
	3.25%	4.25%	5.25%
Total OPEB Liability	\$ 3,914,884	\$ 3,391,463	\$ 2,967,203

*Sensitivity of the Total OPEB Liability to Changes in the Healthcare Cost Trend Rate.* The following presents the total OPEB liability of the primary government calculated using the healthcare cost trend rate of 4.5 percent, as well as what the OPEB liability would be if it was calculated using a trend rate that is one percentage point lower (3.5%) or one percentage point higher (5.5%) than the current rate:

	<u>Healthcare Cost Trend Rate</u>		
	1%	Current	1%
	Decrease	Trend	Increase
	3.50%	4.50%	5.50%
Total OPEB Liability	\$ 2,998,107	\$ 3,391,463	\$ 3,895,698

**Discretely Presented Hickman County School Department**

Hickman County School Department provides OPEB benefits to its certified retirees through a state administered public entity risk pool. For reporting purposes, the plan is considered a single employer defined benefit OPEB plan based on criteria in Statement No. 75 of the Governmental Accounting Standards Board (GASB). The plan is funded on a pay-as-you-go basis and there are no assets accumulating in a trust that meet the criteria of paragraph 4 of GASB Statement No. 75.

**OPEB Provided Through State Administered Public Entity Risk Pools**

The Hickman County School Department provides healthcare benefits to its certified retirees under the Local Education Plan (LEP) until they reach Medicare eligibility. The certified retirees of Hickman County School Department may then join the Tennessee Plan – Medicare (TNM), which provides supplemental medical insurance for retirees with Medicare. Hickman

County provides a direct subsidy of 55% of the premium cost for eligible retirees with 30 or more years of service in Hickman County schools, 35% for eligible retirees with 20-29 years of service in Hickman County Schools, and 20% for eligible retirees with 10-19 years of service in Hickman County Schools.

The school department's total OPEB liability for the plan was measured as of June 30, 2021, and was determined by an actuarial valuation as of that date.

*Actuarial Assumptions and other inputs.* The total OPEB liability in the June 30, 2021, actuarial valuation of the plan was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Actuarial Cost Method	Entry Age Normal
Inflation	2.25%
Salary Increases	Salary increases used in the July 1, 2021 TCRS actuarial valuation; 3.44% to 8.72%, including inflation
Discount Rate	2.16%
Healthcare Cost Trend Rates	Based on the Getzen Model, with trend starting at 7.36% for pre-65 retirees in the 2022 calendar year, and decreasing annually over a 10-year period to an ultimate trend rate of 4.5%.
Retirees Share of Benefit Related Cost	Discussed under each plan

The discount rate was 2.16%, based on the daily rate of Bond Buyer's 20-year Municipal GO AA index closest to but not later than the measurement date.

Mortality rates were based on the results of a statewide experience study undertaken on behalf of the Tennessee Consolidated Retirement System (TCRS). These mortality rates were used in the July 1, 2021, actuarial valuation of the TCRS.

Unless noted otherwise, the actuarial demographic assumptions used in the June 30, 2021, valuations were the same as those employed in the July 1, 2020 Pension Actuarial Valuation of the Tennessee Consolidated Retirement System (TCRS). These assumptions were developed by TCRS based on the results of an actuarial experience study for the period July 1, 2016 - June 30, 2020. The demographic assumptions were adjusted to more closely reflect actual and expected future experience. Mortality tables are used to measure the probabilities of participants dying before and after retirement. The mortality rates employed in this valuation are taken from the PUB-2010 Headcount-Weighted Employee mortality table for General Employees for non-disabled pre-retirement mortality, with mortality improvement projected generationally with MP-2020 from 2010. Post-retirement tables for non-

teachers are Headcount-Weighted Below Median Healthy Annuitant and adjusted with a 6% to load for males and a 14% load for females, projected generationally from 2010 with MP-2020. Post-retirement tables for teachers are Headcount-Weighted Below Median Healthy Annuitant and adjusted with a 19 to load for males and a 18% load for females, projected generationally from 2010 with MP-2020. Mortality rates for impaired lives are the same as those used by TCRS and are taken from a gender distinct table published in the IRS Ruling 96-7 for disabled lives with a 10% load, projected generationally from 2018 with MP-2020.

*Changes in Assumptions.* The discount rate changed from 2.21 percent as of the beginning of the measurement period to 2.16 percent as of the measurement date of June 30, 2021. This change in assumption increased the total OPEB liability. Other changes in assumptions include adjustments to initial per capita costs and health trend rates. The trend rate applicable to the 2022 plan year was revised from 9.02 percent to 7.36 percent. The assumed long term inflation rate was changed from 2.1 percent to 2.25 percent.

#### **Closed Local Education (LEP) OPEB Plan (Discretely Presented School Department)**

*Plan description.* Employees of the Hickman County School Department who were hired prior to July 1, 2015, are provided with pre-65 retiree health insurance benefits through the closed Local Education Plan (LEP) administered by the Tennessee Department of Finance and Administration. All eligible pre-65 retired teachers, support staff, and disability participants of local education agencies, who choose coverage, participate in the LEP. This plan is closed to the employees of all participating employers that were hired on or after July 1, 2015.

*Benefits provided.* The Hickman County School Department offers the LEP to provide health insurance coverage to eligible pre-65 retirees, support staff, and disabled participants of local education agencies. Retirees are required to discontinue coverage under the LEP upon obtaining Medicare eligibility. Insurance coverage is the only postemployment benefit provided to retirees. An insurance committee created in accordance with TCA 8-27-301 establishes and amends the benefit terms of the LEP. All members have the option of choosing between the premier preferred provider organization (PPO), standard PPO, limited PPO or the wellness health savings consumer-driven health plan (CDHP) for healthcare benefits. Retired plan members of the LEP receive the same plan benefits as active employees at a blended premium rate that considers the cost of all participants. This creates an implicit subsidy for retirees. Participating employers determine their own policy related to direct subsidies provided for retiree premiums. During the year, Hickman County provided a direct subsidy for eligible retiree's premiums based on years of service. Retirees with 30 or more years of service receive 55% of a single policy premium or 30% of a family policy premium; 20-29 years of service, 45% of a single family policy premium or 25% of a family policy premium; and 10-19

years of service receive 35% of a single policy premium or 15% of a family policy premium. Also, the state, as a governmental non-employer contributing entity, provides a direct subsidy for eligible retiree’s premiums based on years of service. Retirees with 30 or more years of service will receive 45%; 20 but less than 30 years, 35%; and less than 20 years, 25% of the scheduled premium. No subsidy is provided for enrollees of the health savings CDHP.

Employees Covered by Benefit Terms

At the measurement date of June 30, 2021, the following employees were covered by the benefit terms:

	<u>School Department</u>
Inactive Employees Currently Receiving Benefit Payments	11
Inactive Employees Entitled To But Not Yet Receiving Benefit Payments	0
Active Employees Eligible For Benefits	<u>298</u>
Total	<u><u>309</u></u>

A state insurance committee, created in accordance with TCA 8-27-301, establishes the required payments to the LEP by member employers and employees through the blended premiums established for active and retired employees. Claims liabilities of the plan are periodically computed using actuarial and statistical techniques to establish premium rates. Administrative costs are allocated to plan participants. Employers contribute towards employee costs based on their own developed policies. During the current reporting period, the school department paid \$119,717 to the LEP for OPEB benefits as they came due.

Changes in the Collective Total OPEB Liability

	<u>Share of Collective Liability</u>		
	<u>Hickman County School Department</u> 71.35%	<u>State of TN</u> 28.65%	<u>Total OPEB Liability</u>
Balance July 1, 2020	\$ 3,539,743	\$ 1,301,467	\$ 4,841,210
Changes for the Year:			
Service Cost	\$ 222,153	\$ 89,203	\$ 311,356
Interest	79,922	32,092	112,014
Difference between Expected and Actuarial Experience	64,448	25,879	90,327
Changes in Proportion	(85,730)	85,730	0
Changes in Assumptions	(4,474)	(1,796)	(6,270)
Benefit Payments	(120,589)	(48,422)	(169,011)
Net Changes	\$ 155,730	\$ 182,686	\$ 338,416
Balance June 30, 2021	\$ 3,695,473	\$ 1,484,153	\$ 5,179,626

The Hickman County School Department has a special funding situation related to benefits paid by the State of Tennessee for its eligible retired employees participating in the LEP. The Hickman County School Department's proportionate share of the collective total OPEB Liability was based on a projection of the employer's long-term share of benefit payments to the OPEB plan relative to the projected share of benefit payments of all participating employers and nonemployer contributing entities, actuarially determined. The school department recognized \$133,198 in revenue for subsidies provided by nonemployer contributing entities for benefits paid by the LEP for school department retirees.

During the year, the Hickman County School Department's proportionate share of the collective OPEB liability was 71.35% and the State of Tennessee's share was 28.65%.

*OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources.* For the year ended June 30, 2022, the school department recognized OPEB expense of \$390,849, including the state's share of the expense. At June 30, 2022, the school department reported deferred outflows of resources and deferred inflows of resources related to its proportionate share of OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Expected and Actual Experience	\$ 577,238	\$ 826,776
Changes of Assumptions and Other Inputs	334,647	256,458
Changes in Proportion and Differences Between Amounts Paid as Benefits Came Due and Proportionate Share Amounts Paid by the Employees and Nonemployer Contributors As Benefits Came Due	43,029	196,012
Benefits Paid After the Measurement Date of June 30, 2021	<u>119,717</u>	<u>0</u>
Total	<u>\$ 1,074,631</u>	<u>\$ 1,279,246</u>

The amount shown above for “Benefits Paid After the Measurement Date” will be recognized as a reduction to OPEB liability in the following measurement period.

Amounts reported as deferred inflows and deferred outflows of resources (excluding benefits paid after the measurement date) related to OPEB will be recognized in OPEB expense as follows:

<u>Year Ending June 30</u>	<u>School Department</u>
2023	\$ (44,408)
2024	(44,408)
2025	(44,408)
2026	(44,408)
2027	(44,408)
Thereafter	(102,292)

In the table shown above, positive amounts will increase OPEB expense while negative amounts will decrease OPEB expense.

*Sensitivity of proportionate share of the collective total OPEB liability to changes in the discount rate.* The following presents the school department’s proportionate share of the collective total OPEB liability related to the LEP, as well as what the proportionate share of the collective total OPEB liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current discount rate.

<u>Discount Rate</u>	1% Decrease	Current Discount Rate	1% Increase
	1.16%	2.16%	3.16%

Proportionate Share of the Collective Total OPEB Liability	\$ 3,968,970	\$ 3,695,473	\$ 3,431,752
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*Sensitivity of proportionate share of the collective total OPEB liability to changes in the healthcare cost trend rate.* The following presents the school department's proportionate share of the collective total OPEB liability related to the LEP, as well as what the proportionate share of the collective total OPEB liability would be if it were calculated using a healthcare cost trend rate that is one percentage point lower or one percentage point higher than the current healthcare cost trend rate.

<u>Healthcare Cost Trend Rate</u>	1% Decrease	Current Rate	1% Increase
	6.36 to 3.5%	7.36 to 4.5%	8.36 to 5.5%

Proportionate Share of the Collective Total OPEB Liability	\$ 3,253,699	\$ 3,695,473	\$ 4,216,803
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**Closed Tennessee Plan – Medicare (Discretely Presented School Department)**

*Plan description.* Employees of the Hickman County School Department, who were hired prior to July 1, 2015, are provided with post-65 retiree health insurance benefits through the closed Tennessee Plan - Medicare (TNM) administered by the Tennessee Department of Finance and Administration. All eligible post-65 retired teachers and disability participants of local education agencies, who choose coverage, participate in the TNM. The TNM also includes eligible retirees of the state, certain component units of the state, and certain local governmental entities. This plan is closed to the employees of all participating employers that were hired on or after July 1, 2015. The school department's total OPEB liability for the TNM Plan was measured as of June 30, 2020, and was determined by an actuarial valuation as of that date

*Benefits provided.* The state offers the TNM to help fill most of the coverage gaps created by Medicare for eligible post-65 retired teachers and disabled participants of local education agencies. Insurance coverage is the only postemployment benefit provided to retirees. The TNM does not include pharmacy. In accordance with TCA 8-27-209, benefits of the TNM are established and amended by cooperation of insurance committees created by

TCA 8-27-201, 8-27-301 and 8-27-701. Retirees and disabled employees of the state, component units, local education agencies, and certain local governments who have reached the age of 65, are Medicare eligible and also receive a benefit from the Tennessee Consolidated Retirement System may participate in this plan. All plan members receive the same plan benefits at the same premium rates. Participating employers determine their own policy related to subsidizing the retiree premiums. The Hickman County School Department provides a subsidy of 55% of the monthly premium for retirees with 30 or more years of service in Hickman County Schools, retirees with 20-29 years of service in Hickman County Schools receive 35% of the monthly premium, and retirees with 10-19 years of service in Hickman County Schools receive 25% of the monthly premium. The state, as a governmental nonemployer contributing entity, contributes to the premiums of eligible retirees of local education agencies based on years of service. The State of Tennessee provides a subsidy of \$50 per month for retirees with 30 or more years of service, retirees with 20-29 years of service receive \$37.50, and retirees with 15-19 years of service receive \$25.

Employees Covered by Benefit Terms

At the measurement date of June 30, 2021, the following employees were covered by the benefit terms:

Inactive Employees or Beneficiaries Currently	
Receiving Benefits	57
Inactive Employees Entitled to But Not Yet Receiving	
Benefits	31
Active Employees	233
	<hr/>
Total	<u>321</u>

In accordance with TCA 8-27-209, the state insurance committees established by TCA Nos. 8-27-201, 8-27-301 and 8-27-701 determine the required payments to the plan by member employers and employees. Claims liabilities of the plan are periodically computed using actuarial and statistical techniques to establish premium rates. Administrative costs are allocated to plan participants. Employers contribute towards employee costs based on their own developed policies. During the current reporting period, the school department paid \$29,180 to the TNM for OPEB benefits as they came due.

Changes in the Collective Total OPEB Liability

	<u>Share of Collective Liability</u>		
	<u>Hickman County</u>	<u>State of</u>	<u>Total OPEB</u>
	<u>School Department</u>	<u>TN</u>	
	<u>56.45%</u>	<u>43.55%</u>	
Balance July 1, 2020	\$ 1,271,234	\$ 1,092,477	\$ 2,363,711
Changes for the Year:			
Service Cost	\$ 51,064	\$ 39,394	\$ 90,458
Interest	30,331	23,399	53,730
Difference between Expected and Actual Experience	89,124	68,757	157,881
Changes in Proportion	63,080	(63,080)	0
Changes in Assumptions	(113,630)	(87,663)	(201,293)
Benefit Payments	(26,037)	(20,087)	(46,124)
Net Changes	\$ 93,931	\$ (39,279)	\$ 54,652
Balance June 30, 2021	\$ 1,365,165	\$ 1,053,198	\$ 2,418,363

The Hickman County School Department has a special funding situation related to benefits paid by the State of Tennessee for its eligible retirees participating in the TNM. The Hickman County School Department's proportionate share of the collective total OPEB Liability was based on a projection of the employer's long-term share of benefit payments to the OPEB plan relative to the projected share of benefit payments of all participating employers and nonemployer contributing entities, actuarially determined. The school department recognized \$89,362 in revenue for support provided by nonemployer contributing entities for benefits paid to the TNM for retired employees.

During the year, the Hickman County School Department's proportionate share of the collective OPEB liability was 56.45 percent and the State of Tennessee's Share was 43.55 percent.

*OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources.* For the year ended June 30, 2022, the school department recognized OPEB expense of \$147,110 including the state's share of the OPEB expense.

At June 30, 2022, the school department reported deferred outflows of resources and deferred inflows of resources related to its proportionate share of OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Expected and Actual Experience	\$ 136,912	\$ 99,219
Changes of Assumptions and Other Inputs	194,901	170,824
Changes in Proportion and Differences Between Amounts Paid as Benefits Came Due and Proportionate Share Amounts Paid by the Employer and Nonemployer Contributors As Benefits Came Due	73,431	204,860
Benefits Paid After the Measurement Date of June 30, 2021	<u>29,180</u>	<u>0</u>
Total	<u>\$ 434,424</u>	<u>\$ 474,903</u>

The amount shown above for “Benefits Paid After the Measurement Date” will be recognized as a reduction to OPEB liability in the following measurement period.

Amounts reported as deferred inflows and deferred outflows of resources (excluding benefits paid after the measurement date) related to OPEB will be recognized in OPEB expense as follows:

Year Ending June 30	School Department
2023	\$ (23,647)
2024	(23,647)
2025	(23,647)
2026	(23,647)
2027	(12,876)
Thereafter	37,805

In the table shown above, positive amounts will increase OPEB expense while negative amounts will decrease OPEB expense.

*Sensitivity of proportionate share of the collective total OPEB liability to changes in the discount rate.* The following presents the school department’s proportionate share of the collective total OPEB liability related to the TNM, as well as what the proportionate share of the collective total OPEB liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current discount rate.

<u>Discount Rate</u>	1% Decrease	Current Discount Rate	1% Increase
	1.16%	2.16%	3.16%

Proportionate Share of the Collective Total OPEB Liability	\$ 1,611,036	\$ 1,365,165	\$	1,165,651
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*Sensitivity of the Total OPEB Liability to Changes in the Healthcare Cost Trend Rate.* The premium subsidies provided to retirees in the TNM plan are assumed to remain unchanged for the entire projection period, therefore trend rates are not applicable to the plan calculations.

**J. Office of Central Accounting, Budgeting, and Purchasing**

Hickman County operates under provisions of the County Financial Management System of 1981. This act provides for a central system of accounting, budgeting, and purchasing for all county departments. This act also provides for the creation of a finance department operated under the direction of the finance director.

**K. Purchasing Law**

Office of Director of Finance

The County Financial Management System of 1981 provides for the finance director or a deputy appointed by her to serve as the county purchasing agent. The finance director serves as the purchasing agent for Hickman County. All purchase orders are issued by the finance department. All purchases exceeding \$10,000 for the Office of County Mayor, the highway department, and the discretely presented school department are required to be competitively bid.

**L. Subsequent Event**

On August 31, 2022, Mark Bentley left the Office of County Mayor and was succeeded by Jim Bates, and Randall Ward retired from the Office of Sheriff and was succeeded by Jason Craft.

**REQUIRED SUPPLEMENTARY  
INFORMATION**

Exhibit F-1

Hickman County, Tennessee  
Schedule of Changes in Net Pension Liability (Asset) and Related Ratios Based on  
Participation in the Public Employee Pension Plan of TCRS  
Primary Government  
For the Fiscal Year Ended June 30

	2014	2015	2016	2017	2018	2019	2020	2021
<b>Total Pension Liability</b>								
Service Cost	\$ 654,690	\$ 696,494	\$ 673,495	\$ 666,353	\$ 705,759	\$ 750,556	\$ 772,166	\$ 814,520
Interest	1,787,192	1,909,251	2,001,964	2,110,306	2,199,470	2,314,951	2,471,665	2,616,612
Differences Between Actual and Expected Experience	125,227	(264,612)	(56,802)	(197,920)	(48,638)	505,491	202,895	90,519
Changes in Assumptions	0	0	0	806,711	0	0	0	3,108,506
Benefit Payments, Including Refunds of Employee Contributions	(917,225)	(1,045,668)	(1,118,252)	(1,215,663)	(1,233,861)	(1,383,215)	(1,478,864)	(1,500,766)
Net Change in Total Pension Liability	\$ 1,649,884	\$ 1,295,465	\$ 1,500,405	\$ 2,169,787	\$ 1,622,730	\$ 2,187,783	\$ 1,967,862	\$ 5,129,391
Total Pension Liability, Beginning	23,633,141	25,283,025	26,578,490	28,078,895	30,248,682	31,871,412	34,059,195	36,027,057
Total Pension Liability, Ending (a)	\$ 25,283,025	\$ 26,578,490	\$ 28,078,895	\$ 30,248,682	\$ 31,871,412	\$ 34,059,195	\$ 36,027,057	\$ 41,156,448
<b>Plan Fiduciary Net Position</b>								
Contributions - Employer	\$ 1,103,787	\$ 1,173,742	\$ 1,170,034	\$ 1,176,267	\$ 1,245,970	\$ 1,312,979	\$ 1,186,344	\$ 1,188,240
Contributions - Employee	300	0	25,928	0	0	0	4	0
Net Investment Income	3,586,524	779,537	695,653	3,044,261	2,474,426	2,399,295	1,706,830	9,231,643
Benefit Payments, Including Refunds of Employee Contributions	(917,225)	(1,045,668)	(1,118,252)	(1,215,663)	(1,233,861)	(1,383,215)	(1,478,864)	(1,500,766)
Administrative Expense	(12,757)	(16,152)	(22,486)	(26,820)	(29,853)	(28,952)	(29,875)	(29,510)
Other	0	0	0	0	(6,881)	0	0	0
Net Change in Plan Fiduciary Net Position	\$ 3,760,629	\$ 891,459	\$ 750,877	\$ 2,978,045	\$ 2,449,801	\$ 2,300,107	\$ 1,384,439	\$ 8,889,607
Plan Fiduciary Net Position, Beginning	21,441,537	25,202,166	26,093,625	26,844,502	29,822,547	32,272,348	34,572,455	35,956,894
Plan Fiduciary Net Position, Ending (b)	\$ 25,202,166	\$ 26,093,625	\$ 26,844,502	\$ 29,822,547	\$ 32,272,348	\$ 34,572,455	\$ 35,956,894	\$ 44,846,501
Net Pension Liability (Asset), Ending (a - b)	\$ 80,859	\$ 484,865	\$ 1,234,393	\$ 426,135	\$ (400,936)	\$ (513,260)	\$ 70,163	\$ (3,690,053)
Plan Fiduciary Net Position as a Percentage of Total Pension Liability Covered Payroll	99.68%	98.18%	95.60%	98.59%	101.26%	101.51%	99.81%	108.97%
Net Pension Liability (Asset) as a Percentage of Covered Payroll	0.97%	5.61%	14.32%	4.92%	(4.43)%	(5.39)%	0.65%	(34.27)%

Note 1: Ten years of data will be presented when available.

Note 2: The agent plan is a single plan reported under one account with the Tennessee Consolidated Retirement System. This plan covers employees of the primary government and non-certified employees of the discretely presented school department.

Exhibit F-2

Hickman County, Tennessee  
Schedule of Contributions Based on Participation in the Public  
Employee Pension Plan of TCRS  
Primary Government  
For the Fiscal Year Ended June 30

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Actuarially Determined Contribution	\$ 1,103,787	\$ 1,173,742	\$ 1,170,034	\$ 1,176,301	\$ 1,245,970	\$ 1,312,979	\$ 1,186,344	\$ 1,188,240	\$ 1,174,535
Less: Contributions in Relation to the Actuarially Determined Contribution	(1,103,787)	(1,173,742)	(1,170,034)	(1,176,301)	(1,245,970)	(1,312,979)	(1,186,344)	(1,188,240)	(1,174,535)
Contribution Deficiency (Excess)	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Covered Payroll	\$ 8,336,761	\$ 8,643,168	\$ 8,617,705	\$ 8,661,755	\$ 9,041,871	\$ 9,528,150	\$ 10,776,505	\$ 10,767,240	\$ 10,648,547
Contributions as a Percentage of Covered Payroll	13.24%	13.58%	13.58%	13.58%	13.78%	13.78%	11.01%	11.04%	11.03%

Note 1: Ten years of data will be presented when available.

Note 2: The agent plan is a single plan reported under one account with the Tennessee Consolidated Retirement System. This plan covers employees of the primary government and non-certified employees of the discretely presented school department.

Exhibit F-3

Hickman County, Tennessee  
Schedule of Contributions Based on Participation in the Teacher  
Retirement Plan of TCRS  
Discretely Presented Hickman County School Department  
For the Fiscal Year Ended June 30

	2015	2016	2017	2018	2019	2020	2021	2022
Contractually Required Contribution	\$ 23,634	\$ 65,173	\$ 88,360	\$ 102,607	\$ 64,881	\$ 83,379	\$ 97,113	\$ 104,256
Less: Contributions in Relation to the Contractually Required Contribution	(23,634)	(65,173)	(88,360)	(102,607)	(64,881)	(83,379)	(97,113)	(104,256)
Contribution Deficiency (Excess)	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Covered Payroll	\$ 590,846	\$ 1,629,333	\$ 2,208,998	\$ 2,565,170	\$ 3,344,373	\$ 4,107,364	\$ 4,807,546	\$ 5,186,884
Contributions as a Percentage of Covered Payroll	4.00%	4.00%	4.00%	4.00%	1.94%	2.03%	2.02%	2.01%

Note 1: Ten years of data will be presented when available.

Note 2: Beginning in FY 2019, the school department placed the actuarially determined contribution rate of covered payroll into the pension plan and placed the remainder of the four percent contractually required contribution into the Pension Stabilization Reserve Trust (SRT).

2019: Pension - 1.94%, SRT - 2.02%

2020: Pension - 2.03%, SRT - 1.97%

2021: Pension - 2.02%, SRT - 1.98%

2022: Pension - 2.01%, SRT - 1.99%

Exhibit F-4

Hickman County, Tennessee  
Schedule of Contributions Based on Participation in the Teacher  
Legacy Pension Plan of TCRS  
Discretely Presented Hickman County School Department  
For the Fiscal Year Ended June 30

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Contractually Required Contribution	\$ 1,222,030	\$ 1,169,474	\$ 1,159,435	\$ 1,114,818	\$ 1,115,160	\$ 1,232,403	\$ 1,213,314	\$ 1,179,154	\$ 1,183,929
Less: Contributions in Relation to the Contractually Required Contribution	(1,222,030)	(1,169,474)	(1,159,435)	(1,114,818)	(1,115,160)	(1,232,403)	(1,213,314)	(1,179,154)	(1,183,929)
Contribution Deficiency (Excess)	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Covered Payroll	\$ 13,761,597	\$ 12,936,665	\$ 12,825,612	\$ 12,332,055	\$ 12,281,495	\$ 11,782,041	\$ 11,414,050	\$ 11,481,533	\$ 11,494,443
Contributions as a Percentage of Covered Payroll	8.88%	9.04%	9.04%	9.04%	9.08%	10.46%	10.63%	10.27%	10.3%

Note: Ten years of data will be presented when available.

Exhibit F-5

Hickman County, Tennessee  
Schedule of Proportionate Share of the Net Pension Liability (Asset)  
in the Teacher Retirement Plan of TCRS  
Discretely Presented Hickman County School Department  
For the Fiscal Year Ended June 30

	2015	2016	2017	2018	2019	2020	2021
School Department's Proportion of the Net Pension Liability (Asset)	0.278503%	0.370298%	0.336564%	0.293539%	0.316044%	0.325482%	0.331140%
School Department's Proportionate Share of the Net Pension Liability (Asset)	\$ (11,440)	\$ (38,549)	\$ (88,798)	\$ (133,128)	\$ (178,402)	\$ (185,083)	\$ (360,833)
Covered Payroll	\$ 590,846	\$ 1,629,333	\$ 2,208,998	\$ 2,565,170	\$ 3,344,373	\$ 4,107,364	\$ 4,807,546
School Department's Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Payroll	(1.94)%	(2.37)%	(4.02)%	(5.19)%	(5.33)%	(4.51)%	(7.51)%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	127.46%	121.88%	126.81%	126.97%	123.07%	116.52%	121.53%

Note: Ten years of data will be presented when available.

Exhibit F-6

Hickman County, Tennessee  
Schedule of Proportionate Share of the Net Pension Liability (Asset)  
in the Teacher Legacy Pension Plan of TCRS  
Discretely Presented Hickman County School Department  
For the Fiscal Year Ended June 30

	2014	2015	2016	2017	2018	2019	2020	2021
School Department's Proportion of the Net Pension Liability (Asset)	0.350615%	0.345576%	0.355300%	0.348861%	0.350732%	0.351374%	0.342944%	0.349815%
School Department's Proportionate Share of the Net Pension Liability (Asset)	\$ (56,973)	\$ 141,560	\$ 2,220,427	\$ (114,143)	\$ (1,234,197)	\$ (3,612,752)	\$ (2,615,199)	\$ (15,088,374)
Covered Payroll	\$ 13,761,597	\$ 12,936,665	\$ 12,825,612	\$ 12,332,055	\$ 12,281,495	\$ 11,782,041	\$ 11,414,050	\$ 11,481,533
School Department's Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Payroll	(0.41)%	1.09%	17.31%	(0.93)%	(10.05)%	(30.66)%	(22.91)%	(131.41)%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	100.08%	99.81%	97.14%	100.14%	101.49%	104.28%	103.09%	116.13%

Note: Ten years of data will be presented when available.

Exhibit F-7

Hickman County, Tennessee  
Schedule of Changes in the Total OPEB Liability and Related Ratios - Commercial Plan  
Primary Government  
For the Fiscal Year Ended June 30

	2018	2019	2020	2021	2022
<b>Total OPEB Liability</b>					
Service Cost	\$ 67,542	\$ 69,568	\$ 184,927	\$ 227,746	\$ 227,746
Interest	80,406	93,849	99,754	123,546	130,196
Plan Change	134,452	0	0	0	0
Differences Between Actual and Expected Experience	258,709	0	467,082	0	(419,989)
Changes in Assumptions or Other Inputs	0	0	475,796	0	(998,064)
Benefit Payments	(61,509)	(67,576)	(96,470)	(109,453)	(109,453)
Net Change in Total OPEB Liability	\$ 479,600	\$ 95,841	\$ 1,131,089	\$ 241,839	\$ (1,169,564)
Total OPEB Liability, Beginning	2,612,658	3,092,258	3,188,099	4,319,188	4,561,027
Total OPEB Liability, Ending	\$ 3,092,258	\$ 3,188,099	\$ 4,319,188	\$ 4,561,027	\$ 3,391,463
Covered Employee Payroll	\$ 8,994,458	\$ 9,174,347	\$ 6,095,571	\$ 6,278,438	\$ 7,044,307
Net OPEB Liability as a Percentage of Covered Employee Payroll	34.38%	34.75%	70.86%	72.65%	48.14%

Ten years of data will be presented when available.

Exhibit F-8

Hickman County, Tennessee  
Schedule of Changes in the Total OPEB Liability and Related Ratios - Local Education Plan  
Discretely Presented Hickman County School Department  
For the Fiscal Year Ended June 30

	2017	2018	2019	2020	2021
<b>Total OPEB Liability</b>					
Service Cost	\$ 382,666	\$ 354,716	\$ 246,606	\$ 248,112	\$ 311,356
Interest	151,959	188,358	121,633	153,305	112,014
Changes in Benefit Terms	0	(657,264)	28,773	0	0
Differences Between Actual and Expected Experience	0	(1,682,737)	1,061,598	(106,556)	90,327
Changes in Assumptions or Other Inputs	(262,208)	119,863	(313,587)	506,937	(6,270)
Benefit Payments	(141,848)	(173,362)	(119,166)	(158,930)	(169,011)
Net Change in Total OPEB Liability	\$ 130,569	\$ (1,850,426)	\$ 1,025,857	\$ 642,868	\$ 338,416
Total OPEB Liability, Beginning	4,892,342	5,022,911	3,172,485	4,198,342	4,841,210
<b>Total OPEB Liability, Ending</b>	<b>\$ 5,022,911</b>	<b>\$ 3,172,485</b>	<b>\$ 4,198,342</b>	<b>\$ 4,841,210</b>	<b>\$ 5,179,626</b>
Nonemployer Contributing Entity Proportionate Share of the Total OPEB Liability	\$ 1,222,988	\$ 829,329	\$ 1,175,847	\$ 1,301,467	\$ 1,484,153
Employer Proportionate Share of the Total OPEB Liability	3,799,923	2,343,156	3,022,495	3,539,743	3,695,473
Covered Employee Payroll	\$ 14,846,665	\$ 13,019,870	\$ 15,514,614	\$ 15,735,775	\$ 16,681,327
Total OPEB Liability as a Percentage of Covered Employee Payroll	25.59%	18.00%	19.48%	22.49%	22.15%

Note 1: Ten years of data will be presented when available.

Note 2: Changes in assumptions.

(a) The following are the discount rates used in each period:

2016	2.92%
2017	3.56%
2018	3.62%
2019	3.51%
2020	2.21%
2021	2.16%

(b) The assumed initial trend rate applicable to plan years was revised as follows:

- For the 2019 plan year - from 5.4% to 6.75%
- For the 2020 plan year - from 6.75% to 6.03%
- For the 2021 plan year - from 6.03% to 9.02%
- For the 2021 plan year - from 9.02% to 7.36%

Note 3: No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75.

Exhibit F-9

Hickman County, Tennessee  
Schedule of Changes in the Total OPEB Liability and Related Ratios - Tennessee Plan - Medicare  
Discretely Presented Hickman County School Department  
For the Fiscal Year Ended June 30

	2017	2018	2019	2020	2021
<b>Total OPEB Liability</b>					
Service Cost	\$ 125,681	\$ 103,896	\$ 70,057	\$ 60,540	\$ 90,458
Interest	78,298	90,960	75,503	80,600	53,730
Changes in Benefit Terms	0	(288,570)	0	(374,360)	0
Differences Between Actual and Expected Experience	0	(251,537)	156,624	(48,506)	157,880
Changes in Assumptions or Other Inputs	(237,480)	(17,039)	(5,758)	449,257	(201,293)
Benefit Payments	(69,226)	(72,987)	(74,123)	(78,503)	(46,124)
Net Change in Total OPEB Liability	\$ (102,727)	\$ (435,277)	\$ 222,303	\$ 89,028	\$ 54,651
Total OPEB Liability, Beginning	2,590,384	2,487,657	2,052,380	2,274,683	2,363,711
<b>Total OPEB Liability, Ending</b>	<b>\$ 2,487,657</b>	<b>\$ 2,052,380</b>	<b>\$ 2,274,683</b>	<b>\$ 2,363,711</b>	<b>\$ 2,418,362</b>
Nonemployer Contributing Entity Proportionate Share of the Total OPEB Liability	\$ 877,777	\$ 861,515	\$ 922,379	\$ 1,092,477	\$ 1,053,197
Employer Proportionate Share of the Total OPEB Liability	1,609,880	1,190,865	1,352,304	1,271,234	1,365,165
Covered Employee Payroll	\$ 14,846,665	\$ 13,019,870	\$ 15,514,614	\$ 15,735,775	\$ 16,681,327
Net OPEB Liability as a Percentage of Covered Employee Payroll	10.84%	9.15%	8.72%	8.08%	8.18%

Note 1: Ten years of data will be presented when available.

Note 2: Changes in assumptions.

(a) The following are the discount rates used in each period:

2016	2.92%
2017	3.56%
2018	3.62%
2019	3.51%
2020	2.21%
2021	2.16%

(b) The assumed initial trend rate applicable to plan years was revised as follows:

- For the 2019 plan year - from 5.4% to 6.75%
- For the 2020 plan year - from 6.75% to 6.03%
- For the 2021 plan year - from 6.03% to 9.02%
- For the 2021 plan year - from 9.02% to 7.36%

Note 3: No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75.

**HICKMAN COUNTY, TENNESSEE**  
**NOTES TO THE REQUIRED SUPPLEMENTARY INFORMATION**  
**For the Year Ended June 30, 2022**

**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**

*Valuation Date:* Actuarially determined contribution rates for fiscal year 2022 were calculated based on the July 1, 2020, actuarial valuation.

Methods and assumptions used to determine contribution rates:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, closed (not to exceed 20 years)
Remaining Amortization Period	Various
Asset Valuation	10-year smoothed within a 20 percent corridor to market value
Inflation	2.5%
Salary Increases	Graded Salary Ranges from 8.72% to 3.44% Based on Age, Including Inflation, Averaging 4%
Investment Rate of Return	7.25%, Net of Investment Expense, Including Inflation
Retirement Age	Pattern of Retirement Determined by Experience Study
Mortality	Customized Table Based on Actual Experience Including an Adjustment for Some Anticipated Improvement
Cost of Living Adjustment	2.25%

*Changes of assumptions.* In 2017, the following assumptions were changed: decreased inflation rate from 3 percent to 2.5 percent; decreased the investment rate of return from 7.5 percent to 7.25 percent; decreased the cost-of-living adjustment from 2.5 percent to 2.25 percent; decreased salary growth graded ranges from an average of 4.25 percent to an average of 4 percent; and modified mortality assumptions.

**COMBINING AND INDIVIDUAL FUND  
FINANCIAL STATEMENTS AND SCHEDULES**

# Nonmajor Governmental Funds

## Special Revenue Funds

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Special Revenue Funds are used to account for and report the proceeds of specific revenue sources that are restricted or committed to expenditure for specified purposes other than debt service or capital projects.

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Drug Control Fund – The Drug Control Fund is used to account for revenues received from drug-related fines, forfeitures, and seizures.

Adequate Facilities/Development Tax Fund – The Adequate Facilities/Development Tax Fund is used to account for the fee assessed on square footage on all new residential, industrial, and commercial buildings.

Constitutional Officers - Fees Fund – The Constitutional Officers - Fees Fund is used to account for operating expenses paid directly from the fee and commission accounts of the trustee, clerks, register of deeds, and sheriff.

# Debt Service Funds

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Debt Service Funds are used to account for and report financial resources that are restricted, committed, or assigned to expenditure for principal and interest.

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Education Debt Service Fund – The Education Debt Service Fund is used to account for the accumulation of resources for, and the payment of, education long-term debt principal, interest, and related costs.

# Capital Projects Funds

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Capital Projects Funds are used to account for and report financial resources that are restricted, committed, or assigned to expenditure for capital outlays, including the acquisition or construction of capital facilities and other capital assets.

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General Capital Projects Fund – The General Capital Projects Fund is used to account for general capital expenditures of the county.

Exhibit G-1

Hickman County, Tennessee  
Combining Balance Sheet  
Nonmajor Governmental Funds  
June 30, 2022

	Special Revenue Funds				Capital	Total
	Drug Control	Adequate Facilities/Development Tax	Constitutional Officers - Fees	Total	Projects Fund General Capital Projects	
<u>ASSETS</u>						
Cash	\$ 0	\$ 0	\$ 900	\$ 900	\$ 0	\$ 900
Equity in Pooled Cash and Investments	115,968	914,111	0	1,030,079	988,259	2,018,338
Accounts Receivable	504	0	1,867	2,371	0	2,371
<b>Total Assets</b>	<b>\$ 116,472</b>	<b>\$ 914,111</b>	<b>\$ 2,767</b>	<b>\$ 1,033,350</b>	<b>\$ 988,259</b>	<b>\$ 2,021,609</b>
<u>LIABILITIES</u>						
Due to Litigants, Heirs, and Others	\$ 0	\$ 0	\$ 2,767	\$ 2,767	\$ 0	\$ 2,767
Other Current Liabilities	681	0	0	681	0	681
<b>Total Liabilities</b>	<b>\$ 681</b>	<b>\$ 0</b>	<b>\$ 2,767</b>	<b>\$ 3,448</b>	<b>\$ 0</b>	<b>\$ 3,448</b>
<u>FUND BALANCES</u>						
Restricted:						
Restricted for General Government	\$ 0	\$ 914,111	\$ 0	\$ 914,111	\$ 0	\$ 914,111
Restricted for Public Safety	115,791	0	0	115,791	0	115,791
Restricted for Capital Projects	0	0	0	0	988,259	988,259
<b>Total Fund Balances</b>	<b>\$ 115,791</b>	<b>\$ 914,111</b>	<b>\$ 0</b>	<b>\$ 1,029,902</b>	<b>\$ 988,259</b>	<b>\$ 2,018,161</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 116,472</b>	<b>\$ 914,111</b>	<b>\$ 2,767</b>	<b>\$ 1,033,350</b>	<b>\$ 988,259</b>	<b>\$ 2,021,609</b>

Exhibit G-2

Hickman County, Tennessee  
Combining Statement of Revenues, Expenditures,  
and Changes in Fund Balances  
Nonmajor Governmental Funds  
For the Year Ended June 30, 2022

	Special Revenue Funds			Total	Debt Service
	Drug Control	Adequate Facilities/ Development Tax	Constitu - tional Officers - Fees		Fund
					Education Debt Service
<u>Revenues</u>					
Local Taxes	\$ 0	\$ 294,480	\$ 0	\$ 294,480	\$ 0
Fines, Forfeitures, and Penalties	45,397	0	0	45,397	0
Charges for Current Services	0	0	50	50	0
Other Local Revenues	7,800	0	0	7,800	0
Total Revenues	\$ 53,197	\$ 294,480	\$ 50	\$ 347,727	\$ 0
<u>Expenditures</u>					
Current:					
General Government	\$ 0	\$ 2,968	\$ 0	\$ 2,968	\$ 0
Administration of Justice	0	0	50	50	0
Public Safety	96,057	0	0	96,057	0
Debt Service:					
Other Debt Service	0	0	0	0	320
Capital Projects	0	0	0	0	0
Total Expenditures	\$ 96,057	\$ 2,968	\$ 50	\$ 99,075	\$ 320
Excess (Deficiency) of Revenues					
Over Expenditures	\$ (42,860)	\$ 291,512	\$ 0	\$ 248,652	\$ (320)
<u>Other Financing Sources (Uses)</u>					
Notes Issued	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Other Loans Issued	0	0	0	0	0
Transfers Out	0	(280,000)	0	(280,000)	0
Total Other Financing Sources (Uses)	\$ 0	\$ (280,000)	\$ 0	\$ (280,000)	\$ 0

(Continued)

Exhibit G-2

Hickman County, Tennessee  
Combining Statement of Revenues, Expenditures,  
and Changes in Fund Balances  
Nonmajor Governmental Funds (Cont.)

	Special Revenue Funds			Total	Debt Service
	Drug Control	Adequate Facilities/ Development Tax	Constitu - tional Officers - Fees		Fund
					Education Debt Service
Net Change in Fund Balances	\$ (42,860)	\$ 11,512	\$ 0	\$ (31,348)	\$ (320)
Fund Balance, July 1, 2021	158,651	902,599	0	1,061,250	320
Fund Balance, June 30, 2022	\$ 115,791	\$ 914,111	\$ 0	\$ 1,029,902	\$ 0

(Continued)

Exhibit G-2

Hickman County, Tennessee  
Combining Statement of Revenues, Expenditures,  
and Changes in Fund Balances  
Nonmajor Governmental Funds (Cont.)

	<u>Capital</u> <u>Projects Fund</u>	Total Nonmajor Governmental Funds
	General Capital Projects	
<u>Revenues</u>		
Local Taxes	\$ 0	\$ 294,480
Fines, Forfeitures, and Penalties	0	45,397
Charges for Current Services	0	50
Other Local Revenues	0	7,800
Total Revenues	<u>\$ 0</u>	<u>\$ 347,727</u>
<u>Expenditures</u>		
Current:		
General Government	\$ 0	\$ 2,968
Administration of Justice	0	50
Public Safety	0	96,057
Debt Service:		
Other Debt Service	0	320
Capital Projects	20,956	20,956
Total Expenditures	<u>\$ 20,956</u>	<u>\$ 120,351</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ (20,956)</u>	<u>\$ 227,376</u>
<u>Other Financing Sources (Uses)</u>		
Notes Issued	\$ 950,000	\$ 950,000
Other Loans Issued	16,006	16,006
Transfers Out	(35,715)	(315,715)
Total Other Financing Sources (Uses)	<u>\$ 930,291</u>	<u>\$ 650,291</u>

(Continued)

Exhibit G-2

Hickman County, Tennessee  
Combining Statement of Revenues, Expenditures,  
and Changes in Fund Balances  
Nonmajor Governmental Funds (Cont.)

