

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

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



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

REGULAR BOARD MEETING
Monday, June 3, 2024 6:30 PM
Central Office - Room 203

I. Call To Order

II. Public Comment

Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.

III. Moment of Silence

IV. Pledge of Allegiance

V. Budget Committee Meeting Minutes for May 2, 2024

VI. Regular Meeting Minutes for May 6, 2024

VII. Agenda for June 3, 2024

VIII. Special Recognition

A. Employee of the Month

B. Employee of the Year - Postponed until July 2024

C. Friend of Education

IX. Consent Agenda Items

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Director's Report

1. District Overview of Teacher Educator Survey

C. Financial Report

D. ESSER Updates

E. Director's Monthly Attendance Report

F. Family Resource Centers End of Year Report

G. May FY25 TISA Preliminary Estimate - State & Local Contributions

X. TCAP Results

XI. Items Requiring Board Action

A. Trip Request

1. HCMS Boys Basketball

- B. Bid - Technology Service Plan
- C. Board Meeting Schedule for 2024-2025
- D. Annual Agenda for 2024-2025
- E. Recommendations for Tenure
- F. ENA Phone System
- G. Budget Amendments
- H. Resolution to Grant Authority to Designate Reserves
- I. Grant Executive Committee Authority to Close Out Fiscal Year
- J. Budget(s) for 2024 -2025
- K. 2024-2025 Differentiated Pay Plan
- L. 2024-2025 Salary Schedules and Pay Scales
- M. Personnel Decisions
- N. Personnel Contracts
- O. TSSE Membership Dues
- P. 2024-2025 Centerville Municipal Golf Course MOU
- Q. Board Policies
 - 1. Revised Board Policy 6.411 (1st Reading)
 - 2. Revised Board Policy 6.204 (2nd Reading)
 - 3. Board Policy 4.502 - Proposed Revision - (2nd Reading)
 - 4. Board Policy Review 3.500--4.202
- XII. Announcements
 - A. Regular Board Meeting for July 8, 2024 (if board meeting schedule is approved)
 - B. Director's Evaluation and Board Self-Evaluation
- XIII. Closing Comments
 - A. Tim Hobbs-Legislative Representative
- XIV. Adjourn

HICKMAN COUNTY BOARD OF EDUCATION
BUDGET COMMITTEE MEETING---May 2, 2024

The Hickman county Board of Education met on May 2, 2024, at 6:30 PM in Central Office - Room 203.

Present: Sherri Baker, Ronald Gammons, Tim Hobbs, Doug Lane, Christy Mays, Vance Willis, **Absent:** Jim Hudgins.

John Mullins, Superintendent

Present: Jim Hudgins.

John Mullins, Superintendent

I. Call To Order

II. Moment of Silence

III. Pledge of Allegiance

IV. Budget Discussion for FY 24-25

Ronald Gammons stated Because my brother and niece are employees of the Hickman County School System, I have a conflict of interest in the proposal about to be voted on. However, I declare that my argument and my vote answer only to my conscience and to my obligation to my constituents and the citizens the Board represents.

Vance Willis also stated his conflict of interest.

Motion to approve the budget as presented with the 4% increase to the steps on salary with the exception that the board approve salary schedules separately.

Motion made by Vance Willis.

Motion seconded by Doug Lane.

Motion Result: Failed

Sherri Baker: Nay

Ronald Gammons: Nay

Tim Hobbs: Nay

Jim Hudgins: Nay

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 3, Nay: 4

Motion to accept budget with across the board 4% step raise.

Motion made by Jim Hudgins.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Ronald Gammons: Nay

Vance Willis: Nay

Sherri Baker: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Yea: 5, Nay: 2

HICKMAN COUNTY BOARD OF EDUCATION
BUDGET COMMITTEE MEETING---May 2, 2024

V. Adjourn

Motion to adjourn.

Motion made by Vance Willis.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

The Hickman county Board of Education met on May 6, 2024, at 6:30 PM in Hickman County High School Library.

Present: Sherri Baker, Ronald Gammons, Tim Hobbs, Jim Hudgins, Doug Lane, Christy Mays, Vance Willis.

John Mullins, Superintendent
HCHS, EHHS Student Rep

I. Call To Order

II. Public Comment

Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.

III. Moment of Silence

IV. Pledge of Allegiance

V. Regular Meeting Minutes for April 8, 2024

Motion to approve the Regular Meeting Minutes for April 8, 2024.

Motion made by Doug Lane.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

VI. Budget Committee Meeting Minutes for April 25, 2024

Motion to approve Budget Committee Meeting Minutes for April 25, 2024.

Motion made by Tim Hobbs.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

VII. Agenda for May 6, 2024

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Motion to approve the Agenda for May 6, 2024.

Motion made by Ronald Gammons.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

Amend to add certificate for Ella Caldicott for service on the board.

Motion made by Ronald Gammons.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

VIII. Special Recognition

A. Employee of the Month

B. Student Recognition

C. Building Teachers of the Year

1. CES Teacher of the Year
2. CIS Teacher of the Year
3. EHES Teacher of the Year
4. EHIS Teacher of the Year
5. EHMS Teacher of the Year
6. HCMS Teacher of the Year
7. EHHS Teacher of the Year
8. HCHS Teacher of the Year

D. District Teachers and Leaders of the Year

1. Grades PK-4 Teacher of the Year
2. Grades 5-8 Teacher of the Year

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

3. Grades 9-12 Teacher of the Year
4. Principal of the Year
5. Supervisor of the Year

IX. Consent Agenda Items

Motion to approve Consent Agenda Items.

Motion made by Ronald Gammons.

Motion seconded by Vance Willis.

Motion Result: Passed

Sherrri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Director's Report

C. Financial Report

D. ESSER Updates

E. Director's Monthly Attendance Report

F. TSBA OPEB Quarterly Statement

X. Items Requiring Board Action

A. Trip Request

1. HCHS JROTC

Motion to approve camp.

Motion made by Tim Hobbs.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherrri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

2. HCHS JROTC

Motion to approve HCHS JROTC leadership camp.

Motion made by Ronald Gammons.

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Motion seconded by Doug Lane.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

3. EHHS Girls Basketball

Motion to approve EHHS Girls Basketball summer camps.

Motion made by Doug Lane.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

4. EHHS Boys Basketball

Motion to approve EHHS Boys Basketball Summer Camp.

Motion made by Tim Hobbs.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

5. HCHS Girls Basketball

Motion for HCHS Girls Basketball to attend 2 summer camp and a Christmas tournament.

Motion made by Tim Hobbs.

Motion seconded by Christy Mays.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

6. EHHS FBLA

Motion to approve EHHS FBLA National Competition trip in June.
Motion made by Ronald Gammons.
Motion seconded by Jim Hudgins.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

7. EHHS Football

Motion to approve EHHS Football trip for summer camp.
Motion made by Doug Lane.
Motion seconded by Tim Hobbs.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

B. Bid for Desktop Computers & Monitors

Motion to approve bid for desktop computers and monitors.
Motion made by Ronald Gammons.
Motion seconded by Jim Hudgins.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Vance Willis: Yea

Yea: 7, Nay: 0

C. Bid for School Security Camera Cabling & Installation Configuration
Motion to approve the bid for school security camera cabling and
installation configuration for the 8 schools (Central Technology, Blue Grass
Computer System).

Motion made by Vance Willis.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

D. EHES Job Share Request for 2024-2025

Motion to approve job share at EHES to serve one 2nd grade class.

Motion made by Vance Willis.

Motion seconded by Ronald Gammons.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

E. CIS Job Share Request for 2024-2025

Motion to approve CIS job share request for an RTI job.

Motion made by Ronald Gammons.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

F. MOU - JAG (Jobs for America's Graduates)

Motion to approve a MOU for JAG in order to partner with them at both 9-12 schools (\$110,000 grant).

Motion made by Ronald Gammons.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

G. 2024-2025 Out of County Tuition Rates

Motion to adjust 2024-25 out of county tuition rates by eliminating the \$1000 tuition.

Motion made by Ronald Gammons.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

H. Authorize Director of Schools to submit grants, applications, reports, amendments, and addenda

Motion to authorize director of schools to submit grants, applications, reports, amendments, and agendas for the 24-25 school year.

Motion made by Vance Willis.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

I. Budget Ammendments

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Motion to approve Budget Amendments 31, 32, 33, 34. with changes.

Motion made by Ronald Gammons.

Motion seconded by Jim Hudgins.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

Amended the budget amendment 33 on the 2nd line. It should have 'ss' noting outside support.

Motion made by Ronald Gammons.

Motion seconded by Christy Mays.

Motion Result: Passed

Sherri Baker: Yea

Ronald Gammons: Yea

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 7, Nay: 0

J. Budget for 2024 -2025 (141, 143) - Budgets will be attached to the board agenda on Friday, May 3 - after the budget committee meeting on Thursday, May 2.

Motion to approve Budget for 2024 -2025 (141) as presented. Additionally asking for 3 cents from the Hickman County Government.

Motion made by Vance Willis.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherri Baker: Nay

Ronald Gammons: Nay

Tim Hobbs: Yea

Jim Hudgins: Yea

Doug Lane: Yea

Christy Mays: Yea

Vance Willis: Yea

Yea: 5, Nay: 2

Motion to approve budget 143 for the year 2025 as presented.

Motion made by Vance Willis.

Motion seconded by Sherri Baker.

Motion Result: Passed

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

K. Board Policies

1. Revised Board Policy 6.204 (1st Reading)
Motion for adjusting the policy as it reads for 6.204.
Motion made by Vance Willis.
Motion seconded by Doug Lane.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

2. Revised Board Policy 4.502 (2nd Reading)
Motion to move revised board policy 4.502 to the June meeting.
Motion made by Vance Willis.
Motion seconded by Ronald Gammons.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

3. Board Policy Review - 3.212--3.404
Motion to approve 3.212--3.404.
Motion made by Ronald Gammons.
Motion seconded by Jim Hudgins.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---May 6, 2024

Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0

XI. Announcements

- A. Budget Committee Meetings in May (if needed)
- B. Reminder - Hickman County Legislative Body Work Session Budget Meeting
Schools - Tuesday, May 14th, 2024 5:30 p.m.
- C. Regular Board Meeting for June 3, 2024

XII. Closing Comments

- A. Tim Hobbs-Legislative Representative

XIII. Adjourn

Motion to adjourn.
Motion made by Tim Hobbs.
Motion seconded by Ronald Gammons.
Motion Result: Passed

Sherri Baker: Yea
Ronald Gammons: Yea
Tim Hobbs: Yea
Jim Hudgins: Yea
Doug Lane: Yea
Christy Mays: Yea
Vance Willis: Yea
Yea: 7, Nay: 0



DOUG LANE
2059 Lake Drive, Centerville, TN 37033

RONALD GAMMONS
6419 Rice Ln., Lyles, TN 37098

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

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

John Mullins
Superintendent of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

The Hickman County Board of Education will meet in regular session on Monday, June 3, 2024 at 6:30 p.m. in Room 203 of the Hickman County Board of Education Office Complex.

- I. Call to Order
- II. Public Comment
Citizens that would like an opportunity to speak to the Board of Education during public comment should sign-up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Budget Committee Meeting Minutes for May 2, 2024
- VI. Regular Meeting Minutes for May 6, 2024
- VII. Agenda for June 3, 2024
- VIII. Special Recognition
 - A. Employee of the Month—Ron Gammons
 - B. Employee of the Year – Postponed until July 2024
 - C. Friend of Education – Director of Schools
- IX. Consent Agenda
 - A. Board Chair's Report
 1. Chair's Countersigned Warrants
 - B. Director's Report
 1. District Overview of Teacher Educator Survey
 - C. Financial Report
 - D. ESSER Updates
 - E. Director's Monthly Attendance Report (as of May 28, 2024)
 - F. Family Resource Centers End of Year Report
 - G. May FY25 TISA Preliminary Estimate - State & Local Contributions
- X. TCAP Results—Director of Schools
- XI. Items Requiring Board Action
 - A. Trip Request
 1. HCMS Boys Basketball—Coaches Mason Floyd and Patrick Brady
 - B. Bid – Technology Service Plan—Business Officer
 - C. Board Meeting Schedule for 2024-2025—Director of Schools
 - D. Annual Agenda for 2024-2025—Director of Schools
 - E. Recommendations for Tenure—Director of Schools
 - F. ENA Phone System—ESSER Manager
 - G. Budget Amendments—Business Officer
 - H. Resolution to Grant Authority to Designate Reserves—Director of Schools
 - I. Grant Executive Committee Authority to Close Out Fiscal Year—Director of Schools

- J. Budget(s) for 2024-2025—Business Officer
- K. 2024-2025 Differentiated Pay Plan—Director of Schools
- L. 2024-2025 Salary Schedules and Pay Scales—Director of Schools
- M. Personnel Decisions—Director of Schools
- N. Personnel Contracts—Director of Schools
- O. TSSE Membership Dues—Director of Schools
- P. 2024-2025 Centerville Municipal Golf Course MOU—Director of Schools
- Q. Board Policies
 - 1. Revised Board Policy 6.411 (1st Reading)—Misty Shelton
 - 2. Revised Board Policy 6.204 (2nd Reading)—Misty Shelton
 - 3. Board Policy 4.502 – Proposed Revision (2nd Reading)—Director of Schools
 - 4. Board Policy Review 3.500—4.202—Misty Shelton

- XII. Announcements
 - A. Regular Board Meeting for July 8, 2024 (if board meeting schedule is approved)
 - B. Director's Evaluation and Board Self-Evaluation

- XIII. Closing Comments
 - A. Tim Hobbs - Legislative Representative

- XIV. Adjourn

Bank Name **Bank Number**
General Purpose 141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001157	Myles, Amanda	8290	05/02/2024	141- -11140	\$600.00
41001158	Amazon	727	05/02/2024	141- -11140	\$243.15
41001159	American Fidelity Assurance Co	636	05/02/2024	141- -11140	\$1,570.00
41001160	Anderson, Belinda	8051	05/02/2024	141- -11140	\$428.00
41001161	ASMS, LLC	646	05/02/2024	141- -11140	\$829.00
41001162	Bon Aqua Lyles Utility Distric	851	05/02/2024	141- -11140	\$4,077.57
41001163	Brewer Chemicals & Equip, LLC	861	05/02/2024	141- -11140	\$420.00
41001164	Canon USA, Inc.	8303	05/02/2024	141- -11140	\$244.05
41001165	Carroll, Whitney	8172	05/02/2024	141- -11140	\$300.00
41001166	Cindy's Cafe	8319	05/02/2024	141- -11140	\$425.00
41001167	Dickson Graphics	2002	05/02/2024	141- -11140	\$415.85
41001168	Elan Financial Services	6816	05/02/2024	141- -11140	\$38.64
41001169	Ferrellgas	7446	05/02/2024	141- -11140	\$3,261.58
41001170	Fisher, David C.	6643	05/02/2024	141- -11140	\$37.15
41001171	Gallaher & Associates, Inc.	7285	05/02/2024	141- -11140	\$9,558.96
41001172	Herron, James P.	8322	05/02/2024	141- -11140	\$37.15
41001173	Hickman County Trustee	2937	05/02/2024	141- -11140	\$122.57
41001174	Kistler, Angela	516	05/02/2024	141- -11140	\$94.50
41001175	Laird, Monica L.	8320	05/02/2024	141- -11140	\$37.15
41001176	Linita, Inc.	7608	05/02/2024	141- -11140	\$382.50
41001177	Maryann & Wanda's Catering	7277	05/02/2024	141- -11140	\$390.00
41001178	McManus, Christy	8120	05/02/2024	141- -11140	\$240.26
41001179	Oriental Trading Co., Inc.	6258	05/02/2024	141- -11140	\$258.75
41001180	Pizza Hut	4420	05/02/2024	141- -11140	\$180.00
41001181	Positive Promotions, Inc.	4391	05/02/2024	141- -11140	\$5,501.79
41001182	Quill, LLC	4574	05/02/2024	141- -11140	\$1,066.59
41001183	Parsley, Julia R.	8321	05/02/2024	141- -11140	\$37.15
41001184	Rietveid, Stephanie	993	05/02/2024	141- -11140	\$2,100.00
41001185	Southern Duplicating of Clarksdale, Inc.	7343	05/02/2024	141- -11140	\$106.02
41001186	Southern Rock Restaurant, LLC	7603	05/02/2024	141- -11140	\$260.00
41001187	Southern Smokehouse	8317	05/02/2024	141- -11140	\$527.00
41001188	The Local Place, LLC.	7609	05/02/2024	141- -11140	\$240.00
41001189	Town Of Centerville	5315	05/02/2024	141- -11140	\$3,290.40
41001190	Walmart	5868	05/02/2024	141- -11140	\$1,996.01
41001191	Warren, Anthony Lynn	6067	05/02/2024	141- -11140	\$37.15
41001192	Watts, William E	5989	05/02/2024	141- -11140	\$125.00

141 Total: \$39,478.94

Bank Total: \$39,478.94

Bank Payment Count: 36

Date/Time: 5/2/2024 1:00 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001193	Pizza Hut	4420	05/02/2024	141- -11140	\$227.50
41001194	The Local Place, LLC.	7609	05/02/2024	141- -11140	\$240.00
141 Total:					\$467.50
Bank Total:					\$467.50
Bank Payment Count:					2

Hickman County Finance
Payment Register By Account Control

<u>Bank Name</u>	<u>Bank Number</u>					<u>Amount</u>
Federal	142					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		
42000337	Dean, Elaine	6225	05/02/2024	142-010-11140		\$138.02
					142-010 Total:	\$138.02
42000338	Jones, Natalie	8308	05/02/2024	142-101-11140		\$234.50
					142-101 Total:	\$234.50
42000336	Amazon	727	05/02/2024	142-933-11140		\$6,888.66
					142-933 Total:	\$6,888.66
					Bank Total:	\$7,261.18
					Bank Payment Count:	3

<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000218	Big G Metal Works	7864	05/02/2024	143- -11140	\$633.50
43000219	Fitts, Connie S.	185	05/02/2024	143- -11140	\$109.88
43000220	Town Of Centerville	5316	05/02/2024	143- -11140	\$98.57
143 Total:					\$841.95
Bank Total:					\$841.95
Bank Payment Count:					3

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001195	Ace Hardware	635	05/07/2024	141- -11140	\$520.31
41001196	Amazon	727	05/07/2024	141- -11140	\$3,837.07
41001197	Anglin, Stacia	788	05/07/2024	141- -11140	\$37.15
41001198	AT & T	7542	05/07/2024	141- -11140	\$562.11
41001199	Bates, Michelle	889	05/07/2024	141- -11140	\$281.40
41001200	Bennett & DeCamp PLLC	8071	05/07/2024	141- -11140	\$430.00
41001201	Bey, Daniel	975	05/07/2024	141- -11140	\$37.15
41001202	Brewer Chemicals & Equip, LLC	861	05/07/2024	141- -11140	\$420.00
41001203	County Of Hickman Misc Acct	1633	05/07/2024	141- -11140	\$203,631.47
41001204	Duley, L.C.S.W., Joe	1814	05/07/2024	141- -11140	\$3,217.50
41001205	Ed's Supply, Inc.	2103	05/07/2024	141- -11140	\$890.66
41001206	Evans, Meghan	987	05/07/2024	141- -11140	\$42.88
41001207	Four Seasons Outdoors & Sports	2334	05/07/2024	141- -11140	\$2,035.50
41001208	Gilbert, Charles	2537	05/07/2024	141- -11140	\$1,275.00
41001209	Gross, Debbie	2675	05/07/2024	141- -11140	\$115.91
41001210	Hibbs, Polly	3038	05/07/2024	141- -11140	\$32.16
41001211	Hickman Co Clerk	3082	05/07/2024	141- -11140	\$41.00
41001212	Karco Parts	3364	05/07/2024	141- -11140	\$56.60
41001213	Lakeshore Learning	3463	05/07/2024	141- -11140	\$1,274.14
41001214	Lumber Yard, The	3652	05/07/2024	141- -11140	\$14.97
41001215	Mac Gill Discount	3773	05/07/2024	141- -11140	\$837.57
41001216	Main Street Emporium	7541	05/07/2024	141- -11140	\$20.75
41001217	Matrix Mechanical Solutions, LLC	7974	05/07/2024	141- -11140	\$4,182.28
41001218	McCaleb, Rachel	7746	05/07/2024	141- -11140	\$229.14
41001219	Meriwether Lewis Electric	3675	05/07/2024	141- -11140	\$34,904.41
41001220	Mid-South Bus Center, Inc	3706	05/07/2024	141- -11140	\$2,747.80
41001221	O'Reilly Auto Parts	4265	05/07/2024	141- -11140	\$1,075.46
41001222	Optimus Pest Solutions	47	05/07/2024	141- -11140	\$750.00
41001223	Prince Hardware, LLC	4321	05/07/2024	141- -11140	\$3,847.90
41001224	Qualls, Shelda	4597	05/07/2024	141- -11140	\$129.98
41001225	Southern Duplicating of Clarksdale, Inc.	7343	05/07/2024	141- -11140	\$75.26
41001226	SSC Service Solutions Compass Group USA, Inc.	4832	05/07/2024	141- -11140	\$67,768.35
41001227	Tanner, Katelyn	6315	05/07/2024	141- -11140	\$101.84
41001228	The Dreaded Lawncare	7933	05/07/2024	141- -11140	\$11,500.00
41001229	Tn Dept. Of Labor & Workforce	92	05/07/2024	141- -11140	\$152.50
41001230	Town Of Centerville	5315	05/07/2024	141- -11140	\$5,864.75
41001231	Underwood, Scott	7738	05/07/2024	141- -11140	\$173.53

141 Total: \$353,114.50

Bank Total: \$353,114.50

Bank Payment Count: 37

Bank Name **Bank Number**
Federal 142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-010-11140	\$337.78
42000346	Mayberry, Kimberly D.	4108	05/07/2024	142-010-11140	\$190.28
142-010 Total:					\$528.06
42000339	Amazon	727	05/07/2024	142-101-11140	\$3,825.55
42000340	Barnes & Noble, Inc.	1211	05/07/2024	142-101-11140	\$1,470.35
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-101-11140	\$2,311.50
42000345	Interworld Highway, LLC Db Touchboards	6341	05/07/2024	142-101-11140	\$716.00
142-101 Total:					\$8,323.40
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-201-11140	\$389.92
142-201 Total:					\$389.92
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-401-11140	\$20.83
142-401 Total:					\$20.83
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-601-11140	\$104.36
142-601 Total:					\$104.36
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-709-11140	\$911.95
142-709 Total:					\$911.95
42000343	East Hickman High School	2110	05/07/2024	142-801-11140	\$7,022.64
42000344	Hickman County High School	2917	05/07/2024	142-801-11140	\$1,240.00
142-801 Total:					\$8,262.64
42000341	Emery, Chelsey	8279	05/07/2024	142-901-11140	\$458.28
42000347	Quill, LLC	4574	05/07/2024	142-901-11140	\$56.69
142-901 Total:					\$514.97
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-932-11140	\$2.50
142-932 Total:					\$2.50
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-933-11140	\$2,394.53
142-933 Total:					\$2,394.53
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-937-11140	\$509.09
142-937 Total:					\$509.09
42000342	County Of Hickman Misc Acct	1633	05/07/2024	142-964-11140	\$868.99
142-964 Total:					\$868.99
Bank Total:					\$22,831.24
Bank Payment Count:					9

<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000221	County Of Hickman Misc Acct	1633	05/07/2024	143- -11140	\$9,402.39
143 Total:					\$9,402.39
Bank Total:					\$9,402.39
Bank Payment Count:					1

Hickman County Finance
Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>					
General Purpose		141					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>		
41001232	Amazon	727	05/09/2024	141- -11140	\$14.70		
41001233	AT & T	7542	05/09/2024	141- -11140	\$989.15		
41001234	Ward, Mandy B.	8327	05/09/2024	141- -11140	\$37.15		
41001235	Baker, Sherri	7798	05/09/2024	141- -11140	\$111.89		
41001236	Beam Insurance Administrators LLC	7435	05/09/2024	141- -11140	\$10,955.33		
41001237	Brewer, Robert G.	7665	05/09/2024	141- -11140	\$423.50		
41001238	EnergyCAP, LLC	2147	05/09/2024	141- -11140	\$4,290.00		
41001239	Harvill, Nancy	2758	05/09/2024	141- -11140	\$9,480.50		
41001240	Hickman Co Solid Waste Dept.	2717	05/09/2024	141- -11140	\$69.40		
41001241	Hickman Co Times	2718	05/09/2024	141- -11140	\$182.60		
41001242	Hickman Co Trustee	2722	05/09/2024	141- -11140	\$246,852.68		
41001243	Hickman County Trustee	2937	05/09/2024	141- -11140	\$3,658.29		
41001244	Interquest Detection Canines, LLC	6718	05/09/2024	141- -11140	\$600.00		
41001245	Jenkins, Michelle OTR/L	7423	05/09/2024	141- -11140	\$5,780.00		
41001246	McCaleb, Rachel	7746	05/09/2024	141- -11140	\$101.84		
41001247	Optimus Pest Solutions	47	05/09/2024	141- -11140	\$750.00		
41001248	Oriental Trading Co., Inc.	6258	05/09/2024	141- -11140	\$279.12		
41001249	Paxton Patterson	8235	05/09/2024	141- -11140	\$46,462.85		
41001250	SSC Service Solutions Compass Group USA, Inc.	4832	05/09/2024	141- -11140	\$35,200.00		
41001251	Tanner, Katelyn	6315	05/09/2024	141- -11140	\$65.66		
41001252	The Dreaded Lawncare	7933	05/09/2024	141- -11140	\$15,300.00		
41001253	The King's Daughter's School	7928	05/09/2024	141- -11140	\$4,500.00		
					141 Total:	\$386,104.66	
					Bank Total:	\$386,104.66	
					Bank Payment Count:	22	

Hickman County Finance
Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>				
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>
42000350	Hickman Co Trustee	2722	05/09/2024	142-010-11140		\$56.60
142-010 Total:						\$56.60
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-101-11140		\$59.74
42000350	Hickman Co Trustee	2722	05/09/2024	142-101-11140		\$106.51
142-101 Total:						\$166.25
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-201-11140		\$63.49
42000350	Hickman Co Trustee	2722	05/09/2024	142-201-11140		\$109.63
142-201 Total:						\$173.12
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-801-11140		\$31.75
142-801 Total:						\$31.75
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-901-11140		\$162.86
42000349	Jesus, Mary De	8289	05/09/2024	142-901-11140		\$120.60
42000350	Hickman Co Trustee	2722	05/09/2024	142-901-11140		\$683.40
42000351	NCS Pearson Inc.	4359	05/09/2024	142-901-11140		\$120.90
42000352	Riverside Insights	6689	05/09/2024	142-901-11140		\$227.60
42000353	Western Psychological Service	6042	05/09/2024	142-901-11140		\$179.30
42000354	Wilson, Anita	7954	05/09/2024	142-901-11140		\$1,407.00
142-901 Total:						\$2,901.66
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-911-11140		\$31.75
42000350	Hickman Co Trustee	2722	05/09/2024	142-911-11140		\$56.60
142-911 Total:						\$88.35
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-933-11140		\$262.49
42000350	Hickman Co Trustee	2722	05/09/2024	142-933-11140		\$854.20
142-933 Total:						\$1,116.69
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-937-11140		\$3.76
42000350	Hickman Co Trustee	2722	05/09/2024	142-937-11140		\$49.84
142-937 Total:						\$53.60
42000348	Beam Insurance Administrators LLC	7435	05/09/2024	142-964-11140		\$112.79
42000350	Hickman Co Trustee	2722	05/09/2024	142-964-11140		\$445.58
142-964 Total:						\$558.37
Bank Total:						\$5,146.39
Bank Payment Count:						7

<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000222	AT & T	7542	05/09/2024	143- -11140	\$318.51
43000223	Fesco	2399	05/09/2024	143- -11140	\$4,835.99
43000224	Gordon Food Service, Inc.	2488	05/09/2024	143- -11140	\$107,535.28
43000225	Hobart Service, LLC	2740	05/09/2024	143- -11140	\$342.07
43000226	Homestead Restaurant, Inc.	2755	05/09/2024	143- -11140	\$735.00
43000227	Murfreesboro Pure Milk Co, Inc.	7552	05/09/2024	143- -11140	\$2,524.80
43000228	Optimus Pest Solutions	47	05/09/2024	143- -11140	\$240.00
43000229	Pepsi Cola	6726	05/09/2024	143- -11140	\$3,093.59
43000230	Prairie Farms Dairy	18	05/09/2024	143- -11140	\$18,901.90
43000231	Prince Hardware, LLC	4321	05/09/2024	143- -11140	\$477.06
43000232	Quill, LLC	4574	05/09/2024	143- -11140	\$693.12
43000233	Volco	5841	05/09/2024	143- -11140	\$556.80
143 Total:					<u>\$140,254.12</u>
Bank Total:					\$140,254.12
Bank Payment Count:					12

Hickman County Finance
Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>					
General Purpose		141					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>	
41001254	Amazon	727	05/13/2024	141- -11140		\$371.94	
41001255	American Fidelity Assurance	637	05/13/2024	141- -11140		\$15,137.81	
41001256	American Fidelity Assurance Co	652	05/13/2024	141- -11140		\$9,045.00	
41001257	Ameritas Life Insurance Corp.	7442	05/13/2024	141- -11140		\$3,343.84	
41001258	Anderson, Carol L.	8337	05/13/2024	141- -11140		\$37.15	
41001259	AT & T	7542	05/13/2024	141- -11140		\$311.87	
41001260	Broyles, Paula	7829	05/13/2024	141- -11140		\$1,102.40	
41001261	Centerville Municipal Golf Course	7626	05/13/2024	141- -11140		\$8,000.00	
41001262	County Of Hickman Misc Acct	1633	05/13/2024	141- -11140		\$6,914.06	
41001263	Daugherty, Tonya	7288	05/13/2024	141- -11140		\$101.84	
41001264	East Hickman Volunteer Fire Department	2270	05/13/2024	141- -11140		\$400.00	
41001265	Estes, Kimberly	8197	05/13/2024	141- -11140		\$881.92	
41001266	Floyd, David	7977	05/13/2024	141- -11140		\$1,322.88	
41001267	Furkins, Andrea	7830	05/13/2024	141- -11140		\$1,322.88	
41001268	Gilbert, Eric	2630	05/13/2024	141- -11140		\$661.44	
41001269	Gilliam, Robin M.	7647	05/13/2024	141- -11140		\$3,086.72	
41001270	Gordon, Wendell	2484	05/13/2024	141- -11140		\$3,527.68	
41001271	Harlow, Jack	7651	05/13/2024	141- -11140		\$1,543.36	
41001272	Hickman Co. Rescue Squad, Inc.	2730	05/13/2024	141- -11140		\$400.00	
41001273	Hinson, Aric D.	7648	05/13/2024	141- -11140		\$3,086.72	
41001274	Hobbs, Tucker	3046	05/13/2024	141- -11140		\$1,322.88	
41001275	Jenkins Kim	3345	05/13/2024	141- -11140		\$37.15	
41001276	Keller, Ethan	8338	05/13/2024	141- -11140		\$3,086.72	
41001277	Kinnard, Brian	3427	05/13/2024	141- -11140		\$1,322.88	
41001278	Kinnard, McKinsey	8167	05/13/2024	141- -11140		\$661.44	
41001279	Osborne, Angie M.	4291	05/13/2024	141- -11140		\$37.15	
41001280	Owens, Lora	8196	05/13/2024	141- -11140		\$661.44	
41001281	Rj Young Company	4691	05/13/2024	141- -11140		\$3,747.73	
41001282	SSC Service Solutions Compass Group USA, Inc.	4832	05/13/2024	141- -11140		\$59,518.35	
41001283	Tennessee School Board Assoc.	61	05/13/2024	141- -11140		\$6,176.00	
41001284	The Dreaded Lawncare	7933	05/13/2024	141- -11140		\$14,000.00	
41001285	Thomas, Dalton	5552	05/13/2024	141- -11140		\$1,322.88	
41001286	Tn Dept. Of Labor & Workforce	92	05/13/2024	141- -11140		\$110.00	
41001287	Town Of Centerville	5315	05/13/2024	141- -11140		\$23.87	
41001288	Verizon Wireless	5823	05/13/2024	141- -11140		\$68.04	
41001289	Willis, Jana	6070	05/13/2024	141- -11140		\$37.15	
141 Total:						\$152,733.19	
Bank Total:						\$152,733.19	
Bank Payment Count:						36	

Hickman County Finance
 Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>				
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>
42000357	Rj Young Company	4691	05/13/2024	142-010-11140		\$250.00
142-010 Total:						\$250.00
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-101-11140		\$17.42
42000357	Rj Young Company	4691	05/13/2024	142-101-11140		\$186.41
142-101 Total:						\$203.83
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-201-11140		\$18.00
142-201 Total:						\$18.00
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-901-11140		\$49.70
142-901 Total:						\$49.70
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-911-11140		\$9.94
142-911 Total:						\$9.94
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-933-11140		\$63.70
142-933 Total:						\$63.70
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-937-11140		\$2.18
142-937 Total:						\$2.18
42000355	Ameritas Life Insurance Corp.	7442	05/13/2024	142-964-11140		\$26.74
42000356	CNB Computers USA, Inc.	6586	05/13/2024	142-964-11140		\$1,453.00
42000357	Rj Young Company	4691	05/13/2024	142-964-11140		\$336.20
142-964 Total:						\$1,815.94
Bank Total:						\$2,413.29
Bank Payment Count:						3

<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000234	AT & T	7542	05/13/2024	143- -11140	\$267.98
43000235	Rj Young Company	4691	05/13/2024	143- -11140	\$331.37
143 Total:					\$599.35
Bank Total:					\$599.35
Bank Payment Count:					2

Bank Name **Bank Number**
General Purpose 141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001291	Allegra Print & Imaging	650	05/16/2024	141- -11140	\$189.87
41001292	Amazon	727	05/16/2024	141- -11140	\$580.35
41001293	AT & T	7542	05/16/2024	141- -11140	\$54.70
41001294	Burns, Sharon	1057	05/16/2024	141- -11140	\$37.15
41001295	Chessor, Benjamin	1647	05/16/2024	141- -11140	\$37.15
41001296	Duley, L.C.S.W., Joe	1814	05/16/2024	141- -11140	\$1,267.50
41001297	Hanes, Darrell	6648	05/16/2024	141- -11140	\$37.15
41001298	Kelsan, Inc.	3379	05/16/2024	141- -11140	\$2,990.18
41001299	Montgomery, Mike	3932	05/16/2024	141- -11140	\$307.80
41001300	Puremaxx, LLC	8324	05/16/2024	141- -11140	\$4,735.22
41001301	Tennessee School Board Assoc.	61	05/16/2024	141- -11140	\$60.00
41001302	Town Of Centerville	5315	05/16/2024	141- -11140	\$4,225.54
141 Total:					\$14,522.61
Bank Total:					\$14,522.61
Bank Payment Count:					12