	<u>Capital Projects Fund</u>	Total Nonmajor Governmental Funds
Net Change in Fund Balances	\$ 909,335	\$ 877,667
Fund Balance, July 1, 2021	<u>78,924</u>	<u>1,140,494</u>
Fund Balance, June 30, 2022	<u>\$ 988,259</u>	<u>\$ 2,018,161</u>

Exhibit G-3

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
Drug Control Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Fines, Forfeitures, and Penalties	\$ 45,397	\$ 53,500	\$ 53,500	\$ (8,103)
Other Local Revenues	7,800	0	0	7,800
Total Revenues	<u>\$ 53,197</u>	<u>\$ 53,500</u>	<u>\$ 53,500</u>	<u>\$ (303)</u>
<u>Expenditures</u>				
<u>Public Safety</u>				
Sheriff's Department	\$ 96,057	\$ 10,000	\$ 112,310	\$ 16,253
Total Expenditures	<u>\$ 96,057</u>	<u>\$ 10,000</u>	<u>\$ 112,310</u>	<u>\$ 16,253</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ (42,860)</u>	<u>\$ 43,500</u>	<u>\$ (58,810)</u>	<u>\$ 15,950</u>
Net Change in Fund Balance	\$ (42,860)	\$ 43,500	\$ (58,810)	\$ 15,950
Fund Balance, July 1, 2021	<u>158,651</u>	<u>160,000</u>	<u>158,651</u>	<u>0</u>
Fund Balance, June 30, 2022	<u>\$ 115,791</u>	<u>\$ 203,500</u>	<u>\$ 99,841</u>	<u>\$ 15,950</u>

Exhibit G-4

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
Adequate Facilities/ Development Tax Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Local Taxes	\$ 294,480	\$ 280,000	\$ 280,000	\$ 14,480
Total Revenues	\$ 294,480	\$ 280,000	\$ 280,000	\$ 14,480
<u>Expenditures</u>				
<u>General Government</u>				
Building	\$ 2,968	\$ 2,500	\$ 3,500	\$ 532
Total Expenditures	\$ 2,968	\$ 2,500	\$ 3,500	\$ 532
Excess (Deficiency) of Revenues Over Expenditures	\$ 291,512	\$ 277,500	\$ 276,500	\$ 15,012
<u>Other Financing Sources (Uses)</u>				
Transfers Out	\$ (280,000)	\$ (280,000)	\$ (280,000)	\$ 0
Total Other Financing Sources	\$ (280,000)	\$ (280,000)	\$ (280,000)	\$ 0
Net Change in Fund Balance	\$ 11,512	\$ (2,500)	\$ (3,500)	\$ 15,012
Fund Balance, July 1, 2021	902,599	900,000	902,599	0
Fund Balance, June 30, 2022	\$ 914,111	\$ 897,500	\$ 899,099	\$ 15,012

Exhibit G-5

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
Education Debt Service Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
Total Revenues	\$ 0	\$ 0	\$ 0	\$ 0
<u>Expenditures</u>				
<u>Other Debt Service</u>				
General Government	\$ 320	\$ 0	\$ 320	\$ 0
Total Expenditures	\$ 320	\$ 0	\$ 320	\$ 0
Excess (Deficiency) of Revenues Over Expenditures	\$ (320)	\$ 0	\$ (320)	\$ 0
Net Change in Fund Balance	\$ (320)	\$ 0	\$ (320)	\$ 0
Fund Balance, July 1, 2021	320	0	320	0
Fund Balance, June 30, 2022	\$ 0	\$ 0	\$ 0	\$ 0

Exhibit G-6

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
General Capital Projects Fund  
For the Year Ended June 30, 2022

	Actual (GAAP Basis)	Add: Encumbrances 6/30/2022	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
Total Revenues	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<u>Expenditures</u>						
<u>Capital Projects</u>						
Other General Government Projects	\$ 16,006	\$ 0	\$ 16,006	\$ 0	\$ 55,000	\$ 38,994
Highway and Street Capital Projects	4,950	710,175	715,125	0	950,000	234,875
Total Expenditures	\$ 20,956	\$ 710,175	\$ 731,131	\$ 0	\$ 1,005,000	\$ 273,869
Excess (Deficiency) of Revenues Over Expenditures	\$ (20,956)	\$ (710,175)	\$ (731,131)	\$ 0	\$ (1,005,000)	\$ 273,869
<u>Other Financing Sources (Uses)</u>						
Notes Issued	\$ 950,000	\$ 0	\$ 950,000	\$ 0	\$ 950,000	\$ 0
Other Loans Issued	16,006	0	16,006	0	55,000	(38,994)
Transfers Out	(35,715)	0	(35,715)	0	(35,715)	0
Total Other Financing Sources	\$ 930,291	\$ 0	\$ 930,291	\$ 0	\$ 969,285	\$ (38,994)
Net Change in Fund Balance	\$ 909,335	\$ (710,175)	\$ 199,160	\$ 0	\$ (35,715)	\$ 234,875
Fund Balance, July 1, 2021	78,924	0	78,924	78,924	78,924	0
Fund Balance, June 30, 2022	\$ 988,259	\$ (710,175)	\$ 278,084	\$ 78,924	\$ 43,209	\$ 234,875

# **Major Governmental Fund**

## **General Debt Service Fund**

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The General Debt Service Fund is used to account for and report financial resources that are restricted, committed, or assigned to expenditure for principal and interest.

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Exhibit H

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
General Debt Service Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Local Taxes	\$ 2,599,974	\$ 2,171,790	\$ 2,171,790	\$ 428,184
Other Local Revenues	15,478	21,000	21,000	(5,522)
State of Tennessee	5,584	9,418	9,418	(3,834)
Other Governments and Citizens Groups	163,284	163,284	163,284	0
Total Revenues	<u>\$ 2,784,320</u>	<u>\$ 2,365,492</u>	<u>\$ 2,365,492</u>	<u>\$ 418,828</u>
<u>Expenditures</u>				
<u>Principal on Debt</u>				
General Government	\$ 535,095	\$ 535,096	\$ 535,096	\$ 1
Highways and Streets	71,300	71,300	71,300	0
Education	1,661,212	1,661,212	1,661,212	0
<u>Interest on Debt</u>				
General Government	97,937	220,822	220,822	122,885
Highways and Streets	14,787	14,788	14,788	1
Education	129,762	378,108	377,108	247,346
<u>Other Debt Service</u>				
General Government	52,272	71,359	71,359	19,087
Education	61,101	61,416	62,416	1,315
Total Expenditures	<u>\$ 2,623,466</u>	<u>\$ 3,014,101</u>	<u>\$ 3,014,101</u>	<u>\$ 390,635</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ 160,854</u>	<u>\$ (648,609)</u>	<u>\$ (648,609)</u>	<u>\$ 809,463</u>
<u>Other Financing Sources (Uses)</u>				
Transfers In	\$ 501,802	\$ 466,088	\$ 501,803	\$ (1)
Total Other Financing Sources	<u>\$ 501,802</u>	<u>\$ 466,088</u>	<u>\$ 501,803</u>	<u>\$ (1)</u>
Net Change in Fund Balance	\$ 662,656	\$ (182,521)	\$ (146,806)	\$ 809,462
Fund Balance, July 1, 2021	<u>2,621,057</u>	<u>2,500,000</u>	<u>2,621,057</u>	<u>0</u>
Fund Balance, June 30, 2022	<u>\$ 3,283,713</u>	<u>\$ 2,317,479</u>	<u>\$ 2,474,251</u>	<u>\$ 809,462</u>

# Custodial Funds

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Custodial Funds are used to account for assets held by the county in a custodial capacity or as an agent for individuals, private organizations, other governments, and/or other funds. Custodial Funds are reported using the economic resources measurement focus and the accrual basis of accounting. Custodial fund reporting focuses on net position and changes in net position. Custodial funds are distinguished from trust funds by the absence of a trust agreement or equivalent arrangement.

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Cities - Sales Tax Fund – The Cities - Sales Tax Fund is used to account for the second half of the sales tax revenues collected inside incorporated cities of the county. These revenues are received by the county from the state of Tennessee and forwarded to the various cities on a monthly basis.

Constitutional Officers - Custodial Fund – The Constitutional Officers - Custodial Fund is used to account for amounts collected in a custodial capacity by the county clerk, circuit and general sessions courts clerk, clerk and master, register of deeds, and sheriff. Such collections include amounts due the state, cities, other county funds, litigants, heirs, and others.

Health Foundation - Custodial Fund – The Health Foundation Fund was created as a result of litigation involving the Hickman County Hospital. The fund is used to promote and advance the health, medical care, general well-being, and quality of life for residents of Hickman County.

Exhibit I-1

Hickman County, Tennessee  
Combining Statement of Net Position  
Custodial Funds  
June 30, 2022

	<u>Custodial Funds</u>			
	<u>Cities -</u>	<u>Constitu-</u>	<u>Health</u>	<u>Total</u>
	<u>Sales</u>	<u>tional</u>	<u>Foundation</u>	
	<u>Tax</u>	<u>Officers -</u>		
		<u>Custodial</u>		
<u>ASSETS</u>				
Cash	\$ 0	\$ 1,404,381	\$ 2,264,511	\$ 3,668,892
Accounts Receivable	0	183	0	183
Due from Other Governments	190,885	0	0	190,885
<b>Total Assets</b>	<b>\$ 190,885</b>	<b>\$ 1,404,564</b>	<b>\$ 2,264,511</b>	<b>\$ 3,859,960</b>
<u>LIABILITIES</u>				
Due to Other Taxing Units	\$ 190,885	\$ 0	\$ 0	\$ 190,885
<b>Total Liabilities</b>	<b>\$ 190,885</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 190,885</b>
<u>NET POSITION</u>				
Restricted for Individuals, Organizations, and Other Governments	\$ 0	\$ 1,404,564	\$ 2,264,511	\$ 3,669,075
<b>Total Net Position</b>	<b>\$ 0</b>	<b>\$ 1,404,564</b>	<b>\$ 2,264,511</b>	<b>\$ 3,669,075</b>

Exhibit I-2

Hickman County, Tennessee  
Combining Statement of Changes in Net Position  
Custodial Funds  
For the Year Ended June 30, 2022

	Custodial Funds			
	Cities - Sales Tax	Constitu - tional Officers - Custodial	Health Foundation	Total
<u>Additions</u>				
Sales Tax Collections for Other Governments	\$ 997,984	\$ 0	\$ 0	\$ 997,984
Fines/Fees and Other Collections	0	6,529,815	0	6,529,815
Investment Income	0	0	9,693	9,693
Total Additions	<u>\$ 997,984</u>	<u>\$ 6,529,815</u>	<u>\$ 9,693</u>	<u>\$ 7,537,492</u>
<u>Deductions</u>				
Payment of Sales Tax Collections to Other Governments	\$ 997,984	\$ 0	\$ 0	\$ 997,984
Payments to State	0	3,297,210	0	3,297,210
Payments to County/City	0	1,777,972	0	1,777,972
Payments to Individuals and Others	0	1,441,510	0	1,441,510
Payments of Health Foundation Expenses	0	0	21,900	21,900
Total Deductions	<u>\$ 997,984</u>	<u>\$ 6,516,692</u>	<u>\$ 21,900</u>	<u>\$ 7,536,576</u>
Change in Net Position	\$ 0	\$ 13,123	\$ (12,207)	\$ 916
Net Position July 1, 2021	0	1,391,441	2,276,718	3,668,159
Net Position June 30, 2022	<u>\$ 0</u>	<u>\$ 1,404,564</u>	<u>\$ 2,264,511</u>	<u>\$ 3,669,075</u>

# Hickman County School Department

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This section presents combining and individual fund financial statements for the Hickman County School Department, a discretely presented component unit. The school department uses a General Fund and three Special Revenue Funds.

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General Purpose School Fund – The General Purpose School Fund is used to account for general operations of the school department.

School Federal Projects Fund – The School Federal Projects Fund is used to account for restricted federal revenues, which must be expended on specific education programs.

Central Cafeteria Fund – The Central Cafeteria Fund is used to account for the cafeteria operations in each of the schools.

Internal School Fund – The Internal School Fund is used to account for funds held at the individual schools for internal school use such as the purchase of supplies, school clubs, and student activities.

Exhibit J-1

Hickman County, Tennessee  
Statement of Activities  
Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

Functions/Programs	Expenses	Program Revenues			Net (Expense)
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Revenue and Changes in Net Position Total Governmental Activities
Governmental Activities:					
Instruction	\$ 18,511,725	\$ 2,900	\$ 4,366,249	\$ 0	\$ (14,142,576)
Support Services	13,307,450	10,602	59,223	357,818	(12,879,807)
Operation of Non-instructional Services	3,229,635	1,046,591	2,451,535	0	268,491
<b>Total Governmental Activities</b>	<b>\$ 35,048,810</b>	<b>\$ 1,060,093</b>	<b>\$ 6,877,007</b>	<b>\$ 357,818</b>	<b>\$ (26,753,892)</b>
General Revenues:					
Taxes:					
Property Taxes Levied for General Purposes					\$ 3,257,868
Local Option Sales Tax					2,698,335
Other Local Taxes					44,015
Grants and Contributions Not Restricted to Specific Programs					23,729,960
Miscellaneous					344,501
<b>Total General Revenues</b>					<b>\$ 30,074,679</b>
Change in Net Position					\$ 3,320,787
Net Position, July 1, 2021					46,857,073
Net Position, June 30, 2022					<u>\$ 50,177,860</u>

Exhibit J-2

Hickman County, Tennessee  
Balance Sheet - Governmental Funds  
Discretely Presented Hickman County School Department  
June 30, 2022

	Major Funds			Nonmajor	Total
	General Purpose School	School Federal Projects	Internal School	Fund Central Cafeteria	
<u>ASSETS</u>					
Cash	\$ 0	\$ 0	\$ 1,525,247	\$ 5,865	\$ 1,531,112
Equity in Pooled Cash and Investments	9,007,799	57,906	0	1,020,599	10,086,304
Accounts Receivable	51,020	0	0	0	51,020
Due from Other Governments	1,492,277	435,735	0	31,074	1,959,106
Due from Other Funds	3,245	23,630	0	39,498	66,353
Property Taxes Receivable	3,269,353	0	0	0	3,269,353
Allowance for Uncollectible Property Taxes	(252,968)	0	0	0	(252,968)
Restricted Assets	2,789,845	0	0	0	2,789,845
<b>Total Assets</b>	<b>\$ 16,360,571</b>	<b>\$ 517,271</b>	<b>\$ 1,525,247</b>	<b>\$ 1,097,036</b>	<b>\$ 19,500,125</b>
<u>LIABILITIES</u>					
Accounts Payable	\$ 494,756	\$ 12,201	\$ 0	\$ 5,956	\$ 512,933
Accrued Payroll	11,636	0	0	0	11,636
Payroll Deductions Payable	410,546	0	0	0	410,546
Due to Other Funds	63,128	3,245	0	0	66,353
<b>Total Liabilities</b>	<b>\$ 980,066</b>	<b>\$ 15,446</b>	<b>\$ 0</b>	<b>\$ 5,956</b>	<b>\$ 1,001,468</b>
<u>DEFERRED INFLOWS OF RESOURCES</u>					
Deferred Current Property Taxes	\$ 2,953,479	\$ 0	\$ 0	\$ 0	\$ 2,953,479
Deferred Delinquent Property Taxes	61,156	0	0	0	61,156
Other Deferred/Unavailable Revenue	250,009	0	0	0	250,009
<b>Total Deferred Inflows of Resources</b>	<b>\$ 3,264,644</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,264,644</b>

(Continued)

Exhibit J-2

Hickman County, Tennessee  
Balance Sheet - Governmental Funds  
Discretely Presented Hickman County School Department (Cont.)

	Major Funds			Nonmajor Fund	Total Governmental Funds
	General Purpose School	School Federal Projects	Internal School	Central Cafeteria	
<u>FUND BALANCES</u>					
Restricted:					
Restricted for Education	\$ 2,420,713	\$ 1,825	\$ 1,525,247	\$ 591,080	\$ 4,538,865
Restricted for Hybrid Retirement Stabilization Funds	369,132	0	0	0	369,132
Committed:					
Committed for Education	4,713,660	500,000	0	500,000	5,713,660
Unassigned	4,612,356	0	0	0	4,612,356
Total Fund Balances	<u>\$ 12,115,861</u>	<u>\$ 501,825</u>	<u>\$ 1,525,247</u>	<u>\$ 1,091,080</u>	<u>\$ 15,234,013</u>
Total Liabilities, Deferred Inflows of Resources, and Fund Balances	<u>\$ 16,360,571</u>	<u>\$ 517,271</u>	<u>\$ 1,525,247</u>	<u>\$ 1,097,036</u>	<u>\$ 19,500,125</u>

Exhibit J-3

Hickman County, Tennessee  
Reconciliation of the Balance Sheet of Governmental Funds to the Statement of Net Position  
Discretely Presented Hickman County School Department  
June 30, 2022

Amounts reported for governmental activities in the statement of net position (Exhibit A) are different because:

Total fund balances - balance sheet - governmental funds (Exhibit J-2)		\$	15,234,013
(1) Capital assets used in governmental activities are not financial resources and therefore are not reported in the governmental funds.			
Add: land	\$	1,018,261	
Add: buildings and improvements net of accumulated depreciation		25,730,426	
Add: other capital assets net of accumulated depreciation		4,891,148	
Add: infrastructure net of accumulated depreciation		9,976	31,649,811
(2) Long-term liabilities are not due and payable in the current period and therefore are not reported in the governmental funds.			
Less: other postemployment benefits liability - Local Education Plan	\$	(3,695,473)	
Less: other postemployment benefits liability - Medicare Supplement Plan		(1,365,165)	(5,060,638)
(3) Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions and OPEB will be amortized and recognized as components of pension and OPEB expense in future years.			
Add: deferred outflows of resources related to pensions	\$	6,870,113	
Less: deferred inflows of resources related to pensions		(15,260,243)	
Add: deferred outflows of resources related to OPEB		1,509,055	
Less: deferred inflows of resources related to OPEB		(1,754,149)	(8,635,224)
(4) Net pension assets are not current financial resources and therefore are not reported in the governmental funds.			
Add: net pension asset - agent plan	\$	1,229,526	
Add: net pension asset - teacher retirement plan		360,833	
Add: net pension asset - teacher legacy pension plan		15,088,374	16,678,733
(5) Other long-term assets are not available to pay for current period expenditures and therefore are deferred in the governmental funds.			311,165
Net position of governmental activities (Exhibit A)		\$	<u>50,177,860</u>

Exhibit J-4

Hickman County, Tennessee  
Statement of Revenues, Expenditures,  
and Changes in Fund Balances -  
Governmental Funds  
Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

	Major Funds			Nonmajor Fund	Total Governmental Funds
	General Purpose School	School Federal Projects	Internal School	Central Cafeteria	
<u>Revenues</u>					
Local Taxes	\$ 5,965,809	\$ 0	\$ 0	\$ 0	\$ 5,965,809
Licenses and Permits	1,188	0	0	0	1,188
Charges for Current Services	5,719	0	0	180,257	185,976
Other Local Revenues	(334,280)	0	863,515	138	529,373
State of Tennessee	24,580,217	0	0	0	24,580,217
Federal Government	188,881	4,155,175	0	2,432,017	6,776,073
Other Governments and Citizens Groups	64,956	0	0	0	64,956
Total Revenues	<u>\$ 30,472,490</u>	<u>\$ 4,155,175</u>	<u>\$ 863,515</u>	<u>\$ 2,612,412</u>	<u>\$ 38,103,592</u>
<u>Expenditures</u>					
Current:					
Instruction	\$ 17,831,874	\$ 2,278,215	\$ 0	\$ 0	\$ 20,110,089
Support Services	10,865,072	1,873,424	0	0	12,738,496
Operation of Non-Instructional Services	576,399	0	967,989	2,028,878	3,573,266
Capital Outlay	419,567	0	0	0	419,567
Debt Service:					
Other Debt Service	163,284	0	0	0	163,284
Total Expenditures	<u>\$ 29,856,196</u>	<u>\$ 4,151,639</u>	<u>\$ 967,989</u>	<u>\$ 2,028,878</u>	<u>\$ 37,004,702</u>
Excess (Deficiency) of Revenues Over Expenditures	\$ 616,294	\$ 3,536	\$ (104,474)	\$ 583,534	\$ 1,098,890
<u>Other Financing Sources (Uses)</u>					
Transfers In	\$ 3,536	\$ 0	\$ 0	\$ 0	\$ 3,536
Transfers Out	0	(3,536)	0	0	(3,536)
Total Other Financing Sources (Uses)	<u>\$ 3,536</u>	<u>\$ (3,536)</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>

(Continued)

Exhibit J-4

Hickman County, Tennessee  
Statement of Revenues, Expenditures,  
and Changes in Fund Balances -  
Governmental Funds  
Discretely Presented Hickman County School Department (Cont.)

	Major Funds			Nonmajor Fund	Total Governmental Funds
	General Purpose School	School Federal Projects	Internal School	Central Cafeteria	
Net Change in Fund Balances	\$ 619,830	\$ 0	\$ (104,474)	\$ 583,534	\$ 1,098,890
Fund Balance, July 1, 2021	11,496,031	501,825	1,629,721	507,546	14,135,123
Fund Balance, June 30, 2022	\$ 12,115,861	\$ 501,825	\$ 1,525,247	\$ 1,091,080	\$ 15,234,013

Exhibit J-5

Hickman County, Tennessee  
Reconciliation of the Statement of Revenues, Expenditures, and Changes in Fund Balances  
of Governmental Funds to the Statement of Activities  
Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

Amounts reported for governmental activities in the statement of activities (Exhibit B) are different because:

Net change in fund balances - total governmental funds (Exhibit J-4) \$ 1,098,890

(1) Governmental funds report capital outlays as expenditures. However, in the statement of activities, the cost of these assets is allocated over their useful lives and reported as depreciation expense. The difference between capital outlays and depreciation is itemized as follows:

Add: capital assets purchased in the current period	\$ 682,638	
Less: current-year depreciation expense	(2,255,803)	(1,573,165)

(2) Revenues in the statement of activities that do not provide current financial resources are not reported as revenues in the funds.

Less: deferred delinquent property taxes and other deferred June 30, 2021	\$ (267,720)	
Add: deferred delinquent property taxes and other deferred June 30, 2022	311,165	43,445

(3) Some expenses reported in the statement of activities do not require the use of current financial resources and therefore are not reported as expenditures in the governmental funds.

Change in OPEB liability - Local Education Plan	\$ (155,730)	
Change in OPEB liability - Medicare Supplement Plan	(93,931)	
Change in deferred outflows related to pensions	3,931,599	
Change in deferred inflows related to pensions	(13,914,306)	
Change in deferred outflows related to OPEB	(3,840)	
Change in deferred inflows related to OPEB	86,999	
Change in net pension asset - agent plan	1,251,901	
Change in net pension asset - teacher legacy pension plan	12,473,175	
Change in net pension asset - teacher retirement plan	175,750	3,751,617

Change in net position of governmental activities (Exhibit B) \$ 3,320,787

Exhibit J-6

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
Discretely Presented Hickman County School Department  
General Purpose School Fund  
For the Year Ended June 30, 2022

	Actual (GAAP Basis)	Less: Encumbrances 7/1/2021	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
<u>Revenues</u>						
Local Taxes	\$ 5,965,809	\$ 0	\$ 5,965,809	\$ 5,239,439	\$ 5,239,439	\$ 726,370
Licenses and Permits	1,188	0	1,188	1,300	1,300	(112)
Charges for Current Services	5,719	0	5,719	32,200	32,200	(26,481)
Other Local Revenues	(334,280)	0	(334,280)	59,000	64,474	(398,754)
State of Tennessee	24,580,217	0	24,580,217	24,000,579	24,385,492	194,725
Federal Government	188,881	0	188,881	70,000	187,378	1,503
Other Governments and Citizens Groups	64,956	0	64,956	0	88,677	(23,721)
<b>Total Revenues</b>	<b>\$ 30,472,490</b>	<b>\$ 0</b>	<b>\$ 30,472,490</b>	<b>\$ 29,402,518</b>	<b>\$ 29,998,960</b>	<b>\$ 473,530</b>
<u>Expenditures</u>						
<u>Instruction</u>						
Regular Instruction Program	\$ 13,601,434	\$ 0	\$ 13,601,434	\$ 14,599,004	\$ 14,951,286	\$ 1,349,852
Alternative Instruction Program	156,357	0	156,357	180,671	180,671	24,314
Special Education Program	3,022,431	0	3,022,431	3,194,103	3,194,103	171,672
Career and Technical Education Program	1,051,652	0	1,051,652	1,210,256	1,264,794	213,142
<u>Support Services</u>						
Attendance	83,378	0	83,378	175,970	175,970	92,592
Health Services	368,927	0	368,927	386,008	386,008	17,081
Other Student Support	939,031	(9,500)	929,531	1,020,144	1,020,144	90,613
Regular Instruction Program	1,244,800	0	1,244,800	1,347,034	1,349,865	105,065
Special Education Program	96,245	0	96,245	121,505	121,505	25,260
Career and Technical Education Program	119,800	0	119,800	112,411	126,749	6,949
Technology	298,978	0	298,978	339,567	339,567	40,589
Other Programs	62,048	0	62,048	35,000	78,037	15,989
Board of Education	477,076	0	477,076	669,913	669,913	192,837

(Continued)

Exhibit J-6

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
Discretely Presented Hickman County School Department  
General Purpose School Fund (Cont.)

	Actual (GAAP Basis)	Less: Encumbrances 7/1/2021	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
<u>Expenditures (Cont.)</u>						
<u>Support Services (Cont.)</u>						
Director of Schools	\$ 286,540	\$ 0	\$ 286,540	\$ 292,764	\$ 310,564	\$ 24,024
Office of the Principal	1,677,192	0	1,677,192	1,853,785	1,853,785	176,593
Fiscal Services	45,000	0	45,000	45,000	45,000	0
Operation of Plant	2,041,694	0	2,041,694	2,380,500	2,389,306	347,612
Maintenance of Plant	969,173	0	969,173	1,185,022	1,185,022	215,849
Transportation	1,975,679	0	1,975,679	2,372,457	2,433,392	457,713
Central and Other	179,511	0	179,511	257,500	257,500	77,989
<u>Operation of Non-Instructional Services</u>						
Food Service	67,989	0	67,989	35,604	77,478	9,489
Community Services	127,344	0	127,344	132,316	132,316	4,972
Early Childhood Education	381,066	0	381,066	473,041	473,041	91,975
<u>Capital Outlay</u>						
Regular Capital Outlay	419,567	0	419,567	450,000	450,000	30,433
<u>Other Debt Service</u>						
Education	163,284	0	163,284	0	163,284	0
<b>Total Expenditures</b>	<b>\$ 29,856,196</b>	<b>\$ (9,500)</b>	<b>\$ 29,846,696</b>	<b>\$ 32,869,575</b>	<b>\$ 33,629,300</b>	<b>\$ 3,782,604</b>
Excess (Deficiency) of Revenues Over Expenditures	\$ 616,294	\$ 9,500	\$ 625,794	\$ (3,467,057)	\$ (3,630,340)	\$ 4,256,134
<u>Other Financing Sources (Uses)</u>						
Insurance Recovery	\$ 0	\$ 0	\$ 0	\$ 10,000	\$ 10,000	\$ (10,000)
Transfers In	3,536	0	3,536	25,000	25,000	(21,464)
Transfers Out	0	0	0	(165,000)	(1,716)	1,716
<b>Total Other Financing Sources</b>	<b>\$ 3,536</b>	<b>\$ 0</b>	<b>\$ 3,536</b>	<b>\$ (130,000)</b>	<b>\$ 33,284</b>	<b>\$ (29,748)</b>

(Continued)

Exhibit J-6

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual (Budgetary Basis) and Budget  
Discretely Presented Hickman County School Department  
General Purpose School Fund (Cont.)

	Actual (GAAP Basis)	Less: Encumbrances 7/1/2021	Actual Revenues/ Expenditures (Budgetary Basis)	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
				Original	Final	
Net Change in Fund Balance	\$ 619,830	\$ 9,500	\$ 629,330	\$ (3,597,057)	\$ (3,597,056)	\$ 4,226,386
Fund Balance, July 1, 2021	11,496,031	(9,500)	11,486,531	9,372,445	11,496,031	(9,500)
Fund Balance, June 30, 2022	\$ 12,115,861	\$ 0	\$ 12,115,861	\$ 5,775,388	\$ 7,898,975	\$ 4,216,886

Exhibit J-7

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
Discretely Presented Hickman County School Department  
School Federal Projects Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Federal Government	\$ 4,155,175	\$ 4,391,117	\$ 14,966,956	\$ (10,811,781)
Total Revenues	\$ 4,155,175	\$ 4,391,117	\$ 14,966,956	\$ (10,811,781)
<u>Expenditures</u>				
<u>Instruction</u>				
Regular Instruction Program	\$ 1,604,134	\$ 1,347,678	\$ 4,959,476	\$ 3,355,342
Alternative Instruction Program	21,474	0	75,000	53,526
Special Education Program	566,425	585,248	1,015,783	449,358
Career and Technical Education Program	86,182	51,484	86,183	1
<u>Support Services</u>				
Attendance	31,271	0	100,000	68,729
Health Services	48,572	2,715	63,507	14,935
Other Student Support	416,102	419,009	812,103	396,001
Regular Instruction Program	905,099	427,281	1,742,841	837,742
Special Education Program	370,639	308,151	560,141	189,502
Career and Technical Education Program	2,497	0	2,497	0
Technology	75,524	0	255,000	179,476
Operation of Plant	23,720	1,236,272	2,050,548	2,026,828
Transportation	0	3,000	3,000	3,000
<u>Operation of Non-Instructional Services</u>				
Food Service	0	0	219,417	219,417
<u>Capital Outlay</u>				
Regular Capital Outlay	0	0	3,008,003	3,008,003
Total Expenditures	\$ 4,151,639	\$ 4,380,838	\$ 14,953,499	\$ 10,801,860
Excess (Deficiency) of Revenues Over Expenditures	\$ 3,536	\$ 10,279	\$ 13,457	\$ (9,921)
<u>Other Financing Sources (Uses)</u>				
Transfers Out	\$ (3,536)	\$ (10,279)	\$ (13,453)	\$ 9,917
Total Other Financing Sources	\$ (3,536)	\$ (10,279)	\$ (13,453)	\$ 9,917
Net Change in Fund Balance	\$ 0	\$ 0	\$ 4	\$ (4)
Fund Balance, July 1, 2021	501,825	501,825	501,825	0
Fund Balance, June 30, 2022	\$ 501,825	\$ 501,825	\$ 501,829	\$ (4)

Exhibit J-8

Hickman County, Tennessee  
Schedule of Revenues, Expenditures, and Changes  
in Fund Balance - Actual and Budget  
Discretely Presented Hickman County School Department  
Central Cafeteria Fund  
For the Year Ended June 30, 2022

	Actual	Budgeted Amounts		Variance with Final Budget - Positive (Negative)
		Original	Final	
<u>Revenues</u>				
Charges for Current Services	\$ 180,257	\$ 260,000	\$ 260,000	\$ (79,743)
Other Local Revenues	138	200	200	(62)
Federal Government	2,432,017	1,915,000	1,915,000	517,017
Total Revenues	<u>\$ 2,612,412</u>	<u>\$ 2,175,200</u>	<u>\$ 2,175,200</u>	<u>\$ 437,212</u>
<u>Expenditures</u>				
<u>Operation of Non-Instructional Services</u>				
Food Service	\$ 2,028,878	\$ 2,175,200	\$ 2,175,200	\$ 146,322
Total Expenditures	<u>\$ 2,028,878</u>	<u>\$ 2,175,200</u>	<u>\$ 2,175,200</u>	<u>\$ 146,322</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ 583,534</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 583,534</u>
Net Change in Fund Balance	\$ 583,534	\$ 0	\$ 0	\$ 583,534
Fund Balance, July 1, 2021	507,546	500,000	500,000	7,546
Fund Balance, June 30, 2022	<u>\$ 1,091,080</u>	<u>\$ 500,000</u>	<u>\$ 500,000</u>	<u>\$ 591,080</u>

# MISCELLANEOUS SCHEDULES

Exhibit K-1

Hickman County, Tennessee  
Schedule of Changes in Long-term Notes and Other Loans  
For the Year Ended June 30, 2022

Description of Indebtedness	Original Amount of Issue	Interest Rate	Date of Issue	Last Maturity Date	Outstanding 7-1-21	Issued During Period	Paid and/or Matured During Period	Outstanding 6-30-22
<b><u>GOVERNMENTAL ACTIVITIES:</u></b>								
<b><u>NOTES PAYABLE</u></b>								
<b><u>Payable through General Debt Service Fund</u></b>								
Energy Upgrades	\$ 1,266,045	3.99 %	5-22-18	5-22-31	\$ 1,095,211	\$ 0	\$ 90,782	\$ 1,004,429
Solar panel/Energy Upgrades	461,624	4.59	5-22-18	5-22-22	401,368	0	32,313	369,055
Highway Equipment - Refunding	681,245	2.35	12-28-20	2-1-29	646,900	0	71,300	575,600
Highway Equipment	950,000	2.49	5-11-22	5-1-32	0	950,000	0	950,000
Total Notes Payable					<u>\$ 2,143,479</u>	<u>\$ 950,000</u>	<u>\$ 194,395</u>	<u>\$ 2,899,084</u>
<b><u>OTHER LOANS PAYABLE</u></b>								
<b><u>Payable through General Debt Service Fund</u></b>								
School Construction	22,000,000	Variable	6-28-04	5-25-29	\$ 9,264,000	\$ 0	\$ 1,050,000	\$ 8,214,000
Jail Construction	6,140,000	Variable	10-27-05	5-25-30	2,642,062	0	283,000	2,359,062
Sewer Line	2,000,000	Variable	3-30-06	5-25-33	1,044,000	0	76,000	968,000
School Roofing and HVAC	5,250,000	2.71	12-17-12	12-1-32	3,485,000	0	250,000	3,235,000
Energy Efficient School Initiative	2,000,000	0	9-25-13	9-1-23	449,969	0	200,004	249,965
Energy Efficient School Initiative	955,479	0.75	1-17-17	6-30-23	348,593	0	161,208	187,385
Land and Sewer System	(1)	2.99	10-26-18	5-1-34	838,774	16,006	53,000	801,780
Total Other Loans Payable					<u>\$ 18,072,398</u>	<u>\$ 16,006</u>	<u>\$ 2,073,212</u>	<u>\$ 16,015,192</u>
<b><u>BUSINESS-TYPE ACTIVITIES:</u></b>								
<b><u>OTHER LOANS PAYABLE</u></b>								
<b><u>Payable through Solid Waste Disposal Fund</u></b>								
Solid Waste and Landfill Projects	(2)	2.37	7-23-21	6-1-26	\$ 0	\$ 354,000	\$ 73,000	\$ 281,000
Total Other Loans Payable					<u>\$ 0</u>	<u>\$ 354,000</u>	<u>\$ 73,000</u>	<u>\$ 281,000</u>

(1) Total amount approved was \$1,346,000, of which \$391,220 remains available for draws as of June 30, 2022.

(2) Total amount approved was \$1,000,000, of which \$646,000 remains available for draws as of June 30, 2022.

Exhibit K-2

Hickman County, Tennessee  
Schedule of Long-term Debt Requirements by Year

GOVERNMENTAL ACTIVITIES

Year Ending June 30	Notes		
	Principal	Interest	Total
2023	\$ 287,453	\$ 91,918	\$ 379,371
2024	297,808	83,347	381,155
2025	306,753	73,518	380,271
2026	317,920	63,476	381,396
2027	330,438	53,063	383,501
2028	342,363	42,286	384,649
2029	354,892	30,964	385,856
2030	273,050	19,850	292,900
2031	282,407	9,977	292,384
2032	106,000	2,642	108,642
Total	\$ 2,899,084	\$ 471,041	\$ 3,370,125

Year Ending June 30	Other Loans			Total
	Principal	Interest	Other Fees	
2023	\$ 2,124,424	\$ 198,657	\$ 69,025	\$ 2,392,106
2024	1,889,926	180,378	60,630	2,130,934
2025	1,870,000	157,859	51,980	2,079,839
2026	1,927,000	136,992	43,070	2,107,062
2027	1,983,000	115,492	33,889	2,132,381
2028	2,044,000	93,375	24,435	2,161,810
2029	2,104,000	70,574	14,692	2,189,266
2030	509,062	47,120	3,939	560,121
2031	487,000	34,891	2,456	524,347
2032	500,000	22,570	1,889	524,459
2033	514,000	9,896	1,311	525,207
2034	62,780	1,878	0	64,658
Total	\$ 16,015,192	\$ 1,069,682	\$ 307,316	\$ 17,392,190

BUSINESS-TYPE ACTIVITIES

Year Ending June 30	Other Loans			Total
	Principal	Interest	Other Fees	
2023	\$ 75,000	\$ 6,660	\$ 0	\$ 81,660
2024	77,000	4,882	0	81,882
2025	78,000	3,057	0	81,057
2026	51,000	1,209	0	52,209
Total	\$ 281,000	\$ 15,808	\$ 0	\$ 296,808

Exhibit K-3

Hickman County, Tennessee  
Schedule of Transfers  
Primary Government and Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

<u>From Fund</u>	<u>To Fund</u>	<u>Purpose</u>	<u>Amount</u>
<u>PRIMARY GOVERNMENT</u>			
General	Highway/Public Works	Transfer Gaming Privilege Tax	\$ 20,672
"	General Debt Service	Debt retirement	100,000
Adequate Facilities/Development Tax	"	"	280,000
Highway/Public Works	"	"	86,087
"	General	Administrative costs	35,000
General Capital Projects	General Debt Service	Debt retirement	<u>35,715</u>
Total Transfers Primary Government			<u>\$ 557,474</u>
<u>DISCRETELY PRESENTED HICKMAN COUNTY SCHOOL DEPARTMENT</u>			
School Federal Projects	General Purpose School	Indirect costs	<u>\$ 3,536</u>
Total Transfers Discretely Presented Hickman County School Department			<u>\$ 3,536</u>

Exhibit K-4

Hickman County, Tennessee  
Schedule of Salaries and Official Bonds of Principal Officials  
Primary Government and Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

Official	Authorization for Salary	Salary Paid During Period	Bond	Surety
County Mayor	Section 8-24-102, <i>TCA</i>	\$ 95,034 (6)	\$ (8)	
Road Superintendent	Section 8-24-102, <i>TCA</i>	90,509 (1)	(8)	
Director of Schools	State Board of Education and Local Board of Education	113,000 (2)	(8)	
Trustee	Section 8-24-102, <i>TCA</i>	82,281 (1)	1,247,998 (8)	State Farm Fire and Casualty Company
Assessor of Property	Section 8-24-102, <i>TCA</i>	82,281 (3)	(8)	
County Clerk	Section 8-24-102, <i>TCA</i>	82,281 (1)	(8)	
Circuit and General Sessions Courts Clerk and Master	Section 8-24-102, <i>TCA</i>	82,281	(8)	
	Section 8-24-102, <i>TCA</i> , and Chancery Judge	82,281	100,000 (8)	State Farm Fire and Casualty Company
Register of Deeds	Section 8-24-102, <i>TCA</i>	82,281 (1)	(8)	
Sheriff	Section 8-24-102, <i>TCA</i>	90,509 (4)	25,000 (8)	State Farm Fire and Casualty Company
Finance Director:				
Annette Elliott (7-1-21 through 8-31-21)	County Commission	29,748 (7)	(8)	
Crystal Fitzgerald (9-1-21 through 6-30-22)	County Commission	66,774 (5)	(8)	
Employee Blanket Bonds:				
Employee Fidelity - County Departments			400,000	Tennessee Risk Management Trust
Employee Fidelity - School Department			400,000	"

- (1) Does not include a certified public administrator supplement of \$272.
- (2) Does not include career ladder supplement of \$1,000.
- (3) Does not include a certified public administrator supplement of \$1,272.
- (4) Does not include a law enforcement training supplement of \$800.
- (5) Does not include a certified public administrator supplement of \$1,500.
- (6) Does not include a certified public administrator supplement of \$1,193.
- (7) Includes unused vacation leave of \$17,089; does not include a certified public administrator supplement of \$1,500.
- (8) Officials are covered by employee insurance policy pursuant to Section 8-19-101, *TCA*.

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types  
For the Year Ended June 30, 2022

	Special Revenue Funds				
	General	Drug Control	Adequate Facilities/ Development Tax	Constitu - tional Officers - Fees	Highway / Public Works
<u>Local Taxes</u>					
<u>County Property Taxes</u>					
Current Property Tax	\$ 8,628,268	\$ 0	\$ 0	\$ 0	\$ 303,547
Trustee's Collections - Prior Year	179,295	0	0	0	6,147
Trustee's Collections - Bankruptcy	4,031	0	0	0	138
Circuit Clerk/Clerk and Master Collections - Prior Years	119,579	0	0	0	4,110
Interest and Penalty	38,720	0	0	0	1,342
Payments in-Lieu-of Taxes - T.V.A.	8,321	0	0	0	292
Payments in-Lieu-of Taxes - Local Utilities	50,485	0	0	0	0
Payments in-Lieu-of Taxes - Other	21,860	0	0	0	0
<u>County Local Option Taxes</u>					
Local Option Sales Tax	0	0	0	0	0
Hotel/Motel Tax	33,984	0	0	0	0
Wheel Tax	0	0	0	0	0
Litigation Tax - General	84,475	0	0	0	0
Litigation Tax - Special Purpose	11,157	0	0	0	0
Litigation Tax - Jail, Workhouse, or Courthouse	76,324	0	0	0	0
Litigation Tax - Victim-Offender Mediation Center	5,010	0	0	0	0
Business Tax	121,599	0	0	0	4,277
Mixed Drink Tax	542	0	0	0	0
Mineral Severance Tax	0	0	0	0	79,656
Adequate Facilities/Development Tax	0	0	294,480	0	0
<u>Statutory Local Taxes</u>					
Bank Excise Tax	44,529	0	0	0	0
Wholesale Beer Tax	227,143	0	0	0	0
Other Statutory Local Taxes	4,380	0	0	0	0
<b>Total Local Taxes</b>	<b>\$ 9,659,702</b>	<b>\$ 0</b>	<b>\$ 294,480</b>	<b>\$ 0</b>	<b>\$ 399,509</b>

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	Special Revenue Funds				
	General	Drug Control	Adequate Facilities/ Development Tax	Constitutional Officers - Fees	Highway / Public Works
<u>Licenses and Permits</u>					
<u>Licenses</u>					
Cable TV Franchise	\$ 51,870	\$ 0	\$ 0	\$ 0	\$ 0
<u>Permits</u>					
Beer Permits	3,729	0	0	0	0
Building Permits	113,220	0	0	0	0
Total Licenses and Permits	<u>\$ 168,819</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>
<u>Fines, Forfeitures, and Penalties</u>					
<u>Circuit Court</u>					
Fines	\$ 5,012	\$ 0	\$ 0	\$ 0	\$ 0
Officers Costs	2,666	0	0	0	0
Drug Control Fines	0	3,289	0	0	0
Drug Court Fees	742	0	0	0	0
Jail Fees	679	0	0	0	0
DUI Treatment Fines	475	0	0	0	0
Data Entry Fee - Circuit Court	394	0	0	0	0
<u>Criminal Court</u>					
DUI Treatment Fines	542	0	0	0	0
<u>General Sessions Court</u>					
Fines	7,353	0	0	0	0
Officers Costs	28,091	0	0	0	0
Game and Fish Fines	245	0	0	0	0
Drug Control Fines	0	4,594	0	0	0
Drug Court Fees	2,097	0	0	0	0
Jail Fees	6,904	0	0	0	0
DUI Treatment Fines	1,995	0	0	0	0
Data Entry Fee - General Sessions Court	11,714	0	0	0	0

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	Special Revenue Funds				
	General	Drug Control	Adequate Facilities/ Development Tax	Constitu - tional Officers - Fees	Highway / Public Works
<u>Fines, Forfeitures, and Penalties (Cont.)</u>					
<u>Chancery Court</u>					
Officers Costs	\$ 1,817	\$ 0	\$ 0	\$ 0	\$ 0
Data Entry Fee - Chancery Court	2,900	0	0	0	0
<u>Judicial District Drug Program</u>					
Courtroom Security Fee	9,378	0	0	0	0
<u>Other Fines, Forfeitures, and Penalties</u>					
Proceeds from Confiscated Property	1,664	37,514	0	0	0
Other Fines, Forfeitures, and Penalties	388	0	0	0	0
<b>Total Fines, Forfeitures, and Penalties</b>	<b>\$ 85,056</b>	<b>\$ 45,397</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>
<u>Charges for Current Services</u>					
<u>General Service Charges</u>					
Other Employee Benefit Charges/Contributions	\$ 42,174	\$ 0	\$ 0	\$ 0	\$ 5,506
Patient Charges	1,097,303	0	0	0	0
<u>Fees</u>					
Copy Fees	9,071	0	0	0	0
Library Fees	899	0	0	0	0
Archives and Records Management Fee	15,164	0	0	0	0
Telephone Commissions	27,126	0	0	0	0
Vending Machine Collections	0	0	0	0	1,154
Constitutional Officers' Fees and Commissions	0	0	0	50	0
Data Processing Fee - Register	13,894	0	0	0	0
Probation Fees	1,526	0	0	0	0
Data Processing Fee - Sheriff	186	0	0	0	0
Sexual Offender Registration Fee - Sheriff	5,700	0	0	0	0
Data Processing Fee - County Clerk	705	0	0	0	0

(Continued)

Exhibit K-5

Hickman County, Tennessee  
 Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	Special Revenue Funds				
	General	Drug Control	Adequate Facilities/ Development Tax	Constitutional Officers - Fees	Highway / Public Works
<u>Charges for Current Services (Cont.)</u>					
<u>Fees (Cont.)</u>					
Vehicle Registration Reinstatement Fees	\$ 1,330	\$ 0	\$ 0	\$ 0	\$ 0
Total Charges for Current Services	\$ 1,215,078	\$ 0	\$ 0	\$ 50	\$ 6,660
<u>Other Local Revenues</u>					
<u>Recurring Items</u>					
Investment Income	\$ 2,123	\$ 0	\$ 0	\$ 0	\$ 0
Lease/Rentals	4,081	0	0	0	0
Commissary Sales	14,321	0	0	0	0
Sale of Recycled Materials	0	0	0	0	6,023
Miscellaneous Refunds	43,261	0	0	0	27,013
<u>Nonrecurring Items</u>					
Sale of Equipment	12,720	7,800	0	0	15,749
Contributions and Gifts	5,405	0	0	0	0
<u>Other Local Revenues</u>					
Other Local Revenues	1,410	0	0	0	0
Total Other Local Revenues	\$ 83,321	\$ 7,800	\$ 0	\$ 0	\$ 48,785
<u>Fees Received From County Officials</u>					
<u>Excess Fees</u>					
Juvenile Court Clerk	\$ 7,546	\$ 0	\$ 0	\$ 0	\$ 0
<u>Fees In-Lieu-of Salary</u>					
County Clerk	267,026	0	0	0	0
Circuit Court Clerk	22,180	0	0	0	0
General Sessions Court Clerk	186,283	0	0	0	0
Clerk and Master	95,328	0	0	0	0

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	Special Revenue Funds				
	General	Drug Control	Adequate Facilities/ Development Tax	Constitutional Officers - Fees	Highway / Public Works
<u>Fees Received From County Officials (Cont.)</u>					
<u>Fees In-Lieu-of Salary (Cont.)</u>					
Register	\$ 173,467	\$ 0	\$ 0	\$ 0	\$ 0
Sheriff	19,690	0	0	0	0
Trustee	436,525	0	0	0	0
Total Fees Received From County Officials	<u>\$ 1,208,045</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>
<u>State of Tennessee</u>					
<u>General Government Grants</u>					
Juvenile Services Program	\$ 9,000	\$ 0	\$ 0	\$ 0	\$ 0
<u>Public Safety Grants</u>					
Law Enforcement Training Programs	19,200	0	0	0	0
<u>Health and Welfare Grants</u>					
Health Department Programs	260,219	0	0	0	0
<u>Public Works Grants</u>					
Bridge Program	0	0	0	0	1,009,632
State Aid Program	0	0	0	0	210,072
<u>Other State Revenues</u>					
Income Tax	3,405	0	0	0	0
Beer Tax	19,194	0	0	0	0
Vehicle Certificate of Title Fees	7,144	0	0	0	0
Alcoholic Beverage Tax	95,197	0	0	0	0
State Revenue Sharing - T.V.A.	555,572	0	0	0	19,543
State Revenue Sharing - Telecommunications	66,148	0	0	0	0
State Shared Sports Gaming Privilege Tax	20,672	0	0	0	0
Contracted Prisoner Boarding	103,935	0	0	0	0
Gasoline and Motor Fuel Tax	0	0	0	0	2,757,736

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	Special Revenue Funds				
	General	Drug Control	Adequate Facilities/ Development Tax	Constitu - tional Officers - Fees	Highway / Public Works
<u>State of Tennessee (Cont.)</u>					
<u>Other State Revenues (Cont.)</u>					
Petroleum Special Tax	\$ 0	\$ 0	\$ 0	\$ 0	\$ 16,732
Registrar's Salary Supplement	11,373	0	0	0	0
Other State Grants	379,257	0	0	0	0
Other State Revenues	4,804	0	0	0	0
Total State of Tennessee	<u>\$ 1,555,120</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 4,013,715</u>
<u>Federal Government</u>					
<u>Federal Through State</u>					
Disaster Relief	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,893
Homeland Security Grants	41,891	0	0	0	0
American Rescue Plan Act Grant #1	13,200	0	0	0	0
American Rescue Plan Act Grant #5	7,144	0	0	0	0
Other Federal through State	0	0	0	0	5,935
<u>Direct Federal Revenue</u>					
Other Direct Federal Revenue	4,194	0	0	0	520,512
Total Federal Government	<u>\$ 66,429</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 531,340</u>
<u>Other Governments and Citizens Groups</u>					
<u>Other Governments</u>					
Paving and Maintenance	\$ 0	\$ 0	\$ 0	\$ 0	\$ 633
Contributions	50,000	0	0	0	0
<u>Citizens Groups</u>					
Donations	5,100	0	0	0	0
Total Other Governments and Citizens Groups	<u>\$ 55,100</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 633</u>
Total	<u>\$ 14,096,670</u>	<u>\$ 53,197</u>	<u>\$ 294,480</u>	<u>\$ 50</u>	<u>\$ 5,000,642</u>

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	<u>Debt Service</u> <u>Fund</u>	
	General Debt Service	Total
<u>Local Taxes</u>		
<u>County Property Taxes</u>		
Current Property Tax	\$ 86,724	\$ 9,018,539
Trustee's Collections - Prior Year	2,996	188,438
Trustee's Collections - Bankruptcy	68	4,237
Circuit Clerk/Clerk and Master Collections - Prior Years	1,922	125,611
Interest and Penalty	560	40,622
Payments in-Lieu-of Taxes - T.V.A.	89	8,702
Payments in-Lieu-of Taxes - Local Utilities	0	50,485
Payments in-Lieu-of Taxes - Other	0	21,860
<u>County Local Option Taxes</u>		
Local Option Sales Tax	1,676,893	1,676,893
Hotel/Motel Tax	0	33,984
Wheel Tax	829,496	829,496
Litigation Tax - General	0	84,475
Litigation Tax - Special Purpose	0	11,157
Litigation Tax - Jail, Workhouse, or Courthouse	0	76,324
Litigation Tax - Victim-Offender Mediation Center	0	5,010
Business Tax	1,226	127,102
Mixed Drink Tax	0	542
Mineral Severance Tax	0	79,656
Adequate Facilities/Development Tax	0	294,480
<u>Statutory Local Taxes</u>		
Bank Excise Tax	0	44,529
Wholesale Beer Tax	0	227,143
Other Statutory Local Taxes	0	4,380
Total Local Taxes	<u>\$ 2,599,974</u>	<u>\$ 12,953,665</u>

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	<u>Debt Service</u> <u>Fund</u>	
	General Debt Service	Total
<u>Licenses and Permits</u>		
<u>Licenses</u>		
Cable TV Franchise	\$ 0	\$ 51,870
<u>Permits</u>		
Beer Permits	0	3,729
Building Permits	0	113,220
Total Licenses and Permits	<u>\$ 0</u>	<u>\$ 168,819</u>
<u>Fines, Forfeitures, and Penalties</u>		
<u>Circuit Court</u>		
Fines	\$ 0	\$ 5,012
Officers Costs	0	2,666
Drug Control Fines	0	3,289
Drug Court Fees	0	742
Jail Fees	0	679
DUI Treatment Fines	0	475
Data Entry Fee - Circuit Court	0	394
<u>Criminal Court</u>		
DUI Treatment Fines	0	542
<u>General Sessions Court</u>		
Fines	0	7,353
Officers Costs	0	28,091
Game and Fish Fines	0	245
Drug Control Fines	0	4,594
Drug Court Fees	0	2,097
Jail Fees	0	6,904
DUI Treatment Fines	0	1,995
Data Entry Fee - General Sessions Court	0	11,714

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	<u>Debt Service</u> <u>Fund</u>	
	General Debt Service	Total
<u>Fines, Forfeitures, and Penalties (Cont.)</u>		
<u>Chancery Court</u>		
Officers Costs	\$ 0	\$ 1,817
Data Entry Fee - Chancery Court	0	2,900
<u>Judicial District Drug Program</u>		
Courtroom Security Fee	0	9,378
<u>Other Fines, Forfeitures, and Penalties</u>		
Proceeds from Confiscated Property	0	39,178
Other Fines, Forfeitures, and Penalties	0	388
Total Fines, Forfeitures, and Penalties	<u>\$ 0</u>	<u>\$ 130,453</u>
<u>Charges for Current Services</u>		
<u>General Service Charges</u>		
Other Employee Benefit Charges/Contributions	\$ 0	\$ 47,680
Patient Charges	0	1,097,303
<u>Fees</u>		
Copy Fees	0	9,071
Library Fees	0	899
Archives and Records Management Fee	0	15,164
Telephone Commissions	0	27,126
Vending Machine Collections	0	1,154
Constitutional Officers' Fees and Commissions	0	50
Data Processing Fee - Register	0	13,894
Probation Fees	0	1,526
Data Processing Fee - Sheriff	0	186
Sexual Offender Registration Fee - Sheriff	0	5,700
Data Processing Fee - County Clerk	0	705

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	<u>Debt Service</u> <u>Fund</u>	
	General Debt Service	Total
<hr/>		
<u>Charges for Current Services (Cont.)</u>		
<u>Fees (Cont.)</u>		
Vehicle Registration Reinstatement Fees	\$ 0	\$ 1,330
Total Charges for Current Services	<u>\$ 0</u>	<u>\$ 1,221,788</u>
<u>Other Local Revenues</u>		
<u>Recurring Items</u>		
Investment Income	\$ 15,478	\$ 17,601
Lease/Rentals	0	4,081
Commissary Sales	0	14,321
Sale of Recycled Materials	0	6,023
Miscellaneous Refunds	0	70,274
<u>Nonrecurring Items</u>		
Sale of Equipment	0	36,269
Contributions and Gifts	0	5,405
<u>Other Local Revenues</u>		
Other Local Revenues	0	1,410
Total Other Local Revenues	<u>\$ 15,478</u>	<u>\$ 155,384</u>
<u>Fees Received From County Officials</u>		
<u>Excess Fees</u>		
Juvenile Court Clerk	\$ 0	\$ 7,546
<u>Fees In-Lieu-of Salary</u>		
County Clerk	0	267,026
Circuit Court Clerk	0	22,180
General Sessions Court Clerk	0	186,283
Clerk and Master	0	95,328

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	<u>Debt Service Fund</u>	
	General Debt Service	Total
<hr/>		
<u>Fees Received From County Officials (Cont.)</u>		
<u>Fees In-Lieu-of Salary (Cont.)</u>		
Register	\$ 0	\$ 173,467
Sheriff	0	19,690
Trustee	0	436,525
Total Fees Received From County Officials	<u>\$ 0</u>	<u>\$ 1,208,045</u>
<u>State of Tennessee</u>		
<u>General Government Grants</u>		
Juvenile Services Program	\$ 0	\$ 9,000
<u>Public Safety Grants</u>		
Law Enforcement Training Programs	0	19,200
<u>Health and Welfare Grants</u>		
Health Department Programs	0	260,219
<u>Public Works Grants</u>		
Bridge Program	0	1,009,632
State Aid Program	0	210,072
<u>Other State Revenues</u>		
Income Tax	0	3,405
Beer Tax	0	19,194
Vehicle Certificate of Title Fees	0	7,144
Alcoholic Beverage Tax	0	95,197
State Revenue Sharing - T.V.A.	5,584	580,699
State Revenue Sharing - Telecommunications	0	66,148
State Shared Sports Gaming Privilege Tax	0	20,672
Contracted Prisoner Boarding	0	103,935
Gasoline and Motor Fuel Tax	0	2,757,736

(Continued)

Exhibit K-5

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types (Cont.)

	<u>Debt Service</u> <u>Fund</u>	
	General Debt Service	Total
<u>State of Tennessee (Cont.)</u>		
<u>Other State Revenues (Cont.)</u>		
Petroleum Special Tax	\$ 0	\$ 16,732
Registrar's Salary Supplement	0	11,373
Other State Grants	0	379,257
Other State Revenues	0	4,804
Total State of Tennessee	<u>\$ 5,584</u>	<u>\$ 5,574,419</u>
<u>Federal Government</u>		
<u>Federal Through State</u>		
Disaster Relief	\$ 0	\$ 4,893
Homeland Security Grants	0	41,891
American Rescue Plan Act Grant #1	0	13,200
American Rescue Plan Act Grant #5	0	7,144
Other Federal through State	0	5,935
<u>Direct Federal Revenue</u>		
Other Direct Federal Revenue	0	524,706
Total Federal Government	<u>\$ 0</u>	<u>\$ 597,769</u>
<u>Other Governments and Citizens Groups</u>		
<u>Other Governments</u>		
Paving and Maintenance	\$ 0	\$ 633
Contributions	163,284	213,284
<u>Citizens Groups</u>		
Donations	0	5,100
Total Other Governments and Citizens Groups	<u>\$ 163,284</u>	<u>\$ 219,017</u>
Total	<u>\$ 2,784,320</u>	<u>\$ 22,229,359</u>

Exhibit K-6

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

	<u>Special Revenue Funds</u>				
	General Purpose School	School Federal Projects	Central Cafeteria	Internal School	Total
<u>Local Taxes</u>					
<u>County Property Taxes</u>					
Current Property Tax	\$ 3,121,833	\$ 0	\$ 0	\$ 0	\$ 3,121,833
Trustee's Collections - Prior Year	70,762	0	0	0	70,762
Trustee's Collections - Bankruptcy	1,595	0	0	0	1,595
Circuit Clerk/Clerk and Master Collections - Prior Years	46,819	0	0	0	46,819
Interest and Penalty	14,851	0	0	0	14,851
Payments in-Lieu-of Taxes - T.V.A.	3,036	0	0	0	3,036
Payments in-Lieu-of Taxes - Local Utilities	6,000	0	0	0	6,000
<u>County Local Option Taxes</u>					
Local Option Sales Tax	2,656,898	0	0	0	2,656,898
Business Tax	44,015	0	0	0	44,015
Total Local Taxes	<u>\$ 5,965,809</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 5,965,809</u>
<u>Licenses and Permits</u>					
<u>Licenses</u>					
Marriage Licenses	\$ 1,188	\$ 0	\$ 0	\$ 0	\$ 1,188
Total Licenses and Permits	<u>\$ 1,188</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 1,188</u>
<u>Charges for Current Services</u>					
<u>Education Charges</u>					
Tuition - Other	\$ 2,900	\$ 0	\$ 0	\$ 0	\$ 2,900
Lunch Payments - Adults	0	0	30,752	0	30,752
Income from Breakfast	0	0	886	0	886
A la Carte Sales	0	0	148,619	0	148,619
Receipts from Individual Schools	2,669	0	0	0	2,669

(Continued)

Exhibit K-6

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

	<u>Special Revenue Funds</u>				
	General Purpose School	School Federal Projects	Central Cafeteria	Internal School	Total
<u>Charges for Current Services (Cont.)</u>					
<u>Education Charges (Cont.)</u>					
Community Service Fees - Adults	\$ 150	\$ 0	\$ 0	\$ 0	\$ 150
Total Charges for Current Services	<u>\$ 5,719</u>	<u>\$ 0</u>	<u>\$ 180,257</u>	<u>\$ 0</u>	<u>\$ 185,976</u>
<u>Other Local Revenues</u>					
<u>Recurring Items</u>					
Investment Income	\$ (420,219)	\$ 0	\$ 129	\$ 0	\$ (420,090)
Lease/Rentals	10,602	0	0	0	10,602
Miscellaneous Refunds	44,381	0	0	0	44,381
<u>Nonrecurring Items</u>					
Sale of Equipment	11,729	0	9	0	11,738
Damages Recovered from Individuals	866	0	0	0	866
Contributions and Gifts	18,361	0	0	0	18,361
<u>Other Local Revenues</u>					
Other Local Revenues	0	0	0	863,515	863,515
Total Other Local Revenues	<u>\$ (334,280)</u>	<u>\$ 0</u>	<u>\$ 138</u>	<u>\$ 863,515</u>	<u>\$ 529,373</u>
<u>State of Tennessee</u>					
<u>General Government Grants</u>					
On-behalf Contributions for OPEB	\$ 62,048	\$ 0	\$ 0	\$ 0	\$ 62,048
<u>State Education Funds</u>					
Basic Education Program	23,020,520	0	0	0	23,020,520
Early Childhood Education	417,796	0	0	0	417,796
School Food Service	19,518	0	0	0	19,518
Driver Education	434	0	0	0	434

(Continued)

Exhibit K-6

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

	<u>Special Revenue Funds</u>					Total
	General Purpose School	School Federal Projects	Central Cafeteria	Internal School	Total	
<u>State of Tennessee (Cont.)</u>						
<u>State Education Funds (Cont.)</u>						
Other State Education Funds	\$ 296,413	\$ 0	\$ 0	\$ 0	\$ 0	296,413
Coordinated School Health	90,000	0	0	0	0	90,000
Family Resource Centers	59,223	0	0	0	0	59,223
Career Ladder Program	55,436	0	0	0	0	55,436
<u>Other State Revenues</u>						
State Revenue Sharing - T.V.A.	201,011	0	0	0	0	201,011
Other State Grants	271,914	0	0	0	0	271,914
Safe Schools	85,904	0	0	0	0	85,904
Total State of Tennessee	<u>\$ 24,580,217</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>24,580,217</u>
<u>Federal Government</u>						
<u>Federal Through State</u>						
USDA School Lunch Program	\$ 0	\$ 0	\$ 1,734,832	\$ 0	\$ 0	1,734,832
USDA - Commodities	0	0	88,791	0	0	88,791
Breakfast	0	0	594,213	0	0	594,213
USDA - Other	0	0	14,181	0	0	14,181
Vocational Education - Basic Grants to States	0	109,611	0	0	0	109,611
Title I Grants to Local Education Agencies	0	1,083,166	0	0	0	1,083,166
Special Education - Grants to States	0	789,371	0	0	0	789,371
Special Education Preschool Grants	0	17,242	0	0	0	17,242
English Language Acquisition Grants	0	32,452	0	0	0	32,452
Rural Education	0	44,829	0	0	0	44,829
Eisenhower Professional Development State Grants	0	167,941	0	0	0	167,941
COVID-19 Grant #1	0	256,013	0	0	0	256,013

(Continued)

Exhibit K-6

Hickman County, Tennessee  
Schedule of Detailed Revenues -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

	<u>Special Revenue Funds</u>				
	General Purpose School	School Federal Projects	Central Cafeteria	Internal School	Total
<u>Federal Government (Cont.)</u>					
<u>Federal Through State (Cont.)</u>					
COVID-19 Grant #2	\$ 0	\$ 975,478	\$ 0	\$ 0	\$ 975,478
COVID-19 Grant B	0	84,676	0	0	84,676
COVID-19 Grant D	0	208,058	0	0	208,058
American Rescue Plan Act Grant #2	0	68,765	0	0	68,765
American Rescue Plan Act Grant #3	0	2,463	0	0	2,463
American Rescue Plan Act Grant #4	0	9,173	0	0	9,173
Other Federal through State	117,378	305,937	0	0	423,315
<u>Direct Federal Revenue</u>					
ROTC Reimbursement	71,503	0	0	0	71,503
Total Federal Government	<u>\$ 188,881</u>	<u>\$ 4,155,175</u>	<u>\$ 2,432,017</u>	<u>\$ 0</u>	<u>\$ 6,776,073</u>
<u>Other Governments and Citizens Groups</u>					
<u>Other</u>					
Other	\$ 64,956	\$ 0	\$ 0	\$ 0	\$ 64,956
Total Other Governments and Citizens Groups	<u>\$ 64,956</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 64,956</u>
Total	<u>\$ 30,472,490</u>	<u>\$ 4,155,175</u>	<u>\$ 2,612,412</u>	<u>\$ 863,515</u>	<u>\$ 38,103,592</u>

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
For the Year Ended June 30, 2022

General Fund

General Government

County Commission

Board and Committee Members Fees	\$	50,200	
Audit Services		10,219	
Legal Notices, Recording, and Court Costs		1,746	
Total County Commission	\$		62,165

Board of Equalization

Board and Committee Members Fees	\$	2,550	
Total Board of Equalization			2,550

Beer Board

Criminal Investigation of Applicants - TBI	\$	87	
Total Beer Board			87

County Mayor/Executive

County Official/Administrative Officer	\$	95,034	
Salary Supplements		1,568	
Secretary(ies)		32,100	
Legal Notices, Recording, and Court Costs		1,682	
Travel		2,311	
Other Contracted Services		11,065	
Office Supplies		995	
In Service/Staff Development		1,076	
Office Equipment		188	
Total County Mayor/Executive			146,019

County Attorney

Legal Services	\$	17,643	
Other Charges		2,500	
Total County Attorney			20,143

Election Commission

County Official/Administrative Officer	\$	74,053	
Deputy(ies)		28,072	
Part-time Personnel		12,570	
Election Commission		1,760	
Election Workers		2,320	
Data Processing Services		3,502	
Legal Notices, Recording, and Court Costs		360	
Printing, Stationery, and Forms		643	
Other Contracted Services		13,138	
Office Supplies		900	
Premiums on Corporate Surety Bonds		50	
Office Equipment		4,508	
Total Election Commission			141,876

Register of Deeds

County Official/Administrative Officer	\$	82,281	
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(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

General Government (Cont.)

Register of Deeds (Cont.)

Deputy(ies)	\$	31,893	
Salary Supplements		2,147	
Clerical Personnel		26,224	
Longevity Pay		1,400	
Data Processing Services		14,597	
Maintenance and Repair Services - Office Equipment		1,154	
Travel		1,160	
Office Supplies		887	
In Service/Staff Development		455	
Total Register of Deeds			\$ 162,198

Planning

Supervisor/Director	\$	58,001	
Deputy(ies)		34,240	
Clerical Personnel		25,376	
Board and Committee Members Fees		2,850	
Contracts with Private Agencies		2,200	
Data Processing Services		2,510	
Legal Services		8,949	
Legal Notices, Recording, and Court Costs		4,889	
Maintenance and Repair Services - Vehicles		730	
Printing, Stationery, and Forms		497	
Travel		199	
Other Contracted Services		15,168	
Gasoline		3,082	
Office Supplies		282	
Other Supplies and Materials		246	
In Service/Staff Development		964	
Office Equipment		1,475	
Total Planning			161,658

County Buildings

Supervisor/Director	\$	52,747	
Custodial Personnel		26,655	
Part-time Personnel		2,635	
Maintenance and Repair Services - Buildings		185,544	
Maintenance and Repair Services - Vehicles		4,436	
Custodial Supplies		12,237	
Gasoline		2,586	
Office Supplies		2,643	
Uniforms		2,191	
Other Charges		294	
Total County Buildings			291,968

Other Facilities

Communication	\$	151,827	
Pest Control		5,500	

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

General Government (Cont.)

Other Facilities (Cont.)

Disposal Fees	\$	4	
Electricity		143,559	
Utilities		94,395	
Total Other Facilities			\$ 395,285

Other General Administration

Other Salaries and Wages	\$	82,349	
Maintenance Agreements		6,641	
Maintenance and Repair Services - Equipment		2,960	
Travel		75	
Other Contracted Services		2,287	
Office Supplies		422	
Other Supplies and Materials		328	
Office Equipment		20,553	
Total Other General Administration			115,615

Preservation of Records

Salary Supplements	\$	1,500	
Clerical Personnel		30,356	
Longevity Pay		2,400	
Other Contracted Services		3,219	
Office Supplies		249	
Other Supplies and Materials		381	
In Service/Staff Development		100	
Other Charges		254	
Total Preservation of Records			38,459

Finance

Accounting and Budgeting

County Official/Administrative Officer	\$	96,522	
Assistant(s)		40,210	
Accountants/Bookkeepers		100,219	
Salary Supplements		7,500	
Longevity Pay		2,900	
Data Processing Services		19,351	
Legal Notices, Recording, and Court Costs		4,017	
Printing, Stationery, and Forms		4,175	
Travel		202	
Other Contracted Services		2,163	
Office Supplies		3,180	
Premiums on Corporate Surety Bonds		50	
In Service/Staff Development		1,030	
Office Equipment		865	
Total Accounting and Budgeting			282,384

Property Assessor's Office

County Official/Administrative Officer	\$	82,281	
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(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Finance (Cont.)

Property Assessor's Office (Cont.)

Deputy(ies)	\$	27,390	
Assessment Personnel		31,462	
Salary Supplements		3,522	
Clerical Personnel		33,466	
Longevity Pay		2,400	
Overtime Pay		9,375	
Contracts with Private Agencies		5,454	
Data Processing Services		32,324	
Legal Notices, Recording, and Court Costs		522	
Maintenance and Repair Services - Office Equipment		576	
Maintenance and Repair Services - Vehicles		1,280	
Printing, Stationery, and Forms		4,065	
Travel		527	
Other Contracted Services		7,870	
Gasoline		793	
Office Supplies		2,666	
In Service/Staff Development		312	
Office Equipment		4,582	
Total Property Assessor's Office			\$ 250,867

County Trustee's Office

County Official/Administrative Officer	\$	82,281	
Deputy(ies)		33,920	
Data Processing Personnel		27,081	
Salary Supplements		3,647	
Clerical Personnel		30,592	
Part-time Personnel		9,318	
Longevity Pay		1,900	
Data Processing Services		12,599	
Legal Notices, Recording, and Court Costs		295	
Printing, Stationery, and Forms		4,796	
Travel		1,130	
Other Contracted Services		1,633	
Office Supplies		2,169	
Premiums on Corporate Surety Bonds		100	
In Service/Staff Development		810	
Office Equipment		1,058	
Total County Trustee's Office			213,329

County Clerk's Office

County Official/Administrative Officer	\$	82,281	
Deputy(ies)		32,431	
Salary Supplements		7,772	
Secretary(ies)		30,913	
Clerical Personnel		88,501	
Part-time Personnel		7,180	
Longevity Pay		7,400	

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Finance (Cont.)

County Clerk's Office (Cont.)

Data Processing Services	\$	22,549	
Travel		3,737	
Office Supplies		3,409	
In Service/Staff Development		1,265	
Office Equipment		14,385	
Total County Clerk's Office			\$ 301,823

Administration of Justice

Circuit Court

County Official/Administrative Officer	\$	82,281	
Deputy(ies)		141,322	
Part-time Personnel		10,035	
Longevity Pay		5,400	
Other Salaries and Wages		30,000	
Jury and Witness Expense		2,248	
Data Processing Services		22,102	
Legal Notices, Recording, and Court Costs		506	
Maintenance and Repair Services - Office Equipment		2,361	
Office Supplies		4,445	
Office Equipment		5,324	
Total Circuit Court			306,024

General Sessions Court

Judge(s)	\$	119,085	
Guidance Personnel		56,950	
Secretary(ies)		18,789	
Part-time Personnel		5,858	
Longevity Pay		3,000	
Travel		1,075	
Other Contracted Services		727	
Library Books/Media		1,210	
Office Supplies		928	
In Service/Staff Development		905	
Office Equipment		993	
Total General Sessions Court			209,520

General Sessions Judge

Judge(s)	\$	478	
In Service/Staff Development		425	
Total General Sessions Judge			903

Chancery Court

County Official/Administrative Officer	\$	82,281	
Assistant(s)		24,822	
Deputy(ies)		25,844	
Longevity Pay		3,300	
Data Processing Services		14,453	

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Administration of Justice (Cont.)

Chancery Court (Cont.)

Legal Notices, Recording, and Court Costs	\$	1,500	
Office Supplies		5,091	
Total Chancery Court			\$ 157,291

Judicial Commissioners

Part-time Personnel	\$	15,812	
Longevity Pay		1,000	
Other Salaries and Wages		33,046	
In-service Training		403	
Travel		971	
Office Supplies		328	
In Service/Staff Development		200	
Other Charges		350	
Total Judicial Commissioners			52,110

Public Safety

Sheriff's Department

County Official/Administrative Officer	\$	90,509	
Assistant(s)		38,368	
Deputy(ies)		969,112	
Accountants/Bookkeepers		36,451	
Salary Supplements		20,700	
Dispatchers/Radio Operators		266,634	
Part-time Personnel		15,450	
Longevity Pay		19,500	
Overtime Pay		39,108	
Bonus Payments		29,000	
Other Salaries and Wages		200,445	
Advertising		200	
Communication		5,911	
Data Processing Services		19,096	
Legal Services		64	
Maintenance and Repair Services - Equipment		425	
Maintenance and Repair Services - Vehicles		51,269	
Postal Charges		297	
Travel		7,795	
Other Contracted Services		960	
Diesel Fuel		459	
Gasoline		108,623	
Law Enforcement Supplies		31,252	
Office Supplies		6,709	
Tires and Tubes		9,509	
Uniforms		7,702	
In Service/Staff Development		21,526	
Other Charges		5,590	
Motor Vehicles		120,888	
Office Equipment		3,936	
Total Sheriff's Department			2,127,488

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Public Safety (Cont.)

Administration of the Sexual Offender Registry

Office Supplies	\$	480	
Other Charges		1,750	
Office Equipment		1,797	
Total Administration of the Sexual Offender Registry	\$		4,027

Jail

Guards	\$	566,034	
Longevity Pay		4,400	
Overtime Pay		10,662	
Bonus Payments		13,000	
Other Salaries and Wages		11,461	
Medical and Dental Services		104,980	
Travel		1,095	
Other Contracted Services		119,928	
Custodial Supplies		17,750	
Drugs and Medical Supplies		17,998	
Food Supplies		195,097	
Law Enforcement Supplies		4,157	
Office Supplies		4,332	
Prisoners Clothing		2,932	
Uniforms		3,265	
Other Supplies and Materials		8,858	
In Service/Staff Development		100	
Data Processing Equipment		27,473	
Office Equipment		2,051	
Total Jail			1,115,573

Fire Prevention and Control

Contracts with Government Agencies	\$	2,000	
Instructional Supplies and Materials		91	
In Service/Staff Development		7,862	
Total Fire Prevention and Control			9,953

Rural Fire Protection

Liability Claims	\$	12,134	
Total Rural Fire Protection			12,134

Civil Defense

Supervisor/Director	\$	62,541	
Other Salaries and Wages		39,057	
Dues and Memberships		520	
Lease Payments		3,400	
Maintenance and Repair Services - Equipment		4,119	
Maintenance and Repair Services - Vehicles		9,617	
Other Contracted Services		2,233	
Diesel Fuel		1,381	
Gasoline		7,251	

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Public Safety (Cont.)

Civil Defense (Cont.)

Office Supplies	\$	837	
Propane Gas		1,099	
Uniforms		648	
Other Supplies and Materials		11,854	
Premiums on Corporate Surety Bonds		50	
In Service/Staff Development		1,435	
Communication Equipment		14,269	
Other Equipment		452	
Total Civil Defense			\$ 160,763

Rescue Squad

Contributions	\$	35,000	
Total Rescue Squad			35,000

County Coroner/Medical Examiner

Medical Personnel	\$	3,900	
Other Contracted Services		63,160	
Total County Coroner/Medical Examiner			67,060

Public Health and Welfare

Local Health Center

Contributions	\$	38,111	
Other Contracted Services		1,476	
Office Supplies		120	
Other Charges		200	
Total Local Health Center			39,907

Ambulance/Emergency Medical Services

Supervisor/Director	\$	59,833	
Medical Personnel		894,953	
Part-time Personnel		136,701	
Longevity Pay		16,100	
Overtime Pay		358,306	
Dues and Memberships		990	
Maintenance and Repair Services - Buildings		1,727	
Maintenance and Repair Services - Equipment		945	
Maintenance and Repair Services - Vehicles		21,554	
Travel		2,403	
Other Contracted Services		188,303	
Custodial Supplies		2,270	
Diesel Fuel		11,865	
Drugs and Medical Supplies		84,365	
Gasoline		43,098	
Office Supplies		1,206	
Tires and Tubes		7,766	
Uniforms		7,329	
Other Supplies and Materials		7,197	

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Public Health and Welfare (Cont.)

Ambulance/Emergency Medical Services (Cont.)

In Service/Staff Development	\$ 13,919	
Office Equipment	2,370	
Other Equipment	18,725	
Total Ambulance/Emergency Medical Services		\$ 1,881,925

Alcohol and Drug Programs

Probation Officer(s)	\$ 11,704	
Travel	519	
Office Supplies	150	
Other Charges	2,814	
Total Alcohol and Drug Programs		15,187

Other Local Health Services

Medical Personnel	\$ 117,793	
Educational Assistants	60,952	
Travel	8,691	
Other Supplies and Materials	120	
Liability Insurance	194	
Total Other Local Health Services		187,750

Other Public Health and Welfare

Other Charges	\$ 3,890	
Total Other Public Health and Welfare		3,890

Social, Cultural, and Recreational Services

Senior Citizens Assistance

Contributions	\$ 10,000	
Total Senior Citizens Assistance		10,000

Libraries

Assistant(s)	\$ 111,283	
Librarians	39,198	
Longevity Pay	4,700	
Other Salaries and Wages	17,884	
Data Processing Services	3,235	
Dues and Memberships	67	
Maintenance and Repair Services - Buildings	1,035	
Postal Charges	697	
Travel	340	
Other Contracted Services	17,272	
Library Books/Media	3,814	
Office Supplies	2,607	
Utilities	5,770	
Other Supplies and Materials	946	
Other Charges	14,480	
Other Equipment	3,000	
Total Libraries		226,328

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Agriculture and Natural Resources

Agricultural Extension Service

Contributions	\$	35,993	
Dues and Memberships		330	
Custodial Supplies		123	
Office Equipment		980	
Total Agricultural Extension Service			\$ 37,426

Soil Conservation

Secretary(ies)	\$	25,028	
Longevity Pay		600	
Other Contracted Services		5,000	
Other Charges		2,550	
Total Soil Conservation			33,178

Other Operations

Industrial Development

Supervisor/Director	\$	58,917	
Contributions		12,294	
Total Industrial Development			71,211

Veterans' Services

Supervisor/Director	\$	31,201	
Maintenance and Repair Services - Vehicles		356	
Rentals		3,600	
Other Contracted Services		449	
Gasoline		687	
Office Supplies		94	
Other Charges		902	
Total Veterans' Services			37,289

Other Charges

Liability Insurance	\$	294,738	
Trustee's Commission		216,839	
Workers' Compensation Insurance		127,277	
Total Other Charges			638,854

Employee Benefits

Social Security	\$	461,125	
Pensions		638,624	
Life Insurance		43,496	
Medical Insurance		1,795,541	
Unemployment Compensation		4,372	
Other Contracted Services		5,800	
Total Employee Benefits			2,948,958

American Rescue Plan Act Grant #5

Other Charges	\$	6,160	
Total American Rescue Plan Act Grant #5			6,160

(Continued)

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Fund (Cont.)

Other Operations (Cont.)

American Rescue Plan Act Grant #6

Other Equipment	\$ 13,200	
Total American Rescue Plan Act Grant #6		\$ 13,200

Miscellaneous

Contracts with Government Agencies	\$ 12,920	
Contributions	108,000	
Dues and Memberships	17,079	
Postal Charges	42,840	
Rentals	40	
Refunds	2,928	
Other Charges	2,654	
Total Miscellaneous		186,461

Capital Projects

Other General Government Projects

Building Construction	\$ 67,048	
Total Other General Government Projects		67,048

Total General Fund		\$ 13,249,044
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Drug Control Fund

Public Safety

Sheriff's Department

Motor Vehicles	\$ 96,057	
Total Sheriff's Department		\$ 96,057

Total Drug Control Fund		96,057
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Adequate Facilities/ Development Tax Fund

General Government

Building

Trustee's Commission	\$ 2,968	
Total Building		\$ 2,968

Total Adequate Facilities/ Development Tax Fund		2,968
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Constitutional Officers - Fees Fund

Administration of Justice

Circuit Court

Constitutional Officers' Operating Expenses	\$ 50	
Total Circuit Court		\$ 50

Total Constitutional Officers - Fees Fund		50
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(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

Highway/Public Works Fund

Highways

Administration

County Official/Administrative Officer	\$	90,509	
Salary Supplements		2,072	
Secretary(ies)		41,631	
Clerical Personnel		20,181	
Part-time Personnel		17,056	
Overtime Pay		4,884	
Bonus Payments		1,500	
Board and Committee Members Fees		16,400	
Contributions		500	
Dues and Memberships		3,875	
Legal Notices, Recording, and Court Costs		1,787	
Travel		1,138	
Other Contracted Services		7,845	
Office Supplies		257	
In Service/Staff Development		550	
Office Equipment		2,037	
Total Administration			\$ 212,222

Highway and Bridge Maintenance

Salary Supplements	\$	1,500	
Foremen		229,805	
Equipment Operators		312,137	
Laborers		257,344	
Overtime Pay		48,328	
Bonus Payments		25,500	
Asphalt - Cold Mix		59,786	
Asphalt - Liquid		142,527	
Crushed Stone		368,607	
General Construction Materials		17,575	
Other Road Materials		13,445	
Pipe		63,075	
Road Signs		9,547	
Small Tools		4,743	
Chemicals		4,800	
Total Highway and Bridge Maintenance			1,558,719

Operation and Maintenance of Equipment

Foremen	\$	39,938	
Mechanic(s)		31,463	
Overtime Pay		5,573	
Bonus Payments		2,000	
Laundry Service		11,355	
Diesel Fuel		185,262	
Equipment and Machinery Parts		113,530	
Garage Supplies		31,556	
Gasoline		34,693	
Lubricants		13,183	

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

Highway/Public Works Fund (Cont.)

Highways (Cont.)

Operation and Maintenance of Equipment (Cont.)

Tires and Tubes	\$	44,293	
Other Charges		3,103	
Total Operation and Maintenance of Equipment			\$ 515,949

Other Charges

Communication	\$	4,858	
Legal Services		150	
Electricity		4,432	
Water and Sewer		4,454	
Liability Insurance		50,765	
Trustee's Commission		35,138	
Total Other Charges			99,797

Employee Benefits

Social Security	\$	83,230	
Pensions		116,700	
Employee and Dependent Insurance		355,561	
Unemployment Compensation		6,688	
Workers' Compensation Insurance		109,563	
Other Charges		1,205	
Total Employee Benefits			672,947

Capital Outlay

Bridge Construction	\$	1,244,790	
Highway Construction		433,695	
Motor Vehicles		8,300	
Other Construction		24,702	
Total Capital Outlay			<u>1,711,487</u>

Total Highway/Public Works Fund \$ 4,771,121

General Debt Service Fund

Principal on Debt

General Government

Principal on Notes	\$	123,095	
Principal on Other Loans		412,000	
Total General Government			\$ 535,095

Highways and Streets

Principal on Notes	\$	71,300	
Total Highways and Streets			71,300

Education

Principal on Other Loans	\$	1,661,212	
Total Education			1,661,212

(Continued)

Exhibit K-7

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types (Cont.)

General Debt Service Fund (Cont.)

Interest on Debt

General Government

Interest on Notes	\$ 61,084	
Interest on Other Loans	36,853	
Total General Government		\$ 97,937

Highways and Streets

Interest on Notes	\$ 14,787	
Total Highways and Streets		14,787

Education

Interest on Other Loans	\$ 129,762	
Total Education		129,762

Other Debt Service

General Government

Trustee's Commission	\$ 26,774	
Other Debt Service	25,498	
Total General Government		52,272

Education

Other Debt Service	\$ 61,101	
Total Education		61,101

Total General Debt Service Fund \$ 2,623,466

Education Debt Service Fund

Other Debt Service

General Government

Trustee's Commission	\$ 320	
Total General Government		\$ 320

Total Education Debt Service Fund 320

General Capital Projects Fund

Capital Projects

Other General Government Projects

Other Capital Outlay	\$ 16,006	
Total Other General Government Projects		\$ 16,006

Highway and Street Capital Projects

Other Debt Issuance Charges	\$ 500	
Highway Equipment	4,450	
Total Highway and Street Capital Projects		4,950

Total General Capital Projects Fund 20,956

Total Governmental Funds - Primary Government \$ 20,763,982

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department  
For the Year Ended June 30, 2022

General Purpose School Fund

Instruction

Regular Instruction Program

Teachers	\$ 9,012,167	
Career Ladder Program	44,755	
Salary Supplements	320,219	
Educational Assistants	350,924	
Other Salaries and Wages	384,947	
Non-certified Substitute Teachers	149,459	
Social Security	757,909	
Pensions	839,112	
Medical Insurance	1,384,595	
On-behalf Payments to OPEB	19,011	
Maintenance and Repair Services - Equipment	16,000	
Other Contracted Services	50,747	
Instructional Supplies and Materials	145,797	
Textbooks - Bound	17,743	
Other Supplies and Materials	21,039	
Other Charges	2,337	
Regular Instruction Equipment	84,673	
Total Regular Instruction Program		\$ 13,601,434

Alternative Instruction Program

Teachers	\$ 103,355	
Educational Assistants	18,371	
Social Security	8,955	
Pensions	10,519	
Medical Insurance	13,800	
Instructional Supplies and Materials	313	
Other Supplies and Materials	1,044	
Total Alternative Instruction Program		156,357

Special Education Program

Teachers	\$ 1,595,917	
Psychological Personnel	64,000	
Homebound Teachers	1,348	
Educational Assistants	285,263	
Speech Pathologist	184,212	
Social Security	156,277	
Pensions	207,500	
Medical Insurance	308,625	
Other Contracted Services	219,289	
Total Special Education Program		3,022,431

Career and Technical Education Program

Teachers	\$ 698,231	
Salary Supplements	12,000	
Non-certified Substitute Teachers	15,000	
Social Security	53,880	

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

General Purpose School Fund (Cont.)

Instruction (Cont.)

Career and Technical Education Program (Cont.)

Pensions	\$	72,684	
Medical Insurance		101,032	
Other Contracted Services		10,720	
Textbooks - Bound		4,150	
Other Supplies and Materials		36,428	
Vocational Instruction Equipment		47,527	
Total Career and Technical Education Program			\$ 1,051,652

Support Services

Attendance

Supervisor/Director	\$	19,120	
Other Salaries and Wages		31,894	
Social Security		3,884	
Pensions		5,780	
Medical Insurance		11,208	
Travel		1,723	
Other Contracted Services		8,873	
Other Supplies and Materials		896	
Total Attendance			83,378

Health Services

Medical Personnel	\$	157,708	
Other Salaries and Wages		106,672	
Social Security		19,583	
Pensions		24,672	
Medical Insurance		35,212	
Travel		5,709	
Other Contracted Services		3,744	
Drugs and Medical Supplies		4,199	
Other Supplies and Materials		2,733	
In Service/Staff Development		394	
Other Charges		1,959	
Health Equipment		6,342	
Total Health Services			368,927

Other Student Support

Guidance Personnel	\$	555,374	
Other Salaries and Wages		82,560	
Social Security		47,368	
Pensions		63,325	
Medical Insurance		66,950	
Evaluation and Testing		20,393	
Payments to Schools - Other		80,000	
Travel		1,851	
Other Contracted Services		16,900	
Other Supplies and Materials		4,000	
In Service/Staff Development		310	
Total Other Student Support			939,031

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

General Purpose School Fund (Cont.)