<u>Bank Name</u>	<u>Bank Number</u>
Federal	142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000358	Jones, Natalie	8308	05/16/2024	142-101-11140	\$268.00
142-101 Total:					\$268.00
Bank Total:					\$268.00
Bank Payment Count:					1

Bank Name	Bank Number
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000236	American Fidelity Assurance Co	636	05/16/2024	143- -11140	\$1,248.06
43000237	Ameritas Life Insurance Corp.	7442	05/16/2024	143- -11140	\$84.50
43000238	Beam Insurance Administrators LLC	7435	05/16/2024	143- -11140	\$311.51
43000239	Hickman Co Trustee	2722	05/16/2024	143- -11140	\$1,089.95
43000240	Hickman County Trustee	2937	05/16/2024	143- -11140	\$17,425.14
43000241	Tennessee Farmers Life Insurance	5297	05/16/2024	143- -11140	\$25.00
143 Total:					<u>\$20,184.16</u>
Bank Total:					<u>\$20,184.16</u>
Bank Payment Count:					6

Hickman County Finance
 Payment Register By Account Control

Bank Name Bank Number
 General Purpose 141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001304	Cornerstone Financial Credit Union	2100	05/17/2024	141- -11140	\$200.00
41001305	Hickman Co Trustee	2722	05/17/2024	141- -11140	\$930.00
41001306	Hickman Co. General Sessions	2858	05/17/2024	141- -11140	\$1,007.00
41001307	Hickman County Trustee	2937	05/17/2024	141- -11140	\$364,903.88
41001308	Metropolitan Life	3677	05/17/2024	141- -11140	\$120.00
41001309	Perry Co. General Sessions Clerk	8291	05/17/2024	141- -11140	\$959.31
41001310	Tennessee Credit Union	5296	05/17/2024	141- -11140	\$825.00
41001311	Tennessee Farmers Life Insurance	5297	05/17/2024	141- -11140	\$675.00
141 Total:					<u>\$369,620.19</u>
Bank Total:					<u>\$369,620.19</u>
Bank Payment Count:					8

Hickman County Finance
Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>					
Federal		142					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>	
42000361	Hickman County Trustee	2937	05/17/2024	142-010-11140		\$2,822.34	
						142-010 Total:	\$2,822.34
42000361	Hickman County Trustee	2937	05/17/2024	142-101-11140		\$10,657.47	
						142-101 Total:	\$10,657.47
42000361	Hickman County Trustee	2937	05/17/2024	142-201-11140		\$1,869.11	
						142-201 Total:	\$1,869.11
42000361	Hickman County Trustee	2937	05/17/2024	142-401-11140		\$1,687.55	
						142-401 Total:	\$1,687.55
42000361	Hickman County Trustee	2937	05/17/2024	142-601-11140		\$2,715.91	
						142-601 Total:	\$2,715.91
42000361	Hickman County Trustee	2937	05/17/2024	142-801-11140		\$190.48	
						142-801 Total:	\$190.48
42000359	Chapter 13 Trustee	1265	05/17/2024	142-901-11140		\$180.00	
42000360	Dickson Co. General Sessions Court	1861	05/17/2024	142-901-11140		\$369.67	
42000361	Hickman County Trustee	2937	05/17/2024	142-901-11140		\$13,064.10	
42000362	Tennessee Farmers Life Insurance	5297	05/17/2024	142-901-11140		\$30.00	
						142-901 Total:	\$13,643.77
42000361	Hickman County Trustee	2937	05/17/2024	142-911-11140		\$232.72	
						142-911 Total:	\$232.72
42000361	Hickman County Trustee	2937	05/17/2024	142-933-11140		\$12,353.37	
						142-933 Total:	\$12,353.37
42000361	Hickman County Trustee	2937	05/17/2024	142-964-11140		\$3,465.55	
						142-964 Total:	\$3,465.55
						Bank Total:	\$49,638.27
						Bank Payment Count:	4

Bank Name Bank Number
General Purpose 141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001312	A-1 Signs, Inc.	768	05/20/2024	141- -11140	\$519.75
41001313	Amazon	727	05/20/2024	141- -11140	\$1,302.25
41001314	Animalogy	4183	05/20/2024	141- -11140	\$600.00
41001315	Bruinsma, Elizabeth M.	1002	05/20/2024	141- -11140	\$37.15
41001316	Cost, Karen Yates	1561	05/20/2024	141- -11140	\$37.15
41001317	Dean Oil Co., Inc.	1985	05/20/2024	141- -11140	\$5,502.25
41001318	Gross, Debbie	2675	05/20/2024	141- -11140	\$37.15
41001319	Lakeshore Learning	3463	05/20/2024	141- -11140	\$1,222.79
41001320	Monica Ogles PT	7756	05/20/2024	141- -11140	\$3,121.94
41001321	Owen's Oil Co., Inc.	4257	05/20/2024	141- -11140	\$17,401.23
41001322	Owl's Hill Nature Sanctuary	8341	05/20/2024	141- -11140	\$555.00
41001323	Quill	4576	05/20/2024	141- -11140	\$1.38
41001324	School Specialty	1433	05/20/2024	141- -11140	\$1,002.87
41001325	Thomason, Carol L.	8347	05/20/2024	141- -11140	\$37.15
41001326	UPS	8274	05/20/2024	141- -11140	\$62.76
141 Total:					<u>\$31,440.82</u>
Bank Total:					\$31,440.82
Bank Payment Count:					15

Hickman County Finance
 Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>				
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>
42000370	Trafera, LLC	6593	05/20/2024	142-601-11140		\$860.00
142-601 Total:						\$860.00
42000369	Scholastic, Inc.	4871	05/20/2024	142-901-11140		\$158.13
142-901 Total:						\$158.13
42000366	Government Goods	8170	05/20/2024	142-933-11140		\$84,528.75
142-933 Total:						\$84,528.75
42000363	Apple, Inc.	774	05/20/2024	142-959-11140		\$8,880.00
42000364	Bulk Bookstore	8165	05/20/2024	142-959-11140		\$549.00
142-959 Total:						\$9,429.00
42000365	Duley, L.C.S.W., Joe	1814	05/20/2024	142-964-11140		\$552.50
42000367	Mcgraw-Hill School Education Holdings, LLC.	3797	05/20/2024	142-964-11140		\$1,191.20
42000368	Quill, LLC	4574	05/20/2024	142-964-11140		\$5,000.00
42000371	Varitronics, LLC	7279	05/20/2024	142-964-11140		\$800.00
142-964 Total:						\$7,543.70
Bank Total:						\$102,519.58
Bank Payment Count:						9

Hickman County Finance
 Payment Register By Account Control

Bank Name Bank Number
 General Purpose 141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001327	Myles, Amanda	8290	05/20/2024	141- -11140	\$500.00
41001328	American Fidelity Administrative Services, LLC	802	05/20/2024	141- -11140	\$520.20
41001329	American Paper & Twine Company	797	05/20/2024	141- -11140	\$279.30
41001330	Betts, Elizabeth W.	8348	05/20/2024	141- -11140	\$37.15
41001331	Boulder Bibs	7520	05/20/2024	141- -11140	\$91.86
41001332	Crisis Prevention Institute	1685	05/20/2024	141- -11140	\$1,949.00
41001333	Crumpler, Jamie Nichol	1800	05/20/2024	141- -11140	\$126.09
41001334	Ferrellgas	7446	05/20/2024	141- -11140	\$4,215.93
41001335	Gossett, Amy Elizabeth	2674	05/20/2024	141- -11140	\$61.64
41001336	Hickman Co Solid Waste Dept.	2717	05/20/2024	141- -11140	\$79.80
41001337	Matrix Mechanical Solutions, LLC	7974	05/20/2024	141- -11140	\$3,160.15
41001338	Pace Analytical National	2230	05/20/2024	141- -11140	\$329.30
41001339	Sergeant Laboratories, Inc.	7631	05/20/2024	141- -11140	\$17,123.97
41001340	Shelton, Misty L.	375	05/20/2024	141- -11140	\$150.08
141 Total:					<u>\$28,624.47</u>
Bank Total:					\$28,624.47
Bank Payment Count:					14

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001341	Postmaster	4334	05/21/2024	141- -11140	\$139.68
141 Total:					\$139.68
Bank Total:					\$139.68
Bank Payment Count:					1

<u>Bank Name</u>	<u>Bank Number</u>					
Federal	142					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>
42000372	County Of Hickman Misc Acct	1633	05/23/2024	142-401-11140		\$90.00
					142-401 Total:	\$90.00
42000372	County Of Hickman Misc Acct	1633	05/23/2024	142-601-11140		\$68.01
					142-601 Total:	\$68.01
42000372	County Of Hickman Misc Acct	1633	05/23/2024	142-901-11140		\$287.29
					142-901 Total:	\$287.29
42000372	County Of Hickman Misc Acct	1633	05/23/2024	142-933-11140		\$200.00
					142-933 Total:	\$200.00
					Bank Total:	\$645.30
					Bank Payment Count:	1

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001342	County Of Hickman Misc Acct	1633	05/23/2024	141- -11140	\$45,982.86
41001343	First Farmers & Merchants Bank	8074	05/23/2024	141- -11140	\$7,523.68
41001344	Phase 1 Construction, LLC	7934	05/23/2024	141- -11140	\$142,949.92
141 Total:					\$196,456.46
Bank Total:					\$196,456.46
Bank Payment Count:					3

Bank Name Bank Number
General Purpose 141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41001345	Amazon	727	05/28/2024	141- -11140	\$1,544.63
41001346	BAM Flooring, Inc.	6578	05/28/2024	141- -11140	\$23,834.00
41001347	Bates, Michelle	889	05/28/2024	141- -11140	\$111.22
41001348	Bragg, Tonya	7984	05/28/2024	141- -11140	\$125.00
41001349	Daugherty, Tonya	7288	05/28/2024	141- -11140	\$444.88
41001350	Devault, Robin	1978	05/28/2024	141- -11140	\$37.15
41001351	Dickson Electric System	1806	05/28/2024	141- -11140	\$31,173.33
41001352	Dotson, Matthew	1931	05/28/2024	141- -11140	\$37.15
41001353	Dunn, Kristin	8259	05/28/2024	141- -11140	\$37.15
41001354	Gross, Debbie	2675	05/28/2024	141- -11140	\$49.58
41001355	Hibbs, Polly	3038	05/28/2024	141- -11140	\$18.76
41001356	Hickman Co Trustee	2722	05/28/2024	141- -11140	\$1,790.05
41001357	Interpreters Unlimited, Inc.	6501	05/28/2024	141- -11140	\$287.50
41001358	Jenkins, Michelle OTR/L	7423	05/28/2024	141- -11140	\$3,960.00
41001359	Kelsan, Inc.	3379	05/28/2024	141- -11140	\$2,976.85
41001360	Matrix Mechanical Solutions, LLC	7974	05/28/2024	141- -11140	\$34,000.00
41001361	Mayberry, Ron	216	05/28/2024	141- -11140	\$125.00
41001362	Mccaleb, Susan	4081	05/28/2024	141- -11140	\$173.97
41001363	Nashville Zoo, Inc.	4254	05/28/2024	141- -11140	\$200.00
41001364	Oriental Trading Co., Inc.	6258	05/28/2024	141- -11140	\$273.54
41001365	Outdoor School Furniture	8301	05/28/2024	141- -11140	\$1,557.56
41001366	Pace Analytical National	2230	05/28/2024	141- -11140	\$329.30
41001367	Paxton Patterson	8235	05/28/2024	141- -11140	\$159,873.61
41001368	Play World Preferred, Inc.	8286	05/28/2024	141- -11140	\$8,939.82
41001369	Plunkett, Tabby	4554	05/28/2024	141- -11140	\$37.15
41001370	Powers, Becky	4562	05/28/2024	141- -11140	\$37.15
41001371	Republic Service, LLC #840	4739	05/28/2024	141- -11140	\$2,561.06
41001372	Rivers, Tracy L	4644	05/28/2024	141- -11140	\$60.30
41001373	Rj Young Company	4691	05/28/2024	141- -11140	\$4,333.48
41001374	Save A Lot	4820	05/28/2024	141- -11140	\$210.29
41001375	Smith, Cathy A.	8354	05/28/2024	141- -11140	\$37.15
41001376	State Systems, LLC	5242	05/28/2024	141- -11140	\$6,200.00
41001377	Sweetwater Sound, LLC	5119	05/28/2024	141- -11140	\$5,965.00
41001378	The Mailbox	6150	05/28/2024	141- -11140	\$54.95
41001379	Totty, Loretta A.	8355	05/28/2024	141- -11140	\$37.15
41001380	Turpin, Jennifer	5444	05/28/2024	141- -11140	\$352.42
41001381	Unifirst Corp.	5758	05/28/2024	141- -11140	\$1,960.03
41001382	Water Authority Of Dickson Co.	5874	05/28/2024	141- -11140	\$2,092.00
41001383	Willis, Misty Dawn	6061	05/28/2024	141- -11140	\$37.15
41001384	Worley, Tammy	5985	05/28/2024	141- -11140	\$37.15

141 Total: \$295,912.48

Bank Total: \$295,912.48

Bank Payment Count: 40

Bank Name Bank Number
Federal 142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000374	Rj Young Company	4691	05/28/2024	142-010-11140	\$250.00
142-010 Total:					\$250.00
42000373	Lumos Learning	8314	05/28/2024	142-101-11140	\$859.47
42000374	Rj Young Company	4691	05/28/2024	142-101-11140	\$186.41
142-101 Total:					\$1,045.88
42000374	Rj Young Company	4691	05/28/2024	142-964-11140	\$336.20
142-964 Total:					\$336.20
Bank Total:					\$1,632.08
Bank Payment Count:					2

<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000244	AT & T	7542	05/28/2024	143- -11140	\$112.78
43000245	Rj Young Company	4691	05/28/2024	143- -11140	\$331.37
143 Total:					\$444.15
Bank Total:					\$444.15
Bank Payment Count:					2



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

John Mullins
Superintendent of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

Memorandum

To: Board Members
From: John Mullins
Date: 5/28/2024
Re: June Director's Report

Leave of Absence

Professional

Support Staff

Hiring

Professional

Support Staff

Resignation

Professional

Rachael Atkinson
Chris Ragsdale
Jana Acy
Cary Wright
Betsy Sharpe

CES Teacher
Social Worker
AWARE Director
CES Teacher
EHMS Teacher

Resignation (cont.)

Professional

Catherine Shelby
Elizabeth Campbell
Norman Moss
Tori McClannahan

EHES Counselor
HCMS Teacher
HCHS Teacher
EHMS Teacher

Support Staff

Teresa Jenkins
Zach Bentley
Eric Gilbert
Ryan Harrison

CES Assistant
HCMS Boys Basketball Coach
HCMS Boys Asst. Basketball Coach
HCMS Girls Asst. Basketball Coach

Retirement

Professional

Donna Barber
Mark Delaney
Carolyn Middleton
Lonnie Mayberry

CES Teacher
HCHS Teacher
CIS Teacher
HCMS Teacher

Support Staff

Tracey Winters
Bill Watts
Terri Perkins

Bus Driver
Bus Driver
HCMS Assistant

Transfers

Professional

Support Staff

Appointment

Professional

Elizabeth Looney

EHMS Girls Basketball Coach

Support Staff

Matthew Sparks
Evan King
Justin Walton
Brett Wilson
Shelitta Sowell
Mason Floyd
Louie Bailey

EHHS Asst. Football Coach
EHHS Asst. Football Coach
EHMS Boys Basketball Coach
EHMS Asst. Boys Basketball Coach
EHMS Asst. Volleyball Coach
HCMS Boys Basketball Coach
EHMS Asst. Football Coach

Open Positons

Bus Drivers

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

2024 Overview
Tennessee Educator Survey
Hickman County Results

2023 Overall Participation	2024 Overall Participation
52% Participation Rate	88% Participation Rate
5 out of 8 Schools with 45% or above data	8 out of 8 schools with 45% or above data

Prompt	2023		2024	
	Strongly Disagree/Disagree	Agree/Strongly Agree	Strongly Disagree/Disagree	Agree/Strongly Agree
Please indicate the extent to which you agree or disagree with the following statements regarding your school.				
There is an atmosphere of trust and mutual respect within this school.	21%	79%	7%	93%
I am generally satisfied with being a teacher in this school.	11%	89%	7%	93%
I would recommend this school to parents seeking a place for their child.	13%	87%	9%	91%
Our school staff is a learning community in which ideas and suggestions for improvement are encouraged.	18%	82%	9%	91%
Students treat adults with respect at this school.	33%	67%	29%	71%
Students in my school are safe from bullying.	26%	74%	18%	82%
Teachers are encouraged to participate in school leadership roles.	15%	85%	10%	90%
School leadership communicates a clear vision for this school.	18%	82%	9%	91%
The staff feels comfortable raising issues and concerns that are important to them with school leaders.	27%	73%	18%	82%
I like the way things are run at this school.	20%	80%	12%	88%
My school's leader regularly models effective instruction.	35%	65%	20%	80%
My school's leader regularly gives feedback on my instruction.	17%	83%	11%	89%
My school's leader knows my instructional strengths and areas of growth.	14%	86%	7%	93%

My school's leader is knowledgeable about the curricula being used.	14%	86%	9%	91%
My school's leader is knowledgeable about the non-academic needs of my students.	15%	85%	4%	96%
School leadership effectively handles student discipline and behavioral problems.	36%	64%	24%	76%
Teachers at my school feel responsible for student success.	4%	96%	5%	95%
Teachers at my school feel responsible to help each other do their best.	15%	85%	7%	93%
Teachers at my school help maintain discipline in the entire school, not just their classroom.	24%	76%	16%	84%
Teachers at my school take responsibility for improving their school.	22%	78%	11%	89%
My individual planning time is sufficient.	45%	55%	25%	75%
My collaborative planning time is sufficient.	27%	73%	27%	73%

Prompt	2023		2024	
	Never/Rarely	Sometimes/Frequently	Never/Rarely	Sometimes/Frequently
My professional learning has been closely aligned to the instructional materials that have been adopted by my district.	16%	84%	6%	94%
The professional learning I have received has led to improvements in my teaching.	25%	75%	14%	86%
The processes used to conduct my teacher evaluation are fair to me.	---	---	14%	86%
In general, the teacher evaluation process used in my school has led to improvements in my teaching.	---	---	17%	83%
Teachers in my school are allowed to focus on teaching students with minimal interruptions.	37%	63%	18%	82%
I have received specific professional learning suggestions that are tailored to my needs.	37%	63%	28%	72%
My professional learning experiences this year have been closely aligned to the feedback I received on my evaluation.	38%	62%	25%	75%

Hickman County Finance
 Summary Financial Statement
 May 2024

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40110	Current Property Tax	2,974,879.00	(3,074,944.46)	103.36%	247,906.58	0.00	0.00%
40120	Trustee's Collections - Prior Year	65,000.00	(79,136.79)	121.75%	5,416.67	0.00	0.00%
40125	Trustee's Collections - Bankruptcy	500.00	(115.13)	23.03%	41.67	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	47,000.00	(18,927.09)	40.27%	3,916.67	0.00	0.00%
40140	Interest And Penalty	15,000.00	(11,790.91)	78.61%	1,250.00	0.00	0.00%
40161	Payments In Lieu Of Taxes - T. V. A.	4,000.00	(2,601.26)	65.03%	333.33	0.00	0.00%
40162	Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	100.00%	500.00	0.00	0.00%
40210	Local Option Sales Tax	2,455,008.00	(2,277,967.17)	92.79%	204,584.00	0.00	0.00%
40270	Business Tax	35,000.00	(13,690.24)	39.11%	2,916.67	0.00	0.00%
41110	Marriage Licenses	1,300.00	(1,035.50)	79.65%	108.33	0.00	0.00%
43517	Tuition - Other	2,000.00	(2,400.00)	120.00%	166.67	0.00	0.00%
43570	Receipts From Individual Schools	30,000.00	(10,307.26)	34.36%	2,500.00	0.00	0.00%
43582	Community Service Fees - Adults	200.00	(37.54)	18.77%	16.67	0.00	0.00%
44120	Lease/Rentals/PPP	10,000.00	(2,960.42)	29.60%	833.33	0.00	0.00%
44170	Miscellaneous Refunds	30,000.00	(35,080.93)	116.94%	2,500.00	0.00	0.00%
44530	Sale Of Equipment	15,000.00	(8,747.88)	58.32%	1,250.00	0.00	0.00%
44560	Damages Recovered From Individuals	3,000.00	(7,196.84)	239.89%	250.00	0.00	0.00%
44570	Contributions & Gifts	15,000.00	(20,690.54)	137.94%	1,250.00	0.00	0.00%
46175	On-Behalf Contributions For OPEB	35,000.00	0.00	0.00%	2,916.67	0.00	0.00%
46510	Tennessee Investment in Student	23,886,562.00	(22,132,114.93)	92.66%	1,990,546.83	0.00	0.00%
46511	Basic Education Program	0.00	0.00	0.00%	0.00	0.00	0.00%
46515	Early Childhood Education	493,047.45	(203,874.03)	41.35%	41,087.29	0.00	0.00%
46520	School Food Service	22,000.00	0.00	0.00%	1,833.33	0.00	0.00%
46550	Driver Education	5,000.00	(3,860.46)	77.21%	416.67	0.00	0.00%
46590	Other State Education Funds	602,755.34	(60.00)	0.01%	50,229.61	0.00	0.00%
46610	Career Ladder Program	45,000.00	(39,538.54)	87.86%	3,750.00	0.00	0.00%
46790	Other Vocational	3,000,000.00	(405,678.39)	13.52%	250,000.00	0.00	0.00%
46851	State Revenue Sharing -T.V.A.	230,000.00	(167,656.50)	72.89%	19,166.67	0.00	0.00%
46980	Other State Grants	124,846.74	0.00	0.00%	10,403.90	0.00	0.00%
46981	Safe Schools	0.00	(41,190.00)	0.00%	0.00	0.00	0.00%
47640	Rotc Reimbursement	70,000.00	(44,580.20)	63.69%	5,833.33	0.00	0.00%
48990	Other	294,304.00	(168,674.85)	57.31%	24,525.33	0.00	0.00%
49700	Insurance Recovery	10,000.00	(6,854.87)	68.55%	833.33	0.00	0.00%
49800	Transfers In	25,000.00	(8,571.05)	34.28%	2,083.33	0.00	0.00%
	Total Revenues	34,552,402.53	(28,796,283.78)	83.34%	2,879,366.88	0.00	0.00%
Expenditures							
71100	Regular Instruction Program	(16,609,779.55)	14,250,317.13	85.79%	(1,384,148.30)	1,467,928.26	106.05%

Hickman County Finance
 Summary Financial Statement
 May 2024

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71150	Alternative Instruction Program	(288,810.00)	145,081.73	50.23%	(24,067.50)	14,660.47	60.91%
71200	Special Education Program	(3,796,162.45)	2,560,378.64	67.45%	(316,346.87)	261,414.44	82.64%
71300	Career and Technical Education	(2,981,573.50)	1,929,319.83	64.71%	(248,464.46)	82,944.02	33.38%
72110	Attendance	(189,631.00)	118,712.11	62.60%	(15,802.58)	10,721.42	67.85%
72120	Health Services	(660,690.00)	479,102.22	72.52%	(55,057.50)	45,905.12	83.38%
72130	Other Student Support	(1,155,795.85)	706,751.92	61.15%	(96,316.32)	67,860.15	70.46%
72210	Regular Instruction Program	(1,641,709.27)	1,120,612.10	68.26%	(136,809.11)	142,172.00	103.92%
72220	Special Education Program	(133,398.00)	40,443.31	30.32%	(11,116.50)	3,594.96	32.34%
72230	Career and Technical Education	(507,115.00)	296,129.25	58.39%	(42,259.58)	43,536.38	103.02%
72250	Technology	(451,592.00)	373,840.96	82.78%	(37,632.67)	23,503.64	62.46%
72290	Other Programs	(35,000.00)	23,647.30	67.56%	(2,916.67)	0.00	0.00%
72310	Board Of Education	(716,203.00)	513,060.20	71.64%	(59,683.58)	2,672.59	4.48%
72320	Director Of Schools	(344,338.00)	255,328.00	74.15%	(28,694.83)	29,496.31	102.79%
72410	Office Of The Principal	(2,014,392.00)	1,278,313.50	63.46%	(167,866.00)	119,408.61	71.13%
72510	Fiscal Services	(50,000.00)	45,000.00	90.00%	(4,166.67)	0.00	0.00%
72610	Operation Of Plant	(2,567,000.00)	2,187,790.89	85.23%	(213,916.67)	259,092.29	121.12%
72620	Maintenance Of Plant	(1,333,258.00)	889,815.58	66.74%	(111,104.83)	64,879.78	58.40%
72710	Transportation	(2,686,761.23)	1,930,610.50	71.86%	(223,896.77)	130,750.38	58.40%
72810	Central And Other	(406,863.00)	66,721.97	16.40%	(33,905.25)	7,923.38	23.37%
73100	Food Service	(74,480.53)	0.00	0.00%	(6,206.71)	0.00	0.00%
73300	Community Services	(125,588.15)	71,296.19	56.77%	(10,465.68)	6,181.03	59.06%
73400	Early Childhood Education	(525,088.00)	313,808.42	59.76%	(43,757.33)	30,557.89	69.83%
76100	Regular Capital Outlay	(3,102,000.00)	225,799.60	7.28%	(258,500.00)	150,473.60	58.21%
	Total Expenditures	(42,397,228.53)	29,821,881.35	70.34%	(3,533,102.38)	2,965,676.72	83.94%
Total	141 General Purpose School	(7,844,826.00)	1,025,597.57	13.07%	(653,735.50)	2,965,676.72	453.65%

142 School Federal Projects		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
44170	Miscellaneous Refunds	0.00	(35,625.00)	0.00%	0.00	0.00	0.00%
47131	Vocational Educ - Basic Grants To	72,450.56	(47,962.90)	66.20%	6,037.55	0.00	0.00%
47141	Title 1 Grants To Local Educ Agencies	1,097,988.39	(610,330.30)	55.59%	91,499.03	0.00	0.00%
47143	Special Education - Grants To States	1,164,691.24	(624,218.73)	53.60%	97,057.60	0.00	0.00%
47145	Special Education Preschool Grants	45,797.98	(12,149.83)	26.53%	3,816.50	0.00	0.00%
47146	English Language Acquisition Grants	0.00	(94,760.32)	0.00%	0.00	0.00	0.00%
47147	Safe And Drug-Free Schools-St Grants	217,972.80	599.99	-0.28%	18,164.40	0.00	0.00%
47148	Rural Education	219,820.70	(68,981.72)	31.38%	18,318.39	0.00	0.00%
47189	Eisenhower Prof Development State	160,181.05	(54,688.18)	34.14%	13,348.42	0.00	0.00%
47307	COVID-19 Grant B	1,041,785.69	(970,535.69)	93.16%	86,815.47	0.00	0.00%
47309	COVID-19 Grant D	123,000.00	(1,000.00)	0.81%	10,250.00	0.00	0.00%
47401	American Rescue Plan Act Grant #1	6,054,865.08	(3,025,635.15)	49.97%	504,572.09	0.00	0.00%
47402	American Rescue Plan Act Grant #2	15,017.59	(14,329.99)	95.42%	1,251.47	0.00	0.00%
47403	American Rescue Plan Act Grant #3	276.39	0.00	0.00%	23.03	0.00	0.00%
47404	American Rescue Plan Act Grant #4	18,417.96	(4,997.85)	27.14%	1,534.83	0.00	0.00%
47590	Other Federal Through State	321,295.29	(198,199.26)	61.69%	26,774.61	0.00	0.00%
Total Revenues		10,553,560.72	(5,762,814.93)	54.61%	879,463.39	0.00	0.00%
Expenditures							
71100	Regular Instruction Program	(3,017,369.34)	1,661,864.43	55.08%	(251,447.45)	110,442.81	43.92%
71150	Alternative Instruction Program	(35,524.50)	31,660.51	89.12%	(2,960.38)	2,194.29	74.12%
71200	Special Education Program	(978,761.84)	582,373.27	59.50%	(81,563.49)	54,117.05	66.35%
71300	Career and Technical Education	(45,505.26)	37,542.37	82.50%	(3,792.11)	1,899.44	50.09%
72110	Attendance	(18,971.00)	13,816.36	72.83%	(1,580.92)	0.00	0.00%
72120	Health Services	(12,841.50)	0.00	0.00%	(1,070.13)	0.00	0.00%
72130	Other Student Support	(462,290.83)	324,256.34	70.14%	(38,524.24)	27,490.80	71.36%
72210	Regular Instruction Program	(1,470,933.26)	844,834.30	57.44%	(122,577.77)	68,917.55	56.22%
72220	Special Education Program	(407,002.73)	275,003.67	67.57%	(33,916.89)	23,270.02	68.61%
72230	Career and Technical Education	(3,045.30)	0.00	0.00%	(253.78)	0.00	0.00%
72250	Technology	(203,090.00)	55,849.82	27.50%	(16,924.17)	5,072.44	29.97%
72610	Operation Of Plant	(595,027.75)	482,036.75	81.01%	(49,585.65)	0.00	0.00%
72710	Transportation	(28,000.00)	12,499.76	44.64%	(2,333.33)	2,488.38	106.64%
73100	Food Service	0.00	0.00	0.00%	0.00	0.00	0.00%
76100	Regular Capital Outlay	(3,255,909.07)	2,851,493.42	87.58%	(271,325.76)	0.00	0.00%
99100	Transfers Out	(19,288.34)	8,571.05	44.44%	(1,607.36)	0.00	0.00%
Total Expenditures		(10,553,560.72)	7,181,802.05	68.05%	(879,463.39)	295,892.78	33.64%
Total	142 School Federal Projects	0.00	1,418,987.12	100.00%	0.00	295,892.78	0.00%

143 Central Cafeteria		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
43521	Lunch Payments - Children	540,000.00	(144,694.21)	26.80%	45,000.00	7,231.07	-16.07%
43522	Lunch Payments - Adults	75,000.00	(23,836.19)	31.78%	6,250.00	(2,465.15)	39.44%
43523	Income From Breakfast	85,000.00	(44,357.50)	52.19%	7,083.33	(173.50)	2.45%
43525	A La Carte Sales	175,000.00	(219,300.89)	125.31%	14,583.33	(15,342.60)	105.21%
43570	Receipts From Individual Schools	0.00	0.00	0.00%	0.00	0.00	0.00%
44110	Investment Income	1,000.00	(1,618.22)	161.82%	83.33	0.00	0.00%
44530	Sale Of Equipment	0.00	(161.04)	0.00%	0.00	0.00	0.00%
46520	School Food Service	0.00	(15,618.57)	0.00%	0.00	0.00	0.00%
47111	USDA School Lunch Program	1,035,000.00	(1,246,984.20)	120.48%	86,250.00	(105,597.55)	122.43%
47113	Breakfast	540,000.00	(464,217.90)	85.97%	45,000.00	(39,511.01)	87.80%
47114	USDA - Other	112,415.29	(91,300.67)	81.22%	9,367.94	(336.96)	3.60%
47115	USDA Food Service Equipment Grant -	0.00	(19,200.00)	0.00%	0.00	0.00	0.00%
	Total Revenues	2,563,415.29	(2,271,289.39)	88.60%	213,617.94	(156,195.70)	73.12%
Expenditures							
73100	Food Service	(2,975,939.29)	2,691,382.11	90.44%	(247,994.94)	68,204.32	27.50%
	Total Expenditures	(2,975,939.29)	2,691,382.11	90.44%	(247,994.94)	68,204.32	27.50%
Total	143 Central Cafeteria	(412,524.00)	420,092.72	101.83%	(34,377.00)	(87,991.38)	-255.96%

HCBOE ESSER Report June 2024

Allocation Summary

	Allocation:	Must be obligated by:	Amount reimbursed:	Remaining:
ESSER 1.0	\$879,730.25	June 30, 2022	\$879,730.25	\$0.00
ESSER 2.0	\$3,497,160.67	September 30, 2023	\$3,497,160.67	\$0.00
ESSER 3.0	\$7,897,567.75	September 30, 2024	\$5,331,575.20	\$2,565,992.55
Total:	\$11,394,728.42		\$8,828,735.87	\$2,565,992.55

ESSER Recent Developments

ENA VOIP proposal

ESSER Next Steps

ESSER Personnel Funding

Location		Position	Filled
Central Office	\$108,273.00	Tutoring Supervisor/Instructional Coach	Yes
Central Office	\$18,971.00	Attendance Support	Yes (through Sept 2023)
Central Office	\$96,661.00	ESSER Manager	Yes (through Sept 2024)
District	\$78,090.00	Technology Specialist	Yes
CES CIS EES EIS	\$265,300.00	Tier 1 Instructor/Intervention 4	Yes 3.5 (1 PT)
CIS EHIS	\$148,594.00	STEM Teacher 2	Yes 2
Alt School	\$35,524.50	PT Alt School Tutor	Yes
Middle Schools	\$64,590.00	PT SpEd Tutors 2	Yes 1
All Schools	\$100,760.40	Part-time Spec. Ed. Assistants 8	Yes 5
High Schools	\$122,426.00	Math and Language Tutors 3	Yes 2
District	\$12,841.50	Summer Nurses 2	
District	\$13,326.93	Summer Social Workers 3	
District	\$265,625.52	Summer Teachers 39 and assistants 23	

East Family Resource End of Year Report

May 17, 2024

Priority 1: Families

Objective 1: Family Support

Goal:

By May 2024, East Hickman Family Resource will serve 5% of all disadvantaged children through the Friday Friends and Operation Santa.

- In the 2023-2024 school year, 124 students were served weekly by Friday Friends
 - o East Family Resource sent home roughly 3,600 Friday Friends Bags home with students this school year.
- In the 2023-2024 school year, 132 Families, 325 kids were served by Operation Santa

Objective 2: Family Well Being

Goal:

By May 2024, the EFRC Director will collaborate with the principal, guidance counselor, and teachers about the Buddy Program for a check in/check out system with students who need daily encouragement and reduce discipline referrals to the office.

- In the 20223-2024 school year, EFRC served 6 students at EHES on the Buddy Program. All 6 students showed great improvement in their behavior, self-control, and huge growth with calming strategies.
- Out of those 6 students, there were zero principal referrals this year.
- I meet with the students on Monday mornings to give them a folder with a behavior sheet in it. I check in with them several times during the week. If the student had 4 good days with no behavior issues and no principal referrals they receive a prize. Parents receive notes of encouragement about their child's improvement and positive progress.