Support Services (Cont.)

Regular Instruction Program

Supervisor/Director	\$	65,583	
Librarians		410,738	
Secretary(ies)		185,699	
Clerical Personnel		189,816	
Other Salaries and Wages		20,138	
Social Security		61,595	
Pensions		91,295	
Medical Insurance		153,078	
Travel		1,796	
Other Contracted Services		15,008	
Other Supplies and Materials		301	
In Service/Staff Development		276	
Other Equipment		49,477	
Total Regular Instruction Program			\$ 1,244,800

Special Education Program

Supervisor/Director	\$	67,859	
In-service Training		594	
Social Security		4,870	
Pensions		7,597	
Medical Insurance		7,900	
Maintenance and Repair Services - Equipment		1,057	
Travel		6,368	
Total Special Education Program			96,245

Career and Technical Education Program

Supervisor/Director	\$	90,112	
Other Salaries and Wages		1,082	
Social Security		6,361	
Pensions		8,376	
Medical Insurance		7,812	
Maintenance and Repair Services - Equipment		1,200	
Travel		1,871	
Other Supplies and Materials		2,986	
Total Career and Technical Education Program			119,800

Technology

Supervisor/Director	\$	63,788	
Other Salaries and Wages		4,622	
Social Security		4,973	
Pensions		7,546	
Medical Insurance		7,900	
Maintenance and Repair Services - Equipment		3,030	
Internet Connectivity		92,786	
Travel		315	
Other Contracted Services		73,047	

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

General Purpose School Fund (Cont.)

Support Services (Cont.)

Technology (Cont.)

Other Supplies and Materials	\$	672	
Regular Instruction Equipment		40,299	
Total Technology			\$ 298,978

Other Programs

On-behalf Payments to OPEB	\$	62,048	
Total Other Programs			62,048

Board of Education

Board and Committee Members Fees	\$	6,986	
In-service Training		5,316	
Social Security		494	
Audit Services		27,500	
Dues and Memberships		26,482	
Legal Services		39,489	
Other Contracted Services		2,447	
Liability Insurance		74,292	
Trustee's Commission		130,500	
Workers' Compensation Insurance		156,390	
Other Charges		7,180	
Total Board of Education			477,076

Director of Schools

County Official/Administrative Officer	\$	113,000	
Career Ladder Program		1,000	
Secretary(ies)		87,895	
Social Security		15,154	
Pensions		21,231	
Medical Insurance		11,900	
Communication		2,761	
Maintenance and Repair Services - Equipment		10,119	
Travel		2,509	
Other Contracted Services		3,710	
Office Supplies		925	
Other Supplies and Materials		3,328	
Other Charges		13,008	
Total Director of Schools			286,540

Office of the Principal

Principals	\$	651,529	
Assistant Principals		498,890	
Other Salaries and Wages		67,692	
Social Security		90,983	
Pensions		126,257	
Medical Insurance		103,508	
Postal Charges		1,600	

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

General Purpose School Fund (Cont.)

Support Services (Cont.)

Office of the Principal (Cont.)

Travel	\$	3,600	
Other Contracted Services		133,133	
Total Office of the Principal			\$ 1,677,192

Fiscal Services

Other Contracted Services	\$	45,000	
Total Fiscal Services			45,000

Operation of Plant

Communication	\$	45,012	
Other Contracted Services		593,641	
Custodial Supplies		30,860	
Electricity		796,499	
Natural Gas		105,537	
Water and Sewer		239,569	
Other Supplies and Materials		1,360	
Boiler Insurance		7,105	
Building and Contents Insurance		167,486	
Plant Operation Equipment		54,625	
Total Operation of Plant			2,041,694

Maintenance of Plant

Supervisor/Director	\$	63,788	
Secretary(ies)		11,500	
Other Salaries and Wages		176,153	
Social Security		17,217	
Pensions		27,059	
Medical Insurance		41,324	
Maintenance and Repair Services - Buildings		193,673	
Maintenance and Repair Services - Equipment		216,977	
Travel		4,536	
Other Contracted Services		170,599	
Equipment and Machinery Parts		6,347	
Motor Vehicles		40,000	
Total Maintenance of Plant			969,173

Transportation

Supervisor/Director	\$	60,750	
Mechanic(s)		78,218	
Bus Drivers		628,911	
Secretary(ies)		11,862	
Other Salaries and Wages		3,368	
Social Security		57,198	
Pensions		96,656	
Medical Insurance		89,624	
Other Fringe Benefits		10,565	

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

General Purpose School Fund (Cont.)

Support Services (Cont.)

Transportation (Cont.)

Maintenance and Repair Services - Vehicles	\$	14,013	
Travel		171	
Other Contracted Services		38,585	
Diesel Fuel		156,542	
Garage Supplies		2,386	
Gasoline		39,916	
Lubricants		3,787	
Propane Gas		47,887	
Tires and Tubes		8,123	
Vehicle Parts		46,815	
Vehicle and Equipment Insurance		43,352	
Motor Vehicles		40,000	
Transportation Equipment		477,556	
Other Equipment		19,394	
Total Transportation			\$ 1,975,679

Central and Other

Social Security	\$	124	
Unemployment Compensation		5,513	
Other Fringe Benefits		1,677	
Contributions		140,000	
Other Contracted Services		10,935	
Other Supplies and Materials		20,062	
Other Charges		1,200	
Total Central and Other			179,511

Operation of Non-Instructional Services

Food Service

Supervisor/Director	\$	22,000	
Cafeteria Personnel		21,600	
Social Security		3,335	
Pensions		4,808	
Food Supplies		16,246	
Total Food Service			67,989

Community Services

Supervisor/Director	\$	31,894	
Other Salaries and Wages		58,075	
Social Security		6,768	
Pensions		9,683	
Medical Insurance		15,624	
Other Supplies and Materials		5,000	
Office Equipment		300	
Total Community Services			127,344

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

General Purpose School Fund (Cont.)

Operation of Non-Instructional Services (Cont.)

Early Childhood Education

Supervisor/Director	\$	40,720	
Teachers		135,900	
Educational Assistants		62,381	
Other Salaries and Wages		10,293	
Non-certified Substitute Teachers		640	
Social Security		18,719	
Pensions		31,541	
Medical Insurance		50,470	
Other Contracted Services		189	
Instructional Supplies and Materials		14,811	
Other Supplies and Materials		10,498	
Other Equipment		4,904	
Total Early Childhood Education			\$ 381,066

Capital Outlay

Regular Capital Outlay

Other Capital Outlay	\$	419,567	
Total Regular Capital Outlay			419,567

Other Debt Service

Education

Debt Service Contribution to Primary Government	\$	163,284	
Total Education			163,284

Total General Purpose School Fund \$ 29,856,196

School Federal Projects Fund

Instruction

Regular Instruction Program

Teachers	\$	150,550	
Educational Assistants		2,400	
Other Salaries and Wages		778,417	
Non-certified Substitute Teachers		2,176	
Social Security		61,853	
Pensions		86,237	
Medical Insurance		93,524	
Employer Medicare		2,131	
Other Contracted Services		2,500	
Instructional Supplies and Materials		99,581	
Other Supplies and Materials		3,410	
Regular Instruction Equipment		321,355	
Total Regular Instruction Program			\$ 1,604,134

Alternative Instruction Program

Teachers	\$	21,167	
Employer Medicare		307	
Total Alternative Instruction Program			21,474

(Continued)

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

School Federal Projects Fund (Cont.)

Instruction (Cont.)

Special Education Program

Educational Assistants	\$	385,402	
Other Salaries and Wages		19,703	
Non-certified Substitute Teachers		19,072	
Social Security		30,541	
Pensions		37,356	
Medical Insurance		67,800	
Employer Medicare		1,559	
Instructional Supplies and Materials		1,727	
Special Education Equipment		3,265	
Total Special Education Program			\$ 566,425

Career and Technical Education Program

Educational Assistants	\$	17,428	
Social Security		1,603	
Pensions		2,077	
Medical Insurance		1,800	
Unemployment Compensation		42	
Other Contracted Services		5,500	
Other Supplies and Materials		26,206	
Vocational Instruction Equipment		31,526	
Total Career and Technical Education Program			86,182

Support Services

Attendance

Clerical Personnel	\$	26,662	
Social Security		1,583	
Pensions		2,696	
Employer Medicare		330	
Total Attendance			31,271

Health Services

Medical Personnel	\$	37,100	
Other Salaries and Wages		5,316	
Social Security		2,818	
Pensions		2,724	
Employer Medicare		614	
Total Health Services			48,572

Other Student Support

Supervisor/Director	\$	64,800	
Other Salaries and Wages		186,413	
Social Security		15,979	
Pensions		19,301	
Medical Insurance		26,920	
Employer Medicare		2,662	
Communication		8,777	

(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

School Federal Projects Fund (Cont.)

Support Services (Cont.)

Other Student Support (Cont.)

Travel	\$	17,160	
Other Contracted Services		20,285	
Office Supplies		4,940	
Other Supplies and Materials		21,937	
In Service/Staff Development		15,665	
Other Charges		11,263	
Total Other Student Support			\$ 416,102

Regular Instruction Program

Supervisor/Director	\$	128,834	
Instructional Computer Personnel		99,400	
Secretary(ies)		31,500	
Other Salaries and Wages		285,417	
Non-certified Substitute Teachers		672	
Social Security		39,944	
Pensions		55,266	
Medical Insurance		42,122	
Employer Medicare		1,659	
Maintenance and Repair Services - Equipment		5,893	
Travel		3,547	
Other Contracted Services		113,239	
Instructional Supplies and Materials		28,465	
Other Supplies and Materials		5,440	
In Service/Staff Development		22,364	
Other Charges		41,337	
Total Regular Instruction Program			905,099

Special Education Program

Supervisor/Director	\$	5,901	
Psychological Personnel		136,620	
Medical Personnel		58,138	
Secretary(ies)		44,727	
Other Salaries and Wages		3,000	
Social Security		15,409	
Pensions		21,183	
Medical Insurance		20,000	
Employer Medicare		3,208	
Contracts with Private Agencies		33,587	
Postal Charges		764	
Other Contracted Services		3,763	
Other Supplies and Materials		14,270	
Other Equipment		10,069	
Total Special Education Program			370,639

Career and Technical Education Program

Clerical Personnel	\$	1,936	
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(Continued)

Exhibit K-8

Hickman County, Tennessee  
Schedule of Detailed Expenditures -  
All Governmental Fund Types  
Discretely Presented Hickman County School Department (Cont.)

School Federal Projects Fund (Cont.)

Support Services (Cont.)

Career and Technical Education Program (Cont.)

Social Security	\$	147	
Pensions		214	
Medical Insurance		200	
Total Career and Technical Education Program			\$ 2,497

Technology

Other Equipment	\$	75,524	
Total Technology			75,524

Operation of Plant

Janitorial Services	\$	23,720	
Total Operation of Plant			23,720

Total School Federal Projects Fund \$ 4,151,639

Central Cafeteria Fund

Operation of Non-Instructional Services

Food Service

Supervisor/Director	\$	37,000	
Accountants/Bookkeepers		123,980	
Cafeteria Personnel		467,363	
Social Security		46,821	
Pensions		64,805	
Medical Insurance		45,000	
Communication		2,941	
Maintenance and Repair Services - Equipment		52,225	
Transportation - Other than Students		3,593	
Travel		3,077	
Other Contracted Services		64,862	
Food Supplies		909,989	
Utilities		1,257	
USDA - Commodities		88,791	
Other Supplies and Materials		98,431	
Other Charges		14,259	
Food Service Equipment		4,484	
Total Food Service			\$ 2,028,878

Total Central Cafeteria Fund 2,028,878

Internal School Fund

Operation of Non-Instructional Services

Community Services

Other Charges	\$	967,989	
Total Community Services			\$ 967,989

Total Internal School Fund 967,989

Total Governmental Funds - Hickman County School Department \$ 37,004,702

Exhibit K-9

Hickman County, Tennessee  
Schedule of Detailed Revenues and Expenses  
Solid Waste Disposal Fund  
For the Year Ended June 30, 2022

	Business-type Activities - Major <u>Enterprise Fund</u> Solid Waste Disposal Fund
<u>Revenues</u>	
<u>Operating Revenues</u>	
<u>Charges for Current Services</u>	
Commercial and Industrial Waste Collections	\$ 166,455
Residential Waste Collection Charge	144,909
Tipping Fees	71,424
Solid Waste Disposal Fee	859,677
Contracted Services	196,438
Total Charges for Current Services	<u>\$ 1,438,903</u>
 <u>Other Local Revenues</u>	
<u>Recurring Items</u>	
Lease/Rentals	\$ 73,915
Sale of Recycled Materials	236,297
Total Other Local Revenues	<u>\$ 310,212</u>
Total Operating Revenues	<u>\$ 1,749,115</u>
 <u>Nonoperating Revenues</u>	
Investment Income	\$ 593
Litter Program Grant	36,408
Total Nonoperating Revenues	<u>\$ 37,001</u>
Total Revenues	<u><u>\$ 1,786,116</u></u>
 <u>Expenses</u>	
<u>Operating Expenses</u>	
<u>Sanitation Management</u>	
Supervisor/Director	\$ 60,025
Deputies	33,480
Data Processing Personnel	23,208

(Continued)

Exhibit K-9

Hickman County, Tennessee  
Schedule of Detailed Revenues and Expenses  
Solid Waste Disposal Fund (Cont.)

	Business-type Activities - Major <u>Enterprise Fund</u> Solid Waste Disposal <u>Fund</u>
<u>Expenses (Cont.)</u>	
<u>Operating Expenses (Cont.)</u>	
<u>Sanitation Management (Cont.)</u>	
Salary Supplements	\$ 375
Equipment Operators	77,037
Equipment Operators - Heavy	37,682
Laborers	68,084
Clerical Personnel	30,944
Part-time Personnel	126,270
Longevity	13,400
Overtime Pay	20,826
Bonus Payments	13,500
Social Security	38,340
Pension	20,441
Medical Insurance	98,821
Advertising	39
Communication	8,141
Contracts with Government Agencies	18,630
Data Processing Services	5,427
Debt Collection Services	12,578
Legal Notices, Recording, and Court Costs	285
Maintenance and Repair Services - Buildings	7,042
Maintenance and Repair Services - Equipment	30,924
Maintenance and Repair Services - Vehicles	19,605
Pest Control	1,485
Postal Charges	3,950
Printing, Stationery, and Forms	271
Travel	1,412
Disposal Fees	668,958
Other Contracted Services	5,102
Custodial Supplies	2,106
Diesel Fuel	61,635
Electricity	15,867
Gasoline	3,548

(Continued)

Exhibit K-9

Hickman County, Tennessee  
Schedule of Detailed Revenues and Expenses  
Solid Waste Disposal Fund (Cont.)

	Business-type Activities - Major <u>Enterprise Fund</u> Solid Waste Disposal <u>Fund</u>
<u>Expenses (Cont.)</u>	
<u>Operating Expenses (Cont.)</u>	
<u>Sanitation Management (Cont.)</u>	
Lubricants	\$ 1,716
Office Supplies	2,506
Small Tools	459
Tires and Tubes	6,313
Uniforms	5,026
Utilities	8,563
Wire	4,198
Testing	1,471
Other Supplies and Materials	2,234
Trustee's Commission	14,466
Depreciation	95,929
Surcharge	5,500
In Service/ Staff Development	499
Other Debt Issuance Charges	6,000
Interest on Other Loans	1,534
Office Equipment	3,993
Other Construction	1,370
Other Capital Outlay	154,531
Total Sanitation Management	<u>\$ 1,845,746</u>
 <u>Litter and Trash Collection</u>	
Supervisor/Director	\$ 24,066
Instructional Supplies and Material	12,325
Other Charges	5,104
Total Other Charges	<u>\$ 41,495</u>
 Total Expenses	 <u><u>\$ 1,887,241</u></u>

Exhibit K-10

Hickman County, Tennessee  
Schedule of Detailed Additions, Deductions,  
and Changes in Net Position - City Custodial Fund  
For the Year Ended June 30, 2022

	Cities - Sales Tax Fund
<hr/>	
<u>Additions</u>	
Local Option Sales Tax	\$ 997,984
	<hr/>
Total Additions	\$ 997,984
	<hr/>
<u>Deductions</u>	
Remittance of Revenues Collected	\$ 988,364
Trustee's Commission	9,620
	<hr/>
Total Deductions	\$ 997,984
	<hr/>
Excess of Additions Over (Under) Deductions	\$ 0
Net Position, July 1, 2021	<hr/> 0
	<hr/>
Net Position, June 30, 2022	<u>\$ 0</u>

# SINGLE AUDIT SECTION



JASON E. MUMPOWER  
*Comptroller*

**Report on Internal Control Over Financial Reporting and on Compliance and  
Other Matters Based on an Audit of Financial Statements Performed in  
Accordance with *Government Auditing Standards***

Independent Auditor's Report

Hickman County Mayor and  
Board of County Commissioners  
Hickman County, Tennessee

To the County Mayor and Board of County Commissioners:

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of Hickman County, Tennessee as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise Hickman County's basic financial statements, as listed in the table of contents, and have issued our report thereon dated October 3, 2022. Our report includes a reference to other auditors who audited the financial statements of the Internal School Fund of Hickman County School Department (a discretely presented component unit) as described in our report on Hickman County's financial statements. This report includes our consideration of the results of the other auditor's testing of internal control over financial reporting and compliance and other matters that are reported on separately by those other auditors. However, this report, insofar as it relates to the results of the other auditors, is based solely on the report of the other auditors.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered Hickman County's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Hickman County's internal control. Accordingly, we do not express an opinion on the effectiveness of Hickman County's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We did identify a deficiency in internal control, described in the accompanying Schedule of Findings and Questioned Costs, that we consider to be a significant deficiency: 2022-001.

### **Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether Hickman County’s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Hickman County’s Response to Finding**

*Government Auditing Standards* requires the auditor to perform limited procedures on Hickman County’s response to the finding identified in our audit, which are described in the accompanying Schedule of Findings and Questioned Costs. Hickman County’s response was not subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on it.

### **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Hickman County’s internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Very truly yours,



Jason E. Mumpower  
Comptroller of the Treasury  
Nashville, Tennessee

October 3, 2022

JEM/gc



JASON E. MUMPOWER  
*Comptroller*

**Report on Compliance for Each Major Federal Program; Report on Internal Control Over Compliance; and Report on the Schedule of Expenditures of Federal Awards Required by the Uniform Guidance**

Independent Auditor's Report

Hickman County Mayor and  
Board of County Commissioners  
Hickman County, Tennessee

To the County Mayor and Board of County Commissioners:

**Report on Compliance for Each Major Federal Program**

***Opinion on Each Major Federal Program***

We have audited Hickman County's compliance with the types of compliance requirements described in the *OMB Compliance Supplement* that could have a direct and material effect on each of Hickman County's major federal programs for the year ended June 30, 2022. Hickman County's major federal programs are identified in the summary of auditor's results section of the accompanying Schedule of Findings and Questioned Costs.

In our opinion, Hickman County complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2022.

***Basis for Opinion on Each Major Federal Program***

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of Hickman County, Tennessee, and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to

provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of Hickman County's compliance with the compliance requirements referred to above.

### ***Responsibilities of Management for Compliance***

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, federal statutes, regulations, and the terms and conditions of its federal awards applicable to its federal programs.

### ***Auditor's Responsibilities for the Audit of Compliance***

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on Hickman County's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about Hickman County's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding Hickman County's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- obtain an understanding of Hickman County's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of Hickman County's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

### **Report on Internal Control Over Compliance**

*A deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that have not been identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

### **Report on Schedule of Expenditures of Federal Awards Required by the Uniform Guidance**

We have audited the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of Hickman County, Tennessee, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise Hickman County's basic financial statements. We issued our report thereon dated October 3, 2022, which contained unmodified opinions on those financial statements. Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the basic financial statements. The accompanying Schedule of Expenditures of Federal Awards is presented for purposes of additional analysis as required by the Uniform Guidance and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly

to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Expenditures of Federal Awards is fairly stated in all material respects in relation to the basic financial statements as a whole.

Very truly yours,



Jason E. Mumpower  
Comptroller of the Treasury  
Nashville, Tennessee

October 3, 2022

JEM/gc

Hickman County, Tennessee, and the Hickman County School Department  
Schedule of Expenditures of Federal Awards and State Grants (1) (2) (3) (8)  
For the Year Ended June 30, 2022

Federal/Pass-Through Agency/State Grantor Program Title	Federal Assistance Listings Number	Pass-through Entity Identifying Number	Expenditures
U.S. Department of Agriculture:			
Passed-through State Department of Agriculture:			
Child Nutrition Cluster: (5)			
National School Lunch Program (Commodities - Noncash Assistance)	10.555	N/A	\$ 88,791 (6)
Passed-through State Department of Education:			
Child Nutrition Cluster: (5)			
School Breakfast Program	10.553	N/A	594,213
National School Lunch Program	10.555	N/A	1,745,950 (6)
Pandemic EBT Administrative Costs	10.649	N/A	3,063
Direct Program:			
Emergency Watershed Protection Program	10.923	N/A	520,512
Total U.S. Department of Agriculture			<u>\$ 2,952,529</u>
U.S. Department of Defense:			
Passed-through State Department of General Services:			
Section 1033 Excess Property Program (Noncash Assistance)	12.U01	(4)	\$ 58,809 (7)
Total U.S. Department of Defense			<u>\$ 58,809</u>
U.S. Department of Justice:			
Direct Program:			
Bulletproof Vest Partnership Program	16.607	N/A	\$ 4,194
Passed-through State Department of Finance and Administration:			
Coronavirus Emergency Supplemental Funding Program	16.034	(4)	13,200
Total U.S. Department of Justice			<u>\$ 17,394</u>
U.S. Department of Transportation:			
Passed-through State Department of Transportation:			
Highway Planning and Construction Cluster: (5)			
Highway Planning and Construction	20.205	(4)	\$ 5,935
Total U.S. Department of Transportation			<u>\$ 5,935</u>
U.S. Institute of Museum and Library Services:			
Passed-through State Library and Archives:			
COVID 19 - Grants to States	45.310	(4)	\$ 7,144
Total U.S. Institute of Museum and Library Services			<u>\$ 7,144</u>
U.S. Department of Education:			
Passed-through State Department of Education:			
Title I Grants to Local Educational Agencies	84.010	(4)	\$ 1,083,166
Special Education Cluster: (5)			
Special Education - Grants to States	84.027	(4)	789,371 (6)
COVID 19 - Special Education - Grants to States - ARP	84.027	(4)	68,765 (6)
Special Education - Preschool Grants	84.173	(4)	17,242 (6)
COVID 19 - Special Education - Preschool Grants - ARP	84.173	(4)	2,463 (6)
Career and Technical Education - Basic Grants to States	84.048	(4)	109,612
Rural Education	84.358	(4)	44,829
Supporting Effective Instruction State Grants	84.367	(4)	167,941
Comprehensive Literacy Development	84.371	(4)	82,568
Student Support and Academic Enrichment Program	84.424	(4)	32,452
COVID 19 - Education Stabilization Fund - Elementary and Secondary School Emergency Relief Fund (ESSER I)	84.425D	(4)	342,013 (6)
COVID 19 - Education Stabilization Fund - Elementary and Secondary School Emergency Relief Fund (ESSER II)	84.425D	(4)	84,676 (6)
COVID 19 - 2021 American Rescue Plan - Education Stabilization Fund Program - Elementary and Secondary School Emergency Relief Fund (ESSER ARP)	84.425U	(4)	782,774 (6)
COVID 19 - Education Stabilization Fund	84.425D	(4)	232,194 (6)
COVID 19 - Education Stabilization Fund - Homeless Children and Youth	84.425W	(4)	9,173 (6)
Total U.S. Department of Education			<u>\$ 3,849,239</u>

(Continued)

Hickman County, Tennessee, and the Hickman County School Department  
 Schedule of Expenditures of Federal Awards and State Grants (1) (2) (3) (8) (Cont.)

Federal/Pass-through Agency/State Grantor Program Title	Federal Assistance Listings Number	Pass-through Entity Identifying Number	Expenditures
U.S. Department of Health and Human Services:			
Passed-through State Department of Education:			
Substance Abuse and Mental Health Services Projects of Regional and National Significance	93.243	(4)	\$ 305,937
COVID 19 - Temporary Assistance to Needy Families	93.558	(4)	117,378
Total U.S. Department of Health and Human Services			<u>\$ 423,315</u>
U.S. Department of Homeland Security:			
Passed-through State Department of Military:			
Disaster Grants - Public Assistance (Presidentially Declared Disasters)	97.036	(4)	\$ 4,893
Homeland Security Grant Program	97.067	(4)	41,891
Total U.S. Department of Homeland Security			<u>\$ 46,784</u>
Total Expenditures of Federal Grants			<u>\$ 7,361,149</u>

State Grants		Contract Number	
Early Childhood Education - State Department of Education	N/A	(4)	\$ 417,796
Family Resource - State Department of Education	N/A	(4)	59,223
Coordinated School Health - State Department of Education	N/A	(4)	90,000
COVID 19 - Learning Camps Transportation- State Department of Education	N/A	(4)	38,635
COVID 19 - Learning Camps STREAM Mini Camps - State Department of Education	N/A	(4)	37,910
COVID 19 - Learning Camps Summer Learning Camps - State Department of Education	N/A	(4)	160,498
COVID 19 - Learning Camps - Bridge Camp - State Department of Education	N/A	(4)	59,370
Safe Schools Act - State Department of Education	N/A	(4)	85,904
School Bus Replacement Grant - State Department of Environment and Conservation	N/A	(4)	271,914
Public Assistance Grant Award - State Department of Military, TEMA	N/A	(4)	44,689
Local Health Services - State Department of Health	N/A	(4)	260,219
Arts Program Categorical Grants - Tennessee Arts Commission	N/A	(4)	14,040
Litter Grant - State Department of Transportation	N/A	(4)	36,408
State Direct Appropriations Grant - State Department of Finance and Administration	N/A	(4)	365,217
State Supplement Juvenile Court Improvement - State Commission on Children and Youth	N/A	(4)	9,000
Total State Grants			<u>\$ 1,950,823</u>

FAL = Federal Assistance Listings  
 N/A = Not Applicable

- (1) Presented in conformity with generally accepted accounting principles using the modified accrual basis of accounting.
- (2) Hickman County elected not to use the 10% de minimis cost rate permitted in the Uniform Guidance.
- (3) No amounts (\$0) were passed-through to subrecipients.
- (4) Information not available.
- (5) Child Nutrition Cluster total \$2,428,954; Highway Planning and Construction Cluster total \$5,935; Special Education Cluster total \$877,841.
- (6) Total for Federal Assistance Listing (FAL) No. 10.555 is \$1,834,741; Total for FAL No. 84.027 is \$858,136; Total for FAL No. 84.173 is \$19,705; Total for FAL No. 84.425 is \$1,450,830.
- (7) During the year ended June 30, 2022, Hickman County received excess military equipment from the U.S. Department of Defense valued at \$58,809.

Program Title	Federal Assistance Listings Number	Amount Provided to Consolidated Administration
(8) CONSOLIDATED ADMINISTRATION		
The following amounts were consolidated for administration purposes:		
Title I Grants to Local Educational Agencies	84.010	\$ 131,878
Rural Education	84.358	9,590
Supporting Effective Instruction State Grant	84.367	1,500
Student Support and Academic Enrichment Program	84.424	3,500
Total amounts consolidated for administration purposes		<u>\$ 146,468</u>

Hickman County, Tennessee  
Summary Schedule of Prior-year Findings  
For the Year Ended June 30, 2022

*Government Auditing Standards* require auditors to report the status of uncorrected findings from prior audits. In addition, OMB's Uniform Guidance requires auditees to report the status of all prior-year findings whether corrected or not. Presented below are financial statement findings along with their current status from the Annual Financial Report for Hickman County, Tennessee, for the year ended June 30, 2022.

***Prior-year Financial Statement Findings***

Fiscal Year	Page Number	Finding Number	Title of Finding	FAL Number	Current Status
<b><u>OFFICE OF SOLID WASTE</u></b>					
2021	204	2021-001	A theft occurred at the Solid Waste Department.	N/A	Corrected
2021	204	2021-002	The receipting software for the Landfill Office did not have adequate application controls.	N/A	Corrected

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***Prior-year Federal Awards Findings***

There were no prior-year federal award findings to report.

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**HICKMAN COUNTY, TENNESSEE**

**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**

**For the Year Ended June 30, 2022**

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**PART I, SUMMARY OF AUDITOR'S RESULTS**

**Financial Statements:**

1. Our report on the financial statements of Hickman County is unmodified.
2. Internal Control Over Financial Reporting:
  - \* Material weakness identified? **NO**
  - \* Significant deficiency identified? **YES**
3. Noncompliance material to the financial statements noted? **NO**

**Federal Awards:**

4. Internal Control Over Major Federal Programs:
  - \* Material weakness identified? **NO**
  - \* Significant deficiency identified? **NONE REPORTED**
5. Type of report auditor issued on compliance for major programs. **UNMODIFIED**
6. Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)? **NO**
7. Identification of Major Federal Programs:
  - \* Assistance Listings Numbers: 10.553 and 10.555 Child Nutrition Cluster: School Breakfast Program and National School Lunch Program
  - \* Assistance Listings Number: 84.010 Title I Grants to Local Education Agencies
  - \* Assistance Listings Number: 84.425 COVID 19 - Education Stabilization Fund
8. Dollar threshold used to distinguish between Type A and Type B Programs. **\$750,000**
9. Auditee qualified as low-risk auditee? **NO**

## **PART II, FINDINGS RELATING TO THE FINANCIAL STATEMENTS**

A finding and recommendation, as a result of our audit, is presented below. We reviewed this finding and recommendation with management to provide an opportunity for their response. A written response for the finding is paraphrased and presented following the finding and recommendation. Management's corrective action plan whether related to the financial statements or federal awards, is presented separately in the Management's Corrective Action Plan in the Single Audit Section of this report. Findings relating specifically to the audit of federal awards, if any, are separately presented under Part III, Findings and Questioned Costs for Federal Awards.

### **OFFICE OF DIRECTOR OF SCHOOLS**

#### **FINDING 2022-001**

#### **CENTRAL CAFETERIA FUNDS WERE NOT REMITTED TO THE COUNTY TRUSTEE MONTHLY**

(Internal Control – Significant Deficiency Under *Government Auditing Standards*)

The school department maintains a bank account for the Central Cafeteria Fund to deposit collections of meal charges related to the school nutrition program. Our examination revealed that collections deposited into the bank account were allowed to accumulate over 30 days. Periodically, arbitrary amounts were remitted to the county trustee. Failure to remit all collections to the county trustee on a monthly basis provides opportunities for errors and misappropriations of funds to occur. This deficiency can be attributed to lack of management oversight.

#### **RECOMMENDATION**

All collections should be remitted to the county trustee monthly.

#### **MANAGEMENT'S RESPONSE – DIRECTOR OF SCHOOLS**

We concur. Management will adhere to the recommendations presented by the auditor and required by state law and a detailed plan of corrective action regarding the oversight of the monthly central cafeteria deposits will be followed.

### **PART III, FINDINGS AND QUESTIONED COSTS FOR FEDERAL AWARDS**

There were no findings and questioned costs related to federal awards for the year ended June 30, 2022.

**Hickman County, Tennessee**  
**Management's Corrective Action Plan**  
**For the Year Ended June 30, 2022**

We reviewed the financial statement and federal award findings and recommendations with management to provide an opportunity for their response as required by the auditee requirements within Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Management's corrective action plans for all financial statement findings and federal award findings are presented in this section and have been indexed below. The corrective action plans were prepared by management and have been presented as they were submitted.

Finding Number	Title of Finding	Corrective Action Plan Page Number
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**OFFICE OF DIRECTOR OF SCHOOLS**

2022-001	Central cafeteria funds were not remitted to the county trustee monthly.	214
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**DOUG LANE**  
2059 Lake Drive, Centerville, TN 37033

**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

**CHRISTY MAYS**  
450 Hwy. 50, Centerville, TN 37033

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

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

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

Corrective Action Plan

**FINDING: CENTRAL CAFETERIA FUNDS WERE NOT REMITTED TO THE COUNTY MONTHLY**

**Response and Corrective Action Plan Prepared by: Michelle Gilbert**

**Person Responsible for Implementing the Corrective Action: Sharon Burns  
Mike Elkins**

**Anticipated Completion Date of Correction Action: June 30, 2023**

**Repeat Finding: No**

**Planned Corrective Action:**

**Hickman County Schools will send deposits to the County Trustee in a timely manner in accordance with recommendations provided and in accordance with state law.**

**Sharon Burns will complete the deposits in the timeline required.**

**Sharon Burns will submit a copy to Mike Elkins each month to make sure our department is in compliance with recommendations and state law.**

**Signature:** *Michelle Gilbert*

**Date:** *10/3/22*



Hickman County Schools Board Agenda Item Request

Date: ~~1-24-23~~ Trip DATE MARCH 19-22

Name of School: Hickman County High school

Item Request: Overnight trip to State Convention at Gatlinsburg

Explanation:

Hickman County FFA would like to attend State  
convention to promote leadership and association involvement

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Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Kon Mayhew

Signature of Building Principal:

[Signature]



Hickman County Schools Board Agenda Item Request

Date: 1-9-2023

Name of School: East Hickman High School

Item Request: To be added to School Board Meeting Agenda  
Explanation: for February, 2023

EHHS FFA would like to attend the 2023 FFA  
State Convention in Gatlinburg Tennessee. The Convention  
will be held from March 19<sup>th</sup> to March 22, 2023.  
Please review the following attachments for details.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

*[Handwritten Signature]*, EHHS Ag

Signature of Building Principal:

*[Handwritten Signature]*

East Hickman Agriculture and FFA  
Student Permission to Attend School Board Meeting  
March 7, 2022

\_\_\_\_\_ has permission to attend the Hickman County School Board Meeting on February 6th, 2023 . FFA will be asking permission to attend the FFA State Convention in Gatlinburg from March 19th 2022 to March 22nd, 2022.

We will leave East Hickman High School at 6:30 pm. We will travel by school van to Centerville for the board meeting. After the meeting, we will eat in Centerville. We will return to EHHS by 8:45 pm.

Thank You,

Myles Keogh Williams

Contact Information  
Myles Williams  
EHHS CTE, FFA, and Agriculture  
615-342-9406

## East Hickman Agriculture and FFA

The EHHS FFA / Agriculture students will be participating in the FFA State Convention in Gatlinburg, Tennessee on March 19th through March 22nd, 2023. Students will be provided transportation by school van. We will depart from school at 12:00 p.m on Sunday and return at approximately 4:00 p.m. on Wednesday. Please find below a tentative schedule for the Convention.

- 1) Location      Gatlinburg, Tennessee
- 2) Dates         March 19th - 22nd, 2022
- 3) Students Attending
  - a) Emily Brooks      Colton Roberts
  - b) Briana Binkley    Boy 2
- 4) Itinerary (Sunday)
  - a) Leave East Hickman High School at 12:00 pm
  - b) Arrive in Gatlinburg, TN at approximately 5:00 pm
  - c) Check in to the hotel and pick up Convention Packets.
  - d) Dinner and Bed
- 5) Itinerary (Monday)
  - a) Attend first General Session (9:00am to 1:00pm)
  - b) Lunch (1:00 am to 1:30 pm)
  - c) Attend Second General Session (1:30 pm to 4:00 pm)
  - d) Walk Gatlinburg, Dinner, and Bed
- 6) Itinerary (Tuesday)
  - a) Breakfast (9:00 am)
  - b) Attend fifth General Session (1:30pm to 4:00pm)
    - i) Caron will attend State Degree Practice
  - c) Late lunch, hotel to get ready for State Degree Ceremony (4:00 pm to 6:30pm)
  - d) Attend Sixth General Session (6:30 pm to 8:00 pm)
    - i) Caron will receive a state degree.
  - e) Dinner and Bed
- 7) Itinerary (Wednesday)
  - a) Breakfast at 9:00
  - b) Check out of the hotel at 10:00 and come home.
  - c) Arrive at East Hickman at approx 4:00 pm

\_\_\_\_\_ has my permission to attend.

\_\_\_\_\_  
Parent / Guardian Signature

\_\_\_\_\_  
Daytime phone number

## Tennessee FFA State Convention

- 1) Location      Gatlinburg, Tennessee
- 2) Dates        March 19th - 22nd, 2023
- 3) Students Attending
  - a) Emily Brooks              Colton Roberts
  - b) Briana Binkley            Boy 2
- 4) Itinerary (Sunday)
  - a) Leave East Hickman High School at 12:00 pm
  - b) Arrive in Gatlinburg, TN at approximately 5:00 pm
  - c) Check in to the hotel and pick up Convention Packets.
  - d) Dinner and Bed
- 5) Itinerary (Monday)
  - a) Attend first General Session (9:00am to 1:00pm)
  - b) Lunch (1:00 am to 1:30 pm)
  - c) Attend Second General Session (1:30 pm to 4:00 pm)
  - d) Walk Gatlinburg, Dinner, and Bed
- 6) Itinerary (Tuesday)
  - a) Breakfast (9:00 am)
  - b) Attend fifth General Session (1:30pm to 4:00pm)
    - i) Carson will attend State Degree Practice
  - c) Late lunch, hotel to get ready for State Degree Ceremony (4:00 pm to 6:30pm)
  - d) Attend Sixth General Session (6:30 pm to 8:00 pm)
    - i) Caron will receive a state degree.
  - e) Dinner and Bed
- 7) Itinerary (Wednesday)
  - a) Breakfast at 9:00
  - b) Check out of the hotel at 10:00 and come home.
  - c) Arrive at East Hickman at approx 4:00 pm

8) Board Meeting Request

- a) We are asking permission to attend the FFA State Convention in Gatlinburg, TN from Sunday March 19, 2023 until Wednesday March 22, 2023. The reason for this is for Emily Brooks and Briana Binkley to receive the FFA State Degree and to reward those that have worked hard for EHHS FFA.

9) Money Requested

- a) Hotel Room (Paid by school district)
  - i) 3 rooms (Teacher, Boys, Girls)
    - (1) Approx 250 per room.
    - (2) 3 rooms for 3 nights \$2500.00
- b) School Van Price?
  - i) Gas 2 tanks at \$100.00 per tank \$200.00
- c) Each student should bring at least \$300.00 for the stay. Below is an estimated breakdown of money needed.
  - i) Meals
    - (1) Breakfast 3 meals at \$20.00 per meal \$60.00
    - (2) Lunch 3 meals at \$20.00 per meal \$60.00
    - (3) Dinner 3 meals at \$20.00 per meal \$60.00
  - ii) Gatlinburg Fun Rides, shows, T-shirts, Ect \$100.00

10) Hotel

- a) Courtyard by Marriott Gatlinburg Downtown
  - i) Phone = 865 436 2008



Hickman County Schools Board Agenda Item Request

Date:

1/12/23

Name of School:

East Hickman High School Football

Item Request:

Football Camp 7/16/23 - 7/20/23

Explanation:

The football team would like to have football camp at camp Meribah this year.

Purpose of Camp:

- Team building
- Leadership classes
- Preparing for upcoming season
- Conditioning
- Having a good time

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Chris Cant

Signature of Building Principal:

Kurt Williams

## ESSER 3.0 Public Plan for Remaining Funds

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation’s students.

In the fall of 2021, LEAs developed and made publicly available a *Public Plan - Federal Relief Spending*. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA’s publicly available website.

The following information is intended to update stakeholders and address the requirement.

### **General Information**

LEA Name: **Hickman County Schools**

Director of Schools (Name): **Michelle Gilbert**

ESSER Director (Name): **Derek Newsom**

Address: **115 Murphree Ave**

Phone #: **931-729-3391**

District Website: **[www.hickmank12.org](http://www.hickmank12.org)**

Addendum Date: **02/09/23**

Total Student Enrollment:	<b>3,180</b>
Grades Served:	<b>Pre-K-12</b>
Number of Schools:	<b>9</b>

### **Funding**

ESSER 2.0 Remaining Funds:	<b>\$2,517,037.13</b>
ESSER 3.0 Remaining Funds:	<b>\$7,071,352.20</b>
<b>Total Remaining Funds:</b>	<b>\$9,588,389.33</b>

**Budget Summary**

		ESSER 2.0 Remaining Funds	ESSER 3.0 Remaining Funds
Academics	Tutoring	\$23,330.00	\$304,013.83
	Summer Programming	\$2,427.93	\$275,000.00
	Early Reading		
	Interventionists		\$532,678.44
	Other	\$41,599.19	\$721,599.19
	Sub-Total	\$67,357.12	\$1,833,291.46
<b> </b>			
Student Readiness	AP and Dual Credit/ Enrollment Courses		
	High School Innovation		
	Academic Advising		
	Special Populations	\$58,131.00	\$80,737.50
	Mental Health		\$28,107.55
	Other	\$55,987.08	\$375,560.84
	Sub-Total	\$114,118.08	\$484,405.89
<b> </b>			
Educators	Strategic Teacher Retention		
	Grow Your Own		\$100,000.00
	Class Size Reduction		
	Other	\$22,440.00	\$46,000.00
	Sub-Total	\$22,440.00	\$146,000.00
<b> </b>			
Foundations	Technology	\$60,496.80	\$1,687,053.60
	High-Speed Internet		
	Academic Space (facilities)	\$2,000,000.00	\$2,513,325.61
	Auditing and Reporting	\$58,630.13	\$76,099.11
	Other	\$193,995.00	\$331,176.53
	Sub-Total	\$2,313,121.93	\$4,607,654.85
<b> </b>			
<b>Total</b>		<b>\$2,517,037.13</b>	<b>\$7,071,352.20</b>

## Academics

1. Describe strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district's needs assessment.

In our needs assessment we identified the need for more technology programming, continued use of high quality instructional materials in math and reading and high dosage tutoring to aid in addressing learning loss. We have hired interventionists at the K-5 schools, a part-time instructor for our alternative school, implemented a high dosage tutoring program and will offer a summer learning program.

2. Describe initiatives included in the "other" category.

Our other category includes Edmentum for credit recovery, high quality materials for literacy and math and a support staff position to track attendance and facilitate communication between schools and families about attendance issues.

## ***Student Readiness***

1. Describe strategic allocations to support **Student Readiness** and the School-Related Supports necessary to access high-quality instruction, including how allocations support the investments identified in the district's needs assessment.

Our identified needs are special population assistance and increased mental health support. We have added assistants to provide tutoring for special needs students and will provide social workers to provide mental health support to students using our summer learning camp.

2. Describe initiatives included in the "other" category.

Our initiatives include additional nursing services during the regular school year and summer. We also offer STEM programming at our two intermediate schools to introduce students to those fields of study and look to expand CTE into the middle schools.

## ***Educators***

1. Describe strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district's needs assessment.

We are participating in the "Grow Your Own" program. With this program we hope to build partnerships with individuals to begin as math tutors and grow them into teachers.

2. Describe initiatives included in the "other" category.

This other category includes professional development for teachers to better integrate technology in their classrooms and improve instructional practices.

### **Foundations**

1. Describe strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment.

Allocations here are being used to increase spacing on playgrounds by having more equipment to play on. In order to improve air quality we will replace HVAC units, windows and doors at some schools. For technology, we are purchasing Achieve3000, more chromebooks and desktop computers, and audio visual enhancements in classrooms. In order to properly maintain our devices a technology position has been added here as well.

2. Describe initiatives included in the "other" category.

This category includes additional cleaning to prevent the spread of illness and professional services for ongoing projects.