Additional Family Support: In the 2023-2024 school year

- 379 pairs of shoes with socks have been given to students and all East Schools have extra shoes on hand in the clinic in case any students need shoes.
- EFRC worked with East Elementary Counselor on the Positive Peer Mentorship program. In this program, a High School student comes over to the Elementary School every other week and spends time with a student who is having behavior trouble and give them positive peer influence.
- EFRC gave out 4 grief bags to students who suffered a loss of a loved one due to death, divorce, or other reasons.
- 80 Thanksgiving dinner boxes were distributed to families in need.
- 10 Christmas dinner boxes were distributed to families in need.
- Roughly 700 kids were served by EFRC at the EHES trunk or treat.
- EFRC served 8 families, 12 students with food from the Student Food Pantry since the pantry was approved in March 2024.
- EFRC has served 9 students with Birthday Cake Celebration Kits
 - o (a disposable cake pan, a box of cake mix, a can sprite, sprinkles, a birthday banner/birthday card)
- EFRC and CFRC partnered with One Generation Away to host 2 Mobile Food Pantries. Roughly 300 cars were served at the first give away, and 185 were served at the second give away. There is a third mobile food pantry scheduled for July 13, 2024, at EHHS.

Priority 2: Readiness

Objective 1: Chronically Out of School

Goal:

By May 2024, the EFRC will work with East Middle School students to decrease by 2% the number of Chronically absent students.

- EFRC met with Principal Totty several times throughout the year. We met with students at the risk of being chronically absent. We tried to find out their barriers to getting to school. I made calls to parents/guardians to try to get them involved in their child absenteeism. We rewarded the students who improved on their absenteeism.
- Unfortunately, chronic absenteeism is still a problem at EHMS. Hopefully we will continue to make small strides each year.

Objective 2: Academic, College, & Career Supports

Goal:

By May 2024, EFRC will serve up 10 children through our Smart from the Start Program and students will show a 95% improvement of knowledge compared to data at the beginning of the school year.

- EFRC served 17 children in Toddler Time, and 8 children in Pre-school class.
- These children attended 26 classes this year. These classes were at least one hour long and up to three hours long.
- All 22 students showed great growth in academics, social and emotional development, creativity, motor skills, and independence.
- The Toddler Time class went on 2 trips together this year.
 - o The first trip was to MaryAnn and Wanda's for bounce house play, and then lunch.
 - o The second trip was to Tennessee Toddlers for play, and then McDonald's for lunch.

Priority 3: Communities

Objective 1: Student and Family Engagement

Goal:

By August 2023, EFRC will achieve 66% participation for all students and parents attending 3rd, 6th, and 9th grade orientation.

- Before the first day of school, EFRC attended EHIS, EHMS, and EHHS student orientations where I handed out 149 backpacks filled with school supplies.
- EFRC served 79 third grade students, with 175 guest total.
- EFRC served 70 sixth grade students, with 173 guest total.
- EFRC served 89 ninth grade students with 215 guest total.

Objective 2: Community Partnerships

Goal:

May 2024, EFRC will serve 100% of teachers at East Hickman Elementary School and East Hickman Intermediate School through the Adopt-A-Class program.

- EFRC worked to provide 21 teachers at EHES with class sponsors. I held a reception on Friday August 18, 2023, at 8:30 a.m. This reception was a meet and greet for sponsors to come and meet their students, and teacher. There were 18 sponsors that attended the reception at EHES.
- EFRC worked to provide 19 class sponsors at EHIS. I held a reception for EHIS sponsors on Friday August 25, 2023, at 8:30 a.m. There were 16 sponsors that attended that event.
- EFRC has been in contact with sponsors throughout the school year and has already obtained some sponsors for next school year.

EMPLOYMENT CONTRACT

BETWEEN THE

HICKMAN COUNTY BOARD OF EDUCATION

AND

Carroll, David (MA - 9)

THIS EMPLOYMENT CONTRACT is made and entered by and between Hickman County Board of Education, hereinafter referred to as the “Board of Education,” and **Carroll, David**, hereinafter referred to as “Teacher.”

WHEREAS, the Board of Education, at a lawfully convened meeting approved the Hickman County Board of Education Director of School’s decision to employ Teacher as a teacher for the 2023-2024 school year.

WHEREAS, Teacher is duly licensed by the Tennessee Department of Education and is desirous of being employed by the Board of Education in a position for which such license is required.

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained, it is agreed by and between the parties hereto as follows:

1. EMPLOYMENT: The Director of Schools hereby employs Teacher as a teacher for the 2023-2024 school year, such school year being determined by the Board of Education in accordance with Title 49 of the Tennessee Code.

2. OBLIGATIONS: Teacher hereby agrees to be responsible for and perform all the acts and duties pertaining to Teacher’s position during such school year including, but not limited to, the following:

A. To perform, in a faithful and efficient manner, those duties of said Board of Education as are assigned from time to time by the Director of Schools.

B. To follow all policies, procedures and practices of the Board of Education and the Director of Schools, as such may from time to time be revised.

C. To make such reports as may be required by the Director of Schools, the principal of the school to which the teacher is assigned, and by other members of the Hickman County Board of Education’s administrative staff.

D. All teachers will be required to enter all grades, assignments and categories in secondary grade book using Skyward.

E. To follow all standards and rules established for teacher by Title 49 of the Tennessee Code and the Rules, Regulations and Minimum Standards for the Governance of Tennessee Public Schools, and all other statutes or legally constituted authorities.

F. To perform such other and further duties as required by the Board of Education and/or by the Director of Schools as may be assigned from time to time consistent herewith.

3. TERM: This Contract shall be effective for the stated school year only, subject to any rights of Teacher provided by Title 49 pertaining to employment of teachers, tenure and duties of teachers. Nothing in this Contract shall be construed to provide any rights to future or continued employment beyond the term of this Contract.

4. COMPENSATION: As compensation for the services to be provided hereunder, Teacher shall be paid the total sum of \$51,410.00 for such school year for 200 contracted days, which sum shall be payable in _____ equal monthly installments. In the event Teacher is assigned any supplemental duties to which a supplemental payment is due, Teacher shall be paid the supplemental amount as approved by the Board of Education for such supplemental duties. Notwithstanding anything herein to the contrary, in the event Teacher shall be discharged for sufficient and just cause in accordance with Title 49 of the Tennessee Code, or shall have such Teacher's certificate for teaching suspended or revoked, said Teacher shall not be entitled to any compensation from and after the date of such dismissal or certificate suspension. In addition to the above contracted amount, teacher will be compensated for additional responsibilities as outlined below (not guaranteed beyond current school year):

- Mentoring New Teachers and other responsibilities as outlined by the Principal - \$4,000 to be paid in two \$2,000 payments as fulfillment of responsibilities are verified by Principal.
 - 1st payment November or December payroll
 - 2nd payment April or May payroll

5. OTHER EMPLOYMENT: Teacher agrees that Teacher shall not accept employment with any other school system during the term of this Contract.

6. OTHER BENEFITS: In addition to the compensation to be paid hereunder, the Board of Education shall provide Teacher such other benefits as the Board of Education may from time to time deem appropriate for teachers generally.

7. EARLY TERMINATION OF CONTRACT: The Director of Schools reserves the right to terminate this Contract before the end of the year if necessary because the position is abolished, because of a decrease in enrollment or for any other good reason allowed or required by law, including but not limited to the causes for teacher dismissal set forth in Title 49 of the Tennessee Code.

8. ASSIGNMENT: The Teacher agrees to work in any building or department and to perform whatever duties may be assigned or required by the Director of Schools.

9. OTHER LAWS AND RULES: This Contract is not intended to set forth all of the various duties and obligations of the parties hereto, but rather is made subject to Title 49 of

the Tennessee Code, as amended, the various policies and practices of the Hickman County Board of Education and its Director of Schools, and any applicable negotiated agreement. In addition, all Board of Education policies and administrative regulations, as may from time to time be amended or changed, are incorporated by reference into this contract.

Page 2 of 3

10. SEVERABILITY: Should any provision of this Contract be declared to be invalid by any court of competent jurisdiction, such provision shall be severed and shall not affect the validity of the remaining provisions of this Contract which shall remain in full force and effect.

11. ASSIGNMENT PROHIBITED: Neither this Contract nor any of the rights and obligations of Teacher hereunder shall be assigned or transferred in whole or in part.

IN WITNESS WHEREOF, the parties hereto have executed this Contract for Teaching Services the day and year first written above.

Hickman County Board of Education

Teacher

By _____
John Mullins
Director of Schools

By _____
Teacher's Signature

Date _____

Date _____

HICKMAN COUNTY BOARD OF EDUCATION
2023-2024 SCHOOL YEAR

Name: **Carroll, David**

ss #: _____

Address: _____

Phone Number: _____

Number of checks your salary is to be divided by:

Teachers

Non-Certified Personnel

_____ 10 Checks

_____ 10 Checks

_____ 12 Checks

_____ 12 Checks

If you have any questions about your payroll, please contact Nicole Wright at the Hickman County Finance Office at 729-6158.

LOCATION: **HCHS**

PAYROLL #: **3**

FOR OFFICE USE ONLY

Degree & years of experience: **MA - 9**

Pay Code: **141- -71100-116-** _____ %

=

Pay Code: _____ %

Salary: **\$51,410.00**

*if only one Pay Code, % is 100%

** Please turn this paper back into the front office of your school by Aug 4, 2023 if you want your checks set up correctly.

**HICKMAN COUNTY BOARD OF EDUCATION
2023-2024 SCHOOL YEAR**

Please return all information on how many checks for the year and any other information that is needed to the **front office of your school** no later than **Friday, Aug 4, 2023**.

If you fail to return all information on or before **August 4**, you may not be able to have the deductions or pay times that you wish. Your help in this matter is greatly appreciated.

Social Security Number _____

Name: **Carroll, David**

Please mark all deductions that apply to you. The individual companies will be contacting you as to changes in the premiums.

Tax Shelter Annuities:

- 1. Metropolitan Life _____
- 2. Farm Bureau _____
- 3. American Fidelity Annuity _____

School Deductions:

- 1. Garnishments/ Bankruptcy _____
- 2. Liberty National _____
- 3. Educators Credit Union _____
(Cornerstone Financial Credit Union)
- 4. Tennessee Teachers Credit Union _____

***Dental Insurance, Medical Insurance, American Fidelity Disability, American Fidelity Cancer, and American Fidelity Life will be on the report that is given to the Finance Office from Steve Ward.**

****If you have any questions about your payroll, please contact Nicole at the Hickman County Finance Office at 729-6158.**

*****Also, if you have any changes to your deductions from last year, you may want to let Nicole Wright know this.**

**TEACHER/CERTIFIED SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2024**

Approved June 5, 2023

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$44,096	\$46,322	\$47,912	\$49,184	\$51,622
1	\$44,838	\$46,852	\$49,608	\$50,880	\$53,318
2	\$45,580	\$47,806	\$50,562	\$51,516	\$54,484
3	\$45,686	\$48,018	\$50,668	\$51,728	\$54,696
4	\$45,792	\$48,336	\$50,774	\$51,834	\$54,908
5	\$46,004	\$48,866	\$51,516	\$52,258	\$55,120
6	\$47,064	\$50,244	\$52,046	\$52,788	\$55,332
7	\$47,700	\$50,562	\$52,788	\$53,530	\$56,392
8	\$48,018	\$50,774	\$53,424	\$54,166	\$57,558
9	\$48,442	\$51,410	\$53,848	\$54,802	\$58,618
10	\$48,866	\$51,940	\$54,378	\$55,226	\$59,890
11	\$49,926	\$54,484	\$55,968	\$57,134	\$61,162
12	\$50,244	\$55,438	\$56,604	\$57,770	\$61,586
13	\$50,456	\$55,544	\$56,710	\$58,194	\$61,904
14	\$50,668	\$55,650	\$56,922	\$58,406	\$63,176
15	\$50,880	\$55,862	\$57,346	\$58,936	\$63,494
16	\$52,894	\$57,770	\$59,572	\$61,480	\$65,932
17	\$53,954	\$58,406	\$60,208	\$62,434	\$67,204
18	\$54,060	\$58,512	\$60,526	\$63,070	\$68,052
19	\$54,272	\$58,618	\$60,632	\$63,388	\$68,158
20	\$54,378	\$58,724	\$61,586	\$63,918	\$69,112
21	\$56,074	\$60,526	\$63,282	\$65,614	\$70,914
22	\$56,180	\$60,632	\$63,494	\$65,932	\$71,126
23	\$56,286	\$60,738	\$63,600	\$66,038	\$71,338
24	\$56,392	\$60,844	\$63,706	\$66,144	\$71,550
25	\$56,604	\$60,950	\$63,812	\$66,250	\$71,762
26	\$56,710	\$61,162	\$63,918	\$66,356	\$71,974
27	\$56,922	\$61,268	\$64,024	\$66,568	\$72,292
28	\$57,028	\$61,374	\$64,130	\$66,674	\$72,504
29	\$57,134	\$61,480	\$64,236	\$66,780	\$72,716
30	\$57,770	\$61,798	\$64,872	\$67,204	\$74,518

Hickman County School System 2023-2024 School Calendar

	Student Instructional Days	Professional Development	In-service Training	Parent-Teacher Conferences	Annual Leave	Administrative Days	Total Days	Payroll Dates
July			*5			1	6	
August	22				1	1	24	***
September	20	<1			1		22	08/31/23
October	16			1	1		18	09/29/23
November	17				1		18	10/31/23
December	14				1		15	11/30/23
January	19	<1			1		20	12/20/23
February	20			**1	1		22	01/31/24
March	16				1		17	02/29/24
April	22				1		23	03/22/24
May	14				1	1	16	4/30/24 ****5/21/24
June								***** June, 2024 ***** June, 2024
Total	180	<Included	5	2	10	3	200	

*Three In-service Training days, jointly decided upon by the principal and teacher, shall be completed from July 1, 2023 through May 31, 2024.

**One parent teacher conference will be conducted outside the school day - this will be divided into two sessions.

***The 2023-2024 payroll cycle for teachers and staff begins after one month's active employment.

****Last payroll check for those who selected ten (10) checks.

*****For those selecting twelve (12) checks, the eleventh (11th) and twelfth (12th) checks are deposited into bank account before June 30, 2024.

*****Up to eleven (11) days are accumulated in the school calendar through extended work (stockpile) days and if used will not be made up. If more than the eleven (11) stockpile days are missed, make-up days will be added to the end of the school year.

July 27-28	In-service Training
July 31	Administrative Day
August 1	First Student Day: Abbreviated Day (Students Dismissed at 10:00 AM – Buses Run)
August 2	Administrative Day
August 3	Full Day of Classes Begin
September 4	Labor Day (Schools Closed)
September 5	Professional Development (Teachers/Staff Report – Students Do Not Report)
October 9-13	Fall Break (Schools Closed)
October 23	Parent-Teacher Conferences 12:00 PM - 6:00 PM (Students Do Not Report)
November 20-24	Thanksgiving Break (Schools Closed)
December 20	Abbreviated Day (Students Dismissed at 10:00 AM – Buses Run)
December 21-January 3	Christmas Break (Schools Closed)
January 4	Professional Development (Teachers/Staff Report – Students Do No Report)
January 5	Students Return from Christmas Break
January 15	Martin Luther King, Jr. Day (Schools Closed)
February 19	President's Day (Schools Closed)
March 25-29	Spring Break (Schools Closed)
May 17	Last Full Day of School
May 18	Hickman County High School Graduation 10:00 AM East Hickman High School Graduation 2:00 PM
May 20	Administrative Day
May 21	Abbreviated Day (8:00 AM – 10:00 AM - Buses will not Run)

Centerville Family Resource Center

Director: Mislessa Orton

State Report

2023-2024

Green = Mid-year Report

Yellow = End-year Report

Priority 1: Families

FAMILY SUPPORT (OBJECTIVE ONE)

GOAL

By May 2024, CFRC will serve 5% of all economically disadvantaged students through the Friday Friends program and the Operation Santa Claus program.

By August 2023, CFRC will partner with United Way and Samaritan's Feet to give away between 800-1200 pairs of shoes to students.

ACTION STEP 1

By August 2023, CFRC will meet with faculty and staff to explain the Friday Friends program and how to refer students using the CFRC referral form. Referral forms can be turned into the CFRC directly, by email, or completed online. All other needs that students may have can also be referred to the CFRC online or directly.

- November 6, 2023: 89 children are receiving Friday Friends
- We are serving 41 families with this program.
- As of May 2024, CFRC has served 123 students and 57 families. 8.4% of Centerville area students were served which down from the 8.8% of the 2022-2023 school year.
- Donations of food or money from local churches, civic groups, and individuals support this program. Second Harvest Food Pantry donated 200 bags of food monthly.

ACTION STEP 2

By October 2023, Operation Santa Claus forms will be sent home with all Centerville area students. Forms can be used to sign up for help with Christmas or to be a Santa helper. Gifts will be collected and handed out on December 16, 2023.

- November 6, 2023: 203 children are on the Operation Santa Clause list. 4 children are on the waiting list.
- We are serving 80 families in this program with 3 families on the waiting list.
- Forms were sent home with students by October 1, 2023. 224 Children from 92 families were helped with Christmas.
- CFRC helped CSH with their annual Turkey Trot and received 204 toy items for Operation Santa Claus.

ACTION STEP 3

By August 2023, CFRC along with United Way and Samaritan's Feet will fit students for a free pair of tennis shoes for the beginning of the school year.

- 1400 pairs of shoes and socks were donated. CFRC received 700 to hand out at Centerville Schools.
- 197 pairs of shoes and socks were given out as of Sept. 11, 2023
- 90 more pairs were donated in October.
- We have shoes and socks on hand if a need arises.
- 238 pairs of shoes and socks were given to students throughout the 2023-2024 school year.

FAMILY WELLBEING (OBJECTIVE 2)

GOAL

By May 2024, CFRC will collaborate with the principal at Centerville Intermediate School to continue the BBB program. This program is aimed at reducing office discipline referrals by 0.5% for students participating in the check in/check out program as compared to student's behavior from the discipline referrals from the previous year.

ACTION STEP 1

By September 2023, will request from the principal to identify students to be referred to the BBB program.

- This action step was met as 5 students were identified.

ACTION STEP 2

Beginning September and monthly thereafter, students will be given a punch card for the month. At the end of each week, if the student has 4 of 5 good days, they will receive a small prize. Each month the students will be evaluated to see if they need to continue the program.

- November 2023: There are 4 students that are in this program. Half received a prize the first week of this program.
- Prizes were given out if the students did their best for that week.
- There were no office referrals concerning these students for the remainder of the year.

ACTION STEP 3

By May 2024, students in the BBB program that have shown improvements will be rewarded with an ice cream/popcorn/pizza party.

- This action step was met right after TESTING occurred. The 4 students were on their best behavior during testing. All 4 received pizza for lunch.

Priority 2: Readiness

CHRONICALLY OUT OF SCHOOL *REQUIRED* (OBJECTIVE 1)

GOAL

For the school year 2023-24, to work with Centerville Elementary School to decrease the number of chronically out of school students/families by 20 students as compared to the previous school year data.

ACTION STEP 1

By August and monthly thereafter, CFRC will coordinate with the truancy officer monthly to identify chronically out of school students. Director will communicate with student/parent to assess the cause of absences. Monthly prizes will be awarded for not being chronically absent in that month. Larger rewards will be given out in December and May.

- 27 students were identified as Chronically out of school for CES for the school year 2022-2023.
- Letters were sent to parents in August about chronically out of school and the importance of school attendance. 2 parents reached out for more information.
- Of those 27 students, 14 improved their attendance from January to May 2024.
- 30 more students were added in January. 21 of those students improved their attendance from January to May.

ACTION STEP 2

By May 2024, CFRC director will give the student a prize list with pictures (to take home and as a reminder to come to school) at the initial meeting and a punch card to

tally up days present. Small rewards will be given weekly to the student that completes the punch card.

- This action step is being met currently. Small rewards are given out every 10 days. This has worked better than weekly.
- May 17, 2024, CFRC director handed out the prizes for the most improved attendance. The boy and girl winner were awarded tablets.
- May 17, 2024, CFRC director handed out prizes for the boy and girl that did not miss more than 10 days.

ACTION STEP 3

Beginning October and quarterly thereafter, CFRC will compare data from previous year to see if improvements have been made.

- As of November 2023: 2 of the 27 will be chronically out of school for this year.
- Chronic absenteeism at Centerville Elementary School was down by 9 students as compared to the previous year.

ACADEMIC, COLLEGE, & CAREER SUPPORT (OBJECTIVE 3)

GOAL

By May 2024, CFRC will serve up to 12 children in the Smart from the Start program and will show an improvement rate of 95% compared to the data from September 2023.

ACTION STEP 1

In August 2023, fliers and application forms for Smart from the Start will be supplied to the Hickman County Library, Centerville Elementary and Intermediate, and will be available on Facebook and the Hickman Co. Schools website.

- This action step was met in August 2023.

ACTION STEP 2

September 2023, classes for Toddler Time (ages 18-months to 2 years) and Preschool In A Bag (3-5 years) will start on September 6th and 8th. These classes will begin at 9:30am. Story hour will be an hour of themed interactive play, songs, books, shapes, numbers, and arts and crafts. Packets of educational worksheets will be given out at the end of every class for parents to work on at home with the child/children. In September, students will be given a pre-test to see what information they know. A final

test will be given in April to determine if students have made an improvement of 95% from the beginning of the program.

- November 2023: There are 16 Toddler Time students and 13 Preschool In A Bag students.
- More than half of the 3 to 5 years of age know the basic 4 shapes, most of the 8 colors and we will continue to work on letters and numbers along with other items. Social skills are improving with each class.
- We ended the year with 3 babies, 16 toddlers (age 2), and 13 preschoolers (age 3, 4, 5).
- Students were assessed in April to determine their progress. 3 year olds scored 90% on their exit test. 4-5 year olds scored 93% on their exit test. 1 student will be attending Kindergarten in the Fall.
- Children entered in September with limited social skills and left with new friends and an understanding of socialization.

ACTION STEP 3

April 2023, CFRC will hand out parent evaluation forms for the program in order to assess and improve the program for the next school year.

- Parent evaluation forms showed that they love the classes and like the new educational binders for the children to have at home. They are grateful that they have this program for their children.

Priority 3: Communities

STUDENT & FAMILY ENGAGEMENT (OBJECTIVE 1)

GOAL

By August 2023, CFRC will achieve 66% participation for all students and parents attending 3rd, 6th, and 9th grade orientation at Centerville Intermediate, Hickman Middle, Hickman High School. The events will connect teachers, counselors and CFRC staff with students and parents to present an open opportunity for communication in the future. A survey of orientations will be given to students/parents to determine if the PowerPoint presentation, Q & A sessions and overview of school rules was information sufficient for their family. The outcome of this survey will determine improvements that will need to be implemented the following year. At Hickman High School, CFRC will work

with the school counselor in forming an "Ambassador" Club that will provide help for freshmen the first 9 weeks of school and offer fun activities throughout the year for all students.

ACTION STEP 1

In July 2023, Principals will make calls to parents of children enrolling in grades 3, 6, and 9 with the Alert Now telephone system and post on the CFRC Facebook page.

- Before the first day of school, CES, CIS, and HCHS held orientations for grades 3, 6, and 9.
- 56 students and 62 parents attended 3rd grade orientation.
- 93 students and 120 parents attended 6th grade orientation.
- 84 students and 101 parents attended 9th grade orientation.

ACTION STEP 2

By May 2024, CFRC will continue the Ambassador program at HCHS. This is to help build better student communication between upperclassmen and incoming students. CFRC will hold Ambassador meetings in September, December, February, and April to review the program and obtain important feedback.

- Ambassadors were in attendance and helped Freshmen find classes and lockers. CFRC director met with the ambassadors in September to get their feedback about the orientation and beginning of school. They had positive feedback about the thankfulness of the Freshmen to have their assistance.

ACTION STEP 3

In July 2023, Ambassadors will attend the 9th grade orientation. Throughout the school year they will be asked to help at the High School when needed.

- Ambassadors did assist with Freshmen orientation and helped new students throughout the school year. Many students believed that the ambassadors were a help at the beginning of the school year.

COMMUNITY PARTNERSHIPS (OBJECTIVE 3)

GOAL

By May 2024, 90% of teachers/sponsors communication and visits will improve through collaboration. Sponsors will visit their adopted classroom monthly. The CFRC director will contact sponsors and teachers monthly to assure this program is working smoothly and sponsors and teachers are working together to enhance community involvement.

ACTION STEP 1

In August 2023, CFRC director will visit or make calls to businesses, civic groups, and individuals of local businesses to ask for participation in the Adopt-A-Class program.

- This action step was met in August 2023.

ACTION STEP 2

By October 2023, CFRC will host an Adopt-A-Class ceremony at Centerville Elementary and Intermediate Schools for sponsors to meet their teacher/classrooms.

Teachers/sponsors will set up their monthly meeting times at this initial meeting.

Community leaders, civic organization, and individuals will be active in encourage students to be the best they can be and show students that their local community leaders are supportive and willing to help them succeed through good attendance and academics.

- Adopt-A-Class was well received by the community and schools. This year there are 36 classrooms and 39 sponsors.
- Receptions were held in September and 24 sponsors were in attendance.

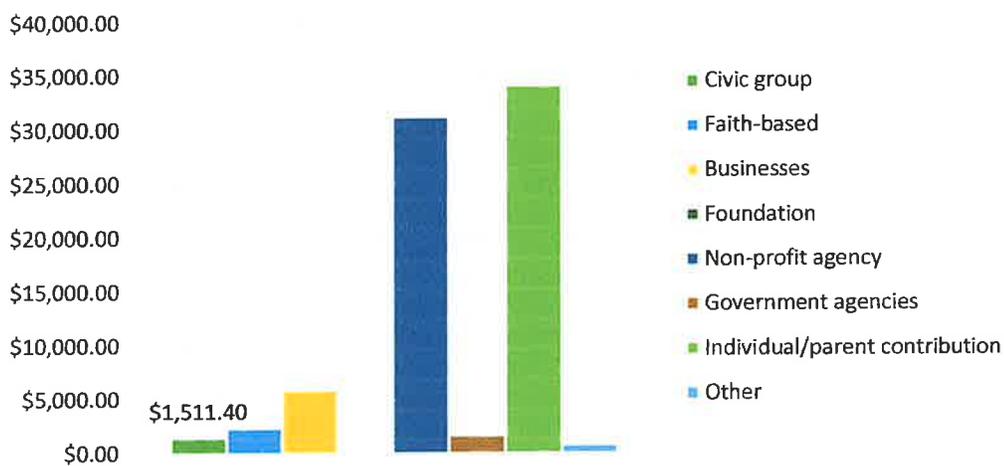
ACTION STEP 3

By May 2024, CFRC will contact teachers/sponsors monthly by in person or emails to evaluate the progress of the program. CFRC will survey teachers/sponsors to receive feedback as to what did and did not work in order to help improve this program for the next year.

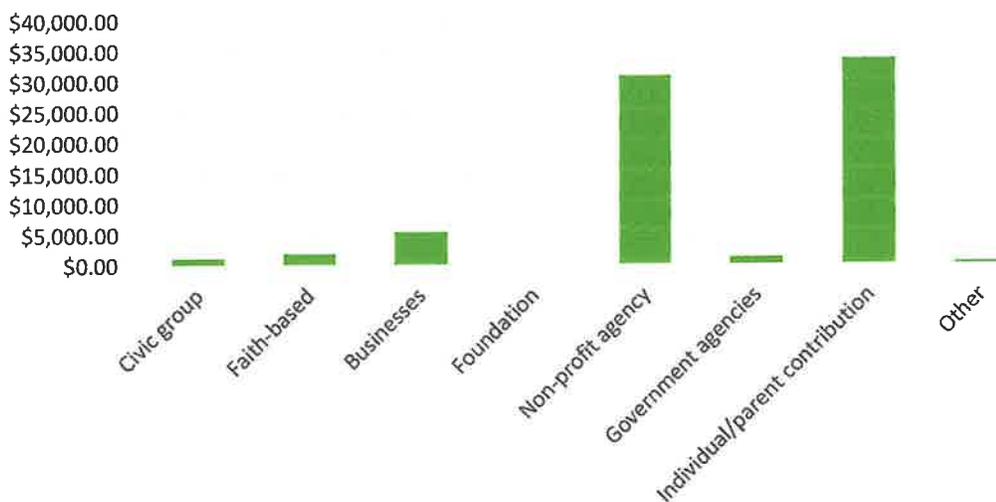
- Emails are sent to sponsors monthly to inform them as to important dates of activities at the schools. CFRC director has spoken with sponsors and has seen posts on Facebook from sponsors as they visit their classrooms.
- As of May 2024, CFRC has spoken with teachers and sponsors about the Adopt-A-Class program. Teacher surveys indicated that they and the students love the class sponsors coming into the classes.
- Sponsors visited a total of 165 times and have posted on Facebook visits with their classrooms.
- 100% of teachers had sponsors.

Source of In-Kind	Total
Civic group	\$1,511.40
Faith-based	\$2,353.20
Businesses	\$5,879.40
Foundation	\$190.80
Non-profit agency	\$31,250.00
Government agencies	\$1,653.60
Individual/parent contribution	\$34,126.60
Other	\$795.00
TOTAL	\$77,760.00

Sources of In-Kind

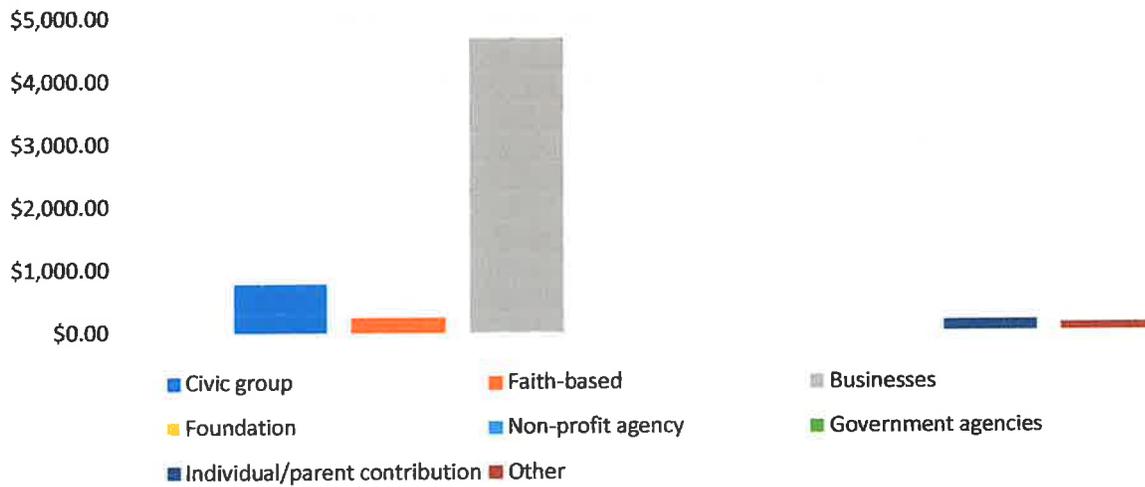


Sources of In-Kind

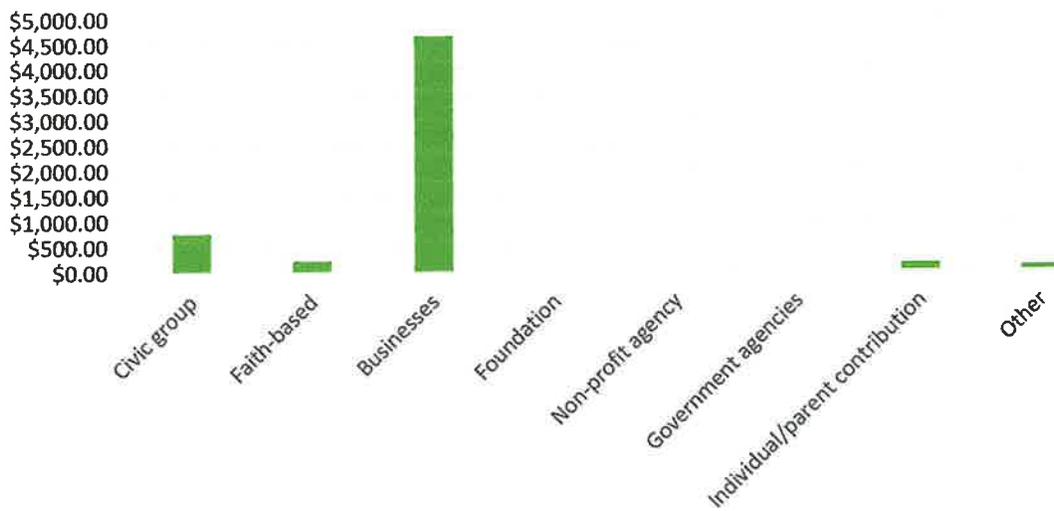


Source of Grant	Total
Civic group	\$758.00
Faith-based	\$225.00
Businesses	\$4,660.24
Foundation	\$0.00
Non-profit agency	\$0.00
Government agencies	\$0.00
Individual/parent contribution	\$150.00
Other	\$100.30
TOTAL	\$5,893.54

Sources of Grants & Funding

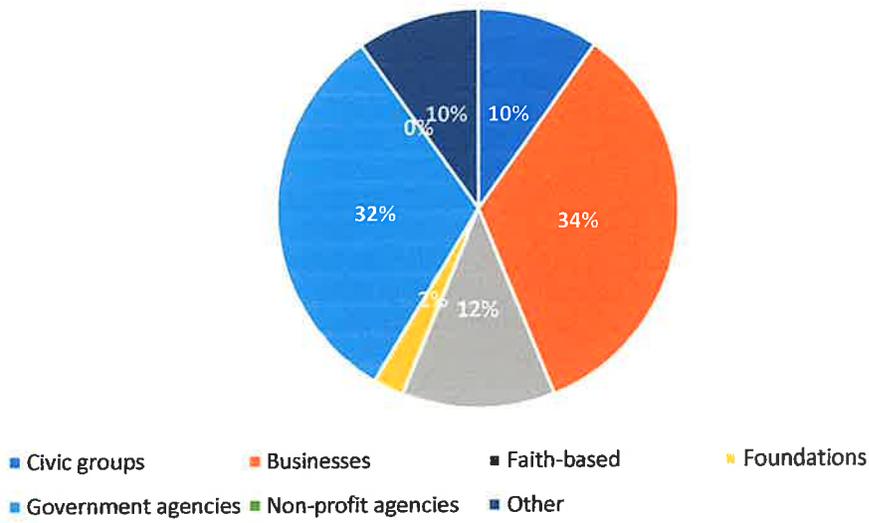


Sources of Grants & Funding

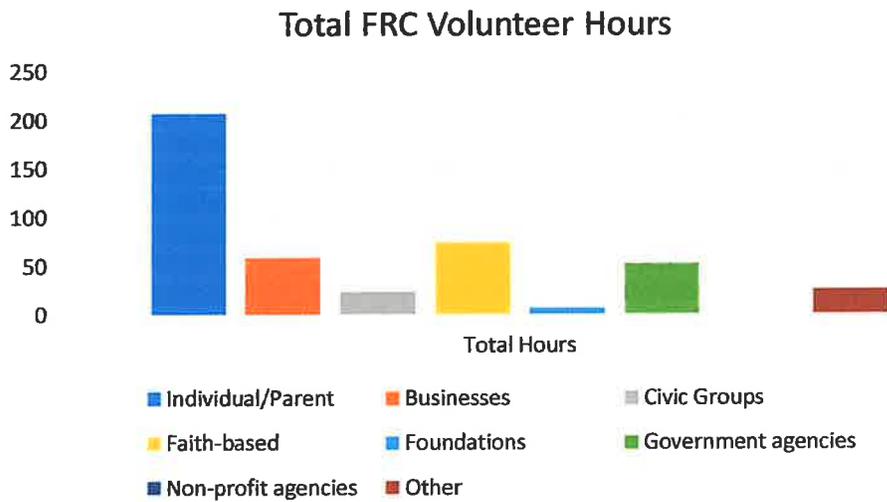


Type of Partner	Number of Partnerships
Civic groups	4
Businesses	14
Faith-based	5
Foundations	1
Government agencies	13
Non-profit agencies	0
Other	4
TOTAL	41

FRC Partnerships



Type of Organization	Total Hours
Individual/Parent	207
Businesses	58
Civic Groups	23
Faith-based	74
Foundations	6
Government agencies	52
Non-profit agencies	0
Other	25
TOTAL	445



2023-24 Family Resource Center Annual Performance Report

Section 1: Demographics

District Information

1. District	Hickman County
2. Region	South Central
3. FRC director name	Mislessa Orton
4. Years served as the FRC director	18
5. Telephone	931-729-0430
6. Email	mislessa.orton@hickmank12.org
7. FRC site street address	1645 Bulldog Blvd
8. City, State, Zip	Centerville Tn 37033
9. Director of schools name	John Mullins
10. Director of schools email	john.mullins@hickmank12.org
11. Total average daily student enrollment as of May 1, 2024	2944
12. FRC website address	hickmank12.org

Section 1: Demographics - Continued

FRC Social Media Accounts

If applicable, for each social media account below, please list your FRC's username/handle, or a link to the account. (Please do not include personal accounts or district-level accounts).

13. Facebook	Centerville FRC
14. Instagram	NA
15. Twitter	NA
16. YouTube	NA
17. Other	

Section 1: Demographics - Continued

Number of Schools

Please indicate the total number of schools your FRC serves.

18. Total number of elementary schools that your FRC serves	2
19. Total number of middle schools that your FRC serves	1
20. Total number of high schools that your FRC serves	1

Section 2: Organization, Monitoring, Sustainability

For this section, please select the response that is most appropriate in depicting your current role.

FRC Director Position

21. As the Family Resource Center director, select the work schedule allocated for this position.	10-month work schedule
22. Does the district employ a full-time FRC director?	Yes
23. If you answered no to prior question, what percentage of the time does the FRC director devote to FRC activities?	
24. What other job title/roles does the FRC director have?	

Section 2: Organization, Monitoring, Sustainability - Continued

25. Please identify total funding the district contributed toward Family Resource Center for the 23-24 school year.	2500
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Section 2: Organization, Monitoring, Sustainability - Continued

FRC Site Information

26. Which groups does your FRC serve?	["Elementary (PreK-5)", "Middle (6-8)", "High (9-12)", "Non-school aged children", "Family members", "Community members"]
27. Where is your FRC site located?	School campus

Section 3: Referrals, Services, and Activities

28. What is the total number of students your FRC served (unduplicated served)?	639
29. What is the total number of families your FRC served (unduplicated served)?	401

Referrals

For the following questions, please select if your FRC made referrals to any outside agencies/partners for each of the following services. If yes, please indicate the number of referrals your FRC made for that service.

30. Did your FRC make referrals for adult education ?	No
31. Number of referrals made for adult	

education	
32. Did your FRC make referrals for basic necessities (e.g., hygiene items, laundry, shoes, bedding, diapers)?	Yes
33. Number of referrals made for basic necessities	10
34. Did your FRC make referrals for clothing ?	Yes
35. Number of referrals made for clothing	8
36. Did your FRC make referrals for employment/job readiness ?	No
37. Number of referrals made for employment/job readiness	
38. Did your FRC make referrals for Families First/SNAP ?	No
39. Number of referrals made for Families First/SNAP	
40. Did your FRC make referrals to a food pantry ?	Yes
41. Number of referrals made to a food pantry	1
42. Did your FRC make referrals for healthcare (e.g., dental, vision, physical health)?	No
43. Number of referrals made for healthcare	
44. Did your FRC make referrals for holiday assistance ?	Yes
45. Number of referrals made for holiday assistance	1
46. Did your FRC make referrals for housing assistance ?	No
47. Number of referrals made for housing assistance	
48. Did your FRC make referrals for in-home services (e.g., SOCAT)?	No
49. Number of referrals made for in-home services	
50. Did your FRC make referrals for mental health services ?	Yes
51. Number of referrals made for mental health services	5
52. Did your FRC make referrals for parenting education/skills ?	No
53. Number of referrals made for parenting education/skills	
54. Did your FRC make referrals for rent/utility/transportation assistance ?	Yes
55. Number of referrals made for rent/utility/transportation assistance	5

56. Did your FRC make referrals for school supplies ?	No
57. Number of referrals made for school supplies	
58. Did your FRC make referrals for substance abuse services ?	Yes
59. Number of referrals made for substance abuse services	1
60. Did your FRC make referrals for teen parenting support ?	No
61. Number of referrals made for teen parenting support	

Section 3: Referrals, Services, and Activities - Continued

Direct Services/Activities

For the following questions, please select if your district provided the following direct services/activities. If yes, indicate the number of direct services/activities your FRC provided. Direct service is defined as the FRC providing a direct support to those whom they serve.

62. Did your FRC provide direct services/activities for adult education ?	No
63. Number of direct services/activities made for adult education	
64. Did your FRC provide direct services/activities for basic necessities (e.g., hygiene items, laundry, shoes, bedding, diapers)?	Yes
65. Number of direct services/activities provided for basic necessities	3
66. Did your FRC provide direct services/activities related to case management ?	No
67. Number of direct services/activities provided for case management	
68. Did your FRC provide direct services/activities related to chronically out of school (e.g., truancy board, juvenile court, attendance programs)?	Yes
69. Number of direct services/activities provided for chronically out of school	430
70. Did your FRC provide direct services/activities related to clothing ?	Yes
71. Number of direct services/activities provided for clothing	240
72. Did your FRC provide direct services/activities related to family literacy ?	Yes
73. Number of direct services/activities provided for family literacy	20

74. Did your FRC provide direct services/activities related to food (e.g., mobile food pantry/giveaways)?	Yes
75. Number of direct services/activities provided for food	600
76. Did your FRC provide direct services/activities related to healthcare ?	No
77. Number of direct services/activities provided for healthcare	
78. Did your FRC provide direct services/activities related to holiday assistance ?	Yes
79. Number of direct services/activities provided for holiday assistance	224
80. Did your FRC provide direct services/activities related to home visits ?	No
81. Number of direct services/activities provided for home visits	
82. Did your FRC provide direct services/activities related to housing assistance ?	No
83. Number of direct services/activities provided for housing assistance	
84. Did your FRC provide direct services/activities related to mental health services ?	No
85. Number of direct services/activities provided for mental health services	
86. Did your FRC provide direct services/activities related to parenting education/skills ?	No
87. Number of direct services/activities provided for parenting education/skills	
88. Did your FRC provide direct services/activities related to Pre-K in a Bag/preschool services ?	Yes
89. Number of direct services/activities provided for Pre-K in a Bag/preschool services	533
90. Did your FRC provide direct services/activities related to rent/utility/transportation assistance ?	No
91. Number of direct services/activities provided for rent/utility/transportation assistance	
92. Did your FRC provide direct services/activities related to school supplies ?	Yes
93. Number of direct services/activities	50

provided for school supplies	
94. Did your FRC provide direct services/activities related to teen parenting support ?	No
95. Number of direct services/activities provided for teen parenting support	
96. Did your FRC provide direct services/activities related to tutoring/mentoring ?	Yes
97. Number of direct services/activities provided for tutoring/mentoring	12
98. Did your FRC provide direct services/activities related to weekend food backpack program ?	Yes
99. Number of direct services/activities provided for weekend food backpack program	2975

Section 4: Partnerships/Collaborations

Please indicate the number of groups/agencies with whom you partnered on your FRC initiatives this year for each of the following groups.

100. Businesses (corporation, small business)	14
101. Civic groups (e.g. Lion's Club, 4-H, Kiwanis, PTA/PTA, Rotary, etc.)	4
102. Faith-based	6
103. Foundations	2
104. Government agencies (city, county, state, federal)	13
105. Non-profit agencies	3

Section 6: Grants/Funding and In-Kind

Grants/Funding

Please indicate the total amount of grants/funding you received from each of the following sources.

106. Civic group	758
107. Faith-based	225
108. Businesses	4660.24
109. Foundation	0
110. Non-profit agencies	0
111. Government agencies (do not include funds received from the TDOE)	0
112. Individual/parent contributions	250.3

Section 6: Grants/Funding and In-Kind – Continued

In-Kind

Please indicate the total amount of in-kind you received from each of the following sources.

In-kind definition: Services, material, equipment, or labor committed or received at a conservative value that would otherwise be paid from the FRC budget. In-kind contributions are donations of goods, services, or time - instead of cash. In other words, in-kind contributions are goods wholesale value or services provided instead of cash for one of your project budget line-items. The current estimated national value of each volunteer hour is \$31.80.

113. Civic group	1511.4
114. Faith-based	2353.2
115. Businesses	5879.4
116. Foundation	190.8
117. Non-profit	31250
118. Government agencies (do not include in-kind from TDOE)	1653.6
119. Individual/parent contributions	34921.6

Section 7: Best Practices

120. Please select from the following FRC director best practices and indicate the ones you participated in this school year.	["FRC provided an annual report to administrators/school staff.", "FRC presented an annual report to the school board at one or more school board meetings this year. ", "FRC presented an annual report to the FRC advisory council.", "FRC director used FRC marketing, media, and other communication efforts to support and expand FRC initiatives. ", "FRC director monitored goals and action plan during the school year. "]
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Section 8: Advisory Council

Please indicate the number of people on your FRC advisory council from each of the following groups.

121. Business representatives	1
122. Civic organizations	0
123. Community agencies	1
124. Director of schools	1
125. District supervisors	2
126. Faith-based organizations	0
127. Government officials	0
128. Parent/family members	14
129. School administrators	0
130. School board members	0

131. School staff	3
132. Students	0
133. Other	2



BILL LEE
GOVERNOR

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION
NINTH FLOOR, ANDREW JOHNSON TOWER
710 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243-0375

LIZZETTE REYNOLDS
COMMISSIONER

May 29, 2024

Dear Director Mullins,

The Tennessee Investment in Student Achievement (TISA) Act passed in 2022, enacting a student-based funding formula that generates funding based on individual student need. The new funding formula generated more than one billion new dollars of state investment for students across Tennessee.

May FY25 TISA Estimates

Estimates in the table below include the **base, weighted funding and direct funding** generated by student data that has been submitted by your district **averaged over the first eight reporting periods**. This information was pulled on May 16, 2024, and reflects a full application of the [TISA Rules](#). Additionally, with fiscal capacity indices finalized from TACIR and CBER, a table has been included below to detail the split between state and local funds required by the formula, as well as your district's current maintenance of effort local funding level. In reviewing this information, please be mindful of the data caveats noted above your district's estimated allocation table and in the district data files. **As with every year's estimates, districts should expect that data and funding estimates will change throughout the spring as they submit updated and additional data.**

There are some key updates for FY25 to be aware of as your district reviews the provided estimate:

- **Economically Disadvantaged Funding:** Students generate funding for the economically disadvantaged weight based on the following student classification codes: Direct Certification of economic disadvantage (J), Foster Care (FOS01), Homeless (H), Migrant (I) and Runaway (U). Students identified in the Medicaid eligibility pilot program for school nutrition who only meet Medicaid Free or Medicaid Reduced criteria should be coded as "MF" or "MR" and are not included in your Economically Disadvantaged ADM (ED ADM) for funding. If your district has students who were miscoded, please correct the coding in your Student Information System (SIS).

For some districts, economically disadvantaged counts for the current school year are lower than expected, potentially influenced by delayed timelines in certification of SNAP and TANF benefits. In recognition of these challenges, the state will proactively process automatic data appeals to ensure all districts are held harmless from the delayed certification timelines. **Unless a district requests otherwise, districts will be funded at the higher ED ADM values between the 2023-24 school year or the 2022-23 school year. This provision only applies to the FY25 TISA allocations.**

- **English Learners and Characteristics of Dyslexia Funding:** For 2024-25 school year funding, based on data generated in the 2023-24 school year, funding will be provided for all English Learner students who meet the EL Tier I-III definitions as outlined in TISA Rule and have an Individual Learning Plan (ILP) finalized in TN PULSE at their full ADM generated based on the student's enrollment date. If an EL student was enrolled in your district but transferred out prior to an ILP being established in TN PULSE, you will receive credit for the student's EL ADM value in your district. These values are reflected in the estimates below and corresponding

data files.

Similarly, 2024-25 school year funding will be provided for all students who meet the criteria for Characteristics of Dyslexia as defined in rule and have a finalized ILP-D in TN PULSE at full ADM generated based on the student's enrollment date.

District Data File

To be reviewed in combination with the table below, the department has uploaded a *May FY25 TISA District File* to your TNShare EIS Administrator folder. The file reflects data back to districts for the purposes of additional verification and to support any needed adjustments in local systems. Tabs within the file include the following information specific to your district:

- TISA Calculator
 - Local Contribution Calculator: A tool has been added for districts to use in projecting local contribution. The calculator includes the following:
 - Transparent math, reflecting both law and the TISA rules, to estimate local share and local contribution, as well as multi-system county calculations.
 - This calculator reflects May estimates for all funding fields and will therefore change throughout the spring as new data is submitted.
 - Fiscal Capacity: Final fiscal capacity values from CBER and TACIR have been received for FY25 and are included in your local contribution calculator.
 - Estimated Funds for Existing Educator Salary Increases: Pursuant to T.C.A. 49-3-105(e) and the appropriations act, \$125M of the base funds statewide has been designated for existing educator salary increases. For the 2024-25 school year, the minimum salary will be \$44,500. The table on the far-right of the TISA Calculator tab projects your district's share of these funds to be used for existing educators.
- Reporting Period Summary tab with averages by funding line
- School Calculations tab includes projected funding amounts by school
- School Counts tab with averaged reporting periods by funding line
- ED Hold Harmless Tab: Includes final ED ADM counts for 2022-23, current ED ADM counts for 2023-24 and the higher of the two for application of the hold harmless provision.
- District-submitted and state level input data:
 - Base Average Daily Membership (ADM) (also used for Small, Sparse, Concentrated Poverty, Post-Secondary Test, K-3 Literacy, and Charter)
 - Economically Disadvantaged ADM by student and school
 - Concentrated poverty school list from district Consolidated Funding Application in ePlan
 - Sparse calculation inputs of square miles by county
 - Special Education ADM by student and school
 - English Learner ADM by student and school with English Learner Tier
 - Characteristics of Dyslexia ADM by student and school
 - Career and Technical Education ADM (CTE ADM) by student and by course
 - 2023 3rd Grade ELA TCAP results by student by school (used as placeholder until 2024 TCAP)

The department will pull final data for TISA allocations after the June 15th reporting deadline. Please note that the June reporting deadline is the final deadline for all data for the school year to be entered and verified. There will be no further changes to the input data after this deadline.

We encourage districts to continue the work of verifying data in your local student information systems to ensure the submissions align to the students your district is serving.

Sincerely,

Lizzette Reynolds
Commissioner

May FY25 TISA Preliminary Estimate

The table below includes the district's preliminary funding estimate and is subject to the following caveats and data notes:

- Students/Services reflect the average of each input as reported by districts across Reporting Periods 1-8.
- Funding amounts are reflective of the Governor's proposed FY25 budget.
- Estimates do not include outcomes funding, fast-growth funding, or other grants that are determined at the end of the school year or in the upcoming year, including determinations for hold harmless or safety net.
- Total allocations represent the combined value of state funds and local required funds under TISA.
- **As with every year's estimates, districts should expect that data and funding estimates will change throughout the spring as they submit updated and additional data.**

MAY FY25 TISA ESTIMATE				
District	Hickman County		District ID	410
Element	Amount/Weight	Students/Services		Funding
BASE	\$7,075.00	2,943.38		\$20,824,378.13
WEIGHTS				
Economically Disadvantaged	25%	871.36*		\$1,541,219.14*
Concentrated Poverty	5%	2,923.91		\$1,034,334.05
Small	5%	0.00		\$0.00
Sparse	5%	2,943.38		\$1,041,218.91
Unique Learning Need 1	15%	365.83		\$388,238.41
Unique Learning Need 2	20%	293.77		\$415,682.78
Unique Learning Need 3	40%	119.81		\$339,051.69
Unique Learning Need 4	60%	11.29		\$47,941.97
Unique Learning Need 5	70%	16.51		\$81,747.20
Unique Learning Need 6	75%	39.86		\$211,487.23
Unique Learning Need 7	80%	42.16		\$238,604.38
Unique Learning Need 8	100%	0.18		\$1,238.13
Unique Learning Need 9	125%	34.51		\$305,164.65
Unique Learning Need 10	150%	1.23		\$13,066.64
DIRECT				
K-3 Literacy	\$500.00	896.51		\$448,253.13
4 th Grade Supports	\$500.00	137.00		\$68,500.00
CTE	\$5,000.00	167.54		\$837,722.26
Post-Secondary Test	\$93.00 (per test)	433.78		\$40,341.66
Charter	\$500.00 (estimated)	0.00		\$0.00
OUTCOMES				
TBD				
TOTAL				\$27,878,190.33

*The ED ADM count and ED funding amount included in your district's TISA projection reflects the application of hold harmless funding for the Economically Disadvantaged weight. The Hold Harmless ED ADM is calculated based on the higher ED ADM value by school between the 2023-24 school year and the 2022-23 school year and will change as districts submit updated and additional data. Your district's actual reported ED ADM counts for the 2023-24 school year are shown in the table below. The state will continue to monitor ED ADM and the application of the hold harmless provision as additional data reporting periods are submitted.

MAY FY25 TISA ESTIMATE: 2023-24 Current ED ADM				
District	Hickman County		District ID	410
Element	Amount/Weight	Students/Services	Funding	
Economically Disadvantaged	25%	814.91	\$1,441,365.43	

May FY25 TISA Estimated Funds for Existing Educator Salary Increases

Pursuant to T.C.A. 49-3-105(e) and the appropriations act, \$125M of the base funds statewide has been designated for existing educator salary increases. For the 2024-25 school year, the minimum salary will be \$44,500. The table below includes the district's projected share of restricted funds for existing educator salary increases.

MAY FY25 TISA- ESTIMATED FUNDS FOR EXISTING EDUCATOR SALARY INCREASES		
District Base ADMs	/	2,943.38
Statewide Base ADMs		968,276.48
District % of Statewide Base ADMs	=	0.30%
District % of Statewide Base ADMs		0.30%
Existing Educator Salary Increase Restricted Funds	x	\$125,000,000.00
District Restricted Funds- Existing Educator Salary Increases	=	\$379,976.05

May FY25 TISA Preliminary Estimate – State & Local Contributions

All of the fiscal data in the calculator below will continue to change as additional data is submitted by districts. The calculator reflects the math in determining local contribution in alignment with law and rules, and includes the following:

- Calculation of Local Share: This represents the total funds generated statewide for the base and the weights with 30% of each being the collective total of the formula from local funding entities.
- Application of Fiscal Capacity: Final fiscal capacity values from CBER and TACIR have been received for FY25 and are included in your local contribution calculator.
- Calculation of Multi-System Contributions: If your district is in a multi-system county, this step determines the proportional share of funds generated for each the base and weights by a district compared to all systems within the county. If you are a single system county, then the percent will reflect 100%.
- Final Local Contributions: The calculator provides a total estimate of local contribution. The bottom, righthand corner will display the total TISA estimate for the district and the respective split between local and state funds.

Maintenance of Effort: The TISA Act did not adjust the law concerning district's obligations under maintenance of effort. For reference, the currently budgeted funding level has been included here as well.

Pursuant to T.C.A. 49-3-105(d), please note that funds generated for the post-secondary test will be maintained and administered at the state level. These funds are reflected in the total state funds as being generated by TISA but will be administered by the department to relieve procurement and administration burden on districts.

As with every year's estimates, districts should expect that data and funding estimates will change throughout the spring as they submit updated and additional data.

May FY25 TISA - State & Local Contributions Estimate					
		BASE			WEIGHTS
<i>1. Calculation of Statewide Local Share</i>					
Statewide Total		\$6,842,567,956.69			\$1,833,386,785.99
Multiply by Local Share %	x	30%		x	30%
Statewide Local Share	=	\$2,052,770,387.01		=	\$550,016,035.80
<i>2. Application of County Fiscal Capacity</i>					
Statewide Local Share		\$2,052,770,387.01			\$550,016,035.80
Hickman County FY25 Fiscal Capacity	x	0.14%		x	0.14%
County Local Contribution (All Systems)	=	\$2,874,236.86		=	\$770,118.46
<i>3. Multi-System County Calculation</i>					
		Base Funds Generated			Weight Funds Generated
Hickman County		\$20,824,378.13			\$5,658,995.17
All Systems within County Total	/	\$20,824,378.13		/	\$5,658,995.17
Hickman County% of County Total Funds	=	100.00%		=	100.00%
Hickman County% of County Total Funds		100.00%			100.00%
County Local Contribution (All Systems)	x	\$2,874,236.86		x	\$770,118.46
Hickman CountyLocal Contribution	=	\$2,874,236.86		=	\$770,118.46
<i>4. Total Local Contribution</i>					
Adding Local Contribution Totals		\$2,874,236.86	+		\$770,118.46
			=		\$3,644,355.32
		Total Funding (Base, Weights, Direct)			\$27,878,190.33
		Local		-	\$3,644,355.32
		State		=	\$24,233,835.01
		(State Funding Excluding Post-Secondary Test*)			\$24,193,493.36

May Estimate Only

Week of May 30



Commissioner's Update for Directors

A Weekly Newsletter for Tennessee Directors of Schools



Spring 2024 TCAP Raw Score Files Release

Audience: Directors of Schools, DTCs

Contact: TNEA.Assessment@tn.gov

The district raw score files for Spring 2024 Achievement (ACH), End-of-Course (EOC), and TCAP-Alt are now available in PearsonAccessnext (PAN). The files can be found under the district page in PAN in Reports > Published Reports. **All raw score and proficiency data is embargoed until Monday, June 24.** District raw score files may be accessed, reviewed, and utilized only by district staff. Raw score file data and/or information related to the data may not be shared or communicated to any persons or entities outside of applicable district personnel.

These files can be downloaded and reviewed for district validation immediately. The raw score data verification window runs through **noon today, May 30**. Districts should take the opportunity to review the raw score file for missing and/or inaccurate data. This is the only opportunity to ensure accurate data prior to the release of Spring TCAP-Alt, ACH, and EOC reports, files and accountability. The [Assessment Data Review Guidance](#) document—which outlines processes and procedures for this review—is available on LiveBinders under the Scoring & Reporting tab.

With any questions, contact TNEA.Assessment@tn.gov.



Hickman County Schools Board Agenda Item Request

Date: 5/17/24

Name of School: Hickman County Middle School

Item Request: HCMS Basketball Camp at Bethel University

Explanation:

HCMS Boys Basketball will be attending a basketball camp at Bethel University. The camp will be June 6th - 8th in McKenzie, TN. The players and coaches are requesting permission to stay overnight in the campus dorm rooms. That will be provided by Bethel University. We will be taking twelve players and three coaches will be attending. The player and coaches list of names will be provided.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Patricia Brady

Signature of Building Principal:

Lina S. Shipp

Talon Smith

Aaron Moss

Talon Floyd

Kincaid Green

Jackson McDonald

Creegan Norfleet

Jack Floyd

Jackson Bates

Jackson Mayberry

Aidan Wilkerson

Lucas McMurray

Andre Whimbush

Head Coach Mason Floyd

Assistant Coach Patrick Brady

Assistant Coach Andrew Conley

TECHNOLOGY DEPARTMENT OVERVIEW - 2024

3500 Student Chromebooks
500 Teacher Chromebooks
500 Windows Teacher Desktops
150 Windows Student Computers/Laptops

10 Networking Servers that manage wired and wireless network
60 Network Switches that manage wired and wireless network

350 Wireless Access Points (wireless network)

322 Networked Security Cameras (including summer 2024 additions)
9 Security Video Storage Servers

3600 Network/Google accounts for teachers, staff, and students. Along with student safety, app management, and teacher management software.

295 Phone Handsets along with new VOIP phone system

500 Classroom TVs
100 Active Panels

MISC. DUTIES

Work Orders From Work Order System
Online Testing
New Expanded Website Service
Electronic Signs
HVAC Software
Cafeteria Software
Skyward Software
Key Fob Systems
Sound Systems
Board Meeting Video Broadcast and Setup
Summer Teacher Computer Changeouts (Yearly)
Graduation Audio and Streaming Oversight

Around 2019, we could not keep someone in the Technology Specialist role (due to we would get a young person, they would get some experience and then leave for a higher paying job). We decided to include in our technology service plan the role of a part-time on site person provided by the provider of the service contract. This worked well until around 2022 when we saw the number of devices increasing due to the increased number of devices purchased and services offered during/after the pandemic. The decision was made to fill the ESSER Technology position and we had one applicant to apply for the position. The decision was also made that once our current Technology Service Contract was complete, we would remove that part-time position from the next contract. In the Summer of 2024, the contract would become a remote services contract with only a few on site visits as needed. The on site visits would be used for major issues or planning services. We budgeted a reduced cost of the contract by 50% thus absorbing some of the cost of the ESSER Technology Specialist position as it could be moved over to the regular Technology budget.

The service contract is vital to us. I've seen many situations where we could have a school down for days and due to the experience of the BGC Systems team, we're only down for a couple of hours. As we see more of our security items (phones, cameras, entry systems, etc.) coming into the technology realm, I feel that having this extra layer of support is very important to us.

TECHNOLOGY DEPT. SUMMER 2024 PROJECTS

MDF (Main) Servers Replaced At Every School - Week Of June 10th
New Camera Servers Installed At Schools - Complete
Computer Changeouts At EHMS and HCMS - Beginning June 3rd
Server Room Cleanouts - Complete
New Security Camera Wiring and Install - late June
HCHS Football PA System - July
VOIP Phones - June/July
New Battery Backups in Server Rooms - late May
Cyber Security Software Installation from state contract - TBA
Admin Security Monitors/TVs - June/July
Vocational Laptop Configuration - Ongoing
Chromebook Inventory/Repairs - Ongoing

Invitation To Bid

The Hickman County Finance Office is accepting sealed bids for a yearly School System Technology Service Plan to assist the Technology Department of Hickman County Schools.

The plan will include server maintenance, network planning and troubleshooting, work order maintenance and other tasks as assigned by the district.

All bidders will be required to submit a conflict of interest disclosure form that can be obtained at www.hickmank12.org/request-for-proposal.

Additional specifications can also be found at www.hickmank12.org/request-for-proposal.

Sealed bids must be mailed or delivered to the Hickman County Finance Office, 114 North Central Avenue, Suite 203, Centerville, TN 37033 and clearly marked on the outside of the bid envelope "School System Technology Service Plan".

Bids will be opened on Monday, May 20th, 2024 at 10:00 A.M. in the Finance Office.

The Hickman County School District reserves the right to reject any and/or all bids or proposals and to waive any informalities, which in the opinion of the school system, would prevent the acceptance of a better bid.

Present Penny Mayberry
Whitney Johnston

Blue Grass Computer 35,000.00

JM
4-30-24



Bluegrass Computer Systems

Technology Service Plan

Bluegrass Computer Systems is a Managed Service Provider that has been in business for nearly 15 years. Over the course of 15 years we have had the privilege of supporting our clients in many different ways. Our business model revolves around tailoring the support we provide to our clients. This process helps reduce extra costs, aligns protocols and processes in a more efficient manner and maximizes our ability to provide you with exactly what you need. From desktop support to level 3 networking support, we cover the gamut of technology support needs all while having experience working with a number of K-12 schools.

On the following page titled "AGREEMENT" you will find we have prepared an agreement that outlines and includes all information requested and organized in sections. Please don't hesitate to contact us if you have any questions or concerns.

Thank you for consideration.

Phillip Draude

Owner

270-484-1705

Bluegrass Computer Systems

pdraude@bgcsystems.com

AGREEMENT

This Agreement is made by and between Bluegrass Computer Systems, LLC (d/b/a BCS) of 1788 Old Gallatin Rd, Portland Tennessee 37148 (hereinafter the "Company") and Hickman County Schools (hereinafter the "Client").

The terms and conditions set forth herein constitute the Agreement between the parties hereto for the Services as hereinafter defined herein to be rendered by Company to Client.

1. SERVICE AGREEMENT FEE.

The Client agrees to pay the Company a fee of \$35,000.00 for the Services to be rendered by Company for term specified. This fee includes payment for unlimited remote support and ten (10) designated onsite days needed to fulfill server maintenance, network planning and troubleshooting, work order maintenance and other tasks as assigned by the district. Existing tools that enable Company to perform services both remotely and onsite will remain the responsibility of Client to maintain subscriptions for where necessary. Client has the option to utilize Company's support tools when appropriate. Should Client need additional on-site support, Client may utilize Company on an hourly basis at the rate of \$150 per hour.

2. TERM.

The initial term of this Agreement shall be for one (1) year commencing on July 1, 2024, and terminating on June 30, 2025. Client has the right to extend this agreement for up to two more years in one-year increments from July 1, 2025, if applicable. Company and client retains the right to make adjustments to this agreement upon review and renewal of an additional year.

3. SERVICES.

- a. **Unlimited Remote Support** includes 24/5 support through Company's dedicated point of contact. Weekend support must be planned ahead unless of an emergency.
- b. **Ten Onsite Visits** includes the need to properly support with troubleshooting, network planning, and network systems management.
- c. **IT Systems and Infrastructure Management** includes upkeep and utilization of existing IT tools and systems. Including data servers, camera servers and switching.
- d. **Security Compliance and Maintenance** includes maintaining IT security compliancy standards and communication with 3rd party vendors for security requirements.

4. REMOTE ACCESS CONSENT.

Client hereby gives consent to Company to access Client's server/computer upon which the service is installed on and shall not be withdrawn during the Term of this Agreement.

5. DUTY OF NOTIFICATION.

The Client has the duty to immediately notify Company or designated point of contact when issues or questions arise.

6. TERMINATION OF AGREEMENT.

Both Company and Client commit to one (1) full year of service with no option to cancel. Both Company and Client have the option to choose to not renew once the year of service contract ends or Company and Client can choose to auto-renew the agreement if no changes to the agreement are necessary.

7. COMPLIANCE WITH LAWS AND ACCEPTABLE USE.

Client is solely responsible for Client's conduct related to the Services and any data the client stores or shares as a part of the Services. The Client specifically agrees that it will not use the Services to violate any laws or regulation, to infringe on the intellectual property or rights of third parties, or to transmit any material that is obscene, objectionable, contains any harmful virus, Trojan horses, or worms.

8. THIRD PARTY PROVIDERS. Company utilizes existing Endpoint Management tools to properly support Client. Company may utilize Company's Endpoint Management tools where necessary.

9. DISCLAIMER OF WARRANTIES.

COMPANY, ITS SUPPLIERS, RESELLERS, PARTNERS AND THEIR RESPECTIVE AFFILIATES EXPRESSLY DISCLAIM ALL WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED, INCLUDING THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NON-INFRINGEMENT. IN PARTICULAR, COMPANY, ITS SUPPLIERS, RESELLERS, PARTNERS AND THEIR RESPECTIVE AFFILIATES MAKE NO WARRANTY THAT (A) THE SERVICES WILL MEET YOUR REQUIREMENTS; (B) YOUR USE OF THE SERVICES WILL BE TIMELY, UNINTERRUPTED, SECURE OR ERROR-FREE; (C) ANY INFORMATION OBTAINED BY YOU AS A RESULT OF THE SERVICES WILL BE ACCURATE OR RELIABLE; AND (D) ANY DEFECTS OR ERRORS IN THE SERVICES WILL BE CORRECTED.

ANY MATERIAL DOWNLOADED OR OTHERWISE OBTAINED THROUGH THE USE OF THE SERVICES IS ACCESSED AT YOUR OWN DISCRETION AND RISK, AND YOU WILL BE SOLELY RESPONSIBLE FOR ANY DAMAGE TO YOUR DEVICE OR LOSS OF DATA THAT RESULTS FROM THE DOWNLOAD OF ANY SUCH MATERIAL. YOU FURTHER ACKNOWLEDGE THAT THE SERVICES ARE NOT INTENDED OR SUITABLE FOR USE IN APPLICATIONS THAT COULD LEAD TO DEATH, PERSONAL INJURY, OR SEVERE PHYSICAL OR ENVIRONMENTAL DAMAGE.

10. LIMITED OF LIABILITY.

TO THE MAXIMUM EXTENT PERMITTED BYLAW, CLIENT SPECIFICALLY AGREES THAT COMPANY, ITS SUPPLIERS, RESELLERS, PARTNERS AND THEIR RESPECTIVE AFFILIATES WILL NOT BE LIABLE TO YOU FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL OR EXEMPLARY DAMAGES , INCLUDING DAMAGES FOR LOSS OF PROFITS, GOODWILL, USE, DATA, COST OF PROCUREMENT OF SUBSTITUTE GOODS OR SERVICES, OR OTHER INTANGIBLE LOSSES (EVEN IF THE PARTY YOU ARE SEEKING DAMAGES AGAINST HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES), RESULTING FROM THE USE OR INABILITY TO USE THE SERVICES OR IN ANY WAY RELATING TO THE, SERVICES. IN NO EVENT SHALL THIS LIMITATION OF LIABILITY APPLY TO INTENTIONAL TORTS, CRIMINAL ACTS OR FRAUDULENT CONDUCT.

IT IS AGREED THAT THE AGGREGATE LIABILITY OF COMPANY, ITS SUPPLIERS, RESELLERS, PARTNERS AND THEIR RESPECTIVE AFFILIATES FOR ANY AND ALL CLAIMS IN CONNECTION WITH THE SERVICES IS LIMITED TO TWO (2) TIMES THE YEARLY ANNUAL FEE OF THIS AGREEMENT. YOU SPECIFICALLY AGREE THAT THIS DAMAGES LIMITATION IS A FUNDAMENTAL ELEMENT OF THE BASIS OF THE BARGAIN BETWEEN YOU AND COMPANY.