### **Monitoring, Auditing, and Reporting**

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

Our ESSER manager monitors all ESSER allocations. All requests for ESSER purchases are processed by the manager to maintain proper purchasing practices. The ESSER manager reports to the board and public monthly during meetings to communicate ESSER information. We are part of a three county consortium that meets quarterly to discuss, in part, how to best monitor allocations.

2. Describe how the LEA is meeting the requirements to spend 20 percent of **the total ESSER 3.0 allocation** on direct services to students to address learning loss, or indicate participation in TN ALL Corps.

We participate in TN All Corps.

### **Family and Community Engagement**

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

The Hickman County School System continues to engage with stakeholders in a variety of ways. Within our system there are four task force groups that work on initiatives in the school system's strategic plan. Each task force group includes school and district administrators, teachers, parents, and community stakeholders. In addition, each school also has a leadership team that consists of educators, support staff, and parents. Hickman County also has a parent advisory committee that provides feedback to the school system on how they feel district goals and initiatives are proceeding. Feedback for school system priorities is sought and discussed in those meetings and through other parent and community surveys.

Surveys were sent to the community, parents, as well as the Hickman County Chamber of Commerce, the Hickman County Business Education Council, and the Hickman County Economic Development Association.

2. Describe how the LEA engaged at minimum 10 percent of the total stakeholders engaged vs. responses received in the development of the revised plan.

A survey sent through email to parents, teachers, other school officials and community groups allowed us to reach the 10 percent engagement level. We also engaged stakeholders through leadership, staff and student advisory meetings.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

We use public meetings, surveys and the district website to gain input from stakeholders and encourage maximum engagement from all parties.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, and town halls) to gain input from stakeholders in the development of the revised plan.

We use public meetings, surveys and the district website to gain input from stakeholders.

## **Contracting Agreement**

This Contracting Agreement (the “Agreement”), effective as of January 20, 2023, (the “Effective Date”), is by and between SchoolKit, a District of Columbia Limited Liability Corporation (“SchoolKit”), and Hickman County Schools, located at 115 Murphree Avenue Centerville, TN 37033 (“Hickman County” and together with SchoolKit, the “Parties”).

### **WITNESSETH**

WHEREAS, Hickman County has determined that a need exists to retain support for the implementation of professional learning services;

WHEREAS, SchoolKit and Hickman County have determined the needs of Hickman County will be satisfied by the services rendered by SchoolKit;

NOW, THEREFORE, in consideration of the mutual promises and covenants hereinafter set forth, the Parties hereto agree as follows:

#### **1. SERVICES.**

- (a) SchoolKit agrees to provide the services (the “Services”) described in the Scopes of Work (each a “SOW”) attached as Appendix A in exchange for agreed-upon payments in accordance with the enclosed payment schedules that are provided within Appendix A. Each Scope of Work is incorporated herein and made a part of this Agreement.

#### **2. TERM AND TERMINATION.**

- (a) This Agreement shall commence on the Effective Date and shall continue until the date of June 30, 2023 or as provided in the applicable SOW (the “Initial Term”), unless earlier terminated as provided in Section 2(c) or in the applicable SOW.
- (b) Renewal:
  - i. [This Agreement may be renewed for additional terms (each a “Renewal Term”) by mutual written agreement of the Parties at any point prior to the expiration of the Initial Term or any Renewal Term. The first Renewal Term, if applicable, will begin July 1, 2023, and will continue until a date agreed upon by the Parties, in each case subject to the termination provision in Section 2(c).]
- (c) Termination for Default:
  - i. With the provision of thirty (30) days’ written notice (the “Notice Period”), either Party may terminate this Agreement, in whole or in part, if SchoolKit fails to deliver the supplies or perform the Services within the time specified in this Agreement or any extension provided, provided that if SchoolKit cures its failure to deliver supplies or failure to perform

Services within ten (10) days of the written notice (the “Cure Period”), this Agreement may not be terminated according to this Section 2(c).

- ii. With the provision of the Notice Period, SchoolKit may terminate this Agreement, in whole or in part, if Hickman County fails to timely pay for Services rendered or supplies delivered as provided in Article 3.
- iii. Hickman County shall pay the price specified in the Agreement or SOW for completed supplies delivered and Services accepted.
- iv. The rights and remedies of the Parties in this clause are in addition to any other rights and remedies provided by law or equity or under this Agreement.

### **3. PAYMENT FOR SERVICES.**

- (a) Hickman County agrees to pay SchoolKit in accordance with the terms set forth in the SOW.
- (b) Payments to SchoolKit are due by the dates outlined in the SOW or otherwise in this Agreement.

**4. INDEPENDENT CONTRACTOR.** SchoolKit shall perform all Services hereunder as an independent contractor, and nothing contained herein shall be deemed to create any association, partnership, joint venture, or relationship of principal and agent, master and servant, or employer and employee between the Parties hereto or any affiliates or subsidiaries thereof, or to provide either Party with the right, power or authority, whether express or implied, to create any such duty or obligation on behalf of the other Party.

### **5. REPRESENTATIONS AND WARRANTIES.**

- (a) Each Party represents and warrants to the other Party that: (i) it has the full corporate right, power and authority to enter into this Agreement and to perform the acts required of it hereunder; (ii) the execution of this Agreement and the performance of its obligations hereunder, do not and will not violate any agreement to which it is a party or by which it is bound; and (iii) it is in material compliance with all applicable laws, rules and regulations that would be applicable under this Agreement (the “Laws”).
- (b) Each Party represents and warrants to the other that its disclosure of any information, data or materials and the use thereof, as expressly authorized by the disclosing Party, will not violate any confidentiality obligations, trade secrets, copyrights, trademarks or other proprietary rights of any third party.

### **6. COVENANTS**

- (a) Each Party agrees that it shall at all times be in material compliance with all applicable laws, rules and regulations applicable under this Agreement.

- (b) Each Party agrees that it shall at all times comply with its confidentiality obligations under any separate non-disclosure and confidentiality agreement that may have been executed between the Parties, in addition to those contained in Article 8 herein.

**7. INDEMNIFICATION.** Each Party agrees to defend, indemnify and hold harmless the other Party, its partners, subsidiaries, affiliates, successors and assigns, and each of their officers, directors, consultants and employees, against and from any and all claims, liabilities, damages, fines, penalties or costs of any nature, including reasonable attorney's fees and expenses, to the extent arising out of any third party claims (collectively, "Claims") in connection with a breach or alleged breach of any of its representations, warranties or covenants.

**8. CONFIDENTIAL INFORMATION.**

- (a) Each Party shall treat as confidential all teacher and student work samples collected or possessed in connection with the Services rendered pursuant to this Agreement, except (i) to the extent such work samples are shared between the Parties and may be shared without violating the Laws, or (ii) to the extent that such work samples are required by applicable Law to be shared with a third-party.

**9. DISCLAIMER AND LIMITATION OF LIABILITY.**

- (a) EXCEPT FOR ITS INDEMNIFICATION OBLIGATIONS HEREUNDER, OR LIABILITY IN THE EVENT OF GROSS NEGLIGENCE OR WILLFUL MISCONDUCT, IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR ANY SPECIAL, INDIRECT, INCIDENTAL OR CONSEQUENTIAL DAMAGES (INCLUDING, WITHOUT LIMITATION, LOSS OF USE, DATA, BUSINESS OR PROFITS) ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT.
- (b) EXCEPT FOR EACH PARTY'S INDEMNIFICATION OBLIGATIONS HEREUNDER, LIABILITY ARISING FROM GROSS NEGLIGENCE OR WILLFUL MISCONDUCT, OR BREACH OF ITS CONFIDENTIALITY OBLIGATIONS HEREUNDER, EACH PARTY'S CUMULATIVE LIABILITY TO THE OTHER PARTY, FROM ALL CAUSES OF ACTION AND ALL THEORIES OF LIABILITY, WILL BE LIMITED TO AND WILL NOT EXCEED THE TOTAL AMOUNTS PAID UNDER THIS AGREEMENT.

**12. GENERAL PROVISIONS.**

- (a) Paragraph Headings. Paragraph headings are for convenience only and shall not be considered a part of the terms and conditions of this Agreement.
- (b) Modification. No modification, waiver or amendment of any term or condition of

this Agreement shall be effective unless and until it shall be reduced to writing and signed by both of the Parties hereto or their legal representatives.

- (c) Changes. SchoolKit shall not commence any work not specifically required by the approved SOW, nor change the SOW without the prior written authorization of [CLIENT]. This Agreement may be amended, supplemented or modified only by a written document executed by duly authorized representatives of the Parties. Either Party may initiate a change request for mutual agreement via Agreement amendment.
- (d) If there is a conflict between this Agreement and Appendix A, the terms of the respective appendix shall supersede the corresponding terms of this Agreement with respect to the services performed thereunder.
- (e) Waiver. Failure by either Party at any time to require performance by the other Party or to claim a breach of any term of this Agreement will not be construed as a waiver of any right under this Agreement, will not affect any subsequent breach, will not affect the effectiveness of this Agreement or any part thereof, and will not prejudice either Party in any subsequent action.
- (f) Severability. If any provision of this Agreement is held to be void, invalid or inoperative, the remaining provisions of this Agreement shall continue in effect and the invalid portion of any provision shall be deemed modified to the least degree necessary to remedy such invalidity while retaining the original intent of the parties.
- (g) Complete Agreement. This Agreement, together with every SOW, constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes in all respects all prior proposals, negotiations, conversations, discussions and agreements between the parties concerning the subject matter hereof.
- (h) Assignment. Neither Party may assign any of its rights or obligations under this Agreement without the prior written consent of the other Party, which consent shall not be unreasonably withheld. Subcontracting is authorized.
- (i) Notices. All notices and other communications hereunder shall be in writing, except as herein specifically provided, and shall be deemed to have been given when mailed by first class, registered or certified mail, return receipt requested, postage prepaid, to the intended recipient thereof at its address shown herein below or to such other addresses as the intended recipient may specify in a notice pursuant to this Paragraph.

If to Hickman County :

Hickman County Schools  
115 Murphree Avenue  
Centerville, TN 37033

If to SchoolKit:

SchoolKit  
1330 Otis Place NW  
Suite 2  
Washington, DC 20010

Attn.: Angie Manor

Attn.: Ethan Mitnick

- (j) Force Majeure. Neither Party shall be in breach of this Agreement or responsible for damages caused by delay or failure to perform, in full or in part, its obligations hereunder, provided that there is good faith in a Party's attempted performance under the circumstances and that such delay or failure is due to fire, earthquake, unusually severe weather, strikes, government sanctioned embargo, flood, act of God, act of war or terrorism, act of any public authority or sovereign government, civil disorder, delay or destruction caused by public carrier, or any other circumstance substantially beyond the control of the Party to be charged.
- (k) Survival of Provisions. The terms and provisions of this Agreement that by their sense and context are intended to survive the performance thereof or hereof of either Party or both Parties hereto shall so survive the completion of performance and termination of this Agreement, including without limitation the making of any and all payments due hereunder.
- (l) Governing Law and Enforcement. This Agreement shall be governed and construed in accordance with the laws of the District of Columbia without regard to conflict of law provisions thereof. Each Party submits to exclusive jurisdiction and venue in the courts located in the District of Columbia for all matters in connection with this Agreement. In the event it should become necessary for either Party to commence an action under this Agreement, the prevailing Party shall be entitled to collect all reasonable attorney's fees and costs in connection with any such collection efforts.

*[Signature Page Follows]*

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the Effective Date.

**Hickman County Schools**

\_\_\_\_\_  
[Signature]

\_\_\_\_\_  
[Name]

\_\_\_\_\_  
[Title]

Date: \_\_\_\_\_

**SchoolKit**

  
\_\_\_\_\_

Ethan Mitnick

President

Date: 1/20/22

## **Appendix A Scope of Work**

The following constitutes the Scope of Work (“**SOW**”), which is made and entered between SchoolKit and Hickman County Schools (“**Hickman County** ” and together with SchoolKit, the “**Parties**”).

Our work together will last from January 20, 2023 through June 30, 2023 SchoolKit will offer the following services to Hickman County:

### **District Strategic Planning**

- 1 half-day of remote strategic planning with district leaders to engage in the following activities:
  - Discuss and finalize an area of focus for professional learning and implementation support for the 2023-24 school year.
  - Plan out and coordinate the training/coaching for coaches and teachers described below
  - Refine the district’s school-specific vision and instructional expectations for early literacy
  - Review student performance data in early literacy

### **Leader Coaching**

- 5 total full on-site days of additional coaching for school leaders on early literacy implementation efforts, which may consist of walking through classrooms and PLCs to gather data, responding to this data, and developing school-level plans and expectations for early literacy instruction. These days will be distributed to schools in collaboration with the district.

*For the services described above, we can adjust the allocation of on-site and remote time and leader v. teacher focus with the district as needed.*

### **Cost**

Itemized Costs:

- One-half day of remote strategic planning: \$1,540
- Five days of onsite coaching for school leaders: \$20,900

SchoolKit will charge Hickman County Schools a total of **\$22,440** for the services outlined above. Hickman County will pay SchoolKit in full on **March 31, 2023**.

**Hickman County Schools**

\_\_\_\_\_  
[Signature]

\_\_\_\_\_  
[Name]

\_\_\_\_\_  
[Title]

Date: \_\_\_\_\_

**SchoolKit**

  
\_\_\_\_\_

Ethan Mitnick

President

Date: 1/20/22

## Safe Return to In-Person Instruction and Continuity of Services Plan Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a Safe Return to In-Person Instruction and Continuity of Services Plan. All plans were developed with meaningful public consultation with stakeholder groups. LEAs are required to update the plan every six months through Sept. 30, 2023, and must seek public input on the plan and any revisions and must take such input into account. LEAs also must review and update their plans and ensure they align with any significant changes to CDC recommendations for K-12 schools. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

LEA Name: **Hickman County Schools**

Date: **02/09/23**

### 1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

Hickman County School System(HCSS) continues to engage our stakeholders in a variety of ways. We are continuing to utilize four task force groups that work on initiatives established by our system strategic plan. Every task force group is made up of district administrators, teachers, parents, and community stakeholders. In addition to the task forces, each school has a leadership team that consists of parents, teachers, and support staff. In order to make sure district goals and initiatives align with stakeholders, HCSS has an advisory committee of parents to provide feedback to administration. Surveys continue to be sent out to the community and parents, as well as the Hickman County Chamber of Commerce, the Hickman County Business Education Council, and the Hickman County Economic Development Association. In addition to community leaders and parents, faculty and staff members were surveyed about how to best utilize ESSER funds in our schools. HCSS used the district website to get the survey out to stakeholders. Student and parent survey responses reflected the composition of district students. Results of the surveys have been reviewed and implemented into the district plan. The Hickman County School System has consulted with the local department of health and developed updated COVID-19 protocols.

**2. Describe how the LEA engaged the health department in the development of the revised plan.**

The Hickman County School System continues to consult with the local department of health and develop updated COVID-19 protocols. HCSS checks periodically with the local health department to ensure that recommendations have not changed.

**3. Provide the extent to which the LEA has updated adopted policies and a description of any such policies on each of the following health and safety strategies.**

<i>Appropriate accommodations for children with disabilities with respect to health and safety policies</i>
HCSS has not updated policies. We continue to offer reasonable and appropriate accommodations for children with disabilities with respect to health and safety policies. HCSS is using ESSER funds for additional nursing and cleaning services throughout the remainder of the 2022-2023 school year.
<i>Physical distancing (e.g., use of cohorts/podding)</i>
HCSS has not updated policies. Additional spacing in classrooms is provided as practically as possible.
<i>Hand washing and respiratory etiquette</i>
HCSS has not updated policies. HCSS continues to encourage proper hand washing and respiratory etiquette system wide.
<i>Cleaning and maintaining healthy facilities including improving ventilation</i>
HCSS has not updated policies. ESSER funds are being used for cleaning common areas such as hallways, restrooms and cafeteria and to improve ventilation and air circulation in multiple schools.
<i>Contact tracing in combination with isolation and quarantine</i>
HCSS has not updated policies. HCSS provides information and links to the Tennessee Department of Health guidelines for isolation and quarantine. Protocols have been recently updated to reflect the latest guidance from the Tennessee Department of Health.
<i>Diagnostic and screening testing</i>
HCSS has not updated policies. Parents and guardians are responsible for screening their students each day. HCSS does not provide onsite testing, but school nursing staff will continue to screen students as needed and advise parents/guardians of screening results.
<i>Efforts to provide vaccinations to educators, other staff, and students, if eligible</i>
HCSS has not updated policies. HCSS continues to allow all employees to receive vaccinations during the school year.
<i>Universal and correct wearing of masks</i>
HCSS has not updated policies. Discretion of mask wearing is left up to the students and staff.

**4. Provide a current description as to how the LEA is ensuring continuity of services including but not limited to services that address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services.**

HCSS students are provided continual educational services through Google classroom and personal online contact with instructors when they are away from school. Support through enrichment classes is provided to support social emotional learning. Nutritional services are provided to students upon request if they are away from school due to COVID-19 protocols. Students receiving mental health services will be provided tele-health checks. In addition, the AWARE team works to provide teachers and staff with social, emotional, and mental health support as needed.

Hickman County Board of Education  
 Budget Amendment No. 22  
 Federal Programs (142)  
 February 6, 2023

Account	Description	Debit	Credit	Justification	
142 - 71100 - 198 - 101	Substitutes	\$ 1,624.02		Adjustments to Title I	
142 - 72130 - 499 - 101	Other Supplies & Materials	16.41			
142 - 47141 - - - 101	Revenue		\$ 1,640.43		
142 - 47189 - - - 201	Revenue	14,783.91		Adjustments to Title II	
142 - 72210 - 499 - 201	Other Supplies & Materials		4,000.00		
142 - 72210 - 524 - 201	InService/PD		10,783.91		
142 - 72210 - 524 - 401	InService/PD	575.00		Adjustments to Title IV	
142 - 47146 - - - 401	Revenue		575.00		
142 - 47143 - - - 901	Revenue	45,274.00		Adjustments to IDEA	
142 - 71200 - 429 - 901	Instructional Supplies		5,183.85		
142 - 71200 - 725 - 901	Special Ed Equipment		4,000.00		
142 - 72130 - 130 - 901	Social Worker		19,000.00		
142 - 72130 - 201 - 901	Social Security		1,190.00		
142 - 72130 - 204 - 901	State Retirement		1,710.00		
142 - 72130 - 207 - 901	Medical Insurance		9,300.00		
142 - 72130 - 212 - 901	Employer Medicare		350.05		
142 - 72220 - 348 - 901	Postal Charges		100.00		
142 - 72220 - 355 - 901	Travel		3,500.10		
142 - 72220 - 499 - 901	Other Supplies & Materials		940.00		
142 - 47145 - - - 911	Revenue	869.00			Adjustments to IDEA Prek
142 - 71200 - 499 - 911	Other Supplies & Materials		869.00		
		<u>\$ 63,142.34</u>	<u>\$ 63,142.34</u>		

Approved:

Attest:

Tim Hobbs

Michelle Gilbert

Hickman County Board of Education  
 Budget Amendment No. 23

Federal Programs (142)

February 6, 2023

Account	Description	Debit	Credit	Justification
142 - 72610 - 399 - 932	Other Contracted Services	\$ 22,440.00		Correction
142 - 72210 - 399 - 932	Other Contracted Services		22,440.00	
	TOTALS	\$ 22,440.00	\$ 22,440.00	

Approved:

Attest:

Tim Hobbs

Michelle Gilbert

**Hickman County Board of Education**  
**Budget Amendment No. 24**  
**General Purpose (141)**  
**February 6, 2023**

Account	Description	Debit	Credit	Justification
46980 - -	Other State Grants	\$ 95,158.00		<b>Supporting Postsecondary Access  in Rural Communities (SPARC)  Grant</b>
72230 - 399 - SPRK	Other Contracted Services		\$ 5,000.00	
72230 - 499 - SPRK	Other Supplies & Materials		42,700.00	
72230 - 790 - SPRK			47,458.00	
	<b>TOTALS</b>	<u>\$ 95,158.00</u>	<u>\$ 95,158.00</u>	

**Approved:**

**Attest:**

**Tim Hobbs**

**Michelle Gilbert**



# GOVERNMENTAL GRANT CONTRACT

(cost reimbursement grant contract with a federal or Tennessee local governmental entity or their agents and instrumentalities)

<b>Begin Date</b> 01/15/2023	<b>End Date</b> 12/31/2024	<b>Agency Tracking #</b> 33201-04623	<b>Edison ID</b> 76980
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<b>Grantee Legal Entity Name</b> Hickman County Board of Education	<b>Edison Vendor ID</b> 0000004226
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<b>Subrecipient or Recipient</b> <input type="checkbox"/> Subrecipient <input checked="" type="checkbox"/> Recipient	<b>Assistance Listing Number: N/A</b>
	<b>Grantee's fiscal year end: 06/30/2024</b>

**Service Caption (one line only)**  
 Supporting Postsecondary Access in Rural Communities (SPARC) grant initiatives for the advancement of Career & Technical Education (CTE) programs

Funding —					
FY	State	Federal	Interdepartmental	Other	TOTAL Grant Contract Amount
23	\$95,158.00				\$95,158.00
<b>TOTAL:</b>	<b>\$95,158.00</b>				<b>\$95,158.00</b>

<b>Grantee Selection Process Summary</b>	
<input type="checkbox"/> Competitive Selection	
<input checked="" type="checkbox"/> Non-competitive Selection	The Supporting Postsecondary Access in Rural Communities (SPARC) grant initiative utilized a Request for Information (RFI) process for the advancement of Career & Technical Education (CTE) programs in distressed, at-risk, or transitional counties.

**Budget Officer Confirmation:** There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.

*CPO USE - GG*

*Jason Cavender*  
Jason Cavender (Nov 18, 2022 16:27 CST)

**Jason Cavender, Chief Financial Officer**  
 615.532.8303

<b>Speed Chart (optional)</b> 3320902000	<b>Account Code (optional)</b> HESPARC2.00000
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**GRANT CONTRACT  
BETWEEN THE STATE OF TENNESSEE,  
TENNESSEE HIGHER EDUCATION COMMISSION  
AND  
HICKMAN COUNTY BOARD OF EDUCATION**

This grant contract ("Grant Contract"), by and between the State of Tennessee, Tennessee Higher Education Commission, hereinafter referred to as "THEC", "State", or the "Grantor State Agency" and Grantee Hickman County Board of Education, hereinafter referred to as the "Grantee," is for the provision of the advancement of Career & Technical Education (CTE) programs in rural Tennessee communities, as further defined in the "SCOPE OF SERVICES AND DELIVERABLES."

Grantee Edison Vendor ID # 0000004226

**A. SCOPE OF SERVICES AND DELIVERABLES:**

- A.1. The Grantee shall provide the scope of services and deliverables ("Scope") as required, described, and detailed in this Grant Contract.
- A.2. SPARC: Supporting Postsecondary Access in Rural Communities. The SPARC grant initiative is a non-competitive intervention project focused on the advancement of Career & Technical Education (CTE) programs in ninety-one (91) distinct Tennessee counties or communities. The project is a targeted initiative to engage in K-12 leadership and CTE administrators in an effort to bridge, if not resolve, three (3) identified areas of need:
- a. Current infrastructure and facility modifications necessary to accommodate program and equipment modification;
  - b. Update equipment, program materials, and program supplies for current and developing CTE offerings at the high school(s) selected by THEC that meet the criteria for inclusion in SPARC as outlined in this Section;
  - c. The development and implementation of industry credentialing, work-based learning, and dual enrollment opportunities at the high school or in partnering with the appropriate postsecondary institution partners.

The selected high schools for the Grantee include: East Hickman High School and Hickman County Senior High School.

As such, the grant funds awarded and budgeted within this initiative and contract shall be used to address the identified areas of need as determined by the Grantee, as specified in the budget allocations identified in Attachment A.

- A.3. Incorporation of Additional Documents. Each of the following documents is included as a part of this Grant Contract by reference or attachment. In the event of a discrepancy or ambiguity regarding the Grantee's duties, responsibilities, and performance hereunder, these items shall govern in order of precedence below.
- a. this Grant Contract document with any attachments or exhibits (excluding the items listed at subsections b. and c., below);
  - b. the Parent/Child Information document (Attachment B);
  - c. the Notice of Audit Report (Attachment C);
  - d. the State grant RFI solicitation (Attachment D) as may be amended, if any;

- e. the Grantee's response to RFI (Attachment E) incorporated to elaborate supplementary scope of services specifications; and,
  - f. any communication with Grantee regarding changes in the Grantee's proposal (Attachment F).
- A.4. Reporting. The Grantee shall submit quarterly progress reports on measurable objectives for each phase of the project. Quarterly reporting will begin with the quarter ending January 31, 2023, and will continue through the close out of the grant based on the reporting calendar established by THEC.
- A.5. Site Visits. Grantee will permit THEC to perform site visits as deemed necessary. When applicable, THEC will notify Grantee of any documentation, equipment, or other items THEC will review during the visit.

**B. TERM OF CONTRACT:**

This Grant Contract shall be effective on January 15, 2023 ("Effective Date") and ending on December 31, 2024 ("Term"). The State shall have no obligation to the Grantee for fulfillment of the Scope outside the Term.

- B.1. Renewal Options. This Grant Contract may be renewed upon satisfactory completion of the Term. The State reserves the right to execute up to one (1) renewal option under the same terms and conditions for a period not to exceed twelve (12) months each by the State, at the State's sole option. In no event, however, shall the maximum Term, including all renewals or extensions, exceed a total of sixty (60) months.

**C. PAYMENT TERMS AND CONDITIONS:**

- C.1. Maximum Liability. In no event shall the maximum liability of the State under this Grant Contract exceed Ninety-Five Thousand One Hundred Fifty-Eight Dollars (\$95,158.00) ("Maximum Liability"). The Grant Budget, attached and incorporated as Attachment A is the maximum amount due the Grantee under this Grant Contract. The Grant Budget line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Grantee.
- C.2. Compensation Firm. The Maximum Liability of the State is not subject to escalation for any reason unless amended. The Grant Budget amounts are firm for the duration of the Grant Contract and are not subject to escalation for any reason unless amended, except as provided in Section C.6.
- C.3. Payment Methodology – Total Advance Payment. The Grantee shall be reimbursed for actual, reasonable, and necessary costs based upon the Grant Budget, not to exceed the maximum liability established in section C.1. Payment to the Grantee shall be a lump sum made in advance upon approval of this Grant Contract.
- C.4. Travel Compensation. Reimbursement to the Grantee for travel, meals, or lodging shall be subject to amounts and limitations specified in the "State Comprehensive Travel Regulations," as they are amended from time to time, and shall be contingent upon and limited by the Grant Budget funding for said reimbursement.
- C.5. Reserved.
- C.6. Budget Line-item: Expenditures, reimbursements, and payments under this Grant Contract shall adhere to the Grant Budget. The Grantee may request revisions of Grant Budget line-items by letter, giving full details supporting such request, provided that such revisions do not increase total

Grant Budget amount. Grant Budget line-item revisions may not be made without prior, written approval of the State in which the terms of the approved revisions are explicitly set forth. Any increase in the total Grant Budget amount shall require a Grant Contract amendment.

- C.7. Disbursement Reconciliation and Close Out. The Grantee shall submit any final invoice and a grant disbursement reconciliation report within sixty (60) days of the Grant Contract end date, in form and substance acceptable to the State.
- a. If total disbursements by the State pursuant to this Grant Contract exceed the amounts permitted by the section C, payment terms and conditions of this Grant Contract, the Grantee shall refund the difference to the State. The Grantee shall submit the refund with the final grant disbursement reconciliation report.
  - b. The State shall not be responsible for the payment of any invoice submitted to the State after the grant disbursement reconciliation report. The State will not deem any Grantee costs submitted for reimbursement after the grant disbursement reconciliation report to be allowable and reimbursable by the State, and such invoices will NOT be paid.
  - c. The Grantee's failure to provide a final grant disbursement reconciliation report to the State as required by this Grant Contract shall result in the Grantee being deemed ineligible for reimbursement under this Grant Contract, and the Grantee shall be required to refund any and all payments by the State pursuant to this Grant Contract.
  - d. The Grantee must close out its accounting records at the end of the Term in such a way that reimbursable expenditures and revenue collections are NOT carried forward.
- C.8. Indirect Cost. Should the Grantee request reimbursement for indirect costs, the Grantee must submit to the State a copy of the indirect cost rate approved by the cognizant federal agency or the cognizant state agency, as applicable. The Grantee will be reimbursed for indirect costs in accordance with the approved indirect cost rate and amounts and limitations specified in the attached Grant Budget. Once the Grantee makes an election and treats a given cost as direct or indirect, it must apply that treatment consistently and may not change during the Term. Any changes in the approved indirect cost rate must have prior approval of the cognizant federal agency or the cognizant state agency, as applicable. If the indirect cost rate is provisional during the Term, once the rate becomes final, the Grantee agrees to remit any overpayment of funds to the State, and subject to the availability of funds the State agrees to remit any underpayment to the Grantee.
- C.9. Cost Allocation. If any part of the costs to be reimbursed under this Grant Contract are joint costs involving allocation to more than one program or activity, such costs shall be allocated and reported in accordance with the provisions of Department of Finance and Administration Policy Statement 03 or any amendments or revisions made to this policy statement during the Term.
- C.10. Payment of Invoice. A payment by the State shall not prejudice the State's right to object to or question any reimbursement, invoice, or related matter. A payment by the State shall not be construed as acceptance of any part of the work or service provided or as approval of any amount as an allowable cost.
- C.11. Non-allowable Costs. Any amounts payable to the Grantee shall be subject to reduction for amounts included in any invoice or payment that are determined by the State, on the basis of audits or monitoring conducted in accordance with the terms of this Grant Contract, to constitute unallowable costs.
- C.12. State's Right to Set Off. The State reserves the right to set off or deduct from amounts that are or shall become due and payable to the Grantee under this Grant Contract or under any other agreement between the Grantee and the State of Tennessee under which the Grantee has a right to receive payment from the State.

C.13. Prerequisite Documentation. The Grantee shall not invoice the State under this Grant Contract until the State has received the following, properly completed documentation.

- a. The Grantee shall complete, sign, and return to the State an "Authorization Agreement for Automatic Deposit (ACH Credits) Form" provided by the State. By doing so, the Grantee acknowledges and agrees that, once this form is received by the State, all payments to the Grantee under this or any other grant contract will be made by automated clearing house ("ACH").
- b. The Grantee shall complete, sign, and return to the State the State-provided W-9 form. The taxpayer identification number on the W-9 form must be the same as the Grantee's Federal Employer Identification Number or Social Security Number referenced in the Grantee's Edison registration information.

**D. STANDARD TERMS AND CONDITIONS:**

- D.1. Required Approvals. The State is not bound by this Grant Contract until it is signed by the parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this Grant Contract, the officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).
- D.2. Modification and Amendment. This Grant Contract may be modified only by a written amendment signed by all parties and approved by the officials who approved the Grant Contract and, depending upon the specifics of the Grant Contract as amended, any additional officials required by Tennessee laws and regulations (the officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).
- D.3. Termination for Convenience. The State may terminate this Grant Contract without cause for any reason. A termination for convenience shall not be a breach of this Grant Contract by the State. The State shall give the Grantee at least thirty (30) days written notice before the effective termination date. The Grantee shall be entitled to compensation for authorized expenditures and satisfactory services completed as of the termination date, but in no event shall the State be liable to the Grantee for compensation for any service that has not been rendered. The final decision as to the amount for which the State is liable shall be determined by the State. The Grantee shall not have any right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount for the State's exercise of its right to terminate for convenience.
- D.4. Termination for Cause. If the Grantee fails to properly perform its obligations under this Grant Contract, or if the Grantee violates any terms of this Grant Contract, the State shall have the right to immediately terminate this Grant Contract and withhold payments in excess of fair compensation for completed services. Notwithstanding the exercise of the State's right to terminate this Grant Contract for cause, the Grantee shall not be relieved of liability to the State for damages sustained by virtue of any breach of this Grant Contract by the Grantee.
- D.5. Subcontracting. The Grantee shall not assign this Grant Contract or enter into a subcontract for any of the services performed under this Grant Contract without obtaining the prior written approval of the State. If such subcontracts are approved by the State, each shall contain, at a minimum, sections of this Grant Contract pertaining to "Conflicts of Interest," "Lobbying," "Nondiscrimination," "Public Accountability," "Public Notice," and "Records" (as identified by the section headings). Notwithstanding any use of approved subcontractors, the Grantee shall remain responsible for all work performed.

- D.6. Conflicts of Interest. The Grantee warrants that no part of the total Grant Contract Amount except for the limited purpose of paying Tennessee College of Applied Technology (TCATs) to accomplish the purpose of this program as set forth in A.2.(c), shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Grantee in connection with any work contemplated or performed relative to this Grant Contract.
- D.7. Lobbying. The Grantee certifies, to the best of its knowledge and belief, that:
- a. No federally appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
  - b. If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this contract, grant, loan, or cooperative agreement, the Grantee shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.
  - c. The Grantee shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into and is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. § 1352.

- D.8. Communications and Contacts. All instructions, notices, consents, demands, or other communications required or contemplated by this Grant Contract shall be in writing and shall be made by certified, first class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by email or facsimile transmission with recipient confirmation. All communications, regardless of method of transmission, shall be addressed to the respective party as set out below:

The State:

Mitch Currey, Senior Director of Workforce and Economic Development  
 Tennessee Higher Education Commission  
 312 Rosa L. Parks Ave.  
 9<sup>th</sup> Floor, TN Tower  
 Nashville, TN 37243  
[Mitch.Currey@tn.gov](mailto:Mitch.Currey@tn.gov)  
 Telephone: 615.741.1072

Dr. Brandon Hudson, Senior Director of Workforce and Economic Development  
 Tennessee Higher Education Commission  
 312 Rosa L. Parks Ave.  
 9<sup>th</sup> Floor, TN Tower  
 Nashville, TN 37243  
[Brandon.Hudson@tn.gov](mailto:Brandon.Hudson@tn.gov)

Telephone: 615.741.7575

THEC Fiscal:

Jason Cavender, Chief Financial Officer  
Tennessee Higher Education Commission  
312 Rosa L. Parks Ave.  
9<sup>th</sup> Floor, TN Tower  
Nashville, TN 37243  
[Jason.Cavender@tn.gov](mailto:Jason.Cavender@tn.gov)  
Telephone: 615.532.8303

The Grantee:

Joseph Chilton  
Hickman County Board of Education  
115 Murphree Ave.  
Centerville, TN 37033  
[joey.chilton@hickmank12.org](mailto:joey.chilton@hickmank12.org)  
Telephone: 931.996.9250

A change to the above contact information requires written notice to the person designated by the other party to receive notice.

All instructions, notices, consents, demands, or other communications shall be considered effectively given upon receipt or recipient confirmation as may be required.

- D.9. Subject to Funds Availability. This Grant Contract is subject to the appropriation and availability of State or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the State reserves the right to terminate this Grant Contract upon written notice to the Grantee. The State's right to terminate this Grant Contract due to lack of funds is not a breach of this Grant Contract by the State. Upon receipt of the written notice, the Grantee shall cease all work associated with the Grant Contract. Should such an event occur, the Grantee shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Grantee shall have no right to recover from the State any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- D.10. Nondiscrimination. The Grantee hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by federal, Tennessee state constitutional, or statutory law. The Grantee shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- D.11. HIPAA Compliance. The State and the Grantee shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 (HIPAA), Health Information Technology for Economic and Clinical Health Act (HITECH) and any other relevant laws and regulations regarding privacy (collectively the "Privacy Rules"). The obligations set forth in this Section shall survive the termination of this Grant Contract.
- a. The Grantee warrants to the State that it is familiar with the requirements of the Privacy Rules and will comply with all applicable HIPAA requirements in the course of this Grant Contract.

- b. The Grantee warrants that it will cooperate with the State, including cooperation and coordination with State privacy officials and other compliance officers required by the Privacy Rules, in the course of performance of this Grant Contract so that both parties will be in compliance with the Privacy Rules.
- c. The State and the Grantee will sign documents, including but not limited to business associate agreements, as required by the Privacy Rules and that are reasonably necessary to keep the State and the Grantee in compliance with the Privacy Rules. This provision shall not apply if information received by the State under this Grant Contract is NOT "protected health information" as defined by the Privacy Rules, or if the Privacy Rules permit the State to receive such information without entering into a business associate agreement or signing another such document.
- D.12. Public Accountability. If the Grantee is subject to Tenn. Code Ann. § 8-4-401 *et seq.*, or if this Grant Contract involves the provision of services to citizens by the Grantee on behalf of the State, the Grantee agrees to establish a system through which recipients of services may present grievances about the operation of the service program. The Grantee shall also display in a prominent place, located near the passageway through which the public enters in order to receive Grant supported services, a sign at least eleven inches (11") in height and seventeen inches (17") in width stating:
- NOTICE: THIS AGENCY IS A RECIPIENT OF TAXPAYER FUNDING. IF YOU OBSERVE AN AGENCY DIRECTOR OR EMPLOYEE ENGAGING IN ANY ACTIVITY WHICH YOU CONSIDER TO BE ILLEGAL, IMPROPER, OR WASTEFUL, PLEASE CALL THE STATE COMPTROLLER'S TOLL-FREE HOTLINE: 1-800-232-5454.
- The sign shall be on the form prescribed by the Comptroller of the Treasury. The Grantor State Agency shall obtain copies of the sign from the Comptroller of the Treasury, and upon request from the Grantee, provide Grantee with any necessary signs.
- D.13. Public Notice. All notices, informational pamphlets, press releases, research reports, signs, and similar public notices prepared and released by the Grantee in relation to this Grant Contract shall include the statement, "This project is funded under a grant contract with the State of Tennessee." All notices by the Grantee in relation to this Grant Contract shall be approved by the State.
- D.14. Licensure. The Grantee, its employees, and any approved subcontractor shall be licensed pursuant to all applicable federal, state, and local laws, ordinances, rules, and regulations and shall upon request provide proof of all licenses.
- D.15. Records. The Grantee and any approved subcontractor shall maintain documentation for all charges under this Grant Contract. The books, records, and documents of the Grantee and any approved subcontractor, insofar as they relate to work performed or money received under this Grant Contract, shall be maintained in accordance with applicable Tennessee law. In no case shall the records be maintained for a period of less than five (5) full years from the date of the final payment. The Grantee's records shall be subject to audit at any reasonable time and upon reasonable notice by the Grantor State Agency, the Comptroller of the Treasury, or their duly appointed representatives.

The records shall be maintained in accordance with Governmental Accounting Standards Board (GASB) Accounting Standards or the Financial Accounting Standards Board (FASB) Accounting Standards Codification, as applicable, and any related AICPA Industry Audit and Accounting guides.

In addition, documentation of grant applications, budgets, reports, awards, and expenditures will be maintained in accordance with U.S. Office of Management and Budget's *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.

Grant expenditures shall be made in accordance with local government purchasing policies and procedures and purchasing procedures for local governments authorized under state law.

The Grantee shall also comply with any recordkeeping and reporting requirements prescribed by the Tennessee Comptroller of the Treasury.

The Grantee shall establish a system of internal controls that utilize the COSO Internal Control - Integrated Framework model as the basic foundation for the internal control system. The Grantee shall incorporate any additional Comptroller of the Treasury directives into its internal control system.

Any other required records or reports which are not contemplated in the above standards shall follow the format designated by the head of the Grantor State Agency, the Central Procurement Office, or the Commissioner of Finance and Administration of the State of Tennessee.

- D.16. Monitoring. The Grantee's activities conducted and records maintained pursuant to this Grant Contract shall be subject to monitoring and evaluation by the State, the Comptroller of the Treasury, or their duly appointed representatives.
- D.17. Progress Reports. The Grantee shall submit brief, periodic, progress reports to the State as requested.
- D.18. Annual and Final Reports. The Grantee shall submit, within three (3) months of the conclusion of each year of the Term, an annual report. For grant contracts with a term of less than one (1) year, the Grantee shall submit a final report within three (3) months of the conclusion of the Term. For grant contracts with multiyear terms, the final report will take the place of the annual report for the final year of the Term. The Grantee shall submit annual and final reports to the Grantor State Agency. At minimum, annual and final reports shall include: (a) the Grantee's name; (b) the Grant Contract's Edison identification number, Term, and total amount; (c) a narrative section that describes the program's goals, outcomes, successes and setbacks, whether the Grantee used benchmarks or indicators to determine progress, and whether any proposed activities were not completed; and (d) other relevant details requested by the Grantor State Agency. Annual and final report documents to be completed by the Grantee shall appear on the Grantor State Agency's website or as an attachment to the Grant Contract.
- D.19. Audit Report. The Grantee shall be audited in accordance with applicable Tennessee law.
- If the Grantee is subject to an audit under this provision, then the Grantee shall complete Attachment C.
- When a federal single audit is required, the audit shall be performed in accordance with U.S. Office of Management and Budget's *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.
- A copy of the audit report shall be provided to the Comptroller by the licensed, independent public accountant. Audit reports shall be made available to the public.
- D.20. Procurement. If other terms of this Grant Contract allow reimbursement for the cost of goods, materials, supplies, equipment, or contracted services, such procurement shall be made on a competitive basis, including the use of competitive bidding procedures, where practical. The Grantee shall maintain documentation for the basis of each procurement for which reimbursement is paid pursuant to this Grant Contract. In each instance where it is determined that use of a competitive procurement method is not practical, supporting documentation shall include a written justification for the decision and for use of a non-competitive procurement. If the Grantee is a subrecipient, the Grantee shall comply with 2 C.F.R. §§ 200.317—200.326 when procuring property and services under a federal award.

The Grantee shall obtain prior approval from the State before purchasing any equipment under this Grant Contract.

For purposes of this Grant Contract, the term "equipment" shall include any article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost which equals or exceeds five thousand dollars (\$5,000.00).

- D.21. Strict Performance. Failure by any party to this Grant Contract to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this Grant Contract is not a waiver or relinquishment of any term, covenant, condition, or provision. No term or condition of this Grant Contract shall be held to be waived, modified, or deleted except by a written amendment signed by the parties.
- D.22. Independent Contractor. The parties shall not act as employees, partners, joint venturers, or associates of one another in the performance of this Grant Contract. The parties acknowledge that they are independent contracting entities and that nothing in this Grant Contract shall be construed to create a principal/agent relationship or to allow either to exercise control or direction over the manner or method by which the other transacts its business affairs or provides its usual services. The employees or agents of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.
- D.23. Limitation of State's Liability. The State shall have no liability except as specifically provided in this Grant Contract. In no event will the State be liable to the Grantee or any other party for any lost revenues, lost profits, loss of business, loss of grant funding, decrease in the value of any securities or cash position, time, money, goodwill, or any indirect, special, incidental, punitive, exemplary or consequential damages of any nature, whether based on warranty, contract, statute, regulation, tort (including but not limited to negligence), or any other legal theory that may arise under this Grant Contract or otherwise. The State's total liability under this Grant Contract (including any exhibits, schedules, amendments or other attachments to the Contract) or otherwise shall under no circumstances exceed the Maximum Liability originally established in Section C.1 of this Grant Contract. This limitation of liability is cumulative and not per incident.
- D.24. Force Majeure. "Force Majeure Event" means fire, flood, earthquake, elements of nature or acts of God, wars, riots, civil disorders, rebellions or revolutions, acts of terrorism or any other similar cause beyond the reasonable control of the party except to the extent that the non-performing party is at fault in failing to prevent or causing the default or delay, and provided that the default or delay cannot reasonably be circumvented by the non-performing party through the use of alternate sources, workaround plans or other means. A strike, lockout or labor dispute shall not excuse either party from its obligations under this Grant Contract. Except as set forth in this Section, any failure or delay by a party in the performance of its obligations under this Grant Contract arising from a Force Majeure Event is not a default under this Grant Contract or grounds for termination. The non-performing party will be excused from performing those obligations directly affected by the Force Majeure Event, and only for as long as the Force Majeure Event continues, provided that the party continues to use diligent, good faith efforts to resume performance without delay. The occurrence of a Force Majeure Event affecting Grantee's representatives, suppliers, subcontractors, customers or business apart from this Grant Contract is not a Force Majeure Event under this Grant Contract. Grantee will promptly notify the State of any delay caused by a Force Majeure Event (to be confirmed in a written notice to the State within one (1) day of the inception of the delay) that a Force Majeure Event has occurred, and will describe in reasonable detail the nature of the Force Majeure Event. If any Force Majeure Event results in a delay in Grantee's performance longer than forty-eight (48) hours, the State may, upon notice to Grantee: (a) cease payment of the fees until Grantee resumes performance of the affected obligations; or (b) immediately terminate this Grant Contract or any purchase order, in whole or in part, without further payment except for fees then due and payable. Grantee will not increase its charges under this

Grant Contract or charge the State any fees other than those provided for in this Grant Contract as the result of a Force Majeure Event.