11. ENTIRE AGREEMENT.

This instrument constitutes the entire agreement between the parties and supersedes all prior agreements, written or oral. Any amendments or alterations of this agreement shall be effected by attaching one or more addendums, properly executed by all parties.

12. SEVERABILITY.

The invalidity or unenforceability, whether in general or in any particular circumstance, of any provision of this Agreement, shall not affect its validity or enforceability in any other circumstance, or any other provision hereof. The parties hereto hereby agree that this Agreement shall be so interpreted to give effect and validity to all the provisions hereto to the fullest extent permitted by law.

13. NUMBER AND GENDER.

As used herein, the singular includes the plural, and the plural includes the singular. Any gender used herein is extended to include all genders as may be appropriate in the context.

14. TITLE.

The numbering and titles of sections of this agreement are for convenience only and shall have no legal effect.

15. NOTICES.

Any notice or other communication under this Agreement must be in writing and will be deemed given when it is delivered in person or sent by facsimile (with proof of receipt at the number to which it is required to be sent), or on the third business day on which it is mailed by first class mail from within the United States of America, to the following addresses (or such other address as may be specified after the date of this Agreement by the party to which the notice or communication is sent) Email communication is also permitted with confirmed (read receipt) email.

If to Company: Bluegrass Computer Systems, LLC
c/o Phillip Draude
1788 Old Gallatin Rd
Portland, TN 37148

If to Client: Hickman County Schools
115 Murphree Avenue
Centerville, TN 37033

16. AUTHORITY TO EXECUTE.

The parties hereto acknowledge that those persons executing this Agreement by and on behalf of any corporate parties possess the necessary authority to execute this document for and on behalf of the corporate parties.

17. GOVERNING LAW

The law of the State of Tennessee shall govern the terms and conditions of this agreement

18. INTERPRETATION.

This Agreement shall be construed without regard to the party or parties responsible for the preparation of the same and shall be deemed as prepared jointly by the parties hereto. Any ambiguity or uncertainty existing herein shall not be interpreted or construed against any party hereto.

19. ATTORNEY'S FEES AND COSTS.

Any and all monetary claims against Hickman County Government, its members, and employees in performing any responsibility specifically required under the terms of this Agreement shall be submitted as required by Tennessee law and shall be limited as provided by Tennessee law.

20. WAIVER.

No delay or failure on the part of either party in exercising any rights hereunder, and no partial or single exercise thereof, will constitute a waiver of such rights or of any other rights hereunder.

Executed this :

HICKMAN COUNTY SCHOOLS

**BLUEGRASS COMPUTER
SYSTEMS, LLC**

BY: _____
CLIENT REPRESENTATIVE
TITLE

BY: _____
Phillip Draude, Owner

Invitation To Bid

The Hickman County Finance Office is accepting sealed bids for a yearly School System Technology Service Plan to assist the Technology Department of Hickman County Schools.

The plan will include server maintenance, network planning and troubleshooting, work order maintenance and other tasks as assigned by the district.

All bidders will be required to submit a conflict of interest disclosure form that can be obtained at www.hickman12.org/request-for-proposal.

Additional specifications can also be found at www.hickman12.org/request-for-proposal.

Sealed bids must be mailed or delivered to the Hickman County Finance Office, 114 North Central Avenue, Suite 203, Centerville, TN 37033 and clearly marked on the outside of the bid envelope "School System Technology Service Plan".

Bids will be opened on Monday, May 20th, 2024 at 10:00 A.M. in the Finance Office.

The Hickman County School District reserves the right to reject any and/or all bids or proposals and to waive any informalities, which in the opinion of the school system, would prevent the acceptance of a better bid.

Technology Service Plan

Additional Specifications:

1. Unlimited Remote Support - Expectation is the ability to help remotely as needed each day the school district is open.
2. Ten on-site visits per year. The need for the visit to be determined by the district. This can include fixing equipment, network upgrade plans, etc. Bid will need to include daily or hourly rate if additional visits are required.
3. District will provide the ability to remote into computers and servers.
4. IT Systems and Infrastructure Management - includes upkeep and utilization of all existing IT tools and systems. This includes server management (including security camera servers), remote project management, and networking problems/concerns.
5. Security Compliance and Maintenance - assist with maintaining IT security standards
6. Consulting including guidance on all IT needs and concerns.
7. Experience working in networks and classroom technology within a K-12 school district is preferred. References of this should be included within the bid.
8. Experience working with network servers, network switches, wireless access points, and Axis network servers and security cameras preferred.
9. Quoted prices must be planned to be effective starting July 1st, 2024 and extend through June 30th, 2025. Hickman County School District retains the right to extend this contract for up to two more years in one year increments from July 1, 2025 if applicable.

Hickman County School System consists of approx. 3100 students and 500 staff members. Each student and teacher has a personal chromebook for their use. Teachers have desktop computers and TVs in each classroom. Some classrooms have additional technology such as active panels, etc. The district manages nine buildings with servers, a wired network and wireless access points throughout. The district also manages a networked security camera system at all school buildings including video servers. An upgraded VOIP phone system is also in the planning stages.

Hickman County Government

Conflict of Interest Disclosure Form

The County Financial Management System of 1981 contains the most stringent conflict of interest provisions. TCA §5-21-121 provides:

- (a) The director, purchasing agent, members of the committee, members of the county legislative body or other officials, employees, or members of the board of education or highway commission shall not be financially interested or have any personal beneficial interest, either directly or indirectly, in the purchase of any supplies, materials, equipment or contractual services for the county.
- (b) No firm, corporation, partnership, association or individual furnishing any such supplies, materials, equipment or contractual services, shall give or offer, nor shall the director or purchasing agent or any assistant or employee accept or receive directly or indirectly from any person, firm, corporation, partnership or association to whom any contract may be awarded, by rebate, gift or other otherwise, any money or other things of value whatsoever, or any promise, obligation or contract for future reward or compensation.

Date: 5/15/24 Name: Philip Brade

Please describe below any relationships, transactions, positions you hold (volunteer or otherwise), or circumstances that you believe could contribute to a conflict of interest:

I have no conflict of interest to report.

I have the following conflict of interest to report (please specify any boards or committees you (and/or your spouse) sit on, the name of your employer and any businesses you or your spouse may own.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Date: 5/15/24 Signature: 

Tentative Dates

HC Board of Education Meetings

2024-2025

July 8, 2024

August 5, 2024

September 9, 2024

October 21, 2024 - @ HCHS – Retirement Reception

November 4, 2024

December 9, 2024

January 13, 2025

February 3, 2025

March 3, 2025

April 7, 2025

May 5, 2025 - @ HCHS – Awards

June 2, 2025

Hickman County Board of Education
Annual Agenda 2024-2025

July 2024

Board Meeting	Board Policy Review
Approval of School Fees	Student Discipline Hearing Authority Designation
Bullying and Harassment Report to Board	

August 2024

Board Meeting	Board Policy Review
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September 2024

Board Meeting	Strategic Plan and Goals
Election of Officers of the Board	

October 2024

Board Meeting	Board Policy Review
Compliance Report	Textbook Certification
Approval of School Calendar	Honor Retirees

November 2024

Board Meeting	Board Policy Review
Approval of Supplement Splitting	

December 2024

Board Meeting	Board Policy Review
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January 2025

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

February 2025

Board Meeting	Board Policy Review
2025-2026 Budget Discussion	2025-2026 Budget Calendar

March 2025

Board Meeting	Board Policy Review
2025-2026 Budget Discussion	Set Attendance Zones

April 2025

Board Meeting	Board Policy Review
2025-2026 Budget Discussion	Textbook Adoption Approval

May 2025

Board Meeting	Board Policy Review
Tuition Rate Approval for Out of County Students	2025-2026 Budget
2025-2026 Budget (141, 142, 143)	Recognize Teachers of the Year
Authorize Superintendent to Submit Grants, Applications, Reports, Amendments, and Addenda	

June 2025

Board Meeting	Board Policy Review
Personnel Decisions and Placement	Annual Agenda
Grant Executive Committee authority to close out fiscal year	Adopt Board Meeting Schedule 2025-2026
Recognize Employee of the Year and Friend of Education	Annual Budget 2025-2026 (if needed)
Teacher Tenure	

	One-time	Recurring
Central Office	\$6,565.00	\$569.67
HCHS	\$93,464.00	\$584.85
HCMS	\$1,670.00	\$143.12
EHHS	\$9,925.00	\$566.31
EHMS	\$1,840.00	\$153.46
EHIS	\$1,670.00	\$140.08
EHES	\$1,880.00	\$150.14
CIS	\$1,980.00	\$167.81
CES	\$1,935.00	\$157.87
Total	\$120,929.00	\$2,633.31



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Sites: 9 each: Centerville ES, Ctrville IS, East Hickman ES, East Hickman IS, East Hickman MS, East Hickman HS, Hickman Co MS, Hickman Co Sr HS, and Hickman Co LEA/ECR

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description			Quantity	Total	
	One-time	Monthly		One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	21		\$5.25
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	11		\$275.00
Desktop Fax (includes faxing from the desktop for up to 5 email addresses per fax number. No support for connecting a fax machine)		\$10.00	1		\$10.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	207		\$828.00
Essential+ Mobile, UC Client App, Mobile-ONLY Enhancement (includes unlimited minutes)		\$7.00	5		\$35.00
Enhanced (includes unlimited minutes)		\$10.50	82		\$861.00
Auto Attendant		\$12.00	9		\$108.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management				\$2,250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		295	\$11,800.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (*NOT* available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		190	\$9,500.00	
Yealink SIP-T33G or equivalent	\$70.00		22	\$1,540.00	
Yealink SIP-T43U or equivalent	\$100.00		71	\$7,100.00	
Yealink SIP-T46U or equivalent	\$150.00		10	\$1,500.00	
AC-Powered Handsets (can use PoE or the included AC-power adapter)					
Yealink W76P DECT IP Phone System (W56H Handset and W70B Base Station)	\$160.00		2	\$320.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		10	\$1,000.00	
Optional Suspended-ceiling Tile Support Bracket for Algo 8188 SIP Ceiling Speaker	\$65.00		114	\$7,410.00	
Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ⁵ may require adapter purchase		\$15.00	7		\$105.00
Bell Scheduler - requires purchase of Zayo Algo 8301		\$25.00	1		\$25.00
Peripheral device - assigned to all Zayo Algo SIP devices in receiver-only mode, allowing participation in one or more of the controller functions above.		\$0.25	131		\$32.75
Power-over-Ethernet SIP Notification Devices - device models and pricing are subject to change ⁹ (no AC-power adapter option available)					
Algo 8180 SIP Audio Alerter, Paging or Hands-free Intercom Device (Gen 2)	\$355.00		5	\$1,775.00	
Algo 8186 SIP Indoor/Outdoor Paging Horn	\$465.00		12	\$5,580.00	
Algo 8188 SIP Ceiling Speaker, Paging or Hands-free Intercom Device	\$445.00		114	\$50,730.00	
Algo 8301 Bell Scheduler	\$375.00		1	\$375.00	
Configuration of Notification Services (Required with Bell Scheduler, Pre-recorded Announcements/Tones or multi-zoned, paging-only deployments. Optional for single-zoned, paging-only deployments where customer will install and configure themselves)					
81 or more SIP Notification Devices - configuration of zones, announcements, or bell scheduler	\$1,250.00		1	\$1,250.00	
Notification Add-on Services					
On-site, SIP Notification Device Installation ¹¹ - may require additional quote and scope of work				\$16,500.00	



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description				Total	
	One-time	Monthly	Quantity	One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	5		\$1.25
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	2		\$50.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	1		\$4.00
Enhanced (includes unlimited minutes)		\$10.50	40		\$420.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		41	\$1,640.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T43U or equivalent	\$100.00		38	\$3,800.00	
Yealink SIP-T46U or equivalent	\$150.00		2	\$300.00	
AC-Powered Handsets (can use PoE or the included AC-power adapter)					
Yealink W76P DECT IP Phone System (W56H Handset and W70B Base Station)	\$160.00		1	\$160.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		2	\$200.00	

Installation Site Name:

Hickman County LEA/ECR

Address:
City, ST ZIP

115 Murphree Ave
Centerville, TN 37033

Installation Date:

Installation Vendor:

Installation Contact Information:

Installation Number Prefix:

Telephone Number	New Extension#	Telephone Type	Side Car	Old Extension#	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	VoiceMail Type
9317293391	2199	Auto AttnDnt		-		HCS_BoE AA		AA answers 24/7	9317293391	Auto Attendant	None
	2221	SIP-T46U PoE	1	2221		Debbie Breece		Assistant to the Director of Schools	9317293391	UC Enhanced	Standard
	2222	SIP-T46U PoE	1	2222		Amanda Bowman		Human Resources/Payroll	9317293391	UC Enhanced	Standard
	2223	SIP-T43U PoE		2223	Room 205	Don Qualls			9317293391	UC Enhanced	Standard
	2225	SIP-T43U PoE		2225	Room 105	Twyla Tucker		Student Data Base Administrator	9317293391	UC Enhanced	Standard
	2226	SIP-T43U PoE		2226	Room 104	Misty Shelton		Pre-K Director/Licensure	9317293391	UC Enhanced	Standard
	2227	SIP-T43U PoE		2227	Room 102	Becky Malugin		Student Support Coordinator/At-Risk Coordinator	9317293391	UC Enhanced	Standard
	2228	SIP-T43U PoE		2228	Room 204	Joey Chilton		CTE Director	9317293391	UC Enhanced	Standard
	2229	SIP-T43U PoE		2229	Room 201	Brad Gilbert		Technology Coordinator	9317293391	UC Enhanced	Standard
	2230	SIP-T43U PoE		2230	Room 207	Julia Thomasson		Director of Federal Programs/Director Homeless Liasion	9317293391	UC Enhanced	Standard
	2232	SIP-T43U PoE		2232	Room 106	Jill Ward		Special Programs Assistant	9317293391	UC Enhanced	Standard
	2233	SIP-T43U PoE		2233	Room 102	Training Area			9317293391	UC Enhanced	Standard
	2234	SIP-T43U PoE		2234	Room 106	Shelda Qualls		Director of Special Programs	9317293391	UC Enhanced	Standard
	2235	SIP-T43U PoE		2235	Room 108	Sharon Burns		Nutrition Coordinator	9317293391	UC Enhanced	Standard
	2236	SIP-T43U PoE		2236	Room 102	Brenda Burchard		Academic Offices Assistant	9317293391	UC Enhanced	Standard
	2237	SIP-T43U PoE		2237	Room 108	Jera Petrowski			9317293391	UC Enhanced	Standard
	2239	SIP-T43U PoE		2239	Room 203	Board Room			9317293391	UC Enhanced	Standard
	2240	SIP-T43U PoE		2240		Bill Lynch		Maintenance Director	9317293391	UC Enhanced	Standard
	2241	SIP-T43U PoE		2241		Steven George		Transportation Director	9317293391	UC Enhanced	Standard
	2242	W76P		2242		Mechanics Garage		assumed cordless but they may want a T31P on the wall	9317293391	UC Essential	Standard
	2243	SIP-T43U PoE		2243		Tanya Williams		Transportation/Maintenance Assistant	9317293391	UC Enhanced	Standard
	2244	SIP-T43U PoE		2244	Room 202	Belinda Anderson		Deputy Director of Schools	9317293391	UC Enhanced	Standard
	2245	SIP-T43U PoE		2245	Room 207	Elaine Dean		Federal Programs & Pre K Assistant/Tech Specialist	9317293391	UC Enhanced	Standard
	2247	SIP-T43U PoE		2247	Room 201	Craig Shelton		Technology Specialist/District Webmaster	9317293391	UC Enhanced	Standard
	2248	SIP-T43U PoE		2248	Room 202	Christy McManus		District Instructional Coach	9317293391	UC Enhanced	Standard
	2251	SIP-T43U PoE		2251	Room 205	Kathy Dick			9317293391	UC Enhanced	Standard
	2254	SIP-T43U PoE		2254	Room 204	Angie Osborne		CTE Grant Manager	9317293391	UC Enhanced	Standard
	2255	SIP-T43U PoE		2255	Room 208	Mike Elkins		Business Operations Officer	9317293391	UC Enhanced	Standard
	2256	SIP-T43U PoE		2256	Room 101	Extra Phone			9317293391	UC Enhanced	Standard
	2317	SIP-T43U PoE		2317	Room 108	Cissy Fitts		Nutrition Assistant	9317293391	UC Enhanced	Standard
	2525	SIP-T43U PoE		2525	Room 208	Derek Newsom		ESSER Grant Manager	9317293391	UC Enhanced	Standard
	2257	SIP-T43U PoE		-		John Mullins		Director of Schools	9317293391	UC Enhanced	Standard
9317295406	2258	SIP-T43U PoE		-		Angie Manor		Secondary Curriculum Supervisor	9317295406	UC Enhanced	Standard
9317297730	2259	SIP-T43U PoE		-		Tonya Daugherty		Coordinated School Health Assistant Director	9317297730	UC Enhanced	Standard
	2260	SIP-T43U PoE		-		Kara Hobbs		Coordinated School Health Director	9317297730	UC Enhanced	Standard

COAM - Customer-owned and Managed

Hickman Co ENA Communication Estimate Summary (4) HCS_LEA Cut Sheet



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 3
 Organization Type: Education - SP

Installation Site
 Site Name: Hickman Co Sr High School
 1645 Bulldog Blvd
 Site Address: Centerville, TN 37033
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description	One-time	Monthly	Quantity	Total	
				One-time	Monthly

SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	3		\$0.75

Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	2		\$50.00

Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals

Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	80		\$320.00
Essential+ Mobile, UC Client App, Mobile-ONLY Enhancement (includes unlimited minutes)		\$7.00	1		\$7.00
Enhanced (includes unlimited minutes)		\$10.50	6		\$63.00
Auto Attendant		\$12.00	1		\$12.00

Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
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Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		87	\$3,480.00	

Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)			ICB		\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	

IP Handsets and ATA's - device models and pricing subject to change⁹; price includes configuration and testing

Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		76	\$3,800.00	
Yealink SIP-T33G or equivalent	\$70.00		5	\$350.00	
Yealink SIP-T43U or equivalent	\$100.00		5	\$500.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	

Accessory Items - device models and pricing subject to change⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
Optional Suspended-ceiling Tile Support Bracket for Algo 8188 SIP Ceiling Speaker	\$65.00		114	\$7,410.00	

Unified Communications Notification Services

Notification Controllers					
Bell Scheduler - requires purchase of Zayo Algo 8301		\$25.00	1		\$25.00
Peripheral device - assigned to all Zayo Algo SIP devices in receiver-only mode, allowing participation in one or more of the controller functions above.		\$0.25	131		\$32.75

Power-over-Ethernet SIP Notification Devices - device models and pricing are subject to change⁹ (no AC-power adapter option available)					
Algo 8180 SIP Audio Alerter, Paging or Hands-free Intercom Device (Gen 2)	\$355.00		5	\$1,775.00	
Algo 8186 SIP Indoor/Outdoor Paging Horn	\$465.00		12	\$5,580.00	
Algo 8188 SIP Ceiling Speaker, Paging or Hands-free Intercom Device	\$445.00		114	\$50,730.00	
Algo 8301 Bell Scheduler	\$375.00		1	\$375.00	

Configuration of Notification Services (Required with Bell Scheduler, Pre-recorded Announcements/Tones or multi-zoned, paging-only deployments.

Optional for single-zoned, paging-only deployments where customer will install and configure themselves)					
81 or more SIP Notification Devices - configuration of zones, announcements, or bell scheduler	\$1,250.00		1	\$1,250.00	

Notification Add-on Services					
On-site, SIP Notification Device Installation ¹¹ - may require additional quote and scope of work				\$16,500.00	

Installation Site Name:

Address:
City, ST ZIP

Hickman Co Sr High School

1645 Bulldog Blvd
Centerville, TN 37033

Installation Date:

Installation Vendor:

Installation Contact Information:

Installation Number Prefix:

Telephone Number	New Extension#	Telephone Type	Site Cat.	Old Extension#	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	VoiceMail Type
9317292616	8799	Auto AttnDnt		*		HCHS AA		AA answers 24/7	9317292616	Auto Attendant	None
	8500	SIP-T46U PoE	1	221	Room 200	Lena Frazier		Attendance Secretary	9317292616	UC Enhanced	Standard
	8501	SIP-T43U PoE		230	Room 201	Sheila Plunkett		Bookkeeper	9317292616	UC Enhanced	Standard
	8502	SIP-T43U PoE		225	Room 203	HCHS ConfRoom			9317292616	UC Enhanced	None
	8503	SIP-T43U PoE		223	Room 204	Ronnie Brewer		Principal	9317292616	UC Enhanced	Standard
	8504	SIP-T43U PoE		244	Room 205	Robyn Emerson		Asst. Principal	9317292616	UC Enhanced	Standard
	8505	SIP-T43U PoE		242	Room 209	Jenny Webber		Guidance Secretary	9317292616	UC Enhanced	Standard
	8506	SIP-T33G PoE		269	Room 212	Suzanne Lewis		School Counselor	9317292616	UC Essential	Standard
	8507	SIP-T33G PoE		270	Room 214	Amber Warren		School Counselor	9317292616	UC Essential	Standard
	8508	SIP-T33G PoE		271	Room 218	Jennifer Turpin		Career Counselor	9317292616	UC Essential	Standard
	8509	SIP-T31G PoE		280	Room 101	Jennifer Allman		Art Teacher	9317292616	UC Essential	Standard
	8510	SIP-T31G PoE		227	Room 103	HCHS Band		Band	9317292616	UC Essential	Standard
	8511	SIP-T31G PoE		222	Room 104	Levi Griego		Special Education Teacher	9317292616	UC Essential	Standard
	8512	SIP-T31G PoE		238	Room 105	HCHS JROTC			9317292616	UC Essential	Standard
	8513	SIP-T31G PoE		283	Room 106	Robert Brewer			9317292616	UC Essential	Standard
	8514	SIP-T31G PoE		245	Room 107	Barbara Brooks		Technology	9317292616	UC Essential	Standard
	8515	SIP-T31G PoE		234	Room 108	Emily Cross		Cosmetology Teacher	9317292616	UC Essential	Standard
	8516	SIP-T31G PoE		281	Room 109	Raven Davidson		Family & Consumer Sciences Teacher	9317292616	UC Essential	Standard
	8517	SIP-T31G PoE		277	Room 109	Eric Istre		Alt School	9317292616	UC Essential	Standard
	8518	SIP-T31G PoE		246	Room 115	HCHS_Alt Michelle		Alt. School	9317292616	UC Essential	Standard
	8519	SIP-T31G PoE		247	Room 120	HCHS_Alt Tracy		Alt. School	9317292616	UC Essential	Standard
	8520	SIP-T31G PoE		*	Teacher Work Area	HCHS TWA			9317292616	UC Essential	Standard
	8521	SIP-T31G PoE		*	Room 130	HCHS Room 130			9317292616	UC Essential	Standard
	8522	SIP-T31G PoE		*	Room 133	HCHS Room 133			9317292616	UC Essential	Standard
	8523	SIP-T31G PoE		*	Room 134	HCHS Room 134			9317292616	UC Essential	Standard
	8524	SIP-T31G PoE		*	Room 135	HCHS Room 135			9317292616	UC Essential	Standard
	8525	SIP-T31G PoE		*	Room 136	HCHS Room 136			9317292616	UC Essential	Standard
	8526	SIP-T31G PoE		*	Room 137	HCHS Room 137			9317292616	UC Essential	Standard
	8527	SIP-T31G PoE		*	Room 138	HCHS Room 138			9317292616	UC Essential	Standard
	8528	SIP-T31G PoE		*	Room 144	HCHS Room 144			9317292616	UC Essential	Standard
	8529	SIP-T31G PoE		*	Room 145	HCHS Room 145			9317292616	UC Essential	Standard
	8530	SIP-T31G PoE		*	Room 146	HCHS Room 146			9317292616	UC Essential	Standard
	8531	SIP-T31G PoE		*	Room 147	HCHS Room 147			9317292616	UC Essential	Standard
	8532	SIP-T31G PoE		*	Room 148	HCHS Room 148			9317292616	UC Essential	Standard
	8533	SIP-T31G PoE		*	Room 149	HCHS Room 149			9317292616	UC Essential	Standard

Telephone Number	New Extension#	Telephone Type	Side Car	Old Extension#	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	VoiceMail Type
	8534	SIP-T31G PoE		-	Room 150	HCHS Room 150			9317292616	UC Essential	Standard
	8535	SIP-T31G PoE		+	Room 151	HCHS Room 151			9317292616	UC Essential	Standard
	8536	SIP-T31G PoE		+	Room 152	HCHS Room 152			9317292616	UC Essential	Standard
	8537	SIP-T31G PoE		+	Room 157	HCHS Room 157			9317292616	UC Essential	Standard
	8538	SIP-T31G PoE		+	Room 222	HCHS Room 222			9317292616	UC Essential	Standard
	8539	SIP-T31G PoE		+	Room 225	HCHS Room 225			9317292616	UC Essential	Standard
	8540	SIP-T31G PoE		+	Room 226	HCHS Room 226			9317292616	UC Essential	Standard
	8541	SIP-T31G PoE		-	Room 228	HCHS Room 228			9317292616	UC Essential	Standard
	8542	SIP-T33G PoE		276	Room 241	Brian Buttrey		ISS	9317292616	UC Essential	Standard
	8543	SIP-T31G PoE		226	Room 242	Tabby Plunkett		Library Media Specialist	9317292616	UC Essential	Standard
	8544	SIP-T31G PoE		228	Room 243	Amanda Saunders		Advise TN	9317292616	UC Essential	Standard
	8545	SIP-T31G PoE		229	Room 244	Pam Graham		Cafeteria Manager	9317292616	UC Essential	Standard
	8546	SIP-T31G PoE		231	Room 245	HCHS SRO			9317292616	UC Essential	Standard
	8547	SIP-T31G PoE		232	Room 246	Ginni Smith		School Nurse	9317292616	UC Essential	Standard
	8548	SIP-T33G PoE		248	Room 247	DJ Key		Athletic Director	9317292616	UC Essential	Standard
	8549	SIP-T31G PoE		-	Room 310	HCHS Room 310			9317292616	UC Essential	Standard
	8550	SIP-T31G PoE		+	Room 311	HCHS Room 311			9317292616	UC Essential	Standard
	8551	SIP-T31G PoE		+	Room 314	HCHS Room 314			9317292616	UC Essential	Standard
	8552	SIP-T31G PoE		+	Room 315	HCHS Room 315			9317292616	UC Essential	Standard
	8553	SIP-T31G PoE		+	Room 316	HCHS Room 316			9317292616	UC Essential	Standard
	8554	SIP-T31G PoE		+	Room 318	HCHS Room 318			9317292616	UC Essential	Standard
	8555	SIP-T31G PoE		+	Room 323	HCHS Room 323			9317292616	UC Essential	Standard
	8556	SIP-T31G PoE		-	Room 330	HCHS Room 330			9317292616	UC Essential	Standard
	8557	SIP-T31G PoE		+	Room 332	HCHS Room 332			9317292616	UC Essential	Standard
	8558	SIP-T31G PoE		+	Room 334	HCHS Room 334			9317292616	UC Essential	Standard
	8559	SIP-T31G PoE		+	Room 336	HCHS Room 336			9317292616	UC Essential	Standard
	8560	SIP-T31G PoE		+	Room 339	HCHS Room 339			9317292616	UC Essential	Standard
	8561	SIP-T31G PoE		+	Room 343	HCHS Room 343			9317292616	UC Essential	Standard
	8562	SIP-T31G PoE		+	Room 501	HCHS Room 501			9317292616	UC Essential	Standard
	8563	SIP-T31G PoE		-	Room 509	HCHS Room 509			9317292616	UC Essential	Standard
	8564	SIP-T31G PoE		+	Room 510	HCHS Room 510			9317292616	UC Essential	Standard
	8565	SIP-T31G PoE		+	Room 516	HCHS Room 516			9317292616	UC Essential	Standard
	8566	SIP-T31G PoE		+	Room 517	HCHS Room 517			9317292616	UC Essential	Standard
	8567	SIP-T31G PoE		+	Room 519	HCHS Room 519			9317292616	UC Essential	Standard
	8568	SIP-T31G PoE		+	Room 521	HCHS Room 521			9317292616	UC Essential	Standard
	8569	SIP-T31G PoE		+	Room 531	HCHS Room 531			9317292616	UC Essential	Standard
	8570	SIP-T31G PoE		+	Room 533	HCHS Room 533			9317292616	UC Essential	Standard
	8571	SIP-T31G PoE		-	Room 533	HCHS Room 533			9317292616	UC Essential	Standard
	8572	SIP-T31G PoE		+	Room 540	HCHS Room 540			9317292616	UC Essential	Standard
	8573	SIP-T31G PoE		+	Room 542	HCHS Room 542			9317292616	UC Essential	Standard

Telephone Number	New Extension#	Telephone Type	Side Cat	Old Extension#	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	VoiceMail Type
	8574	SIP-T31G PoE		*	Room 547	HCHS Room 547			9317292616	UC Essential	Standard
	8575	SIP-T31G PoE		*	Room 603	HCHS Room 603			9317292616	UC Essential	Standard
	8576	SIP-T31G PoE		*	Room 604	HCHS Room 604			9317292616	UC Essential	Standard
	8577	SIP-T31G PoE		*	Room 604	HCHS Room 604			9317292616	UC Essential	Standard
	8578	SIP-T31G PoE		*	Room 701	HCHS Room 701			9317292616	UC Essential	Standard
	8579	SIP-T31G PoE		*	Room 704	HCHS Room 704			9317292616	UC Essential	Standard
	8580	SIP-T31G PoE		*	Room 705	HCHS Room 705			9317292616	UC Essential	Standard
	8581	SIP-T31G PoE		*	Room 706	HCHS Room 706			9317292616	UC Essential	Standard
	8582	SIP-T31G PoE		*	Room 707	HCHS Room 707			9317292616	UC Essential	Standard
	8583	SIP-T31G PoE		*	Room 709	HCHS Room 709			9317292616	UC Essential	Standard
	8584	SIP-T31G PoE		*	Room 710	HCHS Room 710			9317292616	UC Essential	Standard
	8585	SIP-T31G PoE		*	Room 711	HCHS Room 711			9317292616	UC Essential	Standard
	8586	SIP-T31G PoE		*	Room 713	HCHS Room 713			9317292616	UC Essential	Standard
9317290256	*	COAM Fax		*		HCHS Main Fax			9317290256	Fax	None
9317292925	*	COAM Fax		*		HCHS Guild_Fax			9317292925	Fax	None
9317293594	*	Avail TN PORT		*		HCHS CO_Line_02				Addl TN	
9317293595	*	Avail TN PORT		*		HCHS CO_Line_03				Addl TN	
9317293844	*	Avail TN PORT		*		CDC Class		Please advise on location/telephone where this telephone number rings		Addl TN	
	8798	8301 Scheduler		*	MDF	HCHS PMSws-MDF-001			9317292616	UC SIP Paging w/Scheduler	None
	*	8188 SIP Ceiling		*	Main Entry Lobby	HCHS CMS-HLWY-LBBY1			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Front Office Lobby	HCHS CMS-HLWY-LBBY2			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Main Office	HCHS CMS-RCPT-001			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Library	HCHS CMS-LBRY-001			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Teacher Workroom	HCHS CMS-TWRM-001			9317292616	UC SIP Peripheral	None
	*	8186 SIP Horn		*	Gymnasium	HCHS WMH-GYM-001			9317292616	UC SIP Peripheral	None
	*	8186 SIP Horn		*	Gymnasium	HCHS WMH-GYM-002			9317292616	UC SIP Peripheral	None
	*	8180 SIP Speaker		*	Auditorium	HCHS WMS-AUD-001			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Auditorium	HCHS CMS-HLWY-A01			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Auditorium	HCHS CMS-HLWY-A02			9317292616	UC SIP Peripheral	None
	*	8180 SIP Speaker		*	Auditorium	HCHS WMS-AUD-002			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Auditorium	HCHS CMS-HLWY-A03			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Auditorium	HCHS CMS-HLWY-A04			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Auditorium	HCHS CMS-HLWY-A05			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Gym	HCHS CMS-HLWY-G01			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Gym	HCHS CMS-HLWY-G02			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Gym	HCHS CMS-HLWY-G03			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Gym	HCHS CMS-HLWY-G04			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Gym	HCHS CMS-HLWY-G05			9317292616	UC SIP Peripheral	None
	*	8180 SIP Speaker		*	Kitchen	HCHS WMS-KTCN-001			9317292616	UC SIP Peripheral	None
	*	8180 SIP Speaker		*	Cafeteria	HCHS WMS-CAFE-001i			9317292616	UC SIP Peripheral	None

COAM - Customer-owned and Managed

Hickman Co ENA Communication Estimate Summary (4) HCHS Cut Sheet

Telephone Number	New Extension#	Telephone Type	Side Car	Old Extension#	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	Voicemail Type
	-	8180 SIP Speaker		-	Cafeteria	HCHS WMS-CAFE-001ii			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 130	HCHS CMS-CLRM-130			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 130	HCHS CMS-HLWY-130			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 133	HCHS CMS-CLRM-133			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 133	HCHS CMS-HLWY-133			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 134	HCHS CMS-CLRM-134			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 135	HCHS CMS-CLRM-135			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 135	HCHS CMS-HLWY-135			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 136	HCHS CMS-CLRM-136			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 137	HCHS CMS-CLRM-137			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 137	HCHS CMS-HLWY-137			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 138	HCHS CMS-CLRM-138			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 144	HCHS CMS-CLRM-144			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 145	HCHS CMS-CLRM-145			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 146	HCHS CMS-CLRM-146			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 147	HCHS CMS-CLRM-147			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 147	HCHS CMS-HLWY-147			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 148	HCHS CMS-CLRM-148			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 149	HCHS CMS-CLRM-149			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 149	HCHS CMS-HLWY-149			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 150	HCHS CMS-CLRM-150			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 150	HCHS CMS-HLWY-150			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 151	HCHS CMS-CLRM-151			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 151	HCHS CMS-HLWY-151			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 152	HCHS CMS-CLRM-152			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 152	HCHS CMS-HLWY-152			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 157	HCHS CMS-CLRM-157			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 222	HCHS CMS-CLRM-222			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 222	HCHS CMS-HLWY-222			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 225	HCHS CMS-CLRM-225			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 226	HCHS CMS-CLRM-226			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 226	HCHS CMS-HLWY-226			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 228	HCHS CMS-CLRM-228			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 228	HCHS CMS-HLWY-228			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 241	HCHS CMS-CLRM-241			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 241	HCHS CMS-HLWY-241			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 310	HCHS CMS-CLRM-310			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 310	HCHS CMS-HLWY-310			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Room 311	HCHS CMS-CLRM-311			9317292616	UC SIP Peripheral	None
	-	8188 SIP Ceiling		-	Hallway near Rm 311	HCHS CMS-HLWY-311i			9317292616	UC SIP Peripheral	None

Telephone Number	New Extension#	Telephone Type	Side Car	Old Extension#	Location/Room	User Name	Working (Y/N)	Notes/Comments	Caller ID	Feature Package	VoiceMail Type
	*	8188 SIP Ceiling		*	Hallway near Rm 311	HCHS CMS-HLWY-311ii			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 311	HCHS CMS-HLWY-311iii			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 314	HCHS CMS-CLRM-314			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 314	HCHS CMS-HLWY-314			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 315	HCHS CMS-CLRM-315			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 315	HCHS CMS-HLWY-315			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 316	HCHS CMS-CLRM-316			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 318	HCHS CMS-CLRM-318			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 323	HCHS CMS-CLRM-323			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 323	HCHS CMS-HLWY-323			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 323	HCHS CMS-HLWY-323			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 330	HCHS CMS-CLRM-330			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 330	HCHS CMS-HLWY-330			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 332	HCHS CMS-CLRM-332			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 334	HCHS CMS-CLRM-334			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 334	HCHS CMS-HLWY-334			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 336	HCHS CMS-CLRM-336			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 336	HCHS CMS-HLWY-336			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 339	HCHS CMS-CLRM-339			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 339	HCHS CMS-HLWY-339			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 343	HCHS CMS-CLRM-343			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 343	HCHS CMS-HLWY-343			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 424	HCHS CMS-HLWY-424			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 501	HCHS CMS-CLRM-501			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 509	HCHS CMS-CLRM-509			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 510	HCHS CMS-CLRM-510			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 510	HCHS CMS-HLWY-510			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 516	HCHS CMS-CLRM-516			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 517	HCHS CMS-CLRM-517			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 517	HCHS CMS-HLWY-517			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 519	HCHS CMS-CLRM-519			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 521	HCHS CMS-CLRM-521			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 531	HCHS CMS-CLRM-531			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 531	HCHS CMS-HLWY-531			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 533	HCHS CMS-CLRM-533			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 533	HCHS CMS-CLRM-533			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 533	HCHS CMS-HLWY-533			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 540	HCHS CMS-CLRM-540			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Hallway near Rm 540	HCHS CMS-HLWY-540			9317292616	UC SIP Peripheral	None
	*	8188 SIP Ceiling		*	Room 542	HCHS CMS-CLRM-542			9317292616	UC SIP Peripheral	None



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: Hickman Co Middle School
 1639 Bulldog Blvd
 Site Address: Centerville, TN 37033
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description	One-time	Monthly	Quantity	Total	
				One-time	Monthly

SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	2		\$0.50

Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00

Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals

Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	6		\$24.00
Essential+ Mobile, UC Client App, Mobile-ONLY Enhancement (includes unlimited minutes)		\$7.00	1		\$7.00
Enhanced (includes unlimited minutes)		\$10.50	4		\$42.00
Auto Attendant		\$12.00	1		\$12.00

Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
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Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		11	\$440.00	

Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	

IP Handsets and ATA's - device models and pricing subject to change⁹; price includes configuration and testing

Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		6	\$300.00	
Yealink SIP-T33G or equivalent	\$70.00		1	\$70.00	
Yealink SIP-T43U or equivalent	\$100.00		3	\$300.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	

Accessory Items - device models and pricing subject to change ⁸					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	

Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ³ may require adapter purchase		\$15.00	1		\$15.00



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: East Hickman High School
 7700 Highway 7
 Site Address: Lyles, TN 37098
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description	One-time	Monthly	Quantity	Total	
				One-time	Monthly
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00
Desktop Fax (includes faxing from the desktop for up to 5 email addresses per fax number. No support for connecting a fax machine)		\$10.00	1		\$10.00

Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals

Interconnected VoIP Extension Types

Essential (includes unlimited minutes)		\$4.00	81		\$324.00
Enhanced (includes unlimited minutes)		\$10.50	10		\$105.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	

Add-on Services

On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		92	\$3,680.00	
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Configuration and Engineering Consulting

Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	

IP Handsets and ATA's - device models and pricing subject to change⁹; price includes configuration and testing

Power-over-Ethernet Handsets (no AC-power adapter included)

Yealink SIP-T31G or equivalent	\$50.00		71	\$3,550.00	
Yealink SIP-T33G or equivalent	\$70.00		11	\$770.00	
Yealink SIP-T43U or equivalent	\$100.00		8	\$800.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	

AC-Powered Handsets (can use PoE or the included AC-power adapter)

Yealink W76P DECT IP Phone System (W56H Handset and W70B Base Station)	\$160.00		1	\$160.00	
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Accessory Items - device models and pricing subject to change⁹

Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
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Unified Communications Notification Services

Notification Controllers

Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ⁵ may require adapter purchase		\$15.00	1		\$15.00
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Installation Site Name:

East Hickman High School

Address:

7700 Highway 7

City, ST ZIP

Lyles, TN 37098

Installation Date:

Installation Vendor:

Installation Contact Information:

Installation Number Prefix:

Telephone Number	New Extension	Telephone Type	Site Use	Old Extension	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	VoiceMail Type
9316701366	8399	Auto AttnDnt		*		EHHS AA		AA answers 24/7	9316701366	Auto Attendant	None
	8200	SIP-T46U PoE	1	200	Room 200	Lisa Gordon		Secretary	9316701366	UC Enhanced	Standard
	8201	SIP-T43U PoE		201	Room 201	Missy Collins		Attendance	9316701366	UC Enhanced	Standard
	8203	SIP-T43U PoE		203	Room 203	Office Conference Room			9316701366	UC Enhanced	None
	8204	SIP-T43U PoE		204	Room 204	Kimberly Williams		Principal	9316701366	UC Enhanced	Standard
	8205	SIP-T43U PoE		205	Room 205	Colin Henson		Asst Principal	9316701366	UC Enhanced	Standard
	8209	SIP-T43U PoE		209	Room 209	Madison Meadows		Advise TN Counselor	9316701366	UC Enhanced	Standard
	8212	SIP-T43U PoE		212	Room 212	Kim McCaleb		Nurse	9316701366	UC Enhanced	Standard
	8214	SIP-T43U PoE		214	Room 214	Mollie Clark		Bookkeeper	9316701366	UC Enhanced	Standard
	8218	SIP-T31G PoE		218	Room 218	Beth Robinson		SPED	9316701366	UC Essential	Standard
	8241	SIP-T43U PoE		241	Room 241	Tina Tidwell		Counseling Secretary	9316701366	UC Enhanced	Standard
	8242	SIP-T33G PoE		242	Room 242	ECHS Room 242			9316701366	UC Essential	Standard
	8243	SIP-T33G PoE		243	Room 243	Lisa Williams		ISS	9316701366	UC Essential	Standard
	8244	SIP-T33G PoE		244	Room 244	Guidance Conference Room		Room 242	9316701366	UC Essential	None
	8245	SIP-T33G PoE		245	Room 245	Brittany Gilbert		Counselor A-K	9316701366	UC Essential	Standard
	8246	SIP-T33G PoE		246	Room 246	Aaron Saunders		Counselor L-Z	9316701366	UC Essential	Standard
	8247	SIP-T33G PoE		247	Room 247	Aaron Taylor		Athletic Director	9316701366	UC Essential	Standard
	8101	SIP-T31G PoE		101	Room 101	Auditorium Control Room			9316701366	UC Essential	None
	8103	SIP-T31G PoE		103	Room 103	Ernesto Rosa		Theatre	9316701366	UC Essential	Standard
	8104	SIP-T31G PoE		104	Room 104	Greg Gunther		Band	9316701366	UC Essential	Standard
	8105	SIP-T31G PoE		105	Room 105	Greg Gunther		Choir	9316701366	UC Essential	Standard
	8106	SIP-T31G PoE		106	Room 106	SPED SRO		SPED and SRO	9316701366	UC Essential	Standard
	8107	SIP-T31G PoE		107	Room 107	Samantha Avery		Art/Office needs phone on desk	9316701366	UC Essential	Standard
	8108	SIP-T31G PoE		108	Room 108	Cafe Teachers Lounge		needs phone	9316701366	UC Essential	None
	8109	SIP-T33G PoE		109	Room 109	Cafeteria Office			9316701366	UC Enhanced	Standard
		W76P		109	Room 109	Cafeteria Cordless		will register on x8109	9316701366	No License Required	None
	8115	SIP-T31G PoE		115	Room 115	Cullen Homolka		PE	9316701366	UC Essential	Standard
	8120	SIP-T31G PoE		120	Room 120	Todd Collins		CTE - Mechatronics	9316701366	UC Essential	Standard
	8122	SIP-T31G PoE		122	Room 122	Emily Cross		CTE - Cosmetology	9316701366	UC Essential	Standard
	8123	SIP-T31G PoE		123	Room 123	Multi-Purpose Room			9316701366	UC Essential	Standard
	8124	SIP-T31G PoE		124	Room 124	Emily Cross		CTE - Cosmetology	9316701366	UC Essential	None
	8125	SIP-T31G PoE		125	Room 125	CTE Workroom		CTE - Teacher workroom	9316701366	UC Essential	None
	8127	SIP-T31G PoE		127	Room 127	Charlotte Boehms		CTE - Culinary	9316701366	UC Essential	Standard
	8128	SIP-T31G PoE		128	Room 128	Myles Williams		CTE - Agriculture/Office	9316701366	UC Essential	Standard
	8130	SIP-T31G PoE		130	Room 130	Todd Collins		CTE - Automechanics Shop	9316701366	UC Essential	Standard

COAM - Customer-owned and Managed

Hickman Co ENA Communication Estimate Summary (4) EHHS Cut Sheet

Telephone Number	New Extension#	Telephone Type	Side Car	Old Extension#	Location/ Room	User Name	Working (Y/N)	Notes/ Comments	Caller ID	Feature Package	Voicemail Type
	8131	SIP-T31G PoE		131	Room 131	Todd Collins		CTE - Mechatronics/Automechanics Classroom	9316701366	UC Essential	Standard
	8132	SIP-T31G PoE		132	Room 100	Maintenance Room		Maintenance Room #100	9316701366	UC Essential	Standard
	8134	SIP-T31G PoE		134	Room 134	Wesley Whitaker		CTE - Construction	9316701366	UC Essential	Standard
	8135	SIP-T31G PoE		135	Room 135	Myles Williams		CTE - Agriculture	9316701366	UC Essential	Standard
	8136	SIP-T31G PoE		136	Room 136	Robert Brewer		CTE - HVAC	9316701366	UC Essential	Standard
	8137	SIP-T31G PoE		137	Room 137	Cynthia Morgan		CTE - Business	9316701366	UC Essential	Standard
	8138	SIP-T31G PoE		138	Room 138	Harlow Carter		CTE - Welding and JTG	9316701366	UC Essential	Standard
	8140	SIP-T31G PoE		140	Room 140	Weight Room - Gym		needs phone	9316701366	UC Essential	Standard
	8148	SIP-T31G PoE		148	Room 148	Softball Locker Room			9316701366	UC Essential	Standard
	8149	SIP-T31G PoE		149	Room 149	Baseball Locker Room			9316701366	UC Essential	Standard
	8150	SIP-T31G PoE		*	Room 1495	Weight Room - Athletic		needs phone	9316701366	UC Essential	Standard
	8151	SIP-T31G PoE		*	PLC/PD Room	PLC PD Room		needs phone	9316701366	UC Essential	Standard
	8219	SIP-T31G PoE		219	Room 219	Sarah Delaney		Math Coach	9316701366	UC Essential	Standard
	8220	SIP-T31G PoE		220	Room 220	Jayden Malugin		SAILS/Bridge	9316701366	UC Essential	Standard
	8225	SIP-T31G PoE		225	Room 225	Shannon Proffitt		Math	9316701366	UC Essential	Standard
	8226	SIP-T31G PoE		226	Room 226	Alice Guardo		Math	9316701366	UC Essential	Standard
	8228	SIP-T31G PoE		228	Room 228	Robyn Emerson		Biology/Ecology/Future Teachers	9316701366	UC Essential	Standard
	8229	SIP-T31G PoE		229	Room 229	Demetria Worley		Math	9316701366	UC Essential	Standard
	8230	SIP-T31G PoE		230	Room 230	Bonnie Keiley		Health Science	9316701366	UC Essential	Standard
	8231	SIP-T31G PoE		231	Room 231	Leanna McCaleb		Biology/Physics/A&P	9316701366	UC Essential	Standard
	8232	SIP-T31G PoE		232	Room 232	Nikki Booth		Biology	9316701366	UC Essential	Standard
	8233	SIP-T31G PoE		233	Room 233	Dana Cook		Chemistry	9316701366	UC Essential	Standard
	8235	SIP-T31G PoE		235	Room 235	Dana Cook		Chemistry/Lab	9316701366	UC Essential	Standard
	8236	SIP-T31G PoE		236	Room 236	Robyn Emerson		Biology/Ecology/Future Teachers/Lab	9316701366	UC Essential	Standard
	8238	SIP-T31G PoE		238	Room 238	Math Workroom			9316701366	UC Essential	None
	8239	SIP-T31G PoE		239	Room 239	Greg Matney		Math	9316701366	UC Essential	Standard
	8240	SIP-T31G PoE		240	Room 240	Multi-Purpose Computer Lab			9316701366	UC Essential	None
	8250	SIP-T33G PoE		250	Room 250	Andrea Furkins		Cheer Office	9316701366	UC Essential	Standard
	8251	SIP-T33G PoE		251	Room 251	Jack Harlow		Coaches Office	9316701366	UC Essential	Standard
	8252	SIP-T33G PoE		252	Room 252	Dick Collins		Coaches and GIVE Grant Office	9316701366	UC Essential	Standard
	8253	SIP-T31G PoE		253	Room 253	Evans Alexa		Psychometrists	9316701366	UC Essential	Standard
	8257	SIP-T31G PoE		257	Room 257	Scott Angell		Spanish	9316701366	UC Essential	Standard
	8260	SIP-T31G PoE		260	Room 260	Holt Robinson		SPED	9316701366	UC Essential	Standard
	8261	SIP-T31G PoE		261	Room 261	Aware Team			9316701366	UC Essential	Standard
	8262	SIP-T31G PoE		262	Room 262	Amy Matney		SPED	9316701366	UC Essential	Standard
	8263	SIP-T31G PoE		263	Room 263	Shelly Patterson		SPED Assistant	9316701366	UC Essential	Standard
	8264	SIP-T31G PoE		264	Room 264	Chris Austin		U.S. History	9316701366	UC Essential	Standard
	8265	SIP-T31G PoE		265	Room 265	Multi-Purpose Therapy Room			9316701366	UC Essential	None
	8266	SIP-T31G PoE		266	Room 266	ELA Workroom			9316701366	UC Essential	Standard
	8268	SIP-T31G PoE		268	Room 268	Charles Thompson		Personal Finance/Economics	9316701366	UC Essential	Standard



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: East Hickman Middle School
 9414 E Eagle Dr
 Site Address: Lyles, TN 37098
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description				Total	
	One-time	Monthly	Quantity	One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	2		\$0.50
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	8		\$32.00
Essential+ Mobile, UC Client App, Mobile-ONLY Enhancement (includes unlimited minutes)		\$7.00	1		\$7.00
Enhanced (includes unlimited minutes)		\$10.50	4		\$42.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		13	\$520.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		9	\$450.00	
Yealink SIP-T43U or equivalent	\$100.00		3	\$300.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ⁵ may require adapter purchase		\$15.00	1		\$15.00



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: East Hickman Intermediate School
 5198 E Eagle Dr
 Site Address: Lyles, TN 37098
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description	One-time	Monthly	Quantity	Total	
				One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	3		\$0.75
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	7		\$28.00
Enhanced (includes unlimited minutes)		\$10.50	4		\$42.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		11	\$440.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		6	\$300.00	
Yealink SIP-T33G or equivalent	\$70.00		1	\$70.00	
Yealink SIP-T43U or equivalent	\$100.00		3	\$300.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ³ may require adapter purchase		\$15.00	1		\$15.00



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: East Hickman Elementary
 5191 Highway 100
 Site Address: Lyles, TN 37098
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description	One-time Monthly Quantity			Total	
	One-time	Monthly	Quantity	One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	2		\$0.50
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	9		\$36.00
Enhanced (includes unlimited minutes)		\$10.50	4		\$42.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		13	\$520.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		7	\$350.00	
Yealink SIP-T33G or equivalent	\$70.00		2	\$140.00	
Yealink SIP-T43U or equivalent	\$100.00		3	\$300.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ⁵ may require adapter purchase		\$15.00	1		\$15.00



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site

Site Name: Centerville Intermediate School
 110 Maryfield Ave
 Site Address: Centerville, TN 37033
 Contact:

Ship To Site

Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description				Total	
	One-time	Monthly	Quantity	One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	2		\$0.50
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	6		\$24.00
Essential+ Mobile, UC Client App, Mobile-ONLY Enhancement (includes unlimited minutes)		\$7.00	1		\$7.00
Enhanced (includes unlimited minutes)		\$10.50	6		\$63.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		13	\$520.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		5	\$250.00	
Yealink SIP-T33G or equivalent	\$70.00		2	\$140.00	
Yealink SIP-T43U or equivalent	\$100.00		5	\$500.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ⁵ may require adapter purchase		\$15.00	1		\$15.00



Communication Services Estimate

Service Attachment 1

Date Prepared: Monday, April 29, 2024
 Organization: Hickman

Form Number: 2
 Organization Type: Education - SP

Installation Site
 Site Name: Centerville Elementary
 104 Maryfield Ave
 Site Address: Centerville, TN 37033
 Contact:

Ship To Site
 Site Name: Hickman County LEA/ECR
 115 Murphree Ave
 Site Address: Centerville, TN 37033
 ATTN: Brad Gilbert

Term of Service Requested: Three (3) Years

* This is an estimate only and is subject to change. A firm quote will be provided once a more detailed analysis of requirements is documented and mutually confirmed *

Description			Quantity	Total	
	One-time	Monthly		One-time	Monthly
SIP Trunking Services - Includes 1,000 minutes of local and domestic LD ³ usage per channel or port per month					
Additional Telephone Numbers ²		\$0.25	2		\$0.50
Fax Services - Includes unlimited local and domestic LD ³ and either a new Zayo-assigned fax number or LNP of your existing fax number					
Fax ^{3,5} (includes one optional Fax-to-Email account and installation of an Zayo-provided ATA - One email address per fax number)		\$25.00	1		\$25.00
Unified Communications Services - All Unified Communications services include LNP and on-line management interfaces, both Administrator's and individual User Portals					
Interconnected VoIP Extension Types					
Essential (includes unlimited minutes)		\$4.00	9		\$36.00
Essential+ Mobile, UC Client App, Mobile-ONLY Enhancement (includes unlimited minutes)		\$7.00	1		\$7.00
Enhanced (includes unlimited minutes)		\$10.50	4		\$42.00
Auto Attendant		\$12.00	1		\$12.00
Configuration of Unified Communications Services (required per site) includes Basic Site Assessment ⁶ , Site Turn-up and Project Management	\$250.00		1	\$250.00	
Add-on Services					
On-site, Desktop Handset Installation ¹⁰ - minimum of 25 phones (price per phone)	\$40.00		14	\$560.00	
Configuration and Engineering Consulting					
Integration with Customer firewall (ICB based on Customer's network)		ICB			\$0.00
LAN/WAN/PBX integration with Customer premises systems (hourly rate)	\$225.00			\$0.00	
Extend Service Demarcation Point (hourly rate)	\$225.00			\$0.00	
Basic Extension Configuration or Change (available via Administrator's portal)	Included			\$0.00	
Virtual Extension Configuration (* NOT * available via Administrator's portal)	Included			\$0.00	
911 Configuration and changes	Included			\$0.00	
IP Handsets and ATA's - device models and pricing subject to change ⁹ ; price includes configuration and testing					
Power-over-Ethernet Handsets (no AC-power adapter included)					
Yealink SIP-T31G or equivalent	\$50.00		10	\$500.00	
Yealink SIP-T43U or equivalent	\$100.00		3	\$300.00	
Yealink SIP-T46U or equivalent	\$150.00		1	\$150.00	
Accessory Items - device models and pricing subject to change ⁹					
Yealink EXP43 Expansion Module (for Yealink SIP-T4xU models only)	\$100.00		1	\$100.00	
Unified Communications Notification Services					
Notification Controllers					
Analog Integration Extension - for Customer-provided Intercom/Paging/Door Locks ⁵ may require adapter purchase		\$15.00	1		\$15.00

Hickman County Board of Education
 Budget Amendment 35
 Fund 142 - Federal Programs
 June 3, 2024

Account	Description	Debit	Credit	Justification	
47141 - - - 101	Revenue	\$ 7,199.91		Budgeting Additional Revenues	
71100 - 429 - - 101	Instructional Supplies		\$ 7,199.91		
47189 - - - 201	Revenue	6,773.88		Budgeting Additional Revenues	
72210 - 499 - - 201	Other Supplies		6,773.88		
47147 - - - 401	Revenue	4,850.09		Budgeting Additional Revenues	
72210 - 499 - - 401	Other Supplies		4,850.09		
47401 - - - 933	Revenue	43,441.67		Bring ESSER 3 into agreement with approved ePlan revision	
71100 - 471 - - 933	Software		8,992.05		
71300 - 429 - - 933	Instructional Supplies	5,000.00			
71300 - 730 - - 933	Vocational Equipment	36,611.78			
72120 - 413 - - 933	Drugs & Medical Supplies	14,504.00			
72130 - 130 - - 933	Social Workers		10,770.00		
72130 - 201 - - 933	Social Security		665.00		
72130 - 204 - - 933	Retirement		875.00		
72130 - 207 - - 933	Medical Insurance		1,600.00		
72130 - 212 - - 933	Employer Medicare		160.00		
72210 - 105 - - 933	Supervisor		67,685.40		
72210 - 201 - - 933	Social Security		4,200.00		
72210 - 204 - - 933	Retirement		4,610.00		
72210 - 212 - - 933	Medicare		1,000.00		
72210 - 399 - - 933	Other Contracted Svc	1,000.00			
72230 - 524 - - 933	Inservice	5,000.00			
72250 - 307 - - 933	Communication		5,000.00		
	TOTALS	\$ 124,381.33	\$ 124,381.33		

Approved:

Attest:

Ronald Gammons

John Mullins

Resolution 24-01

Assignment Authority
GASB 54

BE IT RESOLVED by the Board of Education of Hickman County, Tennessee, assembled in regular session this 3rd day of June, 2024, that the Director of Schools shall have the authority to establish the amounts of funds that will be ASSIGNED for specific purposes for the fiscal year ended June 30, 2024.

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

Action: _____ Aye _____ Nay _____ Absent

Adopted:

Attest:

Closing out 2023-2024 Financial Books

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

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

Sample Motion

I authorize the Executive Committee, with guidance from our State Financial Consultant, Business Officer, Finance Office Director and Assistant Director, to close out the financial books, including budget amendments.

Hickman County Finance
FY 2025 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		142		Sub Fund : 010 Consolidated Admin	
Acct #	Acct Description			Budget Amount	
47141	Title 1 Grants To Local Educ Agencies			\$	183,362.00
72210	Regular Instruction Program				
105	Supervisor/Director				(91,337.00)
161	Secretary(s)				(39,898.00)
201	Social Security				(9,654.00)
204	State Retirement				(10,520.91)
207	Medical Insurance				(12,000.00)
336	Maintenance And Repair Services-Equipment				(3,000.00)
355	Travel				(5,000.00)
499	Other Supplies And Materials				(5,000.00)
524	Inservice				(3,000.00)
790	Other Equipment				(3,952.09)
Total	72210	Regular Instruction Program		\$	(183,362.00)
Total For Fund:		142	010 Consolidated Admin	0.00	

Fund :		142		Sub Fund : 101 Title I	
Acct #	Acct Description			Budget Amount	
47141	Title 1 Grants To Local Educ Agencies			\$	823,223.46
71100	Regular Instruction Program				
189	Other Salaries & Wages				(604,183.00)
198	Non-Certified Substitute Teachers				(4,000.00)
201	Social Security				(24,600.00)
204	State Retirement				(60,045.00)
207	Medical Insurance				(72,000.00)
429	Instructional Supplies And Materials				(23,163.23)
722	Regular Instruction Equipment				(4,000.00)
Total	71100	Regular Instruction Program		\$	(791,991.23)
72130	Other Student Support				
499	Other Supplies And Materials				(8,232.23)
599	Other Charges				(4,500.00)
Total	72130	Other Student Support		\$	(12,732.23)
72210	Regular Instruction Program				
336	Maintenance And Repair Services-Equipment				(7,500.00)
524	Inservice				(8,000.00)
Total	72210	Regular Instruction Program		\$	(15,500.00)
72710	Transportation				
599	Other Charges				(3,000.00)
Total	72710	Transportation		\$	(3,000.00)
Total	70000			\$	(823,223.46)
Total For Fund:		142	101 Title I	0.00	

Hickman County Finance
FY 2025 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		142		Sub Fund : 201 Title II		
Acct #	Acct Description			Budget Amount		
47189	Eisenhower Prof Development State Grants			\$ 136,933.49		
72210	Regular Instruction Program					
189	Other Salaries & Wages			(78,276.00)		
201	Social Security			(6,766.00)		
204	State Retirement			(8,525.00)		
207	Medical Insurance			(8,000.00)		
212	Employer Medicare			(1,300.00)		
355	Travel			(3,800.00)		
499	Other Supplies And Materials			(5,500.00)		
524	Inservice			(17,766.49)		
599	Other Charges			(7,000.00)		
Total	72210	Regular Instruction Program		\$ (136,933.49)		
Total For Fund:		142	201	Title II		0.00

Fund :		142		Sub Fund : 401 Title IV		
Acct #	Acct Description			Budget Amount		
47146	English Language Acquisition Grants			\$ 76,188.08		
72130	Other Student Support					
499	Other Supplies And Materials			(6,794.40)		
72210	Regular Instruction Program					
137	Other Salaries & Wages			(53,100.00)		
189	In-Service Training			(1,000.00)		
201	Social Security			(3,000.00)		
204	State Retirement			(3,000.00)		
207	Medical Insurance			(8,000.00)		
499	Other Supplies And Materials			(100.00)		
524	Inservice			(1,193.68)		
599	Other Charges					
Total	72210	Regular Instruction Program		\$ (76,188.08)		
Total For Fund:		142	401	Title IV		0.00

Hickman County Finance
FY 2025 - Consolidated Budget (Federal)
Placeholder Amounts

**Hickman County Finance
FY 2025 - Consolidated Budget (Federal)
Placeholder Amounts**

Fund :		142		Sub Fund : 901 IDEA Part B	
Acct #	Acct Description			Budget Amount	
47143	Special Education - Grants To States			\$	915,587.00
71200	Special Education Program				
163	Educational Assistants				(377,598.00)
189	Other Salaries & Wages				(20,000.00)
198	Non-Certified Substitute Teachers				(23,000.00)
201	Social Security				(26,076.60)
204	State Retirement				(47,050.52)
207	Medical Insurance				(71,000.00)
212	Employer Medicare				(6,148.93)
399	Other Contracted Services				(0.01)
429	Instructional Supplies And Materials				(0.01)
725	Special Education Equipment				(0.01)
Total	71200	Special Education Program		\$	(570,874.08)
72220	Special Education Program				
124	Phsyncological Personnel				(164,759.00)
131	Medical Personnel				(66,448.00)
161	Secretary(s)				(45,068.00)
201	Social Security				(17,129.03)
204	State Retirement				(22,302.82)
207	Medical Insurance				(25,000.00)
212	Employer Medicare				(4,006.00)
322	Evaluation and Testing				(0.01)
348	Postal Charges				(0.01)
355	Travel				(0.01)
399	Other Contracted Services				(0.01)
499	Other Supplies And Materials				(0.01)
790	Other Equipment				(0.01)
Total	72220	Special Education Program		\$	(344,712.91)
72710	Transportation				
313	Contracts with Parents			\$	(0.01)
Total	72710	Transportation		\$	(0.01)
Total	70000			\$	(915,587.00)
Total For Fund:		142	901 IDEA Part B		0.00

Hickman County Finance
FY 2025 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		142		Sub Fund : 911 IDEA Preschool	
Acct #	Acct Description			Budget Amount	
47145	Special Education Preschool Grants			\$ 28,633.00	
71200	Special Education Program				
163	Educational Assistants			(20,247.00)	
201	Social Security			(1,266.47)	
204	State Retirement			(2,419.00)	
207	Medical Insurance			(2,000.00)	
212	Employer Medicare			(296.00)	
499	Other Supplies And Materials			(2,000.00)	
725	Special Education Equipment			(404.52)	
Total	71200	Special Education Program		\$ (28,632.99)	
72220	Special Education Program				
399	Other Contracted Services			(0.01)	
Total	72220	Special Education Program		\$ (0.01)	
Total	70000			\$ (28,633.00)	
Total For Fund:		142	911 IDEA Preschool	0.00	

Hickman County Finance
FY 2025 - CTE Perkins Basic (Federal)
Placeholder Amounts

Fund :	142	Sub Fund :	801 CTE Perkins Basic	
Acct #		Acct Description		Budget Amount
47131		Vocational Educ - Basic Grants To States		\$ 72,450.56
71300		Career and Technical Education Program		
163		Educational Assistants		(18,568.80)
201		Social Security		(1,421.00)
204		State Retirement		(2,199.00)
207		Medical Insurance		(7,076.70)
499		Other Supplies And Materials		(8,000.00)
730		Vocational Instruction Equipment		(9,033.76)
Total	71300	Career and Technical		\$ (46,299.26)
72130		Other Student Support		
524	PD	Other Salaries & Wages		(6,000.00)
599		Other Charges		(6,000.00)
599	C	Other Charges		(8,500.00)
Total	72130	Other Student Support		\$ (20,500.00)
72230		Career and Technical Education Program		
162		Clerical Personnel		(2,063.00)
201		Social Security		(158.00)
204		State Retirement		(244.00)
207		Medical Insurance		(786.30)
Total	72230	Career and Technical		(3,251.30)
72710		Transportation		
146		Bus Driver		(2,400.00)
Total	72710	Transportation		(2,400.00)
Total	70000	Career and Technical		(72,450.56)
Total For Fund:	142	801 CTE Perkins Basic		0.00

Hickman County Board of Education
ATSI Grant
Federal Programs (Fund 142)
FY 2025 - Placeholder

Account	Description	Debit	Credit	Justification
47141 - - - 170	Revenue	\$75,000.00		
72210 - 189 - - 170	Other Salaries & Wages		51,436.00	ATSI 23 Grant in ePlan
72210 - 201 - - 170	Social Security		3,935.00	
72210 - 204 - - 170	State Retirement		4,629.00	
72210 - 524 - - 170	In-Service		7,500.00	
72250 - 790 - - 170	Other Equipment		4,000.00	
72410 - 499 - - 170	Other Supplies		3,500.00	
TOTALS		<u><u>\$75,000.00</u></u>	<u><u>\$75,000.00</u></u>	

Hickman County Schools
Proposed Differentiated Pay Plan
FY 2024-2025

Hard to Staff (School, Subject, or Placement)

Description

The district will offer a signing and/or retention bonus for hard to fill positions. For the 2024-2025 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary English, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers. Priority Areas: K-4 (Special Education, School Counselors, Principals), 5-8 (Math, Science, Reading/ELA, Special Education, School Counselors, Principals), 9-12 (Math, Science, Reading/ELA, Special Education, School Counselors, Principals, Foreign Language)

Eligibility Criteria

The district will offer a signing and/or retention bonus for hard to fill positions. For the 2024-2025 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers. Current teachers

Compensation Type and Size

Compensation Type: Bonus

Bonus Type: Signing/Recruitment

Compensation Amount: The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 December 2024 and one half on or about 1 May 2025. Amounts are negotiable from \$1,000.00 to \$5,000.00.

Estimated Cost \$84,000

Instructional Roles or Responsibilities

Description

Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.

Number of Unique Roles: 4 to 5

Eligibility Criteria

Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.

Compensation Type and Size

Mentors: Hourly \$37.50 per hour

Social Emotional Liaisons (8) x \$1,500.00

Estimated Cost \$55,000

Performance

Description

The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2023-2024 school year based on the LOE scores calculated in TNCompass.

Eligibility Criteria Eligible Teachers: Tested teachers

Eligibility Criteria: Level of overall effectiveness (LOE)

The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2023-2024 school year based on the LOE scores calculated in TNCompass.