- D.25. Tennessee Department of Revenue Registration. The Grantee shall comply with all applicable registration requirements contained in Tenn. Code Ann. §§ 67-6-601 – 608. Compliance with applicable registration requirements is a material requirement of this Grant Contract.
- D.26. Charges to Service Recipients Prohibited. The Grantee shall not collect any amount in the form of fees or reimbursements from the recipients of any service provided pursuant to this Grant Contract.
- D.27. No Acquisition of Equipment or Motor Vehicles. This Grant Contract does not involve the acquisition and disposition of equipment or motor vehicles acquired with funds provided under this Grant Contract.
- D.28. State and Federal Compliance. The Grantee shall comply with all applicable state and federal laws and regulations in the performance of this Grant Contract. The U.S. Office of Management and Budget's Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards is available here: [http://www.ecfr.gov/cgi-bin/text-idx?SID=c6b2f053952359ba94470ad3a7c1a975&tpl=/ecfrbrowse/Title02/2cfr200\\_main\\_02.tpl](http://www.ecfr.gov/cgi-bin/text-idx?SID=c6b2f053952359ba94470ad3a7c1a975&tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl)
- D.29. Governing Law. This Grant Contract shall be governed by and construed in accordance with the laws of the State of Tennessee, without regard to its conflict or choice of law rules. The Grantee agrees that it will be subject to the exclusive jurisdiction of the courts of the State of Tennessee in actions that may arise under this Grant Contract. The Grantee acknowledges and agrees that any rights or claims against the State of Tennessee or its employees hereunder, and any remedies arising there from, shall be subject to and limited to those rights and remedies, if any, available under Tenn. Code Ann. §§ 9-8-101 through 9-8-408.
- D.30. Completeness. This Grant Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions agreed to by the parties. This Grant Contract supersedes any and all prior understandings, representations, negotiations, or agreements between the parties, whether written or oral.
- D.31. Severability. If any terms and conditions of this Grant Contract are held to be invalid or unenforceable as a matter of law, the other terms and conditions shall not be affected and shall remain in full force and effect. To this end, the terms and conditions of this Grant Contract are declared severable.
- D.32. Headings. Section headings are for reference purposes only and shall not be construed as part of this Grant Contract.
- D.33. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101, *et seq.*, addressing contracting with persons as defined at Tenn. Code Ann. §12-12-103(5) that engage in investment activities in Iran, shall be a material provision of this Grant Contract. The Grantee certifies, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- D.34. Debarment and Suspension. The Grantee certifies, to the best of its knowledge and belief, that it, its current and future principals, its current and future subcontractors and their principals:
- a. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or state department or agency;
  - b. have not within a three (3) year period preceding this Grant Contract been convicted of, or had a civil judgment rendered against them from commission of fraud, or a criminal

- offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;
- c. are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in section b. of this certification; and
  - d. have not within a three (3) year period preceding this Grant Contract had one or more public transactions (federal, state, or local) terminated for cause or default.

The Grantee shall provide immediate written notice to the State if at any time it learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals or the principals of its subcontractors are excluded or disqualified, or presently fall under any of the prohibitions of sections a-d.

- D.35. Confidentiality of Records. Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Grantee by the State or acquired by the Grantee on behalf of the State that is regarded as confidential under state or federal law shall be regarded as "Confidential Information." Nothing in this Section shall permit Grantee to disclose any Confidential Information, regardless of whether it has been disclosed or made available to the Grantee due to intentional or negligent actions or inactions of agents of the State or third parties. Confidential Information shall not be disclosed except as required or permitted under state or federal law. Grantee shall take all necessary steps to safeguard the confidentiality of such material or information in conformance with applicable state and federal law.

The obligations set forth in this Section shall survive the termination of this Grant Contract.

**E. SPECIAL TERMS AND CONDITIONS:**

- E.1. Conflicting Terms and Conditions. Should any of these special terms and conditions conflict with any other terms and conditions of this Grant Contract, the special terms and conditions shall be subordinate to the Grant Contract's other terms and conditions.
- E.2. Family Educational Rights and Privacy Act & Tennessee Data Accessibility, Transparency and Accountability Act. The Grantee shall comply with the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. 1232(g)) and its accompanying regulations (34 C.F.R. § 99) ("FERPA"). The Grantee warrants that the Grantee is familiar with FERPA requirements and that it will comply with these requirements in the performance of its duties under this Grant Contract. The Grantee agrees to cooperate with the State, as required by FERPA, in the performance of its duties under this Grant Contract. The Grantee agrees to maintain the confidentiality of all education records and student information. The Grantee shall only use such records and information for the exclusive purpose of performing its duties under this Grant Contract. The obligations set forth in this Section shall survive the termination of this Grant Contract.

The Grantee shall also comply with Tenn. Code Ann. § 49-1-701, *et seq.*, known as the "Data Accessibility, Transparency and Accountability Act," and any accompanying administrative rules or regulations (collectively "DATAA"). The Grantee agrees to maintain the confidentiality of all records containing student and de-identified data, as this term is defined in DATAA, in any databases, to which the State has granted the Grantee access, and to only use such data for the exclusive purpose of performing its duties under this Grant Contract.

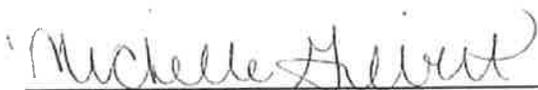
Any instances of unauthorized disclosure of data containing personally identifiable information in violation of FERPA or DATAA that come to the attention of the Grantee shall be reported to the State within twenty-four (24) hours.

- E.3. **Personally Identifiable Information.** While performing its obligations under this Grant Contract, Grantee may have access to Personally Identifiable Information held by the State ("PII"). For the purposes of this Grant Contract, "PII" includes "Nonpublic Personal Information" as that term is defined in Title V of the Gramm-Leach-Bliley Act of 1999 or any successor federal statute, and the rules and regulations thereunder, all as may be amended or supplemented from time to time ("GLBA") and personally identifiable information and other data protected under any other applicable laws, rule or regulation of any jurisdiction relating to disclosure or use of personal information ("Privacy Laws"). Grantee agrees it shall not do or omit to do anything which would cause the State to be in breach of any Privacy Laws. Grantee shall, and shall cause its employees, agents and representatives to: (i) keep PII confidential and may use and disclose PII only as necessary to carry out those specific aspects of the purpose for which the PII was disclosed to Grantee and in accordance with this Grant Contract, GLBA and Privacy Laws; and (ii) implement and maintain appropriate technical and organizational measures regarding information security to: (A) ensure the security and confidentiality of PII; (B) protect against any threats or hazards to the security or integrity of PII; and (C) prevent unauthorized access to or use of PII. Grantee shall immediately notify State: (1) of any disclosure or use of any PII by Grantee or any of its employees, agents and representatives in breach of this Grant Contract; and (2) of any disclosure of any PII to Grantee or its employees, agents and representatives where the purpose of such disclosure is not known to Grantee or its employees, agents and representatives. The State reserves the right to review Grantee's policies and procedures used to maintain the security and confidentiality of PII and Grantee shall, and cause its employees, agents and representatives to, comply with all reasonable requests or directions from the State to enable the State to verify or ensure that Grantee is in full compliance with its obligations under this Grant Contract in relation to PII. Upon termination or expiration of the Grant Contract or at the State's direction at any time in its sole discretion, whichever is earlier, Grantee shall immediately return to the State any and all PII which it has received under this Grant Contract and shall destroy all records of such PII.

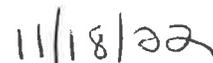
The Grantee shall report to the State any instances of unauthorized access to or potential disclosure of PII in the custody or control of Grantee ("Unauthorized Disclosure") that come to the Grantee's attention. Any such report shall be made by the Grantee within twenty-four (24) hours after the Unauthorized Disclosure has come to the attention of the Grantee. Grantee shall take all necessary measures to halt any further Unauthorized Disclosures. The Grantee, at the sole discretion of the State, shall provide no cost credit monitoring services for individuals whose PII was affected by the Unauthorized Disclosure. The Grantee shall bear the cost of notification to all individuals affected by the Unauthorized Disclosure, including individual letters and public notice. The remedies set forth in this Section are not exclusive and are in addition to any claims or remedies available to this State under this Grant Contract or otherwise available at law. The obligations set forth in this Section shall survive the termination of this Grant Contract.

**IN WITNESS WHEREOF,**

**HICKMAN COUNTY BOARD OF EDUCATION:**



**MICHELLE GILBERT, DIRECTOR OF SCHOOLS**



**DATE**

**TENNESSEE HIGHER EDUCATION COMMISSION:**

  
Emily House (Nov 29, 2022 13:38 CST)

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**DR. EMILY HOUSE, EXECUTIVE DIRECTOR**

**DATE**

## ATTACHMENT A

GRANT BUDGET				
33201-04623 ID 76980 HICKMAN COUNTY BOARD OF EDUCATION SPARC 4.0				
The Grant Budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable Period: BEGIN: 01/15/2023 END: 12/31/2024				
POLICY 03 Object Line-Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$0.00	\$0.00	\$0.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>	\$5,000.00	\$0.00	\$5,000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$42,700.00	\$0.00	\$42,700.00
11. 12	Travel, Conferences & Meetings	\$0.00	\$0.00	\$0.00
13	Interest <sup>2</sup>	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$0.00	\$0.00	\$0.00
17	Depreciation <sup>2</sup>	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel <sup>2</sup>	\$0.00	\$0.00	\$0.00
20	Capital Purchase <sup>2</sup>	\$47,458.00	\$0.00	\$47,458.00
22	Indirect Cost	\$0.00	\$0.00	\$0.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	<b>GRAND TOTAL</b>	<b>\$95,158.00</b>	<b>\$0.00</b>	<b>\$95,158.00</b>

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>).

<sup>2</sup> Applicable detail follows this page if line-item is funded.

**ATTACHMENT A****GRANT BUDGET LINE-ITEM DETAIL:**

<b>PROFESSIONAL FEE, GRANT, &amp; AWARD</b>	<b>AMOUNT</b>
OSHA 10 Certifications – qty. 100 @ \$50/ea	\$5,000
<b>TOTAL</b>	<b>\$5,000</b>

<b>CAPITAL PURCHASE</b>	<b>AMOUNT</b>
Auto Lift	\$25,000
Kitchen Upgrade	\$12,458
E-Books Software License for 2 years	\$10,000
<b>TOTAL</b>	<b>\$47,458</b>

**ATTACHMENT B**

**Parent Child Information**

***The Grantee should complete this form and submit it with the Grant Contract. The Grantee should submit only one, completed "Parent Child Information" document to the State during the Grantee's fiscal year.***

"Parent" means an entity whose IRS filing contains the information of at least one other entity.

"Child" means an entity whose information is contained in another entity's IRS filing.

Grantee's Edison Vendor ID number: 0000004226

Is Hickman County Board of Education a parent? Yes  No

If yes, provide the name and Edison Vendor ID number, if applicable, of any child entities.

Is Hickman County Board of Education a child? Yes  No

If yes, complete the fields below.

Parent entity's name: \_\_\_\_\_

Parent entity's tax identification number: \_\_\_\_\_

Note: If the parent entity's tax identification number is a social security number, this form must be submitted via US mail to:

Central Procurement Office, Grants Program Manager  
3<sup>rd</sup> Floor, WRS Tennessee Tower  
312 Rosa L Parks Avenue  
Nashville, TN 37243

Parent entity's contact information

Name of primary contact person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone number: \_\_\_\_\_

Email address: \_\_\_\_\_

Parent entity's Edison Vendor ID number, if applicable: \_\_\_\_\_

**ATTACHMENT C**

**Notice of Audit Report**

Check one of the two boxes below and complete the remainder of this document as instructed. Send completed documents as a PDF file to [cpo.auditnotice@tn.gov](mailto:cpo.auditnotice@tn.gov). **The Grantee should submit only one, completed "Notice of Audit Report" document to the State ninety (90) days prior to the Grantee's fiscal year.**

- Hickman County Board of Education is subject to an audit for fiscal year 2023.
- Hickman County Board of Education is not subject to an audit for fiscal year 2023.

Grantee's Edison Vendor ID Number:0000004226

Grantee's fiscal year end: 06/30/2023

Any Grantee that is subject to an audit must complete the information below.

Type of funds expended	Estimated amount of funds expended by end of Grantee's fiscal year
Federal pass-through funds a. Funds passed through the State of Tennessee b. Funds passed through any other entity	a. 13,200,000.00 b.
Funds received directly from the federal government	
Non-federal funds received directly from the State of Tennessee	\$34,000,000.00

Form Name: SPARC 4.0 RFI - Transitional  
Submission Time: October 21, 2022 12:34 pm  
Browser: Chrome 105.0.0.0 / Windows  
IP Address: 96.4.30.126  
Unique ID: 1024514586  
Location:

**STATEMENT OF PURPOSE:**

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**BACKGROUND:**

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**GENERAL INFORMATION:**

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I acknowledge that I have read and understand the information provided in this section. Yes

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**Respondent Entity Information**

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**Respondent Legal Entity Name** Hickman County School System

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**Respondent Legal Entity Address** 115 Murphree Ave  
Centerville 37033

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**Edison ID:** 0000004226

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**Must contracts in your county receive school board approval prior to being signed?** Yes

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**Respondent Contact Person Information**

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**Respondent Contact Person** Joseph Chilton

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**Contact Person Email** joey.chilton@hickmank12.org

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**Contact Person Phone Number** (931) 996-9250

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**Informational Component 1: Current CTE Career Clusters**

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**Career Clusters**

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Please select all Career Clusters that your institution offers. Check all that apply.

Advanced Manufacturing  
 Agriculture, Food, & Natural Resources  
 Architecture & Construction  
 Business Management & Administration  
 Education & Training  
 Health Science  
 Hospitality & Tourism  
 Human Services  
 Transportation

## Informational Component 2: Identified Needs

### Proposed Expense 1

<b>Career Cluster</b>	Multiple Career Clusters
<b>Proposed Expense Type</b>	Industry Certifications
<b>Proposed Expense Location</b>	Hickman County-East Hickman High School
<b>Proposed Expense</b>	OSHA 10 Certification
<b>Purchase Quantity</b>	50
<b>Cost Per Unit</b>	50
<b>Total</b>	2500
<b>Do you have additional proposed expenses to report?</b>	Yes

### Proposed Expense 2

<b>Career Cluster</b>	Multiple Career Clusters
<b>Proposed Expense Type</b>	Industry Certifications
<b>Proposed Expense Location</b>	Hickman County-Hickman Co Sr High School
<b>Proposed Expense</b>	OSHA 10 Certification
<b>Purchase Quantity</b>	50
<b>Cost Per Unit</b>	50
<b>Total</b>	2500
<b>Do you have additional proposed expenses to report?</b>	Yes

**Proposed Expense 3**

<b>Career Cluster</b>	Transportation
<b>Proposed Expense Type</b>	Equipment (Single Item \$5,000 or above)
<b>Proposed Expense Location</b>	Hickman County-Hickman Co Sr High School
<b>Proposed Expense</b>	Auto Lift
<b>Purchase Quantity</b>	1
<b>Cost Per Unit</b>	25000
<b>Total</b>	25000
<b>Do you have additional proposed expenses to report?</b>	Yes

**Proposed Expense 4**

<b>Career Cluster</b>	Human Services
<b>Proposed Expense Type</b>	Equipment (Single Item less than \$4,999)
<b>Proposed Expense Location</b>	Hickman County-Hickman Co Sr High School
<b>Proposed Expense</b>	Dishwasher
<b>Purchase Quantity</b>	1
<b>Cost Per Unit</b>	600
<b>Total</b>	600
<b>Do you have additional proposed expenses to report?</b>	Yes

**Proposed Expense 5**

<b>Career Cluster</b>	Human Services
<b>Proposed Expense Type</b>	Equipment (Single Item less than \$4,999)
<b>Proposed Expense Location</b>	Hickman County-Hickman Co Sr High School
<b>Proposed Expense</b>	Refrigerator
<b>Purchase Quantity</b>	1
<b>Cost Per Unit</b>	1200
<b>Total</b>	1200

Do you have additional proposed expenses to report? Yes

### Proposed Expense 6

Career Cluster	Human Services
Proposed Expense Type	Equipment (Single Item less than \$4,999)
Proposed Expense Location	Hickman County-Hickman Co Sr High School
Proposed Expense	Stand mixer
Purchase Quantity	1
Cost Per Unit	400
Total	400

Do you have additional proposed expenses to report? Yes

### Proposed Expense 7

Career Cluster	Agriculture, Food, & Natural Resources
Proposed Expense Type	Facility Upgrades
Proposed Expense Location	Hickman County-East Hickman High School
Proposed Expense	Greenhouse climate control package (evaporative cooler, shade)
Purchase Quantity	1
Cost Per Unit	4500
Total	4500

Do you have additional proposed expenses to report? Yes

### Proposed Expense 8

Career Cluster	Hospitality & Tourism
Proposed Expense Type	Facility Upgrades
Proposed Expense Location	Hickman County-East Hickman High School

**Proposed Expense** Kitchen cabinets/countertops/sinks/hardware for the culinary kitchen **Attachment E**  
(These stainless steel models will replace the original wood and Formica materials which are breaking down.) This is a lump sum, but I don't expect any of the individual items to cost more than \$4,999.

**Purchase Quantity** 1

**Cost Per Unit** 12458

**Total** 12458

**Do you have additional proposed expenses to report?** Yes

### **Proposed Expense 9**

**Career Cluster** Multiple Career Clusters

**Proposed Expense Type** Consumables/Supplies

**Proposed Expense Location** Hickman County-East Hickman High School

**Proposed Expense** Consumables/Supplies - This will be split between the following 12 different programs of study and each will receive \$1,500. Mechatronics, Welding, Horticulture Science, Veterinary and Animal Science, HVAC, Construction, Business, Teaching as a Profession, Nursing and Therapeutic Services, Culinary Arts, Cosmetology, Auto Maintenance and Repair.

**Purchase Quantity** 12

**Cost Per Unit** 1500

**Total** 18000

**Do you have additional proposed expenses to report?** Yes

### **Proposed Expense 10**

**Career Cluster** Multiple Career Clusters

**Proposed Expense Type** Consumables/Supplies

**Proposed Expense Location** Hickman County-Hickman Co Sr High School

**Proposed Expense**

Consumables/Supplies - This will be split between the following 12 different programs of study and each will receive \$1,500. Mechatronics, Welding, Ag Engineering, Horticultural Science, HVAC, Construction, Business, Teaching as a Profession, Nursing and Therapeutic Services, Cosmetology, Human and Social Sciences, Auto Maintenance and Repair.

<b>Purchase Quantity</b>	12
<b>Cost Per Unit</b>	1500
<b>Total</b>	18000
<b>Do you have additional proposed expenses to report?</b>	No

**Informational Component 3: Opportunities & Obstacles**

<b>How do the proposed expenditures listed above increase the postsecondary access and attainment of the CTE students in your county?</b>	The proposed expenses for equipment, facility upgrades, and consumables will allow us to continue to offer dual enrollment opportunities through Dickson TCAT, Hohenwald TCAT, and Columbia State Community College.
<b>What limiting factors, if any, are there in establishing new dual enrollment opportunities? Check all that apply.</b>	Space Lack of Qualified Instructors Equipment Scheduling Student Awareness of Opportunities
<b>Other than SPARC, what other grants has your county been awarded that impact CTE? Check all that apply.</b>	GIVE 1.0/GIVE 2.0 Innovative School Models Other: Just a note: We, like every other district, received ESSER funding, but I'm not sure it has been used in a way that I could say that it has had a significant impact on our CTE programs.

**Submission**

**From:** [Joey Chilton](#)  
**To:** [Amber Walsh](#)  
**Subject:** Re: [EXTERNAL] Re: Hickman County - SPARC - RFI  
**Date:** Thursday, November 10, 2022 2:50:59 PM

---

Amber,  
This is a 2-year license that includes unlimited student seats and covers both high schools. We have around 220 students in our district that take the state-mandated personal finance course each year, so this course will cover approximately 440 students over a 2-year period at a cost of around \$22.72 per student (\$10,000/440). This is more than just an e-book. This is an online course that includes lesson planning, pacing guides, text, videos, suggested classroom activities, auto-graded assessments, teacher guide, and grade book.  
-Joey

On Thu, Nov 10, 2022 at 2:16 PM Amber Walsh <[Amber.Walsh@tn.gov](mailto:Amber.Walsh@tn.gov)> wrote:

Joey,

We do have one question for you: are these one-time use? Some eBooks are only good for one student, due to access codes.

Thank you,

Amber Walsh

**From:** Amber Walsh  
**Sent:** Thursday, November 10, 2022 1:59 PM  
**To:** Joey Chilton <[joey.chilton@hickmank12.org](mailto:joey.chilton@hickmank12.org)>  
**Cc:** Mitch Currey <[Mitch.Currey@tn.gov](mailto:Mitch.Currey@tn.gov)>; Brandon Hudson <[Brandon.Hudson@tn.gov](mailto:Brandon.Hudson@tn.gov)>  
**Subject:** RE: [EXTERNAL] Re: Hickman County - SPARC - RFI

Yes, I believe that would be an accepted expense for e-books.

Mitch & Brandon, what are your thoughts?

Amber Walsh

**From:** Joey Chilton <[joey.chilton@hickmank12.org](mailto:joey.chilton@hickmank12.org)>  
**Sent:** Thursday, November 10, 2022 1:53 PM  
**To:** Amber Walsh <[Amber.Walsh@tn.gov](mailto:Amber.Walsh@tn.gov)>  
**Subject:** [EXTERNAL] Re: Hickman County - SPARC - RFI

\*\*\* This is an EXTERNAL email. Please exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email - STS-Security. \*\*\*

Amber,

1. The kitchen upgrades to the culinary arts program. Will county staff be completing the renovations or will you be hiring a contractor? County staff (and/or our construction class) will be completing the culinary renovations.
2. You currently have budgeted \$85,158; however, your grant is for \$95,158. Where do you think the additional \$10k is most needed? I apologize for this. In regards to e-books as an acceptable expense, we have a recent quote for \$10,000 for a 2-year, unlimited seats, site license for an online Personal Finance course that would cover both of our high schools. Could we be approved for that?

Feel free to email or call me at 931-996-9250.

Thanks,

Joey

\$25,000.00	Auto Lift	HCHS
\$2,500.00	OSHA 10 ICs	EHHS
\$2,500.00	OSHA 10 ICs	HCHS
\$600.00	Dishwasher	HCHS
\$1,200.00	Refrigerator	HCHS
\$400.00	5 quart stand mixer	HCHS
\$4,500.00	Greenhouse climate control package	EHHS
\$12,458.00	Commercial kitchen cabinets	EHHS
36,000	24x1,500 consumables	EHHS/HCHS
\$85,158.00	Total	
\$10,000.00	E-books (Online Personal Finance Program)	EHHS/HCHS
\$95,158.00	Total	

On Thu, Nov 10, 2022 at 12:20 PM Amber Walsh <[Amber.Walsh@tn.gov](mailto:Amber.Walsh@tn.gov)> wrote:

Joey,

Good afternoon. I am reviewing your RFI and have a few questions:

1. The kitchen upgrades to the culinary arts program. Will county staff be completing the renovations or will you be hiring a contractor?
2. You currently have budgeted \$85,158; however, your grant is for \$95,158. Where do you think the additional \$10k is most needed?

Thank you,

Amber Walsh

**THEC  TSAC**

**Amber Walsh** | THEC Coordinator

Tennessee Higher Education Commission

312 Rosa L. Parks Ave.

9<sup>th</sup> Floor, TN Tower

Nashville, TN 37243

p. 615-532-3500 m. 615-693-0175

[amber.walsh@tn.gov](mailto:amber.walsh@tn.gov)

[www.tn.gov/thecc](http://www.tn.gov/thecc)

@TNHigherEd

---

Joseph Chilton

Career & Technical Education Director

Alternative Learning Center Director

Hickman County Schools

[Joey.Chilton@hickmank12.org](mailto:Joey.Chilton@hickmank12.org)

(931) 729-3391 Ext. 2228



--

Joseph Chilton  
Career & Technical Education Director  
Alternative Learning Center Director  
Hickman County Schools  
[Joey.Chilton@hickmank12.org](mailto:Joey.Chilton@hickmank12.org)  
(931) 729-3391 Ext. 2228



**CONTRACT TO AUDIT ACCOUNTS**  
**OF**  
**Hickman County Schools - Internal School Funds**

**FROM July 01, 2022 TO June 30, 2023**

This agreement made this 12th day of December 2022, by and between Blankenship CPA Group, PLLC, 2672 N. Mount Juliet Road, Mount Juliet, TN 37122, hereinafter referred to as the "auditor" and Hickman County Schools - Internal School Funds, of 115 Murphree Avenue, Centerville, TN 37033, hereinafter referred to as the "organization", as follows:

1. In accordance with the requirements of the laws and/or regulations of the State of Tennessee, the auditor shall perform a financial and compliance audit of the organization for the period beginning July 01, 2022, and ending June 30, 2023 with the **exceptions listed below**:

2. The auditor shall conduct the audit in accordance with *Government Auditing Standards* issued by the Comptroller General of the United States and requirements prescribed by the Comptroller of the Treasury, State of Tennessee, as detailed in the *Audit Manual*. Additional information and procedures necessary to comply with requirements of governments other than the State of Tennessee are permissible provided they do not conflict with or undermine the requirements previously referenced. If applicable, the audit is to be conducted in accordance with the provisions of the Single Audit Act and Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)*. The audit is also to be conducted in accordance with any other applicable federal agency requirements. It is agreed that this audit will conform to standards, procedures, and reporting requirements established by the Comptroller of the Treasury. It is further agreed that any deviation from these standards and procedures will be approved in writing by the Comptroller of the Treasury prior to the execution of the contract. The interpretation of this contract shall be governed by the above-mentioned publications and the laws of the State of Tennessee.

3. The auditor shall, as part of the written audit report, submit to the organization's management and those charged with governance:

- a) a report containing an expression of an unmodified or modified opinion on the financial statements, as prescribed by the *Audit Manual*. This report shall state the audit was performed in accordance with *Government Auditing Standards*, except when a disclaimer of opinion is issued. If the organization is a component unit or fund of another entity, it is agreed that: (a) the financial statements may be included in the financial statements of the other entity; (b) the principal auditor for the other entity may rely upon the contracted auditor's report; and (c) any additional information required by the principal auditor of the other entity will be provided in a timely manner.
- b) a report on the internal control and on compliance with applicable laws and regulations and other matters. This report shall be issued regardless of whether the organization received any federal funding. Audit reports of entities which are subject to the provisions of the Single Audit Act and OMB's Uniform Guidance shall include the additional reports required by that guidance. The reports will set forth findings, recommendations for improvement, concurrence or nonconcurrence of appropriate officials with the audit findings, comments on management's responses as appropriate, and comments on the disposition of prior year findings.

4. If a management letter or any other reports or correspondence relating to other matters involving internal controls or noncompliance are issued in connection with this audit, a copy shall be filed with the Comptroller of the Treasury by the auditor. Such management letters, reports, or correspondence shall be consistent with the findings published in the audit report (i.e., they shall disclose no reportable matters or significant deficiencies not also disclosed in the findings found in the published audit report). The report should also include a corrective action plan for findings developed under OMB's Uniform Guidance and for other findings in accordance with Section 9-3-407, *Tennessee Code Annotated* and the *Audit Manual*. The corrective action plan is only applicable to findings published in the audit report.

5. The auditor shall file **one (1)** electronic copy of said report with the Comptroller of the Treasury, State of Tennessee. The auditor shall furnish **25** printed copies and/or an electronic copy of the report to the organization's management and those charged with governance. It is anticipated that the auditor's report shall be filed prior to December 31, 2023, **but in no case, shall be filed later than six (6) months following the period to be audited, without explanation to the Comptroller of the Treasury, State of Tennessee and the organization. (Audit documentation for additional procedures for centralized cafeteria systems contracted with audits of internal school funds must be completed and available for review by September 30.)** Requirements for additional copies, including those to be filed with the appropriate officials of granting agencies, are listed below:

6. The auditor agrees to retain working papers for no less than five (5) years from the date the report is received by the Comptroller of the Treasury, State of Tennessee. In addition, the auditor agrees that all audit working papers shall, upon request, be made available in the manner requested by the Comptroller for review by the Comptroller of the Treasury or the Comptroller's representatives, agents, and legal counsel, while the audit is in progress and/or subsequent to the completion of the report. Furthermore, at the Comptroller's discretion, it is agreed that the working papers will be reviewed at the

office of the auditor, the entity, or the Comptroller and that copies of the working papers can be made by the Comptroller's representatives or may be requested to be made by the firm and may be retained by the Comptroller's representatives.

7. Any reasonable suspicion of fraud, (regardless of materiality) or other unlawful acts including, but not limited to, theft, forgery, credit/debit card fraud, or any other act of unlawful taking, waste, or abuse of, or official misconduct, as defined in *Tennessee Code Annotated*, § 39-16-402, involving public money, property, or services shall, upon discovery, be promptly reported in writing by the auditor to the Comptroller of the Treasury, State of Tennessee, who shall under all circumstances have the authority, at the discretion of the Comptroller, to directly investigate such matters. Notwithstanding anything herein to the contrary, the Comptroller of the Treasury, State of Tennessee, acknowledges that the auditor's responsibility hereunder is to design its audit to obtain reasonable, but not absolute, assurance of detecting fraud that would have a material effect on the financial statements, as well as other illegal acts or violations of provisions of contracts or grant agreements having a direct and material effect on financial statement amounts. If the circumstances disclosed by the audit call for a more detailed investigation by the auditor than necessary under ordinary circumstances, the auditor shall inform the organization's management and those in charge of governance in writing of the need for such additional investigation and the additional compensation required therefor. Upon approval by the Comptroller of the Treasury, an amendment to this contract may be made by the organization's management, those charged with governance, and the auditor for such additional investigation.

8. **Group Audits.** The provisions of Section 8, relate exclusively to contracts to audit components of a group under AU-C 600. (See definitions in AU-C 600, Paragraph 11.) Section 8 is only applicable to an auditor that audits a component (e.g. a fund, component unit, or other component) **of a county government that is audited by the Division of Local Government Audit (LGA)**. Section 8 is intended to satisfy the communication requirements for the group auditor (LGA) to the component auditor under AU-C 600.

- a) The Division of Local Government Audit (LGA) shall be considered the "group auditor" for any contract to audit a component of an applicable county government. LGA shall present the county's financial statements in compliance with U.S. Generally Accepted Accounting Principles (GAAP) as promulgated by the Governmental Accounting Standards Board (GASB). LGA shall conduct the audit in accordance with auditing standards generally accepted in the United States of America and the auditing standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States.
- b) The contracting auditor shall be considered the "component auditor" for purposes of this section.
- c) The financial statements audited by the component auditor should be presented in accordance with GAAP as promulgated by GASB. If the financial reporting framework for any component does not conform to this basis, the financial reporting framework should be disclosed in Section 9 (Special Provisions). (Component financial statements that are not presented using the same financial reporting framework as the county's financial statements may cause this contract to be rejected.)
- d) The component auditor shall conduct the component audit in accordance with auditing standards generally accepted in the United States of America and the auditing standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States.
- e) The component auditor shall cooperate with LGA to accomplish the group audit. It is anticipated that LGA will make reference to the component auditor's report in the group audit report. Should LGA find it necessary to assume responsibility for the component auditor's work, the terms, if any, shall be negotiated under a separate addendum to this contract.
- f) The component auditor shall follow the ethical requirements of *Government Auditing Standards* and affirms that the component auditor is independent to perform the audit and will remain independent throughout the course of the component audit engagement.
- g) The component auditor affirms that the component auditor is professionally competent to perform the audit. LGA may confirm certain aspects of the component auditor's competence through the Tennessee State Board of Accountancy.
- h) The component auditor will be contacted via email by the LGA's Audit Review Manager with the estimated date of the conclusion of LGA's audit of the county government. The component auditor agrees to update subsequent events between the date of the component auditor's report and the date of the conclusion of LGA's audit of the county government. Additional subsequent events should be communicated via email to LGA's Audit Review Manager.
- i) The component auditor shall read LGA's audited financial statements for the county government for the previous fiscal year noting in particular **related parties** in the notes to the financial statements, and **material misstatement** findings in the Findings and Questioned Costs Section. The previous year audited financial statements can be obtained from the Comptroller's website at [www.comptroller.tn.gov](http://www.comptroller.tn.gov). As required by generally accepted auditing standards, we have identified Management Override of Controls and Improper Revenue Recognition as presumptive fraud risks. The component auditor shall communicate to LGA (i.e. group management) on a timely basis **related parties** not previously identified by the group management in LGA's prior year audited financial statements. Related parties should be communicated via email to LGA's Audit Review Manager.
- j) The component auditor's report should not be restricted as to use in accordance with AU-C 905.
- k) Sections 1-7 and Sections 9-13 of this contract are also applicable to the component auditor during the performance of the component audit.

9. (Special Provisions)

10. In consideration of the satisfactory performance of the provisions of this contract, the organization shall pay to the auditor a fee of (Fees may be fixed amounts or estimated.) (Fixed Amount: ) or (Estimated gross fee: \$35,000.00)

(If not a fixed amount, an estimated gross fee should be furnished to the governing unit for budgetary purposes. A schedule of fees and/or rates should be set forth below. Interim billings may be arranged with consent of both parties to this contract.) Provision for the payment of fees under this agreement has been

or will be made by appropriation of management and those charged with governance.

SCHEDULE OF FEES AND/OR RATES:

**The amount of the contract will be not to exceed \$35,000.00**

11. As the authorized representative of the firm, I do hereby affirm that:
- our firm and all individuals participating in the audit are in compliance with all requirements of the Tennessee State Board of Accountancy and;
  - our firm has participated in an external quality control review at least once every three (3) years, conducted by an organization not affiliated with our firm, and that a copy of our most recent external quality control review report has been provided to the organization and the office of the Tennessee Comptroller of the Treasury approving this contract;
  - all members of the staff assigned to this audit have obtained the necessary hours of continuing professional education required by *Government Auditing Standards*;
  - all auditors participating in the engagement are independent under the requirements of the American Institute of Certified Public Accountants and *Government Auditing Standards*.

12. This writing, including any amendments or special provisions, contains all terms of this contract. There are no other agreements between the parties hereto and no other agreements relative hereto shall be enforceable, unless entered into in accordance with the procedures set out herein and approved by the Comptroller of the Treasury, State of Tennessee. In the event of a conflict or inconsistency between this contract and the special provisions contained in paragraph 9 of this contract, the special provision(s) are deemed to be void. Any changes to this contract must be agreed to in writing by the parties hereto and must be approved by the Comptroller of the Treasury, State of Tennessee. All parties agree that the digital signatures, that is, the electronic signatures applied by submitting the contract, are acceptable as provided for in the Uniform Electronic Transaction Act. Any paper documents submitted related to this contract will be converted to an electronic format and such electronic document(s) will be treated as the official document(s).

13. If any term of this contract is declared by a court having jurisdiction to be illegal or unenforceable, the validity of the remaining terms will not be affected, and, if possible, the rights and obligations of the parties are to be construed and enforced as if the contract did not contain that term.

**Blankenship CPA Group, PLLC**

**Hickman County Schools - Internal School Funds**

Audit firm

Governmental Unit or Organization



**Don Slaughter**



**Emily Gilbert**

By

By

Signature

Signature

Title/Position:

**Audit Partner**

Title/Position:

**Director of Schools**

E-mail address

**lmcintosh@bcpas.com**

E-mail address

**michelle.gilbert@hickmank12.org**

Date:

**January 30, 2023**

Date:

**January 17, 2023**

**Approved by the Comptroller of the Treasury, State of Tennessee**

For the Comptroller:

By

Date:



Hickman County Schools Board Agenda Item Request

Date: 1-30-23

Name of School: Hickman Co. Middle School

Item Request: Therapy Dog @ HCMS

Explanation:

We would like offer our students the opportunity to reap the benefits of having a therapy dog at HCMS: reduce anxiety and stress, improved energy levels and happiness (just to name a few of the benefits).

Attachments (if necessary and appropriate): - We will share data that validates a need, and we would

Signature of Person requesting to be placed on the agenda: Mitchell like for our board members to meet the therapy

Signature of Building Principal:

Uma S. Shupper

dog, Oscar (if allowed).



Hickman County Schools Board Agenda Item Request

Date: 4/25/23

Name of School: HCHS

Item Request: TN Strong Request

Explanation:  
Discuss a project for community wide  
vape disposal

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Jennifer Cooper

Signature of Building Principal:

R. A.

# Hickman County Board of Education

	Descriptor Term: <h2 style="text-align: center;">Code of Behavior and Discipline</h2>	Descriptor Code: <h3 style="text-align: center;">6.300</h3>	Issued Date: <h3 style="text-align: center;">11/01/21</h3>
		Rescinds: <h3 style="text-align: center;">6.300</h3>	Issued: <h3 style="text-align: center;">02/01/21</h3>

1 The following list of offenses and consequences is not intended to be an all-inclusive list. It is an attempt  
 2 to bring some consistency in the handling of student misconduct throughout the school system.

3 These school rules will apply:

- 4 1. On all school grounds and in school buses during, before or after school hours.
- 5 2. En route to and from school, including, but not limited to, on school buses.
- 6 3. At a school activity, function or event on or off campus.
- 7 4. Off campus if the conduct is potentially or actually disruptive to the school environment or its  
 8 educational purposes or constitutes a threat to the health, safety or welfare of either students or school  
 9 officials.

## OFFENSES

## PUNISHMENT

### ZERO TOLERANCE OFFENSES

12 **Drugs:** Unlawfully possessing, acquiring, attempting  
 13 to acquire, using, being under the influence of, selling  
 14 or attempting to sell, distributing or transmitting any  
 15 narcotic, stimulant drug, prescription drug, barbitol or  
 16 legend drug, inhalants, or any other controlled  
 17 substance.

**Mandatory 1 year expulsion**

18 **Weapons:** Bringing a firearm to school or being in  
 19 possession of a firearm at school or knowingly  
 20 possessing, handling, transmitting, or using a weapon,  
 21 or knowingly possessing an object with the intent of  
 22 going armed, or use of any object in a threatening  
 23 or assaultive manner. Weapons include, but are not  
 24 limited to, firearms, BB guns, pellet guns, ammunition,  
 25 explosives, knives with blades of 2 1/2 inches or more

**Mandatory 1 year expulsion**

1 in length, switchblades, razor blades, box cutters,  
2 bowie knife, hawk bill knife, or other like instruments  
3 utilizing a razor blade and ice picks, daggers, slingshots,  
4 leaded canes, blackjacks and knuckles.

5 **Assault:** Committing an assault which causes serious  
6 bodily injury to another student or others. Acting in  
7 lawful self-defense is not a violation of this rule.

**Principal Discretion**

## 8 **OTHER OFFENSES**

9 **Harassment (Intimidation/Bullying):** Conduct by a  
10 student that has the purpose or effect of unreasonably  
11 interfering with another student's academic development  
12 or that creates an intimidating, hostile or offensive  
13 learning environment.

**Up to and including a 1 year  
expulsion**

14 **Harassment (Discrimination):** Any conduct that:  
15 1. Unreasonable interferes with student work or  
16 educational opportunities; or  
17 2. Creates an intimidating, hostile or offensive  
18 learning environment, where such conduct is  
19 based on a person's sex, race, ethnicity or religion.

**Up to and including a 1 year  
expulsion**

20 **Drug Look-A-Likes or Drug Paraphernalia:** Drug  
21 look-alikes or paraphernalia shall include pills, powder  
22 or any substance which gives the appearance of  
23 prohibited drugs. Drug paraphernalia shall include  
24 roach clips, rolling papers, pot pipes, pagers or any  
25 other device or materials used with illegal substances.

**5 day suspension**

26 **Representation of any Substance as an Illegal Drug  
27 or Controlled Substance. Other Drugs:** Possessing,  
28 acquiring, attempting to acquire, using (whether by inhala-  
29 tion, ingestion or injection), being under the influence of,  
30 selling or attempting to sell, distributing or transmitting  
31 any designer, synthetic or counterfeit drug, any illegal per-  
32 formance enhancing drug, any substance that causes impair-  
33 ment, any substance which is inappropriately used to alter

**30 day suspension**

1 the mind, mood or behavior, or any other substance used as  
2 a drug. This Disciplinary Offense covers anything used as  
3 a drug not covered in the Drugs section of the Zero  
4 Tolerance Offenses.

5 **Smoking:** Smoking of any substance, including but not  
6 limited to tobacco and nicotine are prohibited. Both use (whether  
7 smoking or otherwise) and possession of tobacco is  
8 prohibited.

***Punishment for Tobacco Use or Possession:***

**First Offense:** 2 days in-school Suspension, when a student is found to be in possession of tobacco or nicotine, a court petition must be filed.

**Second Offense:** 3 days in-school Suspension, when a student is found to be in possession of tobacco or nicotine, a court petition must be filed.

**Third Offense:** 5 days in-school Suspension, when a student is Found to be in possession of tobacco or nicotine, a court petition must be filed.

**Fourth or More Offense:** Suspension in addition to the foregoing, when a student is found to be in possession of tobacco or nicotine, a court petition must be filed.

***Punishment for non-tobacco smoking:***

10 days suspension

31 **Alcohol:** Possessing, acquiring, attempting to acquire,  
32 consuming, being under the influence of, selling or  
33 attempting to sell, distributing or transmitting alcoholic  
34 beverages.

**30 days suspension or alternative school placement**

35 **Other Weapon Offenses:** A student shall not knowingly

**First Offense:** 5 day suspension or

1 possess, handle, or transmit oleoresin capsicum (pepper  
2 spray), a knife with blade less than 2 1/2 inches in length  
3 or a weapon replica. An exception applies to weapon  
4 replicas when school authorities specifically authorize the  
5 use of weapon replicas in instances such as the color guard,  
6 a prop in a school play, and the like.

7 **Threats:** A threat communicated verbally or demonstra-  
8 tively to inflict physical or other harm on any school  
9 employee, any other person acting in an official capacity  
10 on behalf of the school, or any other student. To be a  
11 violation of this rule, the threat must be one which would  
12 cause a person to reasonably fear imminent bodily injury.

### 13 **Dress Code Violations**

14  
15  
16  
17  
18  
19

alternative school placement.