Compensation will be given as a bonus on or about 1 December 2024. The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2023-2024 school year based on the LOE scores calculated in TNCompass. Compensation will be given as a bonus on or about 1 December 2024 with \$205,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00; level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00). Reach 185 Estimated Cost \$205,000

Education*

The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)

HICKMAN COUNTY SCHOOLS

FY 2025

Proposed June 3, 2024

CERTIFIED (Formerly BEP) SALARY SCHEDULE

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$45,860	\$48,175	\$49,829	\$51,152	\$53,687
1	\$46,632	\$48,727	\$51,593	\$52,916	\$55,451
2	\$47,404	\$49,719	\$52,585	\$53,577	\$56,664
3	\$47,514	\$49,939	\$52,695	\$53,798	\$56,884
4	\$47,624	\$50,270	\$52,805	\$53,908	\$57,105
5	\$47,845	\$50,821	\$53,577	\$54,349	\$57,325
6	\$48,947	\$52,254	\$54,128	\$54,900	\$57,546
7	\$49,608	\$52,585	\$54,900	\$55,672	\$58,648
8	\$49,939	\$52,805	\$55,561	\$56,333	\$59,861
9	\$50,380	\$53,467	\$56,002	\$56,995	\$60,963
10	\$50,821	\$54,018	\$56,554	\$57,436	\$62,286
11	\$51,924	\$56,664	\$58,207	\$59,420	\$63,609
12	\$52,254	\$57,656	\$58,869	\$60,081	\$64,050
13	\$52,475	\$57,766	\$58,979	\$60,522	\$64,381
14	\$52,695	\$57,876	\$59,199	\$60,743	\$65,704
15	\$52,916	\$58,097	\$59,640	\$61,294	\$66,034
16	\$55,010	\$60,081	\$61,955	\$63,940	\$68,570
17	\$56,113	\$60,743	\$62,617	\$64,932	\$69,893
18	\$56,223	\$60,853	\$62,948	\$65,593	\$70,775
19	\$56,443	\$60,963	\$63,058	\$65,924	\$70,885
20	\$56,554	\$61,073	\$64,050	\$66,475	\$71,877
21	\$58,317	\$62,948	\$65,814	\$68,239	\$73,751
22	\$58,428	\$63,058	\$66,034	\$68,570	\$73,972
23	\$58,538	\$63,168	\$66,144	\$68,680	\$74,192
24	\$58,648	\$63,278	\$66,255	\$68,790	\$74,412
25	\$58,869	\$63,388	\$66,365	\$68,900	\$74,633
26	\$58,979	\$63,609	\$66,475	\$69,011	\$74,853
27	\$59,199	\$63,719	\$66,585	\$69,231	\$75,184
28	\$59,310	\$63,829	\$66,696	\$69,341	\$75,405
29	\$59,420	\$63,940	\$66,806	\$69,452	\$75,625
30	\$60,081	\$64,270	\$67,467	\$69,893	\$77,499

**HICKMAN COUNTY SCHOOLS
FY 2025**

Proposed June 3, 2024

Principal Salaries

12 Month Employment			
Years Exp.	Elementary	Middle	High
0	\$ 82,262	\$ 85,552	\$ 88,842
1	\$ 85,787	\$ 89,218	\$ 92,649
2	\$ 85,787	\$ 89,218	\$ 92,649
3	\$ 85,787	\$ 89,218	\$ 92,649
4	\$ 85,787	\$ 89,218	\$ 92,649
5	\$ 85,787	\$ 89,218	\$ 92,649
6	\$ 88,725	\$ 92,273	\$ 95,822
7	\$ 88,725	\$ 92,273	\$ 95,822
8	\$ 88,725	\$ 92,273	\$ 95,822
9	\$ 88,725	\$ 92,273	\$ 95,822
10	\$ 88,725	\$ 92,273	\$ 95,822
11	\$ 91,075	\$ 94,718	\$ 98,361
12	\$ 91,075	\$ 94,718	\$ 98,361
13	\$ 91,075	\$ 94,718	\$ 98,361
14	\$ 91,075	\$ 94,718	\$ 98,361
15	\$ 93,426	\$ 97,162	\$ 100,899
Degree Supplement			
EdS	\$ 1,500	\$ 1,500	\$ 1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$ 2,500

**Hickman County Schools
FY 2025**

Proposed June 3, 2024

High School Assistant Principals - Salary Schedule

12 Month		
Years Exp.		
		Steps
0		\$79,911
1		\$83,351
2		\$83,351
3		\$83,351
4		\$83,351
5		\$83,351
6		\$86,217
7		\$86,217
8		\$86,217
9		\$86,217
10		\$86,217
11		\$88,510
12		\$88,510
13		\$88,510
14		\$88,510
15		\$90,803
Degree Supplement		
EdS	\$	1,500
PhD/EdD	\$	2,500

*11 Month Positions would be prorated

**HICKMAN COUNTY SCHOOLS
FY 2025**

Proposed June 3, 2024 (Certified Scale)

10 Month (K-8) Assistant Principals - Salary Schedule

Certified +\$5,000

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$50,860	\$53,175	\$54,829	\$56,152	\$58,687
1	\$51,632	\$53,727	\$56,593	\$57,916	\$60,451
2	\$52,404	\$54,719	\$57,585	\$58,577	\$61,664
3	\$52,514	\$54,939	\$57,695	\$58,798	\$61,884
4	\$52,624	\$55,270	\$57,805	\$58,908	\$62,105
5	\$52,845	\$55,821	\$58,577	\$59,349	\$62,325
6	\$53,947	\$57,254	\$59,128	\$59,900	\$62,546
7	\$54,608	\$57,585	\$59,900	\$60,672	\$63,648
8	\$54,939	\$57,805	\$60,561	\$61,333	\$64,861
9	\$55,380	\$58,467	\$61,002	\$61,995	\$65,963
10	\$55,821	\$59,018	\$61,554	\$62,436	\$67,286
11	\$56,924	\$61,664	\$63,207	\$64,420	\$68,609
12	\$57,254	\$62,656	\$63,869	\$65,081	\$69,050
13	\$57,475	\$62,766	\$63,979	\$65,522	\$69,381
14	\$57,695	\$62,876	\$64,199	\$65,743	\$70,704
15	\$57,916	\$63,097	\$64,640	\$66,294	\$71,034
16	\$60,010	\$65,081	\$66,955	\$68,940	\$73,570
17	\$61,113	\$65,743	\$67,617	\$69,932	\$74,893
18	\$61,223	\$65,853	\$67,948	\$70,593	\$75,775
19	\$61,443	\$65,963	\$68,058	\$70,924	\$75,885
20	\$61,554	\$66,073	\$69,050	\$71,475	\$76,877
21	\$63,317	\$67,948	\$70,814	\$73,239	\$78,751
22	\$63,428	\$68,058	\$71,034	\$73,570	\$78,972
23	\$63,538	\$68,168	\$71,144	\$73,680	\$79,192
24	\$63,648	\$68,278	\$71,255	\$73,790	\$79,412
25	\$63,869	\$68,388	\$71,365	\$73,900	\$79,633
26	\$63,979	\$68,609	\$71,475	\$74,011	\$79,853
27	\$64,199	\$68,719	\$71,585	\$74,231	\$80,184
28	\$64,310	\$68,829	\$71,696	\$74,341	\$80,405
29	\$64,420	\$68,940	\$71,806	\$74,452	\$80,625
30	\$65,081	\$69,270	\$72,467	\$74,893	\$82,499

HICKMAN COUNTY SCHOOLS

FY 2025

Proposed June 3, 2024 (Certified Scale)

11 Month (K-8) Assistant Principals - Salary Schedule

10 Month Scale * 1.1

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$55,946	\$58,493	\$60,312	\$61,767	\$64,556
1	\$56,795	\$59,100	\$62,252	\$63,708	\$66,496
2	\$57,644	\$60,191	\$63,344	\$64,435	\$67,830
3	\$57,765	\$60,433	\$63,465	\$64,678	\$68,072
4	\$57,886	\$60,797	\$63,586	\$64,799	\$68,316
5	\$58,130	\$61,403	\$64,435	\$65,284	\$68,558
6	\$59,342	\$62,979	\$65,041	\$65,890	\$68,801
7	\$60,069	\$63,344	\$65,890	\$66,739	\$70,013
8	\$60,433	\$63,586	\$66,617	\$67,466	\$71,347
9	\$60,918	\$64,314	\$67,102	\$68,195	\$72,559
10	\$61,403	\$64,920	\$67,709	\$68,680	\$74,015
11	\$62,616	\$67,830	\$69,528	\$70,862	\$75,470
12	\$62,979	\$68,922	\$70,256	\$71,589	\$75,955
13	\$63,223	\$69,043	\$70,377	\$72,074	\$76,319
14	\$63,465	\$69,164	\$70,619	\$72,317	\$77,774
15	\$63,708	\$69,407	\$71,104	\$72,923	\$78,137
16	\$66,011	\$71,589	\$73,651	\$75,834	\$80,927
17	\$67,224	\$72,317	\$74,379	\$76,925	\$82,382
18	\$67,345	\$72,438	\$74,743	\$77,652	\$83,353
19	\$67,587	\$72,559	\$74,864	\$78,016	\$83,474
20	\$67,709	\$72,680	\$75,955	\$78,623	\$84,565
21	\$69,649	\$74,743	\$77,895	\$80,563	\$86,626
22	\$69,771	\$74,864	\$78,137	\$80,927	\$86,869
23	\$69,892	\$74,985	\$78,258	\$81,048	\$87,111
24	\$70,013	\$75,106	\$78,381	\$81,169	\$87,353
25	\$70,256	\$75,227	\$78,502	\$81,290	\$87,596
26	\$70,377	\$75,470	\$78,623	\$81,412	\$87,838
27	\$70,619	\$75,591	\$78,744	\$81,654	\$88,202
28	\$70,741	\$75,712	\$78,866	\$81,775	\$88,446
29	\$70,862	\$75,834	\$78,987	\$81,897	\$88,688
30	\$71,589	\$76,197	\$79,714	\$82,382	\$90,749

**FY 2025
Central Office
Deputy Director's Salary Formula**

Hickman County Certified Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.33

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

+Deputy Superintendent Supplement

Academic Responsibility Supplement

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

Financial Responsibility Supplement

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

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

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

** Deputy Superintendent is to be second highest Central Office employee and Chief Academic Officer is to be third highest Central Office employee.

Additional Local Supplement – Supervisor

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

**FY 2025
Central Office
Supervisors' Salary Formula**

Hickman County Certified Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.2

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

Academic Responsibility Supplement

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

Financial Responsibility Supplement

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

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

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

** Deputy Superintendent is to be second highest Central Office employee and Chief Academic Officer is to be third highest Central Office employee.

Additional Local Supplement – Supervisor

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

Hickman County Schools
FY 2025

Proposed June 3, 2024

12 Month High School Athletic Directors - Salary Schedule

Years of Experience	Step
SSAD - 0	\$45,860
SSAD - 1	\$46,632
SSAD - 2	\$47,404
SSAD - 3	\$47,514
SSAD - 4	\$47,624
SSAD - 5	\$47,845
SSAD - 6	\$48,947
SSAD - 7	\$49,608
SSAD - 8	\$49,939
SSAD - 9	\$50,380
SSAD - 10	\$50,821
SSAD - 11	\$51,924
SSAD - 12	\$52,254
SSAD - 13	\$52,475
SSAD - 14	\$52,695
SSAD - 15	\$52,916
SSAD - 16	\$55,010
SSAD - 17	\$56,113
SSAD - 18	\$56,223
SSAD - 19	\$56,443
SSAD - 20	\$56,554
SSAD - 21	\$58,317
SSAD - 22	\$58,428
SSAD - 23	\$58,538
SSAD - 24	\$58,648
SSAD - 25	\$58,869
SSAD - 26	\$58,979
SSAD - 27	\$59,199
SSAD - 28	\$59,310
SSAD - 29	\$59,420
SSAD - 30	\$60,081

Hickman County Schools
FY 2025

Proposed June 3, 2024

Supervisors-12 Month Non-Educational - Salary
Schedule

Years of Experience	FY 2025 Step
SNE - 0	\$ 57,203
SNE - 1	\$ 60,583
SNE - 2	\$ 62,837
SNE - 3	\$ 62,837
SNE - 4	\$ 62,837
SNE - 5	\$ 62,837
SNE - 6	\$ 66,216
SNE - 7	\$ 66,216
SNE - 8	\$ 66,216
SNE - 9	\$ 66,216
SNE - 10	\$ 66,216
SNE - 11	\$ 70,723
SNE - 12	\$ 70,723
SNE - 13	\$ 70,723
SNE - 14	\$ 70,723
SNE - 15	\$ 74,104
SNE - 16	\$ 74,104
SNE - 17	\$ 74,104
SNE - 18	\$ 74,104
SNE - 19	\$ 74,104
SNE - 20	\$ 74,104
SNE - 21	\$ 74,104
SNE - 22	\$ 74,104
SNE - 23	\$ 74,104
SNE - 24	\$ 74,104
SNE - 25	\$ 74,104
SNE - 26	\$ 74,104
SNE - 27	\$ 74,104
SNE - 28	\$ 74,104
SNE - 29	\$ 74,104
SNE - 30	\$ 74,104

Hickman County Schools

FY 2024

Proposed June 3, 2024

Bus Drivers - Salary Schedule

Years of Experience	FY 2025 Step
BUS - 0	\$16,061
BUS - 1	\$17,176
BUS - 2	\$17,267
BUS - 3	\$17,357
BUS - 4	\$17,446
BUS - 5	\$17,526
BUS - 6	\$17,616
BUS - 7	\$17,705
BUS - 8	\$17,796
BUS - 9	\$17,886
BUS - 10	\$17,977
BUS - 11	\$18,066
BUS - 12	\$18,157
BUS - 13	\$18,247
BUS - 14	\$18,337
BUS - 15	\$18,427
BUS - 16	\$18,518
BUS - 17	\$18,596
BUS - 18	\$18,686
BUS - 19	\$18,777
BUS - 20	\$18,867
BUS - 21	\$18,957
BUS - 22	\$19,047
BUS - 23	\$19,138
BUS - 24	\$19,227
BUS - 25	\$19,317
BUS - 26	\$19,408
BUS - 27	\$19,486
BUS - 28	\$19,588
BUS - 29	\$19,667
BUS - 30	\$19,858

Hickman County Schools

FY 2025

Proposed June 3, 2024

Central Office - 12 Month

Administrative Assistant - Salary

Years of Experience	FY 2025 Step
AA - 0	\$ 25,709
AA - 1	\$ 25,856
AA - 2	\$ 26,016
AA - 3	\$ 27,214
AA - 4	\$ 27,967
AA - 5	\$ 30,112
AA - 6	\$ 30,784
AA - 7	\$ 32,153
AA - 8	\$ 32,986
AA - 9	\$ 33,740
AA - 10	\$ 35,176
AA - 11	\$ 35,976
AA - 12	\$ 36,352
AA - 13	\$ 37,299
AA - 14	\$ 38,246
AA - 15	\$ 39,203
AA - 16	\$ 40,231
AA - 17	\$ 43,425
AA - 18	\$ 45,068
AA - 19	\$ 47,623
AA - 20	\$ 48,581
AA - 21	\$ 49,733
AA - 22	\$ 50,555
AA - 23	\$ 51,239
AA - 24	\$ 51,969
AA - 25	\$ 52,893
AA - 26	\$ 54,261
AA - 27	\$ 55,437
AA - 28	\$ 55,973
AA - 29	\$ 56,385
AA - 30	\$ 58,255

Human Resources Add \$6,000 To Scale

Hickman County Schools

FY 2025

Proposed June 3, 2024

Central Office - Programs/Grants 12 Months -
Salary Schedule

Years of Experience	FY 25 Step
PG - 0	\$ 34,744
PG - 1	\$ 35,120
PG - 2	\$ 35,497
PG - 3	\$ 35,872
PG - 4	\$ 36,250
PG - 5	\$ 36,626
PG - 6	\$ 37,002
PG - 7	\$ 37,378
PG - 8	\$ 37,756
PG - 9	\$ 38,131
PG - 10	\$ 38,394
PG - 11	\$ 38,885
PG - 12	\$ 39,260
PG - 13	\$ 39,637
PG - 14	\$ 40,013
PG - 15	\$ 40,389
PG - 16	\$ 40,767
PG - 17	\$ 41,144
PG - 18	\$ 41,519
PG - 19	\$ 41,896
PG - 20	\$ 42,272
PG - 21	\$ 42,650
PG - 22	\$ 43,025
PG - 23	\$ 43,402
PG - 24	\$ 43,779
PG - 25	\$ 44,155
PG - 26	\$ 44,531
PG - 27	\$ 44,909
PG - 28	\$ 45,284
PG - 29	\$ 45,661
PG - 30	\$ 46,037

Hickman County Schools
FY 2025
Proposed June 3, 2024
Central Office - Secretary

Years of Experience	FY 2025 12 Mo Step
SCO - 0	\$ 24,659
SCO - 1	\$ 24,808
SCO - 2	\$ 24,954
SCO - 3	\$ 25,104
SCO - 4	\$ 25,264
SCO - 5	\$ 25,411
SCO - 6	\$ 25,561
SCO - 7	\$ 25,709
SCO - 8	\$ 25,856
SCO - 9	\$ 26,016
SCO - 10	\$ 26,461
SCO - 11	\$ 26,610
SCO - 12	\$ 26,769
SCO - 13	\$ 26,918
SCO - 14	\$ 27,065
SCO - 15	\$ 27,522
SCO - 16	\$ 27,670
SCO - 17	\$ 27,819
SCO - 18	\$ 27,967
SCO - 19	\$ 28,115
SCO - 20	\$ 28,571
SCO - 21	\$ 28,720
SCO - 22	\$ 28,869
SCO - 23	\$ 29,028
SCO - 24	\$ 29,177
SCO - 25	\$ 29,621
SCO - 26	\$ 29,781
SCO - 27	\$ 29,929
SCO - 28	\$ 30,077
SCO - 29	\$ 30,226
SCO - 30	\$ 30,683
SCO - 30+	\$ 30,683

**Hickman County Schools
Educational Assistants
Salary Schedule
FY 2025**

Years of Experience	FY 2025
TA - 0	\$ 19,387
TA - 1	\$ 20,210
TA - 2	\$ 20,427
TA - 3	\$ 20,632
TA - 4	\$ 20,848
TA - 5	\$ 21,054
TA - 6	\$ 21,225
TA - 7	\$ 21,385
TA - 8	\$ 21,557
TA - 9	\$ 21,726
TA - 10	\$ 21,886
TA - 11	\$ 22,058
TA - 12	\$ 22,217
TA - 13	\$ 22,389
TA - 14	\$ 22,549
TA - 15	\$ 22,708
TA - 16	\$ 22,879
TA - 17	\$ 23,050
TA - 18	\$ 23,210
TA - 19	\$ 23,381
TA - 20	\$ 23,564
TA - 21	\$ 23,724
TA - 22	\$ 23,894
TA - 23	\$ 24,054
TA - 24	\$ 24,225
TA - 25	\$ 24,407
TA - 26	\$ 24,579
TA - 27	\$ 24,739
TA - 28	\$ 24,911
TA - 29	\$ 25,071
TA - 30	\$ 25,264

**Hickman County Schools
School Secretary/Bookkeeper
Salary Schedule
FY 2025**

Years of Experience	FY 2025 Step
SSB - 0	\$ 19,730
SSB - 1	\$ 20,655
SSB - 2	\$ 21,031
SSB - 3	\$ 21,099
SSB - 4	\$ 21,328
SSB - 5	\$ 21,557
SSB - 6	\$ 21,726
SSB - 7	\$ 21,909
SSB - 8	\$ 22,091
SSB - 9	\$ 22,275
SSB - 10	\$ 22,469
SSB - 11	\$ 22,652
SSB - 12	\$ 22,834
SSB - 13	\$ 23,017
SSB - 14	\$ 23,199
SSB - 15	\$ 23,392
SSB - 16	\$ 23,575
SSB - 17	\$ 23,757
SSB - 18	\$ 23,929
SSB - 19	\$ 24,111
SSB - 20	\$ 24,316
SSB - 21	\$ 24,487
SSB - 22	\$ 24,670
SSB - 23	\$ 24,852
SSB - 24	\$ 25,035
SSB - 25	\$ 25,239
SSB - 26	\$ 25,422
SSB - 27	\$ 25,604
SSB - 28	\$ 25,787
SSB - 29	\$ 25,970
SSB - 30	\$ 26,166

HICKMAN COUNTY SCHOOLS
FY 2025

**School Psychologist
11 Month Salary**

BEP Salary Scale

x 1.1 (Eleventh Month)

+ 28 % of base BEP Salary

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

Speech Pathologist

x 1.1 (Eleventh Month)

+ 10 % of base BEP Salary

Occupational Therapist

BEP Scale Salary

Occupational Therapist Adjustment **\$ 15,000**

Registered Nurse (RN)

BEP Salary Scale

**Hickman County Schools
School Psychologist
FY 2025 - 11 Month Salary Schedule**

Base Salary by Training and Experience (Certified Pay Scale)

x 1.1 (Eleventh Month)

+28% of Base Base Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY - 0	\$66,482	\$68,764	\$70,590	\$74,088
PSY - 1	\$67,243	\$71,198	\$73,024	\$76,522
PSY - 2	\$68,612	\$72,567	\$73,936	\$78,196
PSY - 3	\$68,916	\$72,719	\$74,241	\$78,500
PSY - 4	\$69,373	\$72,871	\$74,393	\$78,805
PSY - 5	\$70,133	\$73,936	\$75,002	\$79,109
PSY - 6	\$72,111	\$74,697	\$75,762	\$79,413
PSY - 7	\$72,567	\$75,762	\$76,827	\$80,934
PSY - 8	\$72,871	\$76,674	\$77,740	\$82,608
PSY - 9	\$73,784	\$77,283	\$78,653	\$84,129
PSY - 10	\$74,545	\$78,045	\$79,262	\$85,955
PSY - 11	\$78,196	\$80,326	\$82,000	\$87,780
PSY - 12	\$79,565	\$81,239	\$82,912	\$88,389
PSY - 13	\$79,717	\$81,391	\$83,520	\$88,846
PSY - 14	\$79,869	\$81,695	\$83,825	\$90,672
PSY - 15	\$80,174	\$82,303	\$84,586	\$91,127
PSY - 16	\$82,912	\$85,498	\$88,237	\$94,627
PSY - 17	\$83,825	\$86,411	\$89,606	\$96,452
PSY - 18	\$83,977	\$86,868	\$90,518	\$97,670
PSY - 19	\$84,129	\$87,020	\$90,975	\$97,821
PSY - 20	\$84,281	\$88,389	\$91,736	\$99,190
PSY - 21	\$86,868	\$90,823	\$94,170	\$101,776
PSY - 22	\$87,020	\$91,127	\$94,627	\$102,081
PSY - 23	\$87,172	\$91,279	\$94,778	\$102,385
PSY - 24	\$87,324	\$91,432	\$94,930	\$102,689
PSY - 25	\$87,475	\$91,584	\$95,082	\$102,994
PSY - 26	\$87,780	\$91,736	\$95,235	\$103,297
PSY - 27	\$87,932	\$91,887	\$95,539	\$103,754
PSY - 28	\$88,084	\$92,040	\$95,691	\$104,059
PSY - 29	\$88,237	\$92,192	\$95,844	\$104,363
PSY - 30	\$88,693	\$93,104	\$96,452	\$106,949

**Hickman County Schools
School Speech Pathologist
FY 2025 - 11 Month Salary Schedule**

Base Salary by Training and Experience (Certified Pay Scale)

x 1.1 (Eleventh Month)

+ 10 % of Base Base Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH - 0	\$57,810	\$59,795	\$61,382	\$64,424
SPCH - 1	\$58,472	\$61,912	\$63,499	\$66,541
SPCH - 2	\$59,663	\$63,102	\$64,292	\$67,997
SPCH - 3	\$59,927	\$63,234	\$64,558	\$68,261
SPCH - 4	\$60,324	\$63,366	\$64,690	\$68,526
SPCH - 5	\$60,985	\$64,292	\$65,219	\$68,790
SPCH - 6	\$62,705	\$64,954	\$65,880	\$69,055
SPCH - 7	\$63,102	\$65,880	\$66,806	\$70,378
SPCH - 8	\$63,366	\$66,673	\$67,600	\$71,833
SPCH - 9	\$64,160	\$67,202	\$68,394	\$73,156
SPCH - 10	\$64,822	\$67,865	\$68,923	\$74,743
SPCH - 11	\$67,997	\$69,848	\$71,304	\$76,331
SPCH - 12	\$69,187	\$70,643	\$72,097	\$76,860
SPCH - 13	\$69,319	\$70,775	\$72,626	\$77,257
SPCH - 14	\$69,451	\$71,039	\$72,892	\$78,845
SPCH - 15	\$69,716	\$71,568	\$73,553	\$79,241
SPCH - 16	\$72,097	\$74,346	\$76,728	\$82,284
SPCH - 17	\$72,892	\$75,140	\$77,918	\$83,872
SPCH - 18	\$73,024	\$75,538	\$78,712	\$84,930
SPCH - 19	\$73,156	\$75,670	\$79,109	\$85,062
SPCH - 20	\$73,288	\$76,860	\$79,770	\$86,252
SPCH - 21	\$75,538	\$78,977	\$81,887	\$88,501
SPCH - 22	\$75,670	\$79,241	\$82,284	\$88,766
SPCH - 23	\$75,802	\$79,373	\$82,416	\$89,030
SPCH - 24	\$75,934	\$79,506	\$82,548	\$89,294
SPCH - 25	\$76,066	\$79,638	\$82,680	\$89,560
SPCH - 26	\$76,331	\$79,770	\$82,813	\$89,824
SPCH - 27	\$76,463	\$79,902	\$83,077	\$90,221
SPCH - 28	\$76,595	\$80,035	\$83,209	\$90,486
SPCH - 29	\$76,728	\$80,167	\$83,342	\$90,750
SPCH - 30	\$77,124	\$80,960	\$83,872	\$92,999

Hickman County Schools
LPN/RN
Rate Schedule
FY 2025

Years of Experience	LPN FY 2025 Step	Years of Experience	RN FY 2025 Step
LPN - 0	\$ 33,361	RN - 0	\$ 45,860
LPN - 1	\$ 33,361	RN - 1	\$ 46,632
LPN - 2	\$ 33,361	RN - 2	\$ 47,404
LPN - 3	\$ 33,926	RN - 3	\$ 47,514
LPN - 4	\$ 33,926	RN - 4	\$ 47,624
LPN - 5	\$ 33,926	RN - 5	\$ 47,845
LPN - 6	\$ 34,511	RN - 6	\$ 48,947
LPN - 7	\$ 34,511	RN - 7	\$ 49,608
LPN - 8	\$ 34,511	RN - 8	\$ 49,939
LPN - 9	\$ 35,660	RN - 9	\$ 50,380
LPN - 10	\$ 35,660	RN - 10	\$ 50,821
LPN - 11	\$ 35,660	RN - 11	\$ 51,924
LPN - 12	\$ 36,755	RN - 12	\$ 52,254
LPN - 13	\$ 36,755	RN - 13	\$ 52,475
LPN - 14	\$ 36,755	RN - 14	\$ 52,695
LPN - 15	\$ 36,755	RN - 15	\$ 52,916
LPN - 16	\$ 36,755	RN - 16	\$ 55,010
LPN - 17	\$ 36,755	RN - 17	\$ 56,113
LPN - 18	\$ 36,755	RN - 18	\$ 56,223
LPN - 19	\$ 36,755	RN - 19	\$ 56,443
LPN - 20	\$ 36,755	RN - 20	\$ 56,554
LPN - 21	\$ 36,755	RN - 21	\$ 58,317
LPN - 22	\$ 36,755	RN - 22	\$ 58,428
LPN - 23	\$ 36,755	RN - 23	\$ 58,538
LPN - 24	\$ 36,755	RN - 24	\$ 58,648
LPN - 25	\$ 36,755	RN - 25	\$ 58,869
LPN - 26	\$ 36,755	RN - 26	\$ 58,979
LPN - 27	\$ 36,755	RN - 27	\$ 59,199
LPN - 28	\$ 36,755	RN - 28	\$ 59,310
LPN - 29	\$ 36,755	RN - 29	\$ 59,420
LPN - 30	\$ 36,755	RN - 30	\$ 60,081

**HICKMAN COUNTY SCHOOLS
FY 2025**

Proposed June 3, 2024

SOCIAL WORKER SALARY SCHEDULE

YEARS	Social Worker (BA/BS)	Social Worker (MA/MS)	*LCSW- **LPC	Ph.D.
0	\$45,860	\$48,175	\$49,829	\$53,687
1	\$46,632	\$48,727	\$51,593	\$55,451
2	\$47,404	\$49,719	\$52,585	\$56,664
3	\$47,514	\$49,939	\$52,695	\$56,884
4	\$47,624	\$50,270	\$52,805	\$57,105
5	\$47,845	\$50,821	\$53,577	\$57,325
6	\$48,947	\$52,254	\$54,128	\$57,546
7	\$49,608	\$52,585	\$54,900	\$58,648
8	\$49,939	\$52,805	\$55,561	\$59,861
9	\$50,380	\$53,467	\$56,002	\$60,963
10	\$50,821	\$54,018	\$56,554	\$62,286
11	\$51,924	\$56,664	\$58,207	\$63,609
12	\$52,254	\$57,656	\$58,869	\$64,050
13	\$52,475	\$57,766	\$58,979	\$64,381
14	\$52,695	\$57,876	\$59,199	\$65,704
15	\$52,916	\$58,097	\$59,640	\$66,034
16	\$55,010	\$60,081	\$61,955	\$68,570
17	\$56,113	\$60,743	\$62,617	\$69,893
18	\$56,223	\$60,853	\$62,948	\$70,775
19	\$56,443	\$60,963	\$63,058	\$70,885
20	\$56,554	\$61,073	\$64,050	\$71,877
21	\$58,317	\$62,948	\$65,814	\$73,751
22	\$58,428	\$63,058	\$66,034	\$73,972
23	\$58,538	\$63,168	\$66,144	\$74,192
24	\$58,648	\$63,278	\$66,255	\$74,412
25	\$58,869	\$63,388	\$66,365	\$74,633
26	\$58,979	\$63,609	\$66,475	\$74,853
27	\$59,199	\$63,719	\$66,585	\$75,184
28	\$59,310	\$63,829	\$66,696	\$75,405
29	\$59,420	\$63,940	\$66,806	\$75,625
30	\$60,081	\$64,270	\$67,467	\$77,499

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
FY 2025

Proposed June 3, 2024

Certified Licensed Maintenance Technician

Years of Experience	FY 2025 Step
CMT - 0	\$ 40,976.00
CMT - 1	\$ 41,409.00
CMT - 2	\$ 41,842.00
CMT - 3	\$ 42,274.00
CMT - 4	\$ 42,707.00
CMT - 5	\$ 43,140.00
CMT - 6	\$ 43,572.00
CMT - 7	\$ 44,356.00
CMT - 8	\$ 45,238.00
CMT - 9	\$ 46,096.00
CMT - 10	\$ 45,303.00
CMT - 11	\$ 45,952.00
CMT - 12	\$ 46,601.00
CMT - 13	\$ 47,250.00
CMT - 14	\$ 47,899.00
CMT - 15	\$ 48,548.00
CMT - 16	\$ 52,874.00
CMT - 17	\$ 53,956.00
CMT - 18	\$ 55,037.00
CMT - 19	\$ 56,119.00
CMT - 20	\$ 57,200.00
CMT - 21	\$ 58,282.00
CMT - 22	\$ 59,364.00
CMT - 23	\$ 60,445.00
CMT - 24	\$ 61,527.00
CMT - 25	\$ 62,608.00
CMT - 26	\$ 63,690.00
CMT - 27	\$ 64,772.00
CMT - 28	\$ 65,853.00
CMT - 29	\$ 66,935.00
CMT - 30	\$ 68,016.00

Hickman County Schools

FY 2025

Proposed June 3, 2024

Maintenance Mechanic (Hourly Rate)

Years of Experience	FY 2025 Step
MM - 0	\$ 16.13
MM - 1	\$ 16.87
MM - 2	\$ 17.20
MM - 3	\$ 17.58
MM - 4	\$ 17.94
MM - 5	\$ 18.29
MM - 6	\$ 18.29
MM - 7	\$ 18.68
MM - 8	\$ 19.01
MM - 9	\$ 19.38
MM - 10	\$ 19.75
MM - 11	\$ 20.09
MM - 12	\$ 20.47
MM - 13	\$ 20.81
MM - 14	\$ 21.18
MM - 15	\$ 21.52
MM - 16	\$ 21.90
MM - 17	\$ 22.26
MM - 18	\$ 22.61
MM - 19	\$ 22.99
MM - 20	\$ 23.34
MM - 21	\$ 23.69
MM - 22	\$ 24.06
MM - 23	\$ 24.42
MM - 24	\$ 24.76
MM - 25	\$ 25.14
MM - 26	\$ 25.50
MM - 27	\$ 26.20
MM - 28	\$ 26.59
MM - 29	\$ 26.95
MM - 30	\$ 27.28

Hickman County Schools
Part-Time Mechanic (Hourly Rate)
Pay Schedules
FY 2025

Years of Experience	FY 2025 Step
0	\$14.16
1	\$14.33
2	\$14.50
3	\$14.61
4	\$14.77
5	\$14.90
6	\$15.05
7	\$15.19
8	\$15.34
9	\$15.47
10	\$15.64
11	\$15.78
12	\$15.94
13	\$16.07
14	\$16.18
15	\$16.31
16	\$16.38
17	\$16.50
18	\$16.63
19	\$16.91
20	\$17.05
21	\$17.17
22	\$17.31
23	\$17.47
24	\$17.59
25	\$17.75
26	\$17.87
27	\$18.00
28	\$18.12
29	\$18.27
30	\$18.39

Hickman County Schools
FY 2025

Proposed June 3, 2024
Full-Time Mechanic

Years of Experience	FY 2025 Step
FTM - 0	\$ 34,468
FTM - 1	\$ 34,817
FTM - 2	\$ 35,204
FTM - 3	\$ 35,579
FTM - 4	\$ 35,954
FTM - 5	\$ 36,333
FTM - 6	\$ 36,710
FTM - 7	\$ 37,086
FTM - 8	\$ 37,460
FTM - 9	\$ 37,839
FTM - 10	\$ 38,217
FTM - 11	\$ 38,590
FTM - 12	\$ 38,969
FTM - 13	\$ 39,346
FTM - 14	\$ 39,722
FTM - 15	\$ 40,097
FTM - 16	\$ 40,473
FTM - 17	\$ 40,854
FTM - 18	\$ 41,227
FTM - 19	\$ 41,602
FTM - 20	\$ 41,980
FTM - 21	\$ 42,356
FTM - 22	\$ 42,733
FTM - 23	\$ 43,108
FTM - 24	\$ 43,486
FTM - 25	\$ 43,864
FTM - 26	\$ 44,241
FTM - 27	\$ 44,614
FTM - 28	\$ 44,992
FTM - 29	\$ 45,366
FTM - 30	\$ 45,746

Hickman County Schools
FY 2025
Proposed June 3, 2024
Supervising Mechanic

Years of Experience	FY 2025 Step
SM - 0	\$ 37,757
SM - 1	\$ 38,549
SM - 2	\$ 39,343
SM - 3	\$ 40,136
SM - 4	\$ 40,929
SM - 5	\$ 41,724
SM - 6	\$ 41,894
SM - 7	\$ 42,533
SM - 8	\$ 42,884
SM - 9	\$ 43,240
SM - 10	\$ 43,590
SM - 11	\$ 43,942
SM - 12	\$ 44,295
SM - 13	\$ 44,646
SM - 14	\$ 44,998
SM - 15	\$ 45,352
SM - 16	\$ 45,702
SM - 17	\$ 46,053
SM - 18	\$ 46,404
SM - 19	\$ 46,757
SM - 20	\$ 47,108
SM - 21	\$ 47,460
SM - 22	\$ 47,813
SM - 23	\$ 48,166
SM - 24	\$ 48,516
SM - 25	\$ 48,869
SM - 26	\$ 49,509
SM - 27	\$ 50,147
SM - 28	\$ 50,787
SM - 29	\$ 51,428
SM - 30	\$ 52,068

Hickman County Schools
FY 2024
Proposed June 3, 2024
Chief Mechanic

Years of Experience	FY 2025 Step
CM - 0	\$ 40,941
CM - 1	\$ 41,669
CM - 2	\$ 42,393
CM - 3	\$ 43,122
CM - 4	\$ 43,849
CM - 5	\$ 44,579
CM - 6	\$ 45,302
CM - 7	\$ 46,033
CM - 8	\$ 46,759
CM - 9	\$ 47,487
CM - 10	\$ 48,212
CM - 11	\$ 48,941
CM - 12	\$ 50,804
CM - 13	\$ 51,583
CM - 14	\$ 52,307
CM - 15	\$ 53,038
CM - 16	\$ 53,763
CM - 17	\$ 54,491
CM - 18	\$ 55,216
CM - 19	\$ 55,948
CM - 20	\$ 56,672
CM - 21	\$ 57,400
CM - 22	\$ 58,126
CM - 23	\$ 58,857
CM - 24	\$ 59,146
CM - 25	\$ 59,582
CM - 26	\$ 61,036
CM - 27	\$ 61,766
CM - 28	\$ 62,492
CM - 29	\$ 63,221
CM - 30	\$ 63,944