**Second Offense:** 10 day  
suspension or alternative school  
placement

### **Principal Discretion**

**First Offense:** 1 day in-school  
suspension or school-issued  
uniform

**Second or More Offenses:** 1 day  
in-school suspension or school-  
issued uniform and parents  
contacted.

### 20 **Cell Phone Violations**

21 **Damage to Property or Persons** including vandalism or  
22 or damage resulting of misuse or destruction of school  
23 property.  
24

### 25 **Fighting**

### 26 **Lying or Cheating**

### 27 **Failure to Obey Staff**

### 28 **Disruption of School**

29 **Hazing:** Any intentional or reckless act, on or off  
30 school property, by a student, that endangers the mental  
31 or physical health or safety of that student, or that induces

### **Principal Discretion**

**Principal Discretion plus restitu-  
tion**

### **Principal Discretion**

- 1 or coerces a student to endanger such student's mental or  
2 physical health or safety.
- 3 **Disrespect for School Employees or Other Students** **Principal Discretion**
- 4 **Disruptive Behavior** **Principal Discretion**
- 5 **Gambling** **Principal Discretion**
- 6 **Attendance:** Skipping any amount of school or **Principal Discretion**  
7 leaving school without permission
- 8 **Inappropriate Language** **Principal Discretion**
- 9 **Forgery:** Forging an official note to/from school **Principal Discretion**
- 10 **Littering** **Principal Discretion**
- 11 **Off-Campus Criminal Behavior:** Off-campus criminal **Principal Discretion**  
12 behavior which results in the student's being charged with  
13 a felony when the student's continued presence in school  
14 poses a danger to persons or property or disrupts the  
15 educational process.
- 16 **Other Off-Campus Behavior:** A violation of any school **Principal Discretion**  
17 rule off-campus when the conduct is potentially or actually  
18 disruptive to the school environment, its educational  
19 purpose, or constitutes a threat to the health, safety, or  
20 welfare of a student or students and/or school personnel.
- 21 **Other Inappropriate Behavior** **Principal Discretion**
- 22 **Offenses that are also Crimes:** Any of the above offenses that constitute a criminal offense will be  
23 reported to local law enforcement officials.
- 24 **Special Education Procedure:** The discipline of special education students is governed by federal and  
25 state laws. If an offense is committed by a special education student, the federal laws may or may not

1 permit punishment as set forth above. In addition, special and different procedures must be followed  
2 when an offense is committed by a special education student.

3 **Director's Right to Modify:** The director of schools has the right to modify disciplinary sanctions.  
4 Such modification may only be done on a case-by-case basis considering the specific circumstances  
5 surrounding the disciplinary sanction.

6 **Safe Harbor Provision:**

- 7 1. A student may approach a school official and voluntarily surrender an object, the possession of which  
8 is prohibited by these rules, provided the object is one that the student could lawfully possess off  
9 school grounds and is not a firearm. This safe harbor provision does not apply if a search is ongoing  
10 in the school. If a student approaches a school official and voluntarily surrenders such an object,  
11 then the student will not be subject to discipline under these rules. The principal will make  
12 arrangements to return the object to the student's parents or legal guardian.
- 13 2. If a student discovers an illegal item such as drugs, a weapon or other contraband (e.g. tobacco,  
14 alcohol) on school property, including on a school bus, the student may approach a school official  
15 and report the discovery. A student shall not be in violation of the rules solely by making such a report.  
16 School officials shall use discretion in determining whether the circumstances surrounding the report  
17 warrant further investigation of the reporting student.

# Hickman County Board of Education

	Descriptor Term: <b>Discipline Procedures</b>	Descriptor Code: <b>6.313</b>	Issued Date: <b>03/07/22</b>
		Rescinds: <b>6.313</b>	Issued: <b>02/07/22</b>

1 Students are expected to conform to the rules and regulations of the school system and apply  
2 themselves to the learning process.

3 The Board delegates to the Director of Schools the responsibility of developing specific codes of  
4 conduct which are appropriate for each level of school.<sup>1</sup> Codes of conduct for students in pre-  
5 kindergarten or kindergarten shall utilize alternative disciplinary practices such as RTI<sup>2</sup> and PBIS  
6 framework. Exclusionary discipline shall only be used as a measure of last resort.<sup>2</sup> The development of  
7 each code shall involve principals and staff members of each level and shall be consistent with the  
8 relevant policies as adopted by the Board.<sup>3</sup>

9 The following levels of misbehavior and disciplinary procedures and options are standards designed to  
10 protect all members of the educational community in the exercise of their rights and duties and to  
11 maintain a safe learning environment where orderly learning is possible and encouraged.<sup>4</sup> These  
12 misbehaviors apply to student conduct on school buses, on school property, and while students are on  
13 school-sponsored outings. Staff members shall ensure that disciplinary measures are implemented in a  
14 manner that: <sup>5</sup>

- 15 1. Balances accountability with an understanding of traumatic behavior;
- 16 2. Teaches school and classroom rules while reinforcing that violent or abusive behavior is not  
17 allowed at school;
- 18 3. Minimizes disruptions to education with an emphasis on positive behavioral supports and  
19 behavioral intervention plans;
- 20 4. Creates consistent rules and consequences; and
- 21 5. Models respectful, non-violent relationships.

22 In order to ensure that these goals are accomplished, the school district shall utilize the following  
23 trauma-informed discipline practices: restorative practices, RTI<sup>2</sup>B, multi-tiered system of supports,  
24 behavior intervention plans, ACES.

## 25 **MISBEHAVIORS: Level I**

26 Minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes  
27 with the orderly operation of the school, but which can usually be handled by an individual staff  
28 member.

29 *Examples* (not an exclusive listing):

30 Classroom disturbances

- 1 Classroom tardiness
- 2 Cheating and lying
- 3 Abusive language
- 4 Nondefiant failure to do assignments or carry out directions
- 5 Wearing while on the grounds of a public school during the regular school day, clothing that
- 6 exposes underwear or body parts in an indecent manner that disrupts the learning environment<sup>6</sup>
- 7 Harassment (Sexual, Racial, Ethnic, Religious)

8 *Disciplinary Procedures:*

- 9 Immediate intervention by the staff member.
- 10 Determine what offense was committed and its severity.
- 11 Determine offender and that he/she understands the nature of the offense.
- 12 Employ appropriate disciplinary options.
- 13 Record of the offense and disciplinary action maintained by staff member.

14 *Disciplinary Options:*

- 15 Verbal reprimand
- 16 Special Assignment
- 17 Restricting activities
- 18 Assigning work details
- 19 Counseling
- 20 Withdrawal of privileges
- 21 Issuance of demerits which might affect citizenship or department grades
- 22 Strict supervised study
- 23 Detention
- 24 Corporal punishment
- 25 In-school suspension
- 26 Out-of-school suspension
- 27 Trauma-informed discipline practices: restorative practices, RTI2B, multi-tiered system of
- 28 supports, behavior intervention plans, ACES

29 **MISBEHAVIORS: Level II**

- 30 Misbehavior whose *frequency* or *seriousness* tends to disrupt the learning climate of the school.
- 31 Included in this level are misbehaviors which do not represent a direct threat to the health and safety of
- 32 others but whose educational consequences are serious enough to require corrective action on the part
- 33 of administrative personnel.

34 *Examples (not an exclusive listing):*

- 35 Continuation of unmodified Level I behaviors
- 36 School or class tardiness
- 37 Use of tobacco, vaping, or e-cigarettes
- 38 Using forged notes or excuses
- 39 Disruptive classroom behavior
- 40 Harassment (Sexual, Racial, Ethnic, Religious)

1 *Disciplinary Procedures:*

- 2 Student is referred to principal for appropriate disciplinary action.  
 3 Principal meets with student and teacher.  
 4 Principal hears accusation made by teacher, permits student the opportunity of explaining  
 5 his/her conduct, denying it or explaining any mitigating circumstances.  
 6 Principal takes appropriate disciplinary action and notifies teacher of action.  
 7 Record of offense and disciplinary action maintained by principal.

8 *Disciplinary Options:*

- 9 Teacher/schedule change  
 10 Modified probation  
 11 Behavior modification  
 12 Social probation  
 13 Peer counseling  
 14 Referral to outside agency  
 15 In-school suspension  
 16 Transfer  
 17 Detention  
 18 Suspension from school-sponsored activities or from riding school bus  
 19 Corporal punishment  
 20 Restricting school related honors student is otherwise due  
 21 Out-of-school suspension not to exceed ten (10) days.  
 22 Trauma-informed discipline practices: restorative practices, RTI2B, multi-tiered system of  
 23 supports, behavior intervention plans, ACES

24 **MISBEHAVIORS: Level III**

- 25 Acts directly against persons or property but whose consequences *do not seriously endanger* the health  
 26 or safety of others in the school.

27 *Examples (not an exclusive listing):*

- 28 Continuation of unmodified Level I and II behaviors  
 29 Fighting (simple)  
 30 Vandalism (minor)  
 31 Use, possession, sale, and/or distribution of tobacco, vaping, or e-cigarettes drugs, and/or  
 32 alcohol  
 33 Stealing  
 34 Threats to others  
 35 Harassment (Sexual, Racial, Ethnic, Religious)

36 *Disciplinary Procedures:*

- 37 Student is referred to principal for appropriate disciplinary action.  
 38 Principal meets with student and teacher.

- 1 Principal hears accusation by accusing party and permits offender the opportunity of explaining  
 2 conduct.  
 3 Principal takes appropriate disciplinary action.  
 4 Principal may refer incident to director of schools and make recommendations for  
 5 consequences.  
 6 If student's program is to be changed, adequate notice shall be given to the student and his/her  
 7 parents of the charges against him, his/her right to appear at a hearing and to be represented by  
 8 a person of his/her choosing.  
 9 Any change in school assignment is appealable to the Board.  
 10 Record of offense and disciplinary action maintained by principal or director of schools.

11 *Disciplinary Options:*

- 12 In-school suspension  
 13 Detention  
 14 Corporal punishment  
 15 Restitution from loss, damage or stolen property  
 16 Out-of-school suspension not to exceed ten (10) days  
 17 Social adjustment classes  
 18 Transfer  
 19 Expulsion  
 20 Trauma-informed discipline practices: restorative practices, RTI2B, multi-tiered system of  
 21 supports, behavior intervention plans, ACES

22 **MISBEHAVIORS: Level IV**

- 23 Acts which result in violence to another's person or property or which *pose a threat* to the safety of  
 24 others in the school. These acts are so serious that they usually require administrative actions which  
 25 result in the immediate removal of the student from the school, the intervention of law enforcement  
 26 authorities and action by the Board.

- 27 If a student's action poses a threat to the safety of others in the school, a teacher, principal, school  
 28 employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or  
 29 death to another person.<sup>7</sup>

30 *Examples (not an exclusive listing):*

- 31 Unmodified Level I, II and III behaviors  
 32 Death threat (hit list)  
 33 Bomb threat  
 34 Extortion  
 35 Possession/use/transfer of dangerous weapons \*  
 36 Assault that results in bodily injury upon any teacher, principal, administrator, any other  
 37 employee of the school, or a school resource officer\*  
 38 Aggravated assault\*  
 39 Vandalism  
 40 Theft/possession/sale of stolen property

- 1 Arson
- 2 Possession of unauthorized substances \*
- 3 Use/transfer of unauthorized substances
- 4 Harassment (Sexual, Racial, Ethnic, Religious)

5 *Disciplinary Procedures:*

- 6 Principal confers with appropriate staff members and with the student.
- 7 Principal hears accusation by accusing party and permits offender opportunity of explaining
- 8 conduct.
- 9 Parents are notified.
- 10 Law enforcement officials are contacted.
- 11 Incident is reported and recommendations made to the director of schools.
- 12 Complete and accurate reports are submitted to the director of schools.
- 13 Student is given hearing before disciplinary hearing authority.

14 *Disciplinary Options*

- 15 Expulsion
- 16 Alternative schools
- 17 Other hearing authority or Board action which results in appropriate placement
- 18 \* Expulsion/Remand for a period of not less than one (1) calendar year subject to modification
- 19 by the director of schools on a case-by-case basis.
- 20 Trauma-informed discipline practices: restorative practices, RTI2B, multi-tiered system of
- 21 supports, behavior intervention plans, ACES

22 **ADDITIONAL GUIDELINES:**

- 23 1. A student shall not be suspended solely because charges are pending against him/her in
- 24 juvenile or other court.
- 25
- 26 2. A principal shall not impose successive short term suspensions that cumulatively exceed ten
- 27 (10) days for the same offense.<sup>2</sup>
- 28
- 29 3. A teacher or other school official shall not reduce or authorize the reduction of a student's
- 30 academic grade because of discipline problems except in deportment or citizenship. Only
- 31 deportment or citizenship grades may be reduced because of discipline actions.
- 32
- 33 4. A student shall not be denied the passing of a course or grade promotion solely on the basis
- 34 of failure to:
- 35 a. pay any activity fee;
- 36
- 37 b. pay a library or other school fine; or
- 38
- 39 c. make restitution for lost or damaged school property.

40 \* Zero tolerance offenses

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**Legal References**

1. TCA 49-6-4005
2. TCA 49-6-3024
3. Public Acts of 2021, Chapter No. 77
4. TCA 49-6-4002
5. TCA 49-6-4109
6. TCA 49-6-4009
7. TCA 49-6-4008

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**Cross References**

Traffic and Parking Controls 3.403  
Procedural Due Process 6.302  
Student Discrimination, Harassment, Bullying,  
Cyber-bullying, and Intimidation 6.304  
Title IX & Sexual Harassment 6.3041  
Interference/Disruption of School Activities 6.306  
Bus Safety and Conduct 6.308  
Zero Tolerance Offenses 6.309  
Dress Code 6.310  
Corporal Punishment 6.314  
Detention 6.315  
Suspension 6.316  
Safe Relocation of Students 6.4081

# Hickman County Board of Education

Descriptor Term: <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>06/05/22</b>
	Rescinds: <b>1.108</b>	Issued: <b>08/02/21</b>

1 Whenever a person is considered by the director of schools for initial employment and that person is  
2 related to a member of the Board or the Director of Schools, employment shall not be allowed.

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

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

11 Two (2) or more employees who are relatives shall not be within the same line of supervision.

12 ~~If two (2) or more employees who are relatives are within the same line of supervision, or become~~  
13 ~~within the same direct line of supervision by marriage or promotion, the director shall attempt to~~  
14 ~~resolve this issue by transfer of one of the employees. If the director finds that transfer is not feasible~~  
15 ~~or is not in the best interest of students, then an alternative evaluation plan shall be devised for one of~~  
16 ~~the employees.~~

17 For purposes of this policy, the terms “related to” and "relative" include the following relationships:  
18 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother,  
19 sister, uncle, aunt, nephew, niece, or any person who resides in the same household.<sup>2</sup>

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Legal References

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

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Cross References

Supervision 5.108

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

Assignment/Transfer 5.115

# Hickman County Board of Education

Descriptor Term: <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>06/05/22</b>
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2 related to a member of the Board or the Director of Schools, employment shall not be allowed.

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4 system and that person is related to a member of the Board, the director of schools, an administrator in  
5 the system, a county commissioner, or any appointed or elected county official, the relationship shall  
6 be publicly made known to the Board prior to the employment of such person.<sup>1</sup>

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8 matter of business that may have an effect upon the employment of the relative, the member shall  
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10 the pending matter will be in the best interest of the school system.<sup>1</sup>

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19 sister, uncle, aunt, nephew, niece, or any person who resides in the same household.<sup>2</sup>

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Legal References

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

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Cross References

Supervision 5.108

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

Assignment/Transfer 5.115

# Hickman County Board of Education

Descriptor Term: <b>Fundraising Activities</b>	Descriptor Code: <b>2.601</b>	Issued Date: <b>02/07/22</b>
	Rescinds: <b>2.601</b>	Issued: <b>10/07/19</b>

## 1 *Individual Schools*

2 The schools shall avoid exploiting students, whether by advertising or otherwise promoting products or  
3 services, soliciting funds or information, or securing participation in non-school related activities and  
4 functions. At the same time, schools shall inform and assist students in learning about programs,  
5 activities or information which may be of help or service to them. To attempt a fair balance, the  
6 following general guidelines will apply:<sup>1</sup>

- 7 1. Fundraising activities shall be authorized by the Board and shall be for the purpose of  
8 supplementing funds for established school programs and not for supplanting funds which are  
9 the responsibility of the public.
- 10 2. Fundraising companies and other salespersons shall obtain permission in writing from the  
11 director of schools' office to visit the schools.
- 12 3. Any commission payable by companies will be paid in the form of reduced prices to the  
13 students, or paid into the activity fund of the school for use by the school. No school employee  
14 shall personally benefit from any fundraising activity.
- 15 4. The principal must obtain written approval from the director of schools or designee for all  
16 fundraising activities that involve the participation of the general student population in the  
17 marketing process of the fundraising effort. All other fundraising activities must have written  
18 approval from the principal and comply with all administrative procedures issued by the  
19 director of schools. The director of schools shall establish a standard authorization request form  
20 which will be used throughout the district, and the form shall be made easily available to the  
21 public on the district's website. The authorization request shall contain the following  
22 information:<sup>2</sup>
  - 23 a. A list of the proposed fundraising activities;
  - 24 b. Purpose of the fundraising activity;
  - 25 c. Proposed uses of funds raised;
  - 26 d. Expected student involvement in fundraising activity (school-wide or individual class or  
27 club); and
  - 28 e. Margin of profit and how it is to be paid to the school.
- 29 5. The director of schools shall determine whether or not the activity will benefit the school,  
30 contribute to the welfare of the student body and supplement, not replace, funds necessary to  
31 fulfill the board's required contributions.

- 1 6. The director of schools will inform the Board of any approved fundraising activity, and any  
2 denied fundraising requests. Authorization requests and the director's letter of approval shall be  
3 provided to the Board before the fundraising activity is implemented. In the case of a denied  
4 fundraising request, the Board may choose to approve it via a majority vote.
- 5 7. Students will not be excused from a regular class to participate in a fundraising activity. No  
6 grade in a subject or course will be affected by a student's participation in a fundraising  
7 activity.  
8
- 9 8. No quotas will be imposed on students involved and their efforts will be voluntary. Students  
10 who do not participate in fundraising activities will not be punished or discriminated against in  
11 any way.  
12
- 13 9. Principals shall submit an annual report on fundraising activity to the director of schools and to  
14 the Board which will indicate the gross amount of funds raised and the net profit realized.
- 15 10. The administration will assess submitted fundraising requests and provide an approval or denial  
16 within 2 weeks from when the request was received.

17 This policy shall not be construed as preventing a teacher from using instructional or informational  
18 materials even though the materials might include reference to a brand, product or a service.

## 19 **LOTTERIES**

20 No fundraising activity shall be conducted which distributes prizes or makes awards to winners from  
21 among purchasers of chances by means of tickets or otherwise through a random drawing or other  
22 random selection process.<sup>3</sup>

## 23 **ONLINE FUNDRAISING**

24 Individual schools may establish school-wide online fundraising accounts. The accounts must meet all  
25 fundraising requirements established by the board and the *Internal School Uniform Accounting Policy*  
26 *Manual*. The principal/designee of each school shall have access to the established fundraising account  
27 to ensure all funds are properly accounted for, and the information is recorded in the school's  
28 accounting records by the designated personnel. Online fundraising shall not be used on behalf and for  
29 the benefit of an outside party.

30 Employees shall not engage in online fundraising in their official capacity as district employees nor  
31 make any reference to non-school sponsored fundraisers, online or otherwise, that would lead another  
32 to believe such activity is an approved school fundraiser.

## 33 **FUNDRAISING FOR NONEDUCATIONAL PURPOSES<sup>4</sup>**

34 On approval of the principal, an employee may be authorized to raise and use funds for the following  
35 noneducational purposes:

- 36 1. Bereavement support;
- 37

- 1        2. Award recognition;
- 2
- 3        3. Employee morale;
- 4
- 5        4. Banquets; or
- 6
- 7        5. Other situations at the principal's discretion.

8        These funds shall be derived from vending machine revenue, donations, or charitable organizations.

9        The Director of Schools shall develop administrative procedures regarding the receipt, disbursement,  
10        accounting, and auditing of these noneducational funds. The Director of Schools shall ensure that the  
11        procedures are consistent with board policy and state law and disseminate them to all employees.

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Legal References

1. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-30, 4-31
2. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-32
3. Tenn. Att'y Gen. Op. No. 03-049 (Apr. 22, 2003)
4. TCA 49-2-134

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Cross References

Revenues 2.400  
School Support Organization 2.404  
Audits 2.703  
Vendor Relations 2.809  
Student Activity Funds Management 2.900  
Staff Gifts and Solicitations 5.605  
Gifts 6.710

# Hickman County Board of Education

Descriptor Term: <b>Fundraising Activities</b>	Descriptor Code: <b>2.601</b>	Issued Date: <b>02/07/22</b>
	Rescinds: <b>2.601</b>	Issued: <b>10/07/19</b>

## 1 *Individual Schools*

2 The schools shall avoid exploiting students, whether by advertising or otherwise promoting products or  
3 services, soliciting funds or information, or securing participation in non-school related activities and  
4 functions. At the same time, schools shall inform and assist students in learning about programs,  
5 activities or information which may be of help or service to them. To attempt a fair balance, the  
6 following general guidelines will apply:<sup>1</sup>

- 7 1. Fundraising activities shall be authorized by the Board and shall be for the purpose of  
8 supplementing funds for established school programs and not for supplanting funds which are  
9 the responsibility of the public.
- 10 2. Fundraising companies and other salespersons shall obtain permission in writing from the  
11 director of schools' office to visit the schools.
- 12 3. Any commission payable by companies will be paid in the form of reduced prices to the  
13 students, or paid into the activity fund of the school for use by the school. No school employee  
14 shall personally benefit from any fundraising activity.
- 15 4. The principal must obtain written approval from the director of schools or designee for all  
16 fundraising activities that involve the participation of the general student population in the  
17 marketing process of the fundraising effort. All other fundraising activities must have written  
18 approval from the principal and comply with all administrative procedures issued by the  
19 director of schools. The director of schools shall establish a standard authorization request form  
20 which will be used throughout the district, and the form shall be made easily available to the  
21 public on the district's website. The authorization request shall contain the following  
22 information:<sup>2</sup>
  - 23 a. A list of the proposed fundraising activities;
  - 24 b. Purpose of the fundraising activity;
  - 25 c. Proposed uses of funds raised;
  - 26 d. Expected student involvement in fundraising activity (school-wide or individual class or  
27 club); and
  - 28 e. Margin of profit and how it is to be paid to the school.
- 29 5. The director of schools shall determine whether or not the activity will benefit the school,  
30 contribute to the welfare of the student body and supplement, not replace, funds necessary to  
31 fulfill the board's required contributions.

6. The director of schools will inform the Board of any approved fundraising activity, and any denied fundraising requests. Authorization requests and the director's letter of approval shall be provided to the Board before the fundraising activity is implemented. In the case of a denied fundraising request, the Board may choose to approve it via a majority vote.
7. Students will not be excused from a regular class to participate in a fundraising activity. No grade in a subject or course will be affected by a student's participation in a fundraising activity.
8. No quotas will be imposed on students involved and their efforts will be voluntary. Students who do not participate in fundraising activities will not be punished or discriminated against in any way.
9. Principals shall submit an annual report on fundraising activity to the director of schools and to the Board which will indicate the gross amount of funds raised and the net profit realized.
10. The administration will assess submitted fundraising requests and provide an approval or denial within 2 weeks from when the request was received.

This policy shall not be construed as preventing a teacher from using instructional or informational materials even though the materials might include reference to a brand, product or a service.

## LOTTERIES

No fundraising activity shall be conducted which distributes prizes or makes awards to winners from among purchasers of chances by means of tickets or otherwise through a random drawing or other random selection process.<sup>3</sup>

## ONLINE FUNDRAISING

Individual schools may establish school-wide online fundraising accounts. The accounts must meet all fundraising requirements established by the board and the *Internal School Uniform Accounting Policy Manual*. The principal/designee of each school shall have access to the established fundraising account to ensure all funds are properly accounted for, and the information is recorded in the school's accounting records by the designated personnel. Online fundraising shall not be used on behalf and for the benefit of an outside party.

Employees shall not engage in online fundraising in their official capacity as district employees nor make any reference to non-school sponsored fundraisers, online or otherwise, that would lead another to believe such activity is an approved school fundraiser.

## FUNDRAISING FOR NONEDUCATIONAL PURPOSES<sup>4</sup>

On approval of the principal, an employee may be authorized to raise and use funds for the following noneducational purposes:

1. Bereavement support;

- 1        2. Award recognition;
- 2
- 3        3. Employee morale;
- 4
- 5        4. Banquets; or
- 6
- 7        5. Other situations at the principal's discretion.

8        These funds shall be derived from vending machine revenue, donations, or charitable organizations.

9        The Director of Schools shall develop administrative procedures regarding the receipt, disbursement,  
10        accounting, and auditing of these noneducational funds. The Director of Schools shall ensure that the  
11        procedures are consistent with board policy and state law and disseminate them to all employees.

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1. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-30, 4-31
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Cross References

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Staff Gifts and Solicitations 5.605  
Gifts 6.710

# Hickman County Board of Education

Descriptor Term:  <b>Director of Schools Recruitment and Selection</b>	Descriptor Code: <b>5.801</b>	Issued Date: <b>12/07/20</b>
	Rescinds: <b>5.801</b>	Issued: <b>08/06/18</b>

1 When a vacancy occurs, the appointment of a director of schools is a function of the Board.<sup>1</sup> The  
2 Board is responsible for finding the person it believes can most effectively translate into action the  
3 policies of the Board and the goals of the community and the professional staff.

4 The Board may employ a consultant to advise and assist the Board in the search and selection process.  
5 However, final selection shall rest with the Board after a thorough consideration of qualified  
6 applicants. An interim director of schools appointed during the time of a search shall not become a  
7 candidate unless the Board expressly permits such inclusion in the selection procedures. A board  
8 member may not apply for or in any other way be considered for the position of director of schools.<sup>2</sup>

9 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the  
10 following:

- 11 1. A job description
- 12
- 13 2. A timeline
- 14
- 15 3. A process for accepting and reviewing applications
- 16
- 17 4. Selection procedures which shall include, but not be limited to, the following:<sup>3</sup>
  - 18
  - 19 a. The Board may invite the community, including board employees, to participate in the  
20 process of selecting a director of schools. Resumes of persons interviewed by the Board  
21 shall be available in the central office for public inspection.
  - 22
  - 23 b. The interview process for each finalist shall include ~~meetings with various staff and~~  
24 ~~community groups and an at least one~~ interview with the entire board.
  - 25
  - 26 c. Candidates shall be interviewed by the Board in an open session. Only board members  
27 will be allowed to ask questions during the interview. The Board may additionally  
28 choose to conduct closed-session one-on-one interviews between individual board  
29 members and individual candidates. The Board may additionally choose to conduct  
30 “town hall” type meetings where the public can engage the candidates with questions  
31 via an appropriate moderator.
  - 32
  - 33 d. The Board shall attempt to select a director by unanimous vote, but a simple majority  
34 vote of the membership of the board shall be required for the appointment of a director  
35 of schools.

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Legal References

1. TCA 49-2-203(a)(14)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(14)(B)

# Hickman County Board of Education

Descriptor Term:  <b>Director of Schools Recruitment and Selection</b>	Descriptor Code: <b>5.801</b>	Issued Date: <b>12/07/20</b>
	Rescinds: <b>5.801</b>	Issued: <b>08/06/18</b>

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2 Board is responsible for finding the person it believes can most effectively translate into action the  
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9 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the  
10 following:

- 11 1. A job description
- 12
- 13 2. A timeline
- 14
- 15 3. A process for accepting and reviewing applications
- 16
- 17 4. Selection procedures which shall include, but not be limited to, the following:<sup>3</sup>
  - 18
  - 19 a. The Board may invite the community, including board employees, to participate in the  
20 process of selecting a director of schools. Resumes of persons interviewed by the Board  
21 shall be available in the central office for public inspection.
  - 22
  - 23 b. The interview process for each finalist shall include ~~meetings with various staff and~~  
24 ~~community groups and an at least one~~ interview with the entire board.
  - 25
  - 26 c. Candidates shall be interviewed by the Board in an open session. Only board members  
27 will be allowed to ask questions during the interview. The Board may additionally  
28 choose to conduct closed-session one-on-one interviews between individual board  
29 members and individual candidates. The Board may additionally choose to conduct  
30 “town hall” type meetings where the public can engage the candidates with questions  
31 via an appropriate moderator.
  - 32
  - 33 d. The Board shall attempt to select a director by unanimous vote, but a simple majority  
34 vote of the membership of the board shall be required for the appointment of a director  
35 of schools.

---

Legal References

1. TCA 49-2-203(a)(14)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(14)(B)



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

To: School Board Members  
From: Misty Shelton  
Date: February 2023

**1st Reading:**

5.602- Staff Time Schedules- add 7:30-3:30 to the end of line 2

**2nd reading:**

6.6011- Rights and Responsibilities of Students Legal Age

5.103- Job Descriptions- this was tabled at the January meeting and was up for 2nd reading

**Up for Review:**

5.400 Health Examinations/Communicable Diseases

5.401 Acquired Immune Deficiency Syndrome

5.402 Hepatitis B

5.403 Drug and Alcohol Testing for Employees

5.500 Discrimination/Harassment

5.501 Complaints and Grievances

5.502 Complaints about School Personnel

5.600 Staff Rights and Responsibilities

5.601 Staff Conflicts of Interest

5.603 Staff Meetings

5.605 Staff Gifts and Solicitations

5.606 Staff Community Relations

5.607 Non-School Employment

5.609 Consultants

5.610 Staff-Students Relations

5.611 Ethics

5.700 Interim Employees

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5.702 Student Teachers

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5.801 Recruitment and Selections

5.802 Qualifications and Duties of the Director of Schools

5.803 Evaluation of the Director of Schools

**\*These were reviewed in January but there was not a motion for approval as reviewed.**

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

931-729-3391 ext. 2226

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

fax 931-729-3834

# Hickman County Board of Education

Descriptor Term: <b>Staff Time Schedules</b>	Descriptor Code: <b>5.602</b>	Issued Date: <b>11/02/20</b>
	Rescinds: <b>5.602</b>	Issued: <b>07/02/18</b>

## 1 WORK SCHEDULES

2 The workday for full-time licensed and professional staff will be a minimum of eight hours<sup>1</sup> (7:30 a.m. until 3:30 p.m.) and will continue until professional responsibilities to the student and the school are  
3 completed. Administrative meetings, curriculum development, student supervision, assigned duties,  
4 parent conferences, group or individual planning and extra-curricular activities will require hours beyond  
5 the stated minimum. Teachers shall be allotted a duty-free planning period of two and one-half (2 1/2)  
6 hours each week to provide time for planning, preparation for effective teaching and attention to major  
7 program improvement.<sup>2</sup> Work schedules for other employees will be defined by the director of schools  
8 or his/her designee, consistent with the Fair Labor Standards Act and the provisions of this policy.  
9

## 10 WORKWEEK DEFINED

11 Working hours for all employees not exempted under the Fair Labor Standards Act,<sup>3</sup> including  
12 secretaries, bus drivers, cafeteria, janitorial and maintenance personnel, will conform to federal and state  
13 regulations. The director of schools will ensure that job positions are classified as exempt or non-exempt  
14 and that employees are made aware of such classifications. Supervisors will make every effort to avoid  
15 circumstances which will require non-exempt employees to work more than forty (40) hours each week.  
16 For purposes of compliance with the Fair Labor Standards Act, the workweek for school district  
17 employees will be 12:00 a.m. Sunday until 11:59 p.m. Saturday.

## 18 OVERTIME AND COMPENSATORY TIME<sup>4</sup>

19 The Board discourages overtime work by non-exempt employees. A non-exempt employee will not work  
20 overtime without the express approval of his/her supervisor. All overtime work must be expressly  
21 approved in writing by the director of schools or his/her designee. All supervisory personnel must  
22 monitor overtime on a weekly basis and report such time to the director of schools/designee. Principals  
23 and supervisors will monitor employees' work, will ensure that overtime provisions of this policy and  
24 the Fair Labor Standards Act are followed and will ensure that all employees are compensated for any  
25 overtime worked. Principals or supervisors may need to adjust daily schedules to prevent non-exempt  
26 employees from working more than forty (40) hours in a workweek. Accurate and complete time sheets  
27 of actual hours worked during the workweek will be signed by each employee and submitted to the  
28 finance director. The finance director will review work records of employees on a regular basis to make  
29 an assessment of overtime use.

30 In lieu of overtime compensation, non-exempt employees may receive compensatory time off at a rate  
31 of not less than one and one-half (1.5) hours for one hour of overtime worked, if such compensatory time  
32 (1) is pursuant to an agreement between the employer and employee reached before overtime work is  
33 performed, and (2) is authorized by the immediate supervisor.

1 Employees will be allowed to use compensatory time within a reasonable period after requesting such  
2 use if the requested use of the compensatory time does not unduly disrupt the operation of the school  
3 division. Employees may accrue a maximum of 240 compensatory time hours before they will be  
4 provided overtime pay at the rate earned by the employee at the time the employee receives such  
5 payment. In addition, upon leaving the school division, an employee must be paid for any unused  
6 compensatory time at the rate of not less than the higher of (1) the average regular rate received by the  
7 employee during his/her last three (3) years of employment, or (2) the final regular rate received by the  
8 employee.

9 Non-exempt employees whose workweek is less than forty (40) hours will be paid at the regular rate of  
10 pay for time worked up to forty (40) hours. Such employees shall be provided overtime pay or  
11 compensatory time as provided for working more than forty (40) hours in a workweek.

12 This policy shall be included in the staff handbook, however, employees will be provided with a copy  
13 of this policy and will be required to sign this policy to acknowledge their understanding of overtime  
14 and compensatory time provisions. Such signed policy shall be placed in the employee's personnel file  
15 and shall constitute the written agreement required in this section.

## 16 **ATTENDANCE EXPECTATIONS**

17 All employees are expected to be present during all work hours. Absence without prior approval, chronic  
18 absences, habitual tardiness or abuses of designated working hours are all considered neglect of duty and  
19 will result in disciplinary action up to and including dismissal.

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### Legal References

1. TRR/MS 0520-01-03-.03(1)
2. TRR/MS 0520-01-03-.03(4); TCA 49-1-302(e)(2)
3. 29 CFR 553.20—23
4. 29 CFR 541.100—101, 200, 204, 300, 303

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### Cross References

- School Day 1.801  
Curriculum Development 4.200  
Reporting Student Progress 4.601  
In-Service and Professional Learning Opportunities 5.113

# Hickman County Board of Education

	Descriptor Term: <b>Rights and Responsibilities of Students of Legal Age</b>	Descriptor Code: <b>6.6011</b>	Issued Date: <b>01/09/23</b>
		Rescinds:	Issued:

1 Every student eighteen (18) years of age or older shall be an eligible student as defined in Hickman  
2 County Board of Education policy 6.601 and 6.6011. Such students, like all other students, shall  
3 comply with the rules established, pursue the prescribed course of study, and submit to the authority of  
4 teachers and other in a position of authority.

## 5 **FIELD TRIPS/ATHLETIC PROGRAMS**

6 Approved forms for participation shall be required of all students. The form should indicate that the  
7 signature is that of the parent or guardian or the eligible student. Sponsors and/or coaches shall be  
8 required to confirm the ages of those students signing their own forms.

## 9 **ATTENDANCE**

10 Notes submitted for attendance-related reasons, normally signed by parents/guardians, may be signed  
11 by eligible students.

## 12 **DISCIPLINE PROCEDURES**

13 Discipline procedures and proceedings shall conform to the requirements established in board policies  
14 for student discipline. Notification of discipline infractions shall continue to be communicated with  
15 parents and/or guardians. Eligible students, however, are permitted to represent themselves upon  
16 reinstatement to school following a suspension. If a student wants to represent himself or herself  
17 without parental involvement, he or she shall sign a statement to that effect.

## 18 **WITHDRAWAL FROM SCHOOL**

19 Eligible students may withdraw from school without parent/guardian approval. Efforts shall be made  
20 to contact parents/guardians and the students for a conference and explanation of the consequences that  
21 may result from dropping out of school. Assistance shall be provided for educational opportunities  
22 that are available to the student.

## 23 **REPORT CARDS**

24 Progress reports, reports cards, and other documents communicating student progress will be made  
25 available to parents.

## 26 **RESIDENCE REQUIREMENTS**

27 The regulations pertaining to residence requirements shall pertain to eligible students.

1 **FINANCIAL RESPONSIBILITY**

- 2 Eligible students can be held financially responsible for damage to school property.

---

Legal References

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Cross References

Attendance 6.200  
Student Records Annual Notification of Rights 6.601  
Field Trips, Excursions, Competitions 4.302  
Interscholastic Athletics 4.301  
Athletic Regulations 4.3011  
Textbooks 4.401  
Reporting Student Progress 4.601  
Interrogations and Searches 6.303  
Discipline Procedures 6.313

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# Hickman County Board of Education

	Descriptor Term: <b>Job Descriptions</b>	Descriptor Code: <b>5.103</b>	Issued Date: <b>10/03/22</b>
		Rescinds: <b>5.103</b>	Issued: <b>07/06/20</b>

The Board will approve the broad purpose and function of the position in accord with state laws and state regulations, approve a statement of duties as recommended by the director of schools, and delegate to the director of schools the task or writing, or causing to be written, a job description for the position.

A copy of each job description shall be provided to the employee, the immediate supervisor and included in the employee's personnel record. A copy of all job descriptions shall be maintained in the director of schools' office. Copies of position description shall be made available to the public upon request. Job descriptions shall be used as guides in annual employee evaluations.

The director of schools shall maintain a comprehensive, coordinated set of job descriptions for all such positions so as to promote efficiency and economy in the staff's operations. **The director of schools shall maintain job descriptions on the school system website.**

---

#### Cross References

Supervision 5.108  
Evaluation 5.109

■ <Policy Title>

<Descriptor Code>

Assignment/Transfer 5.115

Qualifications and Duties of the Director of Schools 5.802

# Hickman County Board of Education

	Descriptor Term: <b>Job Descriptions</b>	Descriptor Code: <b>5.103</b>	Issued Date: <b>10/03/22</b>
		Rescinds: <b>5.103</b>	Issued: <b>07/06/20</b>

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Assignment/Transfer 5.115  
Qualifications and Duties of the Director of Schools 5.802

▪ <Policy Title>

<Descriptor Code>



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

To: School Board Members  
From: Misty Shelton  
Date: February 2023

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

931-729-3391 ext. 2226

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

fax 931-729-3834

# Hickman County Board of Education

	Descriptor Term: <b>Staff Gifts and Solicitations</b>	Descriptor Code: <b>5.605</b>	Issued Date: <b>12/07/20</b>
		Rescinds: <b>5.605</b>	Issued: <b>10/07/19</b>

## 1 **GIFTS**

2 Employees of the Board shall not accept gifts from students unless the gifts are of token value only.

3 Individual employees of the Board will refrain from giving gifts to staff members who exercise  
4 administrative or supervisory jurisdiction over them, either directly or indirectly. The collection of  
5 money for group gifts is discouraged except in special circumstances such as bereavement, serious  
6 illness, or for mementos at retirement. Employees may collect money for group gifts, subject to the  
7 approval of the principal.

8 Employees are prohibited from accepting things of material value from individuals, companies or  
9 organizations doing business with the school system. Exceptions to this policy are the acceptance of  
10 minor items which are generally distributed to all by the companies through public relations programs.

## 11 **SOLICITATIONS**

12 No organization may solicit funds from employees within the schools. Flyers or other materials related  
13 to fund drives shall not be distributed through the schools without the written approval of the director of  
14 schools.

15 Employees will not be made responsible for the collection of any money or the distribution of any fund  
16 drive literature within the schools unless such activity has the director of schools' written approval.

---

### Cross References

Advertising & Distribution of Materials in Schools 1.806  
Fundraising Activities 2.601  
Vendor Relations 2.809  
Staff Conflicts of Interest 5.601  
Student Gifts 6.710

# Hickman County Board of Education

	Descriptor Term: <b>Staff Community Relations</b>	Descriptor Code: <b>5.606</b>	Issued Date: <b>12/07/20</b>
		Rescinds: <b>5.606</b>	Issued: <b>08/06/18</b>

## 1 COMMUNITY ACTIVITIES

2 In their relationship with community groups, an effort should be made by all employees to make school  
3 life a part of community life. Employees should know the community, its influence and its opportunities  
4 for students as well as for themselves.

5 Employees have a right to express their views on any issue, but must in each case make clear that the  
6 view expressed is not the official view of the Board or school system.

## 7 POLITICAL ACTIVITIES

8 Employees may, on their own time, campaign for or against any candidate or referendum, but they shall  
9 not use the schools, the classroom or system position for political forum nor engage in any political  
10 promotion or solicitation during school hours.

11 Any employee who intends to campaign for an elective public office which infringes upon a contracted  
12 agreement shall present a proposed solution to the Board for consideration. The essential element to be  
13 determined by the Board is whether the activities proposed by the employee are consistent with his  
14 services to the school system and the best interests of education.

15 Leave to hold legislative office shall be granted for whatever period may be required but shall be granted  
16 without pay.

---

### Cross References

Board-Community Relations 1.500  
News Releases, News Conferences & Interviews 1.503  
Advertising & Distribution of Materials in Schools 1.806

# Hickman County Board of Education

Descriptor Term: <b>Non-School Employment</b>	Descriptor Code: <b>5.607</b>	Issued Date: <b>12/07/20</b>
	Rescinds: <b>5.607</b>	Issued: <b>08/06/18</b>

## 1 PROFESSIONAL PERSONNEL

2 A given professional position may require additional hours during evenings or other times when offices  
3 may be closed. Outside employment is regarded as employment for compensation which is not within  
4 the duties and responsibilities of the employee's regular position with the school system.

5 An employee will not perform any duties related to an outside job during his/her regular working hours  
6 or during the additional time that the responsibilities of the position require, nor will an employee use  
7 any district facilities, equipment or materials in performing outside work. This includes the Board's  
8 computer systems and networks and any configuration of hardware and software. The systems and  
9 networks include all of the computer hardware, operating system software, stored text and data files.  
10 This includes but is not limited to, electronic mail, local databases, externally accessed databases (such  
11 as the Internet), CD-ROM, optical media, clip art, digital images, digitized information, communications  
12 technologies, and new technologies as they become available. The Board reserves the right to have all  
13 technology resource activity monitored.

14 The Board's technology resources will be used only for learning, teaching and administrative purposes  
15 consistent with the Board's mission and its goals. Commercial use of the Board's system is strictly  
16 prohibited.

17 When the periods of work are such that certain evenings, days or vacation periods are duty-free, the  
18 employee may use such off-duty time for the purposes of remuneration, provided all the following  
19 conditions are met:

- 20 1. The work in no way interferes with the degree of effectiveness of his/her work in the school  
21 system;
- 22 2. The work in no way reflects detrimentally upon the school system or its prestige;
- 23 3. Such outside obligations do not prevent the individual from assuming duties required by the  
24 regular position; and
- 25 4. The individual does not receive remuneration for work which is customarily within his/her  
26 regular position.<sup>1</sup>

27 A teacher employed full time by the Hickman County Board of Education may be employed and paid  
28 by the same or another institution for additional part-time work, outside the teacher's regular hours, not  
29 to exceed four hundred (400) clock hours out of any nine-month period.

30 If such additional part-time work is or includes teaching in an institution of higher education, such  
31 teacher shall be limited to teaching no more than two (2) courses per quarter or semester.

- 1 Such employment shall be approved by the governing board of each institution or system.<sup>1</sup>
- 2 **SUPPORT PERSONNEL**
- 3 Support personnel shall not be prohibited from holding employment outside the school system so long
- 4 as such employment does not interfere with regular and overtime scheduled duties for the school system.

---

Legal References

1. TCA 49-5-410

# Hickman County Board of Education

	Descriptor Term:  <b>Consultants</b>	Descriptor Code: <b>5.609</b>	Issued Date: <b>12/07/20</b>
		Rescinds: <b>5.609</b>	Issued: <b>08/06/18</b>

- 1 Administrative and supervisory personnel may be authorized by the director of schools to make
- 2 consulting or speaking engagements of a professional nature outside the school system provided that
- 3 such commitment do not adversely affect the performance of their system assignments. Personnel may
- 4 accept honoraria in connection with these authorized out-of-system activities.

# Hickman County Board of Education

Descriptor Term: <b>Staff-Student Relations</b>	Descriptor Code: <b>5.610</b>	Issued Date: <b>12/07/20</b>
	Rescinds: <b>5.610</b>	Issued: <b>08/06/18</b>

1 Staff members shall maintain professional relationships with students at all times and develop  
2 wholesome and constructive relationships with them. Staff members shall be expected to regard each  
3 student as an individual and to accord each student the rights and respect that is due.

4 Staff members shall promote a learning environment that encourages fulfillment of each student's  
5 potential in regard to his/her program, consistent with district goals and with optimal opportunities for  
6 students. This goal may be reached by adapting instruction to individual needs, by:

- 7 1. Insisting on reasonable standards of scholastic accomplishment for all students;
- 8
- 9 2. Creating a positive atmosphere in and out of the classroom;
- 10
- 11 3. Extending courtesy and respect to students; and
- 12
- 13 4. Treating all students with consistent fairness.<sup>1</sup>

14 Staff members shall use good judgment in their relationships with students beyond their work  
15 responsibilities and/or outside the school setting and shall avoid excessive informal and social  
16 involvement with individual students. Any appearance of impropriety shall be avoided. Sexual  
17 relationships between employees and students shall be prohibited.<sup>2</sup>

## 18 INTERACTIONS

19 Whenever any interaction is taking place between a student and a person employed by the school system,  
20 and the interaction takes place behind a closed door or in an area where others are not present, the door  
21 shall have a visual transparent opening, or the door shall remain open, or another school employee shall  
22 be in the room.

23 All building level administrative personnel shall keep a written record of conferences with students  
24 which shall include the student's name, date, time, and the nature of the discussion.

25 Whenever a student is transported by school personnel (e.g., taken home due to illness, taken home after  
26 athletic practice or an athletic even) another school employee should be present.

27 These guidelines shall be adhered to at all times unless extenuating circumstances render them  
28 impractical or impossible.

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Legal References

1. TCA 49-5-1003
2. TCA 39-13-506; TCA 39-13-527

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Cross References

Staff Rights & Responsibilities 5.600  
Ethics 5.611

# Hickman County Board of Education

	Descriptor Term: <div style="text-align: center; font-weight: bold; font-size: 1.2em;">Ethics</div>	Descriptor Code: <div style="text-align: center; font-weight: bold;">5.611</div>	Issued Date: <div style="text-align: center; font-weight: bold;">12/07/20</div>
		Rescinds: <div style="text-align: center; font-weight: bold;">5.611</div>	Issued: <div style="text-align: center; font-weight: bold;">08/06/18</div>

1 An effective educational program requires the services of men and women of integrity, high ideals and  
 2 human understanding. To maintain and promote these essentials, all employees are expected to maintain  
 3 high standards in their school relationships.<sup>1</sup> These standards include the following:

- 4       1. The maintenance of just and courteous professional relationships with student, parent(s), staff  
 5       members and others;
- 6
- 7       2. The maintenance of their own efficiency and knowledge of the developments in their fields of  
 8       work;
- 9
- 10      3. The transaction of all official business with the properly designated authorities of the school  
 11      system;
- 12
- 13      4. The establishment of friendly and intelligent cooperation between the community and the school  
 14      system;
- 15
- 16      5. The representation of the school system on all occasions that the contributions of the school  
 17      system to the community are recognized;
- 18
- 19      6. The welfare of children as the first concern of the school system when placing professional  
 20      personnel. The use of pressure on school officials for appointments or transfers is unethical;
- 21
- 22      7. Restraint from using school contacts and privileges to promote partisan politics, sectarian  
 23      religious views or selfish propaganda of any kind;
- 24
- 25      8. The responsibility to make any criticism of other staff members or of the school system directly  
 26      to the particular school administrator who has the administrative responsibility for improving the  
 27      situation and then to the director of schools, if necessary; and
- 28
- 29      9. The proper use and protection of all school properties, equipment and materials.

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Legal References

1. TCA 49-5-501(3)(D); TCA 49-5-1003, 1004

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Cross References

- Staff Rights and Responsibilities 5.600  
 Staff-Student Relations 5.610

# Hickman County Board of Education

	Descriptor Term: <b>Interim Employees</b>	Descriptor Code: <b>5.700</b>	Issued Date: <b>12/07/20</b>
		Rescinds: <b>5.700</b>	Issued: <b>08/06/18</b>

1 Employees shall be hired on an interim contract only when a vacancy is (created by an employee taking  
2 a leave of absence as set forth in TCA 49-5-702.)<sup>1</sup> Such interim employees shall be considered as  
3 temporary replacements for the remainder of the school year and the contract term will not be considered  
4 as initial employment.

5 Said positions will be filled at the discretion of the director of schools in such a manner as to cause the  
6 least disruption in the educational process for students and as quickly as possible to ensure a continuous  
7 function of the position.

8 Persons filling any temporary positions shall have no expectancy of continued employment under TCA  
9 49-5-409 or any other, but such person shall be considered for employment in filling vacancies as  
10 specified in the section dealing with initial employment. The contract of each temporary employee shall  
11 contain the following statement: *I understand that in filling a temporary position I have no expectancy*  
12 *of continued employment but shall be considered for initial employment to fill other vacancies.*

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Legal References

1. TCA 49-2-203(a)(1)(A); TCA 49-5-702

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Cross References

Long-Term Leaves of Absence 5.304

# Hickman County Board of Education

	Descriptor Term: <b>Substitute Teachers</b>	Descriptor Code: <b>5.701</b>	Issued Date: <b>08/01/22</b>
		Rescinds: <b>5.701</b>	Issued: <b>03/07/22</b>

1 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies.<sup>1,2</sup>  
2 Substitute teachers may be employed and paid directly by the board of education or by a third party  
3 public or private employer through an agreement between such third party employer and the board of  
4 education. Substitute teachers employed by third party entities shall be subject to the same  
5 unemployment benefit eligibility conditions as substitute teachers employed directly by the board of  
6 education.<sup>2</sup>

## 7 APPLICATION/QUALIFICATIONS

8 Criminal history record checks and fingerprinting of applicants for substitute teaching are required.<sup>3</sup>

9 Applicants with revoked licenses or certificates according to the Department of Education shall not be  
10 hired.<sup>4</sup>

11 Qualifications for substitute teachers shall be: (1) a high school diploma or GED; (2) attendance at an  
12 orientation session.

13 A list of substitute teachers will be prepared by the director of schools who will maintain files which  
14 may include transcripts, credentials, recommendations and other pertinent information.

## 15 COMPENSATION

16 If employed directly by the board of education, the compensation of substitute teachers shall be  
17 determined annually by the Board.

18 Retired teachers serving as substitutes who do not have an active teaching license shall be paid the same  
19 as a retired substitute teacher with an active teaching license. This only applies to teachers who retired  
20 after July 1, 2011 through July 1, 2016.<sup>5</sup>

## 21 CERTIFICATION

22 When substituting for a regular teacher who has been absent for twenty (20) consecutive days, a  
23 substitute teacher must possess a teaching certificate with endorsement in the discipline(s) to be taught.<sup>6</sup>

24 When substituting for a teacher without sick leave, the substitute shall be certified and paid according to  
25 the state salary schedule.<sup>1</sup>

## 1 **EMERGENCY NEEDS**

2 All teacher aides, secretaries and clerks are approved substitute teachers for use in emergency situations.  
3 Emergency use shall be defined as less than a full day due to the regular or substitute teacher being  
4 unable to arrive on time or remain for the full day.

5 Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would  
6 receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay  
7 for both positions at the same time.

8 Licensed personnel can be used as a substitute teacher in another class in emergency situations in which  
9 another substitute is unable to arrive on time or remain for the full day. Licensed personnel who volunteer  
10 to substitute in a class in addition to their normal instructional duties and complete after-school planning  
11 time will be compensated per class period in which they are utilized.

## 12 **TRAINING AND ORIENTATION**

13 The director of schools shall be responsible for ensuring that there are appropriate training and  
14 development programs for substitute teachers.

## 15 **RESPONSIBILITIES**

16 Substitute teachers shall assume the same responsibilities as the regular teacher, including, but not  
17 limited to, bus duty and playground supervision.

## 18 **RE-EMPLOYMENT/TERMINATION**

19 On an annual basis, the director of schools, with input from the principals, shall determine which  
20 substitute teachers performed at an acceptable level. Substitute teachers who performed below an  
21 acceptable level shall not be re-employed.

22 All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying  
23 the principal and/or third party employer if they wish to terminate their service as substitutes.

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### Legal References

1. TRR/MS 0520-01-02-.04(5)
2. TCA 49-5-709
3. TCA 49-5-413(a)(2)
4. TCA 49-2-203(a)(14)
5. TCA 49-3-312(b)
6. TCA 49-3-312(a); TRR/MS 0520-01-02-.04(5)(b)

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### Cross References

- Background Investigations 5.118  
Employment of Retirees 5.119

# Hickman County Board of Education

Descriptor Term: <b>Student Teachers</b>	Descriptor Code: <b>5.702</b>	Issued Date: <b>12/07/20</b>
	Rescinds: <b>5.702</b>	Issued: <b>08/06/18</b>

1 In an efficiently administered program of student teaching, the students are provided opportunities for  
2 laboratory experiences in practical teaching situations under the guidance and supervision of experienced  
3 classroom teachers, principal and supervising personnel.

4 The local system, in addition to rendering a much needed service to the teaching profession, has the  
5 opportunity of observing beginning teachers and evaluating their ability and potential in applying for  
6 vacancies when they occur.

7 Student teachers shall be accepted or refused by the director of schools, the principal or the supervising  
8 teacher.

9 Student teachers will be expected to observe all rules and regulations established by the Board.

10 A student teacher shall be accorded the same protection of the laws as a certificated teacher and shall  
11 comply with all rules and regulations of the Board and observe all duties of teachers as set forth in state  
12 statute.<sup>1</sup>

13 In addition, student teachers shall be required to fulfill all normal local responsibilities, both school and  
14 extracurricular, and shall familiarize themselves with the policies of the Board and the school.

15 No classroom student shall have more than one (1) student teacher per year in a given subject. Any  
16 exception to this policy must have prior approval from the director of schools.

17 The evaluation of a student teacher shall be based upon a joint agreement between the cooperating  
18 teacher and the student's supervising teacher.

19 A student teacher may be asked to terminate his or her service upon the mutual consent of the principal,  
20 the cooperating teacher and the supervising teacher at any time during the term.

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## Legal References

1. TCA 49-5-403(c); TCA 49-5-201

# Hickman County Board of Education

	Descriptor Term: <b>Director of Schools</b>	Descriptor Code: <b>5.800</b>	Issued Date: <b>12/07/20</b>
		Rescinds: <b>5.800</b>	Issued: <b>08/06/18</b>

1 The director of schools shall be the chief executive officer of the school system and shall have, under  
2 the direction of the Board, general supervision of all the public schools, personnel and departments of  
3 the school system. The director of schools is responsible for the management of the schools under the  
4 Board's policies and is accountable to the Board.<sup>1</sup>

5 The director of schools, at his/her discretion, may delegate any of his/her duties to other school  
6 personnel.

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## Legal References

1. TCA 49-2-301(a)

# Hickman County Board of Education

	Descriptor Term:	Descriptor Code: <b>5.801</b>	Issued Date: <b>12/07/20</b>
	<b>Director of Schools Recruitment and Selection</b>	Rescinds: <b>5.801</b>	Issued: <b>08/06/18</b>

1 When a vacancy occurs, the appointment of a director of schools is a function of the Board.<sup>1</sup> The Board  
2 is responsible for finding the person it believes can most effectively translate into action the policies of  
3 the Board and the goals of the community and the professional staff.

4 The Board may employ a consultant to advise and assist the Board in the search and selection process.  
5 However, final selection shall rest with the Board after a thorough consideration of qualified  
6 applicants. An interim director of schools appointed during the time of a search shall not become a  
7 candidate unless the Board expressly permits such inclusion in the selection procedures. A board  
8 member may not apply for or in any other way be considered for the position of director of schools.<sup>2</sup>

9 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the  
10 following:

- 11 1. A job description
- 12
- 13 2. A timeline
- 14
- 15 3. A process for accepting and reviewing applications
- 16
- 17 4. Selection procedures which shall include, but not be limited to, the following:<sup>3</sup>
  - 18
  - 19 a. The Board may invite the community, including board employees, to participate in the  
20 process of selecting a director of schools. Resumes of persons interviewed by the Board  
21 shall be available in the central office for public inspection.
  - 22
  - 23 b. The interview process for each finalist shall include meetings with various staff and  
24 community groups and an interview with the entire board.
  - 25
  - 26 c. Candidates shall be interviewed by the Board in an open session. Only board members  
27 will be allowed to ask questions during the interview.
  - 28
  - 29 d. The Board shall attempt to select a director by unanimous vote, but a simple majority  
30 vote of the membership of the board shall be required for the appointment of a director  
31 of schools.

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Legal References

1. TCA 49-2-203(a)(14)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(14)(B)

# Hickman County Board of Education

Descriptor Term: <b>Qualifications and Duties of the Director of Schools</b>	Descriptor Code: <b>5.802</b>	Issued Date: <b>08/02/21</b>
	Rescinds: <b>5.802</b>	Issued: <b>12/07/20</b>

## 1 **QUALIFICATIONS**

- 2 1. A professional educator's license
- 3 2. A master's degree in education with a preference for a doctorate degree
- 4 3. Three (3) years of successful experience in school administration
- 5 4. Such other qualifications as the board deems desirable

6 **REPORTS TO:** The Board of Education

7 **SUPERVISES:** All administrative and supervisory personnel in the district

8 **JOB GOAL:** To provide leadership in developing and maintaining the best possible educational  
9 programs and services

10 **SCOPE OF RESPONSIBILITY:** The management responsibilities of the director of schools shall  
11 extend to all activities of the district, to all phases of the educational program, to all aspects of the  
12 financial operation, to all facility management, and to the conduct of such other duties as may be assigned  
13 by the board. The director of schools may delegate these duties together with appropriate authority but  
14 may not delegate nor relinquish ultimate responsibility for results or any portion of accountability.

## 15 **ESSENTIAL FUNCTIONS**

### 16 **General Administrative**

- 17 1. Provides leadership in identification of priorities and assures that all activities reflect those  
18 board-established priorities.
- 19 2. Prepares and recommends short and long-range plans for board approval and implements those  
20 plans when approved.
- 21 3. Prepares, in conjunction with the board chair, agenda recommendations relative to all matters  
22 requiring board action, including all facts, information, options, and reports needed to assure  
23 informed decisions. Provides advice and counsel to the board on matters before it.
- 24 4. Attends all regular and special meetings of the board and keeps a complete and accurate record  
25 of the proceedings of all meetings of the board and of its official acts.
- 26 5. Recommends drafts of new policies or changes to the board. Anticipates potential problems.  
27 Recommends policies or courses of staff action.

- 1        6. Develops administrative procedures to implement board policy or for the items deemed  
2        necessary for the efficient operation of the schools and disseminates these procedures to  
3        appropriate staff.
- 4        7. Keeps the board informed regarding development in other districts or at state and national levels  
5        that would be helpful to the district.
- 6        8. Ensures that all local, state, and federal standards for the health and safety of the students and  
7        staff are maintained and that required reports are maintained.
- 8        9. Fulfills all statutory obligations and implements the education law of the State of Tennessee and  
9        the rules and regulations of the State Board of Education.<sup>1</sup>

## 10    **Financial Management**

- 11       1. Provides direction to and supervision of school business functions. Encourages development and  
12       implementation of sound business practices. Continually assesses business practices to achieve  
13       efficiency.
- 14       2. Prepares, annually, a budget and submits it to the board for approval. Presents approved budget  
15       to the appropriate local funding body for adoption.
- 16       3. Makes appropriate written reports for the board detailing all receipts and expenditures of the  
17       public school funds and submits them to the local funding body.
- 18       4. Ensures that funds are spent prudently by providing adequate control and accounting of the  
19       district's financial and physical resources.

## 20    **Personnel Administration**

- 21       1. Establishes lines of authority which shall be approved by the board and shown on the system  
22       organization chart. Lines of authority shall not restrict the practical working relationships of all  
23       staff members at all levels.
- 24       2. Employs such personnel as may be necessary within the limits of budgetary provisions and  
25       recommends to the board teachers who are eligible for tenure.
- 26       3. Develops recruitment procedures to assure well-qualified applicants for professional and non-  
27       professional positions.
- 28       4. Assigns and transfers employees as the interest of the district may dictate and reports such action  
29       to the board for information and record.
- 30       5. Holds meetings of teachers and other employees as necessary for the discussion of matters  
31       concerning the welfare and improvement of the schools.
- 32       6. Communicates directly or through delegation all actions of the board relating to personnel  
33       matters to all and receives employees' communications to be made to the board.

- 1       7. Evaluates principals annually.
- 2
- 3       8. Informs the Office of Educator Licensing of licensed educators or educators who have a
- 4       temporary teaching permit who have been suspended or dismissed, who have resigned,
- 5       following allegations of conduct, including sexual misconduct, which, if substantiated, would
- 6       warrant consideration for license suspension or revocation, or who have been convicted of a
- 7       felony. The report shall be submitted within thirty (30) days of the suspension, dismissal, or
- 8       resignation or of receiving knowledge of the felony conviction.<sup>2</sup>

## 9    **Instructional Leadership**

- 10       1. Serves as the chief school executive. Ensures the development and maintenance of a positive
- 11       educational program designed to meet the needs of the community and to carry out the policies
- 12       of the board. Ensures that a system of thorough and efficient education, as defined by state law,
- 13       is available to all students.
- 14       2. Recommends to the board for its adoption all courses of study, curriculum guides, and major
- 15       changes in tests and time schedules to be used in the schools.
- 16       3. Oversees the timely revisions of all curriculum guides and courses of study.
- 17       4. Develops guidelines and direction for monitoring the effectiveness of existing and new
- 18       programs.
- 19       5. Conducts a periodic audit of the total school program and advises the board of recommendations
- 20       for the educational advancement of the schools.
- 21       6. Seeks out available sources for grant funding to support programs and projects.
- 22       7. Ensures that the goals of the school system are adequately reflected in its educational program
- 23       and operations.

## 24   **Community/Public Relations**

- 25       1. Promotes community support of the schools. Interprets district programs and services, reports,
- 26       plans, events, and activities of interest and solicits community opinions regarding school and
- 27       educational issues.
- 28       2. Identifies available community resources and links to social service agencies that support
- 29       education and healthy child development.
- 30       3. Develops strategies to promote parental involvement in their student's education and provides
- 31       opportunities for parent-teacher interaction.
- 32       4. Maintains contact and good relations with local media. Acts as the board's spokesperson.

1 5. Ensures that the district interests will be represented in meetings and activities of municipal and  
2 other governmental agencies.

3 6. Represents the school system and its interests in community organizations, activities, and  
4 projects.

5 **TERMS OF EMPLOYMENT:** Serves in accordance with the terms of the contract between the board  
6 and the director of schools. Salary to be determined by the board. A written contract can be executed  
7 with a duration up to four (4) years which may be renewed.

8 **EVALUATION:** Performance of this job will be evaluated in accordance with provisions of state law  
9 and the board's policy on evaluation of the director of schools.

10 **GENERAL REQUIREMENTS:** The above statements are intended to describe the general nature and  
11 level of work being performed by the person assigned to this position. They are not intended to be a  
12 complete list of responsibilities, duties, and skills required of personnel so assigned.

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Legal References

1. TCA 49-2-301
2. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c);  
Public Acts of 2021, Chapter No. 211

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Cross References

Executive Committee 1.301  
Board-Media Relations 1.502  
Administrative Procedures 1.601  
Administrative Committees 1.602  
Administrative Reports 1.603  
School District Planning 1.701  
Job Descriptions 5.103  
Application and Employment 5.106  
Evaluation of the Director of Schools 5.803

# Hickman County Board of Education

Descriptor Term: <b>Evaluation of the Director of Schools</b>	Descriptor Code: <b>5.803</b>	Issued Date: <b>12/07/20</b>
	Rescinds: <b>5.803</b>	Issued: <b>08/06/18</b>

1 Through an annual evaluation of the director of schools,<sup>1</sup> the Board will strive to accomplish the  
2 following:

- 3 1. Clarify the role of the director according to Board Policy 5.802;
- 4
- 5 2. Develop harmonious working relationships between the Board and the director; and
- 6
- 7 3. 3. Develop improvements in the administrative leadership of the school system.

8 The Board will develop, with the director, a set of performance objectives based on the needs of the  
9 system. The performance of the director will be reviewed in accordance with these specified goals. The  
10 performance objectives will be memorialized in an evaluation plan that includes, at a minimum, sections  
11 regarding job performance, student achievement, relationships with staff and personnel, relationships  
12 with board members, and relationships with the community.<sup>1</sup>

13 At a time agreed to by the Board and the director, the Board will meet as a body to evaluate the director's  
14 performance.

15 The following guidelines will be used in the evaluation process:

- 16 1. The director will know the standards upon which he/she will be evaluated and will be involved  
17 in the development of those standards.
- 18
- 19 2. A part of the evaluation may be a composite of the evaluation by individual board members, but  
20 the Board, as a whole, will meet with the director to discuss the composite evaluation.
- 21
- 22 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 23
- 24 4. Both the Board and director will prepare for the evaluation; the director will conduct a self-  
25 evaluation and board members will document the evidence used in rating the director's  
26 performance.
- 27
- 28 5. All documentation will be supported by objective evidence.

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#### Legal References

1. TCA 49-2-203(a)(16)

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#### Cross References

- Board-Director Relations 1.205  
Qualifications/Duties of the Director of Schools 5.802

Each year substitute applicants must attend a substitute workshop before working. Applicants must also watch a required two hour online suicide training. First time applicants or any applicant who has not subbed in the last year (12 months) must submit to a required background check.

Each principal/assistant principal shall inform staff members of procedures to follow in the event a substitute teacher is needed.

Each substitute teacher must sign in at the front office and obtain an ID badge and room key for the day. Once the duties are complete the substitute must return the ID badge and room key and sign out on the same form.

In order to make the work of the substitute teacher as satisfactory as possible, the regular teacher shall make available:

1. Daily schedule (academic and supervisory);
2. Class rolls with seating charts; and
3. Lesson plans and other information for the day's activities. In case of an emergency when plans are not provided, the principal shall provide the substitute with directions for the day and a grade or subject level teacher to reference for assistance.
4. An emergency procedure card should be left for the substitute teacher as well a fire evacuation route posted by the door.

The principal/designee will provide pertinent information about the school to substitute teachers. This information shall contain but shall not be limited to:

- a. Attendance procedures;
- b. Lunchroom schedule and procedures;
- c. Procedures for supervising student behavior;
- d. Names and assignments of regular staff members;
- e. Emergency evacuation procedures;
- f. Other helpful information particular to the local school

All secretaries, clerks, and educational assistants are approved substitute teachers in the case of an emergency when a substitute teacher is unavailable. They will be compensated at the rate of the substitute teacher or their regular rate, whichever is higher, but they cannot receive compensation for both positions at the same time.

Licensed teachers that volunteer to serve as substitute teachers in the case of an emergency when a substitute teacher is unavailable will be compensated at a rate of \$25.00 per class period of additional teaching duties. The teacher will utilize the lesson plans and activities of the teacher of record to provide instruction during the additional time as a substitute. Additional duties shall be recorded by the principal of the school and submitted for additional compensation to the Central Office monthly. Licensed teachers cannot be required to serve as a substitute teacher, but they can be asked if they would consider substituting in case of emergency.

## Student Teachers

### **Assignment:**

Student teachers may be assigned to schools in the district when the education of the students will be enhanced, and a good learning environment exists for the student teacher. Student teachers accepted in the district shall have the same legal status and protection as a certified teacher.

### **Procedures:**

The following procedures are to be complied with:

1. The student teacher program will be coordinated by the instructional supervisor.
2. All school assignments of student teachers shall be made jointly by the principal and the instructional supervisor with the approval of the director.
3. Teachers may be assigned a student teacher only if the teacher is properly certified and meet the requirements set forth by the university.
4. Student teachers are to work under the direct supervision of the supervising teacher.
5. Student teachers shall not be used as substitute teachers.
6. Student teachers are expected to work the full school day, attend faculty meetings and other activities which the supervising teacher is expected to attend.
7. Student teachers may assist the supervising teacher in duty assignments such as: bus duty, playground supervision and extra-curricular activities.
8. No teacher shall be assigned more than one student teacher per year unless special circumstances prevail. Assignments should be distributed among teachers who meet the above criteria.



## **Director Selection Process Timeline**

(as determined by the Hickman County Board of Education at the Board Retreat on 1/28/2023)

### **SAT 2/25/2023 - Special Called Meeting at EHHS**

8am-12pm	30-minute one-on-one closed interviews between each board member and each candidate
12pm-1pm	Lunch
1pm-2pm	Public session where community can attend, meet the candidates, and talk to board members and candidates
2pm-4pm	Wrap-up individual interviews which didn't get completed in the morning session if necessary. Board discussion and action(s) if necessary.

### **MON 3/6/2023 - Regular Board Meeting**

Board discussion and action(s) if necessary (selection of candidates to proceed to public interview, if appropriate)

### **SAT 3/11/2023 - Special Called Meeting at HCHS**

8am-12pm	Board interviews candidates (60 minutes each), open to the public.
12pm-1pm	Lunch
1pm-TBD	Wrap-up public interviews which didn't get completed in the morning session if necessary (will depend on the number of candidates selected for public interview).
TBD	"Town Hall" session with all candidates simultaneously. Community members can submit questions on note cards provided, which will be asked to all candidates by a moderator.
TBD	Board discussion and action(s) as needed, which will include a decision on the need for another round of interviews on 3/20/2023)

### **MON 3/20/2023 - Special Called Meeting (IF NEEDED)**

6:30pm-TBD	Board interviews candidates (60 minutes each), open to the public.
TBD	Board discussion and action(s) if necessary.

### **MON 4/3/2023 - Regular Board Meeting**

Board discussion and decision on candidate to hire, or additional steps needed to reach consensus.



Hickman County Schools

Strategic Plan

2019-2024



Hickman County Schools

Vision, Mission, and Core Values

**Our Mission:** The Hickman County School System exists to engage and develop the mind, body and character of every student so that each is prepared for success in education, work and life.

**Our Vision:** We engage and inspire our students from start to finish by setting high expectations for both students and adults. Every student is valued by teachers, leaders and support staff who provide each one access to quality instruction and support.

**Our Core Values:**

- 1. Our schools must be safe, welcoming and positive for students, parents and teachers.**
- 2. Each student can learn, can be successful and deserves our high expectations. We encourage and support growth without limitations for all.**
- 3. We engage and inspire our students from start to finish.**
- 4. We expect to develop our students into well-rounded citizens who continue to learn throughout life.**
- 5. We strive to develop citizens who can apply knowledge ethically and with integrity in our community and world.**

**Goals**

- 1. Caring educators will create a positive environment and culture of high expectations and empower students to establish and pursue their future aspirations and goals.**
- 2. High quality instruction and a rigorous and engaging curriculum will positively impact student learning and improve achievement.**
- 3. Identify, grow, and support future teachers and leaders to sustain an educational system of excellence.**
- 4. Nurture partnerships between schools and stakeholders to serve the community and its citizens by sharing resources to create learning opportunities.**



Hickman County Schools

Vision, Mission, and Core Values

**Goal 1: Caring educators will create a positive environment and culture of high expectations and empower students to establish and pursue their future aspirations and goals.**

### **Culture**

1. Build and promote a positive environment and caring culture in all schools.
2. Hold high expectations for students at all levels of learning.
3. Expose students to the world of college and career at all levels and provide opportunities early for students to experience success at the postsecondary level.

**Objective:** Increase ready graduate and graduation rates as measured by the annual targets established by the Department of Education.

Strategy: Provide students individualized counseling schedules to create a 6-year plan and to monitor progress towards graduation requirements.

Strategy: Provide all students with dual enrollment, local dual credit, advanced placement, and industry certification programs.

Strategy: Implement a career assessment for all students to determine their interests and aptitudes and guide postsecondary planning.

**Objective:** Build and maintain a positive culture for learning in all schools as indicated through school climate surveys and educator surveys.

Strategy: Engage and activate school leadership teams that are inclusive of parents, students, faculty, and staff to provide feedback for each school and the school district on the climate of the school system.

Strategy: Promote positive, safe school climates through safety planning and preparation and through social emotional learning and trauma-informed practices.

Strategy: Emphasize and recognize work ethic in the student population.

**Goal 2: High quality instruction and a rigorous and engaging curriculum will positively impact student learning and improve achievement.**

**Instruction**

1. Increase literacy achievement and TVAAS growth across all grades.
2. Increase numeracy achievement and TVAAS growth across all grades.
3. Emphasize course offerings for early postsecondary and ACT success.

**Objective:** Increase literacy achievement across all grade levels as indicated by state assessments and TVAAS.

Strategy: Implementation of high-quality instructional materials in all classrooms grades Pre-K-12.

Strategy: Professional learning for educators and staff on the implementation of materials, early literacy, and instructional strategies.

Strategy: Measure progress of the reading ability of students through universal screening and benchmark assessments.

**Objective:** Increase mathematics achievement across all grade levels as indicated by state assessments and TVAAS.

Strategy: Implementation of high-quality instructional materials in all classrooms grades Pre-K-12.

Strategy: Professional learning for educators and staff on the implementation of materials, conceptual understanding, rigor, and coherence.

Strategy: Measure progress of the mathematical abilities of students through universal screening and benchmark assessments.

Strategy: Implement a high-dosage, low-ratio tutoring program for standards remediation and acceleration.

**Objective:** Provide opportunities for early postsecondary credits in high school as measured through the ready graduate indicator.

Strategy: Partnerships with IHE to provide dual credit, dual enrollment, and industry certifications while students are in high school.

Strategy: Provide retake opportunities for ACT assessment for seniors.

Strategy: Provide opportunities for students to obtain industry certifications for every Career Technical Education program.

Strategy: Provide opportunities for work-based learning and additional opportunities for students in careers that are high-demand based on the job analysis reports.

### **Goal 3: Identify, grow, and support future teachers and leaders to sustain an educational system of excellence.**

#### **Effective Personnel**

1. Recruit, hire, and retain high quality personnel.
2. Promote the education profession to current students.
3. Provide opportunities to develop teacher leaders.
4. Develop a local leadership pipeline.

**Objective:** Recruit, hire, and retain high quality personnel as measured through retention rates and vacancy data.

Strategy: Implement a long-term, multi-year new teacher orientation program.

Strategy: Implement a differentiated pay plan that addresses human capital needs.

**Objective:** Promote the education profession to current students as measured through program participation rates.

Strategy: Provide foundational education courses through the Career Technical Education program of study at each high school.

Strategy: Implement the Grow Your Own and Teacher Apprenticeship programs in the school system.

**Objective:** Provide opportunities to develop teacher leaders.

Strategy: Provide leadership opportunities through the differentiated pay plan for teachers.

Strategy: Develop and implement leadership teams at each school that includes teachers, parents, and community members.

Strategy: Utilize task force groups to provide opportunities for teachers to lead in specific areas of the strategic plan.

**Objective:** Develop a local level leadership pipeline.

Strategy: Develop and implement an assistant principal training program.

Strategy: Develop and implement a leadership pipeline program for aspiring leaders.

**Goal 4: Nurture partnerships between schools and stakeholders to serve the community and its citizens by sharing resources to create learning opportunities.**

**Community Engagement**

1. Promote the school system initiatives in the community and celebrate success.
2. Communicate effectively with stakeholders.
3. Promote and expand partnership opportunities with local businesses and employers.

**Objective:** Promote the school system initiatives in the community and celebrate success.

Strategy: Publication of annual reports on goals and progress of the school system.

Strategy: School system presence in community initiatives.

Strategy: Develop and implement the give back and win-win programs for extracurricular activities and clubs.

Strategy: Complete and mobilize a book bus for students in all communities.

**Objective:** Communicate effectively with stakeholders.

Strategy: Communicate with parents and employees through newsletters, phone calls, and electronic communication.

Strategy: Plan joint sessions with the County Commission on future facility needs and planning.

**Objective:** Promote and expand partnership opportunities with local business and employees.

Strategy: Partner with local businesses to adopt classrooms in schools.

Strategy: Celebrate the success of local alumni through the Hometown Heroes video installments.

Strategy: Recognize local business partners at athletic events.

## **Culture**

### **Action Steps for 2022-2023:**

Increase work-based learning opportunities in CTE for students and provide more high-demand opportunities that align with TISA model.

College and career days at each of our schools in Hickman County.

Implement YouScience in grades 8 and 11 for students to analyze aptitude and interest for students.

Partner with emergency services to provide assistance in drills and safety planning.

Additional security enhancements based on school assessments.

Additional school nurse to prepare for situations where a nurse must be absent.

Utilize AWARE program for student mental health awareness: small group learning, student advisory groups, and mental health check-ins.

Graduation Walk for EHHS and HCHS through lower grade schools

STOPit app for anonymous reporting for bullying and harassment; promotion by student AWARE councils

Utilize building level social emotional leaders to train teachers on the use of Restorative Practices.

Implement Work Ethic Distinction Program for high school seniors

Collaborative planning between school nutrition department and coordinated school health for menu planning alternatives

### **Future Action Steps :**

Implement SWPBS at the high school level for a positive school environment including the development of school-wide expectations and a matrix for behavior and consequences.

Potential alternative school location in the East Hickman zone.

Alumnae reach out program—share our own success and build upon it.

Training for RTI2B for culture, bullying, and positive behavior.

## **Instruction**

### **Action Steps for 2022-2023:**

PLC Meetings for content/grade level bands for planning towards the rigor and expectations of the curriculum standards.

Teacher committees formed and trained for math adoption and curriculum selection.

Leadership teams meeting in every school to prioritize needs based on data analysis.

Utilize technology ambassadors to work with all teachers on the integration and utilization of technology, in particular the Google Education Suite

Provide mentoring for new teachers with highly effective teachers in content areas, outside of school-based if needed.

Provide training for counselors on You Science and CTE offerings and programs of study for consistent scheduling.

Walkthrough feedback for all new teachers and teachers identified through TEAM data and by the building principal as needing assistance.

Expansion of virtual school in Hickman County to offer to homeschool students that want additional support in high-level classes.

Implement and establish high dosage tutoring program

School-based work based learning opportunities

### **Future Action Steps :**

Implement a district-wide PLC for singleton teachers to allow collaboration and planning.

Increase offerings in STEM, Music, and Arts. Re-establish music and art in lower grades.

Expand school-based work-based learning opportunities

CAD introduction in high school programming

Foreign language opportunities in younger grades

## **Effective Personnel**

### **Action Steps for 2022-2023:**

Provide mentoring for new teachers with highly effective teachers in content areas, outside of school-based if needed.

Three-year induction plan for new teachers

Participate with other districts in the Grow Your Own Initiative through NSCC and APSU.

Institute local leadership pipeline to identify and recruit teacher leaders.

Provide signing and/or bonus for teachers and leaders in areas that are considered hard to fill.

Utilize task force groups to recommend action steps for strategic planning for each goal.

Utilize student advisory councils to meet with district leaders regarding student experiences and concerns, as well as extended learning.

### **Future Action Steps :**

Further develop a collaborative team for strategic planning and goal setting to include specific objectives and timelines for each group. Provide stipend for each group leader.

Provide local job shadowing as a part of the leadership pipeline experience.

Explore childcare facility for school employees

## **Community Engagement**

### **2022-2023 Action Steps:**

Community mental health awareness events: walk, festival, speaker

Read 20 initiative expansion to include restaurant placemats in partnership with Chamber of Commerce

School system presence at community events to provide information and free books

Work Ethic Distinction partnership with Hickman County Economic Development, Chamber of Commerce, and Business Education Council

Individualized high school planning for all students yearly

Joint meeting with county commission regarding budgeting and facilities

Recognition of businesses during basketball games

“Hometown Heroes” Part III video highlighting success stories from Hickman County

Industry Partnership kickoff--host event at Career Center to show our CTE programs

### **Future Action Steps:**

Recognize children from birth with a book and bib from the school system

Schools open after hours from parent and student clinics for tutoring and/or assistance with content

Sewer Plant Design

Long-term facility planning

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Library

Proposed fundraising activities: Scholastic Book Fair

Feb. 21- March 1

Purposed Uses of funds raised

Money used to buy books and materials for the library

Expected student involvement (school-wide or specific school organization) \_\_\_\_\_

School wide (-Library)

Method by which school will receive profit Scholastic Bucks or

Cash

Requested by Robin DeVault / Library media spec. Date 9-1-9-23  
Name/Title

Approved by Ima S. Hughes Date 1-10-23  
Principal

Approved by Michelle Hivent Date 1/12/23  
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 Student Council

Proposed fundraising activities: Valentine Grams

Purposed Uses of funds raised Teacher Appreciation  
Week

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

Method by which school will receive profit Cash

Requested by Beth Copley Sponsor Date 1/13/23  
Name/Title

Approved by Anna S. Hughey Date 1-17-23  
Principal

Approved by Michelle Silver Date 1/23/23  
Director of Schools\*

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can start 2/1/23 after board  
packet provided<sup>A-21</sup>

# PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name FFA

Account Number \_\_\_\_\_

Proposed fundraising activities:  
Strawberry Sale

Purposed Uses of funds raised:  
To sale Strawberries through Southern Heritage to raise monies for Tennessee FF state Convention.

Expected Student Involvement (school-wide or specific school organization):  
- Students would sale strawberries through to community. Spring Sale

Method by which school will receive profit: Payment would be made to Southern Heritage and the remainder of monies collected would be profit.

Requested by: Myles Williams  
Name/Title

1-9-2023  
Date

Approved by: Kimberly Williams  
Principal

1-10-2023  
Date

Approved by: Michelle Gilbert  
Director of Schools\*

1/12/23  
Date

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# PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name EHHS Football

Account Number 601

Proposed fundraising activities: Discount Card Sale

Purposed Uses of funds raised: Football Camp, Apparel, Equipment update

Expected Student involvement (school-wide or specific school organization): Football players will be selling discount cards for \$20 each.

Method by which school will receive profit: By selling discount cards.

Requested by: Chris Austin / Head Football Coach 1/12/23  
Name/Title Date

Approved by: Kim Williams 1/12/23  
Principal Date

Approved by: Michelle Hewitt 1/13/23  
Director of Schools\* Date

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revised 4/2019

can start after february, board packet is published on 2/1/23.

# PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name FCS

Account Number 835

Proposed fundraising activities: Buff City Soap Sale

Purposed Uses of funds raised: Fund activities for students who can't afford to participate. Buy food for blessing box. Buy supplies for Ukrainian Day Program. Community involvement.

Expected Student involvement (school-wide or specific school organization): FCS Student.

~30 Students

Method by which school will receive profit: a check from Buff City.

35% of all sales.

Requested by: Robyn Emerson / sponsor  
Name/Title

1-18-23  
Date

Approved by: Kim Weber  
Principal

1-18-23  
Date

Approved by: Michelle Stevens  
Director of Schools\*

1/18/23  
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.

start after February board packet publication

sent 1-27-23  
2:03

### PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name HOSA

Account Number 836

Proposed fundraising activities: Students will be selling chocolate bars using World's Finest Chocolate from Feb-April 2023

Purposed Uses of funds raised: funds raised will be used to help pay for expenses at the state HOSA competition this year and classroom supplies

Expected Student involvement (school-wide or specific school organization): Students will be given boxes of 100 chocolate bars to sell and return the funds or unsold chocolate (HOSA students only)

Method by which school will receive profit: HOSA will retain over 50% of

sale funds

Requested by: Bonnie Kelley  
Name/Title

1/25/23  
Date

Approved by: Kimberly Wolcott  
Principal

1/27/23  
Date

Approved by: Michelle Revert  
Director of Schools\*

1/27/23  
Date

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revised 4/2019

please be sure to adhere to guidelines of policy 3.500 regarding sales.

**PROPOSED FUNDRAISING ACTIVITIES**

Fund/account name Soft ball

Proposed fundraising activities: Donation Calenders

Purposed Uses of funds raised  
Update playing surface on field

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

Method by which school will receive profit Collection

Requested by Brian Botney / Coach  
Name/Title

Date 1-12-23

Approved by D. B.  
Principal

Date 1/12/23

Approved by Michelle Gilbert  
Director of Schools\*

Date 1/13/23

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can start after February board packet is published on 2/1/23.

**PROPOSED FUNDRAISING ACTIVITIES**

Fund/account name Baseball

Proposed fundraising activities: esigns.com

Purposed Uses of funds raised equipment, <sup>general</sup> fund~~ing~~, travel/game expenses

Expected student involvement (school-wide or specific school organization) Parents/Students will deliver forms to local businesses.

Method by which school will receive profit Cheek deposited to baseball account.

Requested by Will Kapke - Head Baseball Coach Date 1/13/23  
Name/Title

Approved by [Signature] Date 1/17/23  
Principal

Approved by Michelle Stewart Date 1/18/23  
Director of Schools\*

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start after February board packet publication

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Baseball

Proposed fundraising activities: Team / Fan store

Players will receive order form for their families - limited funds will be raised ~~players~~

Purposed Uses of funds raised

Help with reconstruction of pitching mound and home-plate area.

Expected student involvement (school-wide or specific school organization) Baseball players and parents.

Method by which school will receive profit Order form turned into school account with money. Order placed. Keep difference.

Requested by Will Kapke - Head Baseball Coach Date 1/20/23  
Name/Title

Approved by [Signature] Date 1/23/23  
Principal

Approved by [Signature] Date 1/24/23  
Director of Schools\*

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can start after 2/1/23 publication of board packet

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Baseball

Proposed fundraising activities: Leadoff Dinner - ticket sales.

Purposed Uses of funds raised

Equipment purchases;  
Helmets, gameballs, chalk, practice balls, belts, etc.

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

open to families

Method by which school will receive profit dinners will be donated until

a certain price point (100 meals) after will be at cost.  
School will receive profit from ticket sales.

Requested by Will Kapke, Head baseball coach  
Name/Title

Date 1/20/23

Approved by [Signature]  
Principal

Date 1/23/23

Approved by [Signature]  
Director of Schools\*

Date 1/24/23

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Class of 2024

Proposed fundraising activities: chocolate bars

Purposed Uses of funds raised graduation

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

Method by which school will receive profit cash

Requested by K. Carter  
Name/Title

Date 1/20/23

Approved by [Signature]  
Principal

Date 1/25/2023

Approved by Michelle Shivers  
Director of Schools\*

Date 1/27/23

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can start after 2/1/23

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name 601 Volleyball

Proposed fundraising activities: Alumni Gate Fee

Purposed Uses of funds raised

New Uniforms and Net System

Expected student involvement (school-wide or specific school organization) \_\_\_\_\_

Volleyball team

Method by which school will receive profit Ticket sales

Requested by Rachel Hudgins - Volleyball Coach Date 1/25/2023  
Name/Title

Approved by [Signature] Date 1/25/2023  
Principal

Approved by Michelle Helvert Date 1/30/23  
Director of Schools\*

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name 601 Volleyball

Proposed fundraising activities: Volleyball Camp

Purposed Uses of funds raised

Uniforms and tournament fees

Expected student involvement (school-wide or specific school organization) \_\_\_\_\_

Volleyball team

Method by which school will receive profit Registration Fees

Requested by Rachel Hudgins - Volleyball Coach  
Name/Title

Date 1/25/2023

Approved by [Signature]  
Principal

Date 1/25/2023

Approved by Michelle Hilvert  
Director of Schools\*

Date 1/30/23

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name General fund

Proposed fundraising activities: Valentine social  
in February

Purposed Uses of funds raised  
to pay for event (pizza, snacks,  
drinks, art supplies, pictures)

Expected student involvement (school-wide or specific school organization)  
school-wide event, students pay  
(school will pay for any child who cannot afford) \$5 per child

Method by which school will receive profit cash

Requested by Cynthia Hughes Date 1-30-23  
Name/Title

Approved by Marcy Tidwell Date 1-30-23  
Principal

Approved by Michelle Helvert Date 1/30/23  
Director of Schools\*

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