Hickman County Schools
FY 2025

Proposed June 3, 2024

12 Month School Nutrition Coordinator
(CO) - Salary Schedule

Years of Experience	FY 2025 Step
NC - 0	\$25,709
NC - 1	\$25,814
NC - 2	\$25,962
NC - 3	\$26,123
NC - 4	\$27,326
NC - 5	\$28,084
NC - 6	\$28,840
NC - 7	\$29,596
NC - 8	\$30,353
NC - 9	\$31,109
NC - 10	\$31,865
NC - 11	\$33,367
NC - 12	\$34,134
NC - 13	\$34,891
NC - 14	\$35,648
NC - 15	\$38,295
NC - 16	\$39,372
NC - 17	\$40,669
NC - 18	\$42,514
NC - 19	\$44,072
NC - 20	\$47,374
NC - 21	\$48,437
NC - 22	\$49,252
NC - 23	\$49,859
NC - 24	\$50,719
NC - 25	\$51,464
NC - 26	\$52,197
NC - 27	\$52,564
NC - 28	\$52,942
NC - 29	\$53,309
NC - 30	\$54,364

**Hickman County School Food Service
Manager's Salary Schedule
FY 2025**

Years of Experience	FY 2025 Step
SNM - 0	\$ 25,017
SNM - 1	\$ 25,952
SNM - 2	\$ 26,888
SNM - 3	\$ 27,523
SNM - 4	\$ 28,158
SNM - 5	\$ 28,285
SNM - 6	\$ 28,390
SNM - 7	\$ 28,505
SNM - 8	\$ 28,609
SNM - 9	\$ 28,724
SNM - 10	\$ 28,827
SNM - 11	\$ 28,944
SNM - 12	\$ 29,048
SNM - 13	\$ 29,175
SNM - 14	\$ 29,314
SNM - 15	\$ 29,441
SNM - 16	\$ 29,568
SNM - 17	\$ 29,706
SNM - 18	\$ 29,832
SNM - 19	\$ 29,972
SNM - 20	\$ 30,111
SNM - 21	\$ 30,237
SNM - 22	\$ 30,375
SNM - 23	\$ 30,514
SNM - 24	\$ 30,652
SNM - 25	\$ 30,793
SNM - 26	\$ 30,930
SNM - 27	\$ 31,069
SNM - 28	\$ 31,208
SNM - 29	\$ 31,347
SNM - 30	\$ 31,484

**Hickman County School Food Service
Hourly Pay Scale
Regular Employees
FY 2025**

Years of Experience	FY 2025 Step
FSH - 0	\$ 13.59
FSH - 1	\$ 13.79
FSH - 2	\$ 14.07
FSH - 3	\$ 14.12
FSH - 4	\$ 14.19
FSH - 5	\$ 14.24
FSH - 6	\$ 14.29
FSH - 7	\$ 14.35
FSH - 8	\$ 14.40
FSH - 9	\$ 14.46
FSH - 10	\$ 14.52
FSH - 11	\$ 14.57
FSH - 12	\$ 14.60
FSH - 13	\$ 14.64
FSH - 14	\$ 14.67
FSH - 15	\$ 14.71
FSH - 16	\$ 14.74
FSH - 17	\$ 14.77
FSH - 18	\$ 14.81
FSH - 19	\$ 14.84
FSH - 20	\$ 14.87
FSH - 21	\$ 14.90
FSH - 22	\$ 14.93
FSH - 23	\$ 14.98
FSH - 24	\$ 15.01
FSH - 25	\$ 15.04
FSH - 26	\$ 15.07
FSH - 27	\$ 15.11
FSH - 28	\$ 15.14
FSH - 29	\$ 15.17
FSH - 30	\$ 15.20

**Hickman County Schools Food Service
Hourly Pay Scale
Cashiers
FY 2025**

Years of Experience	FY 2025 Step
FSC - 0	\$ 14.27
FSC - 1	\$ 14.41
FSC - 2	\$ 14.69
FSC - 3	\$ 14.80
FSC - 4	\$ 14.86
FSC - 5	\$ 14.88
FSC - 6	\$ 14.92
FSC - 7	\$ 14.99
FSC - 8	\$ 15.01
FSC - 9	\$ 15.09
FSC - 10	\$ 15.18
FSC - 11	\$ 15.25
FSC - 12	\$ 15.29
FSC - 13	\$ 15.32
FSC - 14	\$ 15.35
FSC - 15	\$ 15.38
FSC - 16	\$ 15.41
FSC - 17	\$ 15.45
FSC - 18	\$ 15.49
FSC - 19	\$ 15.52
FSC - 20	\$ 15.55
FSC - 21	\$ 15.59
FSC - 22	\$ 15.62
FSC - 23	\$ 15.65
FSC - 24	\$ 15.68
FSC - 25	\$ 15.71
FSC - 26	\$ 15.76
FSC - 27	\$ 15.79
FSC - 28	\$ 15.82
FSC - 29	\$ 15.85
FSC - 30	\$ 15.88

System-Wide

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

System-Wide

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Kara Hobbs	5	Yes
Cecily Dotson	4	Yes
Marcy Tidwell	4	Yes
Colin Henson	2	Yes
Ronnie Brewer	3	Yes
Rose Korte	7	Yes
Barbara Brooks	6	Yes
Meghan Evans	5	Yes
Scott Underwood	3	Yes
Joey Chilton	3	Yes
Raven Turman Hickok	2	Yes
Olivia Felts	3	Yes
Belinda Anderson	1	Yes
Christy McManus	1	Yes
Cayla Moulton	1	Yes
Misty Shelton (100 Day Contract)	1	Yes

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

II. Non-Tenured But Going On Tenure:

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

System-Wide

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
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III. Non-Tenured But Not To Be Re-Elected

<u>Name</u>	<u>Position</u>	
Chris Ragsdale	Social Worker	Resignation
Jana Acy	AWARE Director	Resignation

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

<u>Name</u>	<u>Reason</u>
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V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

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

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

<u>Name</u>	<u>Returning 2024-2025 Yes/No</u>	<u>Position Last Held</u>
-------------	---------------------------------------	-------------------------------

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

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

Is To Be

System-Wide

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

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

<u>Name</u>		
Stacey Alexa		
Leigha Coble		
Courtney Crawford		
Michael Elkins		
Robyn Emerson		
Pauline Hibbs		
Jennifer Hudgins		
Eric Istre		
Becky Malugin		
Angie Manor		
Kimberly Mayberry		
Shelda Qualls		
Katelyn Tanner		
Tina Thigpen		
Julia Thomasson		
Ashley Totty		
Craig Shelton		
Tracy Rivers		

System-Wide

Signature of Principal

Date

Date Reviewed _____ Concur Yes / No

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed _____ Concur Yes / No

Signature of Special Programs Director

Date

Date Reviewed 5-23-24 Concur (Yes) / No

John Mullins

Signature of Director of Schools

5-23-24

Date

Exceptions:

Support Staff Re-Election

System-Wide

See next page

Support Staff to Re-Elected

Derek Newsom

Steven George

Steve Anglin

RJ Hull

Brad Gilbert

James Atkinson

Bill Lynch

Barry Talley

Toby Warren

Tanya Williams

Michelle Bates

Angie Osborne

Sharon Burns

Cissy Fitts

Twyla Tucker

Debbie Breece

Amanda Bowman

Brenda Burchard

Jill Ward

Elaine Dean

Valerie King

Mislessa Orton

Tonya Daugherty

System-Wide

Support Staff Not to be Re-Elected

_____ Principal Signature and Date

_____ Supervisor Signature and Date

_____ Supervisor Signature and Date

_____ Supervisor Signature and Date

John Mullins Director of Schools Signature and Date
5-23-24

HICKMAN COUNTY FOOD SERVICE

EMPLOYEES STARTING 2024-2025 SY

CENTERVILLE ELEMENTARY

Jera Petrowski
Mary Hams
Terry Barber
Denise Graves
Christina Kvapil
Lauren Powers

EAST ELEMENTARY

Corey Jones
Rita Griffin
Sara Kirby
Floy Ann McCutchen, Floater
Samantha Rhea
Christie Simmons

EAST MIDDLE

Stella Clem
Deborah England
Kala Hill
Debbie Lampley
Peggy Vega

HICKMAN MIDDLE

Renee Hurst
Melissa Cabany
Jessica Harris
Samantha Lee
Derenda Strickland

SUBS

Ashlea Hurst
Whitney Tidwell
Angela Wood

HICKMAN COUNTY HIGH

Pam Graham
Kestie Michelle Bottoms
Johnny Rick Canady
Deborah McCoy
Kay Treadwell
Carrie Watson

CENTERVILLE INTERMEDIATE

Tammy King
Paige Capley
Michelle Tuten
Tiffany Underwood

EAST INTERMEDIATE

Diane Buttrey
Pamela Allen
Elaine Engler
Kim Gunther
Melinda Rhea

EAST HICKMAN HIGH

Jessica Thomas
Marian Leach
Margie Clark
Sheila Griggs
Crystal McCutchen
Lori Overby

CENTRAL OFFICE

Sharon Burns
Connie Fitts

2024-2025 Transportation Rehire List

Drivers

- 1 Amos Raymond
- 2 Bailey Stephanie
- 3 Bentley Zach
- 4 Bey Daniel
- 5 Bragg Tonya
- 6 Buchanan Shannon
- 7 Cahoon Linda
- 8 Chessor Clay
- 9 Collins Todd
- 10 Cravens Vickie
- 11 Deal David
- 12 Dean Dickey
- 13 Angela Epps
- 14 Gordon Gavin
- 15 Hatton Lynn
- 16 Hatton Mary Ellen
- 17 Hinson Greg
- 18 Istre Eric
- 19 Johnston Kevin
- 20 Lawhorn Amos
- 21 Lynch Bill
- 22 Mathis Mickey
- 23 Mayberry Ron
- 24 Mays Houston
- 25 McCaleb Charlie
- 26 McCutchen Floy Ann
- 27 McNichols Niki
- 28 Morley Jennie
- 29 Pawlak Mark
- 30 Phillips Robert
- 31 Presley John
- 32 Redding Michael
- 33 Roberts Donna
- 34 Tays Scott
- 35 Tidwell Rosie
- 36 Waters Jesse
- 37 West John
- 38 Williams Lisa
- 39 Williams Myles

Sub Drivers

- Anglin Steve
Barnes Tommy
Chilton Joey
George Steven
Hull RJ
Vargas, Brian
Riley Scott
Toby Warren
James Atkinson

Mechanics

- RJ Hull
Steve Anglin

Centerville Elementary School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

Centerville Elementary School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Jana Buttrey	3 months	Yes
Lacey Carter	4 months	Yes
Chris Parker	1	Yes
Amy McAbee	1	Yes
Madison Vivrett	1	Yes
Lauren McDonald	1	Yes
Nick Bentley	2	Yes
Katie Edwards	2	Yes
Javannah Barber	5	Yes
Valerie Gonzalez	5	Yes

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

II. Non-Tenured But Going On Tenure:

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

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

Centerville Elementary School

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

Name

position

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

Name

Reason

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

Name

Reason

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

Name

Returning 2024-2025
Yes/No

Position
Last Held

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

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

Name

Susan Griffin

Current
Position
RTI

Is To Be
Re-Elected
Yes/No
No

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

Name

Centerville Elementary School

Kim Jenkins
Brandy Mayberry
Michelle Atkinson
Amber Kelley
Heather Martin
Stephanie Spitzer
Marissa Tidwell
Teresa Totty
Mendy Davis
Andrea Ragsdale
Lori Cochran
Kathy French
Carol Anderson
Allison Tucker
Christine Hoover
Tessa Tucker
Emily Atkinson
Mindy James
Emily Mobley
Stacy Larue
Leah Isenberg
Stacia Anglin
Justin Warren
Amy Gossett- nurse
Cary Wright- resigned
Donna Barber- retiring
Rachael Atkinson- resigned
Savannah Anglin- resigned

Centerville Elementary School

Jennifer Hudgins

May 21, 2024

Signature of Principal

Date

Date Reviewed <u>5/23/24</u>	Concur <input checked="" type="radio"/> Yes / No
<u>Melinda Anderson</u>	<u>5/23/24</u>
Signature of Instructional Supervisor	Date
Signature of Instructional Supervisor	Date

Date Reviewed <u>5/23/24</u>	Concur <input checked="" type="radio"/> Yes / No
<u>Shelda Jnalls</u>	<u>5/23/24</u>
Signature of Special Programs Director	Date

Date Reviewed <u>5-23-24</u>	Concur <input checked="" type="radio"/> Yes / No
<u>John Mullins</u>	<u>5-23-24</u>
Signature of Director of Schools	Date

Exceptions

Support Staff Re-Election

Centerville Elementary School

Support Staff to Re-Elected

Tanika Gaspard
Renee Parsley
Dana Atkinson
Vanessa McMullin
Tina Truett
Chelsea Mathis
Valerie Totty
Maty Hunt
Cookie Mays
Breanna O'Guin
Lauren Sanders
Dana Davis
Summer Scott

Support Staff Not to be Re-Elected

Pam Parra- resigned
Teresa Jenkins-resigned
Kassidy West- Esser

Jennifer Hudgins May 21, 2024

Principal Signature and Date

Belinda Anderson 5/23/24

Supervisor Signature and Date

Shelda Inaltes 5/23/24

Supervisor Signature and Date

Supervisor Signature and Date

John Mullins 5/23/24

Director of Schools Signature and Date

Centerville Intermediate School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

Centerville Intermediate School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Paula Coble	3	Yes
Shamekia Jenkins	9	Yes
Amy Johnston	6	Yes
Sky Kelly	3	Yes
Jennifer Litton	1.5	Yes
Tammy Potts	14	Yes
Meredith Qualls	14	Yes
Mark Bentley	44	Yes
Brooke Rogers	5.5	Yes

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Bethany Powers	9	Yes

Centerville Intermediate School

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

<u>Name</u>	<u>position</u>
Emma Copley	Guidance
Bonnie Gammons	SPED
Lucindi Johnston	SPED
Hannah McGee	ELA
Madelyn Owens	ELA

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

<u>Name</u>	<u>Reason</u>
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V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

<u>Name</u>	<u>Reason</u>
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VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

<u>Name</u>	<u>Returning 2020-2021</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
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VII. Replacements For Teachers Who Are On A Leave of Absence

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

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

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Daniel Bey
Lea Ann Buchanan
Tara Chessor
Dusty Covington
Allie Sue Hughes
Charlene Hunt
Kevin Johnston
Jennifer Knight
Stacy LaRue
Jamie Lawson
Tarrah Lawson
Becky Powers
Susan Prince
Patricia Qualls
Ashley Rochelle
Rachel Smith
Linda Warren

Rose Korte

4/30/24

Signature of Principal

Date

Centerville Intermediate School

Date Reviewed 5/23/24 Concur Yes / No
Belinda Anderson 5/23/24
Signature of Instructional Supervisor Date

Signature of Instructional Supervisor Date

Date Reviewed 5/23/24 Concur Yes / No
Sheida Jualo 5/23/24
Signature of Special Programs Director Date

Date Reviewed 5-23-24 Concur Yes / No
John Mullins 5-23-24
Signature of Director of Schools Date

Exceptions:

Centerville Intermediate School

Support Staff Re-Election

Support Staff to Re-Elected

Jackie Bishop
Timi Culross
Ruth Gardner
Alex Handy
Megan Holloway
Gia Lawrence
Jacinda Porter
Brandy Wesbrooks
Misty Willis

Support Staff Not to be Re-Elected

Amanda Halbrooks- ESSER

Rose Korte 4/30/24

Principal Signature and Date

Belinda Anderson 5/23/24

Supervisor Signature and Date

Shelda Jualts 5/23/24

Supervisor Signature and Date

Supervisor Signature and Date

John Mullins

Director of Schools Signature and Date

5-23-24

Hickman County Middle School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

Hickman County Middle School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Abigail Capps	3	yes
Brandy Warren	9	Yes
Ryan Harrison	4	yes
Kimberly Clark	4	yes
Fatih Armstrong Tanner	4.5	yes
Amanda Kelly	5	yes
Zach Bentley	5	yes
Shelby Hoover	6	yes
Mike Cook	0	yes (CTE)

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
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III. Non-Tenured But Not To Be Re-Elected

<u>Name</u>	<u>position</u>
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Hickman County Middle School

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

<u>Name</u>	<u>Reason</u>
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V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

<u>Name</u>	<u>Reason</u>
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VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

<u>Name</u>	<u>Returning 2020-2021</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
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VII. Replacements For Teachers Who Are On A Leave of Absence
(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

<u>Name</u>	<u>Current</u> <u>Position</u>	<u>Is To Be</u> <u>Re-Elected</u> <u>Yes/No</u>
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VIII. Tenured And Recommended for Re-Election
(Administrators are not to recommend themselves)

Name

- Shelby Owens
- Robin DeVault
- Jeff Church
- Paul Gilbert
- Tammy Worley
- Christie Carter
- Gayle Mathis
- Tony Roder

Hickman County Middle School

Shaun Lawson
Ron Puckett
Mary Ellen Hatton
Cynthia Gasparro
Karissa Campbell

Resigning: Elizabeth Campbell

Retiring: Lonnie Mayberry

Tina S. Thigpen 5-22-24
Signature of Principal Date

Date Reviewed	<u>5/23/24</u>	Concur	<input checked="" type="radio"/> Yes	No	
	<u>Belinda Anderson</u>				<u>5/23/24</u>
	Signature of Instructional Supervisor				Date
	Signature of Instructional Supervisor				Date

Date Reviewed	<u>5/23/24</u>	Concur	<input checked="" type="radio"/> Yes	No	
	<u>Shelda Jualts</u>				<u>5/23/24</u>
	Signature of Special Programs Director				Date

Date Reviewed	<u>5-23-24</u>	Concur	<input checked="" type="radio"/> Yes	No	
	<u>John Mullins</u>				<u>5-23-24</u>
	Signature of Director of Schools				Date

Hickman County Middle School

Exceptions:

Support Staff Re-Election

Support Staff to Re-Elected

Kim Totty (6th grade SPED)
Tonya Bragg (7th grade SPED.....30 on caseload)
Sarah Eisenhuth (7th grade SPED...30 on caseload)
Anita Long (8th grade SPED)
Jody Loveless (ELC)
Tiwana Booker (ISS)
Mitzi Wolcott (P.E.)
Tammy Carroll (Bookkeeper)
Amanda Bloodworth (DBA)

Support Staff Not to be Re-Elected

Sierra Seeback (ESSER part-time position...not being funded)
Terri Perkins (ESSER... she is retiring)

Ima S. Shupp 5-22-24 Principal Signature and Date

Belinda Anderson 5/23/24 Supervisor Signature and Date

Shelda Jualts 5/23/24 Supervisor Signature and Date

Supervisor Signature and Date

John Mullins 5/23/24 Director of Schools Signature and Date

Hickman County High School

HICKMAN COUNTY SCHOOLS



Recommendations For Re-Election or Dismissal of Professional Staff For The 2024-2025 School Year

Hickman County High School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Scott Riley	8	Y
Heather McCord	5	Y
Ed Medford	5	Y
Levi Griego	4	Y
Chris Dawson	8	Y
Roger McDonald	6	Y
Dray Mercer	3	Y
Barry Jones	2 ½	Y
Ben Bentley	2 ½	Y
Robert Brewer	2	Y
Logan Campbell	1	Y
Jillian Estes	1	Y
Tori Bell	1	Y
Rachel Hudgins	3	Y
David Carroll	2	Y
Shannon Britt	1	Y
William Gallegos	.5	Y

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

II. Non-Tenured But Going On Tenure:

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

Hickman County High School

Name

Jennifer Turpin
Terri Barber
Bruce Jackson
Jennifer Cooper
Becky Cude
Clay Chessor
Raven Davidson
Libby Betts
Larry Rochelle
Ron Mayberry
Tabby Plunkett
Jim Herron
Matthew Dotson
Talitha Beard
Eddie Boone
Emily Cross
Amber Warren
Kristin Carter
Suzanne Lewis

Ronnie Brewer

5/1/2024

Signature of Principal

Date

Hickman County High School

Date Reviewed 5/23/24 Concur Yes / No

Angie Manor 5/23/24
Signature of Instructional Supervisor Date

Signature of Instructional Supervisor Date

Date Reviewed 5/23/24 Concur Yes / No

Shelda Jualto 5/23/24
Signature of Special Programs Director Date

Date Reviewed 5-23-24 Concur Yes / No

John Mullins 5-23-24
Signature of Director of Schools Date

Exceptions:

Support Staff Re-Election

Support Staff to Re-Elected

- Jenny Weber
- Sheila Plunkett
- Lena Frazier
- Jennie Morley
- Megan Bailey

Hickman County High School

Support Staff Not to be Re-Elected

Jane Morgan

Ronnie Brewer

5/1/2024

Principal Signature and Date

Angie Manor 5/23/24

Supervisor Signature and Date

Shelda Jualter 5/23/24

Supervisor Signature and Date

Supervisor Signature and Date

John Mullins
5-23-24

Director of Schools Signature and Date

East Hickman Elementary School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

East Hickman Elementary School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Rebekah Sorensen	5	Yes
Landry Wade	4	Yes
Sarah Vander Leest	4	Yes
Catherine Shelby	5	Yes
Erin Morrow	3	Yes
Elizabeth Looney	3	Yes
Crystal Litton	3.5	Yes
Emma Lane	3	Yes
Hope Clark	2	Yes
Hannah Redden	2	Yes
Hannah Garrette	1	Yes
Keiera Gill	1	Yes
Isabella Armstrong	.5	Yes
Penny Wilson	1	Yes
Cole Keller	1	Yes

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

East Hickman Elementary School

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Elizabeth Grover	6	Yes

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

<u>Name</u>	<u>position</u>
Michele Martuscelli	Kindergarten

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

<u>Name</u>	<u>Reason</u>
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V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

<u>Name</u>	<u>Reason</u>
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VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

<u>Name</u>	<u>Returning 2020-2021 Yes/No</u>	<u>Position Last Held</u>
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VII. Replacements For Teachers Who Are On A Leave of Absence

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

East Hickman Elementary School

<u>Name</u>	<u>Current Position</u>	<u>Is To Be Re-Elected Yes/No</u>
VIII. <u>Tenured And Recommended for Re-Election</u> (Administrators are not to recommend themselves)		

- Name
Lynne Anderson
Jessica Armstrong
Laura Arnold
Beth Beard
Lori Bentley
Yvonne Daniel
Angelica Essary
Allison Gilbert
Alisa Keller
Ella Lassan
Sara Lawson
Stephanie Overbey
Michelle O'Guin
Angie Petty
Cathy Smith
Amanda Spivey
Katelyn Tanner
Kim Taylor
Angela West
Rachel McCaleb
Ashley Wenner
Justin Warren



Signature of Principal



Date

East Hickman Elementary School

Date Reviewed <u>5/23/24</u>	Concur <input checked="" type="radio"/> Yes / No
<u>Belinda Anderson</u>	<u>5/23/24</u>
Signature of Instructional Supervisor	Date
_____ Signature of Instructional Supervisor	_____ Date

Date Reviewed <u>5/23/24</u>	Concur <input checked="" type="radio"/> Yes / No
<u>Shelda Jualts</u>	<u>5/23/24</u>
Signature of Special Programs Director	Date

Date Reviewed <u>5-23-24</u>	Concur <input checked="" type="radio"/> Yes / No
<u>John Mullins</u>	<u>5-23-24</u>
Signature of Director of Schools	Date

Exceptions:

East Hickman Elementary School

2024-2025

Support Staff Re-Election

Support Staff to be Re-Elected

Tabby Breece	Yes
Darlene Saleh	Yes
Donna Gossett	Yes
Amanda Slaughter	Yes
Tatia Capley	Yes
Amanda Redden	Yes
Christy Fisher	Yes
Autumn Vanover	Yes
Jennifer Morgan	Yes
Brian Armstrong	Yes
Shyla Lampley	Yes
Stephanie Garrette	Yes
Marryanne Opperman	Yes
Danette Williams	Yes
Katelyn Skelton	Yes
Alycia Duncan	Yes
Amanda Adcox	Yes
Bobbie DeCourt	Yes

Support Staff Not to be Re-Elected

Shayna Scoggins- ESSER	Yes
Cindy Monroe- Part-time ESSER	Yes

Reisha Coble 5/15/24

Principal Signature and Date

Belinda Anderson 5/23/24

Supervisor Signature and Date

Shelda Juales 5/23/24

Supervisor Signature and Date

Supervisor Signature and Date

John Mullins 5/23/24

Director of Schools Signature and Date

East Hickman Intermediate School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

East Hickman Intermediate School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
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*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

Jenny Sensing	2	Yes
Kelly Cochran	5	Yes
Sandra Schumann	5	Yes
Lori Isbell	3	Yes
Hannah Stevens	3	Yes
Donna Qualls	1	Yes
Abby Beard	2	Yes

II. Non-Tenured But Going On Tenure:

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

Recommendation

East Hickman Intermediate School

<u>Name</u>	<u>Years Service</u>	<u>For Re-Election Yes/No</u>
Dillon Shelby	6	Yes
Tonda Gainey	7	Yes

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

<u>Name</u>	<u>position</u>
Mandy Mercer	Non-renewed due to financial reasons

Erin Morrow	Resigned
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IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

<u>Name</u>	<u>Reason</u>
None	

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

<u>Name</u>	<u>Reason</u>
None	

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

<u>Name</u>	<u>Returning 2020-2021 Yes/No</u>	<u>Position Last Held</u>
None		

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

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

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

East Hickman Intermediate School

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

Name

**Elizabeth Odom
Sandie Luna
Sarah Booker
Dereck Hale
Sandra Pape
Chenille Bonin
Debbie Gross
Celine Powell
Eden Creasy
Tiffany Semore
Tonia Breece
Lora (Nicki) Cole
Cassie Hale
Michael Hanes
Cheryl Kiessling
Michelle Lambert
Jennifer Lange
Diana Lankford
Deana Graham
Kim Smith
Nick Simmons
Pat Qualls
Mollie Chessor**


Signature of Principal

5-23-24
Date

East Hickman Intermediate School

Date Reviewed 5/23/24 Concur Yes / No
Belinda Anderson 5/23/24
Signature of Instructional Supervisor Date

Signature of Instructional Supervisor Date

Date Reviewed 5/23/24 Concur Yes / No
Shelda Walton 5/23/24
Signature of Special Programs Director Date

Date Reviewed 5-23-24 Concur Yes / No
John Mullins 5-23-24
Signature of Director of Schools Date

Exceptions:

East Hickman Middle School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

East Hickman Middle School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Scott Tays	2	All Yes
Kristin Kelly	2	
Mark Gobble	2	
Jennifer Clendenion	8	
Chris Schwerdtfeger	2	
Kristin Dunn	5	
Spencer Harris	2	
Shelley Wood	3	
Tara Rhea	9	
Preston Hall	5	
Shannon Tays	5	

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

II. Non-Tenured But Going On Tenure:

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

East Hickman Middle School

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
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III. Non-Tenured But Not To Be Re-Elected

<u>Name</u>	<u>Position</u>
Jeff Carroll	6th grade, non-renewed
Sam McGreevy	7th grade, resigned

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

<u>Name</u>	<u>Reason</u>
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V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

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

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

<u>Name</u>	<u>Returning 2024-2025 Yes/No</u>	<u>Position Last Held</u>
Tori McClanahan (resigned)	No	8th grade Science

East Hickman Middle School

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

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

<u>Name</u>	<u>Current Position</u>	<u>Is To Be Re-Elected Yes/No</u>
Brandon Crabtree in place of Tori McClanahan	8th grade Science	Yes

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name
Greg Gunther
Melanie Livengood
Darell Hanes
Christian Fisher
Brian Graham
Shannon Nolen
Karen Cost
Michael Redding
Preston Hall
Shannon Tays
Kerri Crafton
Jana Willis

East Hickman Middle School

Loretta A. Totty 5/22/24
Signature of Principal

Date

Date Reviewed <u>5/23/24</u>	Concur	<input checked="" type="radio"/> Yes / No	
<u>Belinda Anderson</u>			<u>5/23/24</u>
Signature of Instructional Supervisor			Date
Signature of Instructional Supervisor			Date

Date Reviewed <u>5/23/24</u>	Concur	<input checked="" type="radio"/> Yes / No	
<u>Shelda Jualba</u>			<u>5/23/24</u>
Signature of Special Programs Director			Date

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East Hickman Middle School

Date Reviewed <u>5-23-24</u>	Concur <u>Yes</u> / No
<u>John Mullins</u>	<u>5-23-24</u>
Signature of Director of Schools	Date

Exceptions:

Support Staff Re-Election
See next page

Support Staff to Re-Elected

- Stephanie Bailey (8th grade sped)
- Mary Green (7th grade sped)
- Liz Bruinsma (6th grade sped)
- Casey Lawhon (ISS)
- Shelitta Sowell (PE)
- Crystal Webb (ELC)
- Hillarie Barber (ELC)
- Brenda Lynch (Bookkeeper)
- Tiffany Plunk (DBA)

East Hickman Middle School

Support Staff Not to be Re-Elected

Raygan Adkins (PE Asst)

Loretta A. Totty 5/22/2024 Principal Signature and Date

Belinda Anderson 5/23/24 Supervisor Signature and Date

Shelda Jualta 5/23/24 Supervisor Signature and Date

Supervisor Signature and Date

John Mullins
5-23-24 Director of Schools Signature and Date

East Hickman High School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2024-2025 School Year**

East Hickman High School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Sarah Delaney	13	Yes
Aaron Saunders	5	Yes
Kittie Atencio	5	Yes
Billy Sawyer	4	Yes
Wesley Whitaker	3	Yes
Charles Thompson	3	Yes
Nikki Booth	2	Yes
Shannon Profitt	2	Yes
Caleb Brewer	2	Yes
Robert Brewer	2	Yes
Cullen Homolka	2	Yes
Jennie Presson	2	Yes
Demetria Worley	5	Yes
Carol Gardner	1	Yes
Jennifer Allman	1	Yes
Chauca Moore	1	Yes

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
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East Hickman High School

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

<u>Name</u>	<u>position</u>
Ernesto Rosas (waiver)	Theater teacher
Phillip Hamilton	English teacher
Helen Ostrander	Math teacher

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

<u>Name</u>	<u>Reason</u>
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V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

<u>Name</u>	<u>Reason</u>
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VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

<u>Name</u>	<u>Returning 2020-2021</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
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VII. Replacements For Teachers Who Are On A Leave of Absence

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

<u>Name</u>	<u>Current</u> <u>Position</u>	<u>Is To Be</u> <u>Re-Elected</u> <u>Yes/No</u>
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VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

East Hickman High School

Name

Chris Austin
Charlotte Boehms
David Carter
Robin Castleberry
Todd Collins
Dana Cook
Beth Copley
Emily Cross
Connie Graves
Greg Gunther
Brett Lovett
Mickey Mathis
Amy Matney
Greg Matney
Cindi Morgan
Robert Phillips
Kenda Polk
Tracy Poth
Beth Robinson
Sheryl Robinson
Drew Smith
Jennifer Turpin
Myles Williams
Crystal Wilson

East Hickman High School

[Handwritten Signature]

5/22/24

Signature of Principal

Date

Date Reviewed 5/23/24 Concur Yes No

Angie Manor 5/23/24

Signature of Instructional Supervisor Date

Signature of Instructional Supervisor Date

Date Reviewed 5/23/24 Concur Yes No

Shelda Juallo 5/23/24

Signature of Special Programs Director Date

Date Reviewed 5-23-24 Concur Yes No

John Mullins 5-23-24

Signature of Director of Schools Date

Exceptions:

Support Staff Re-Election

East Hickman High School

Support Staff to Re-Elected

Missy Collins
Lisa Gordon
Donna Holt
Shelly Patterson Mahoney
Mark Pawlak
Aaron Taylor
Tina Tidwell
Condi Wallace
Lisa Williams
Elsa Rodriguez

Support Staff Not to be Re-Elected

(ESSER) Alison Stanley
(ESSER) Cailey Ivey

 5/22/24 Principal Signature and Date

Angie Manor 5/23/24 Supervisor Signature and Date

Shelda Jualts 5/23/24 Supervisor Signature and Date

Supervisor Signature and Date

John Mullins Director of Schools Signature and Date
5-23-24

Tennessee School Systems for Equity

Wayne Qualls, Executive Director Emeritus
Marlon Davis, Executive Director

2024 – 2025 Membership Dues Invoice

HICKMAN COUNTY

Board of Education

Dues Structure

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

2951

6th Month FY 2023-2024 ADM

I. \$1.50 X 1500 = \$ 2,250.00
ADM Up To First 1500 Students

II. \$0.75 X 1451 = \$ 1,088.25
ADM Up To Next 3000 Students
(Capped at 4500 ADM by TSSE Board)

III. Total Amount of Dues for 2024–2025 (I+II) = \$ 3,338.25

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

MEMORANDUM OF UNDERSTANDING

For the Use of Centerville Municipal Golf Course between

Hickman County Schools, TN and Town of Centerville

This Memorandum of Understanding (MOU) is between the School Board of the County of Hickman, and the Town of Centerville on behalf of the Centerville Municipal Golf Course, for the use of the golf course facilities by the golf athletic programs at the following schools: East Hickman Middle School, Hickman County Middle School, East Hickman High School, and Hickman County High School.

I. Responsibilities of the Hickman County Board of Education:

The Hickman County Board of Education shall provide:

1. An annual fee of \$8,000.00 payable to the Centerville Municipal Golf Course, due by June 30, 2025.
2. Communicate clearly and consistently with the Golf Course Superintendent regarding the scheduling of practices and matches for the golf teams for each school.
3. Students in grades 6-8 will be asked to pay no more than a \$5.00 fee for each use of the golf course facilities for scheduled practices and matches. Up to ten (10) players will be allowed to use the course facilities free of charge.
4. Students in grades 9-12 that participate on the golf team will be responsible for paying the fee approved by the Centerville Municipal Golf Course for each use of the golf course facilities or purchase a junior or family pass for the use of the Centerville Municipal Golf Course facilities.

II. Responsibilities of the Town of Centerville:

The Town of Centerville shall provide:

1. Use of the facilities at Centerville Municipal Golf Course including the course, clubhouse restrooms, and practice areas during scheduled practices and matches. The golf course will be unavailable for use by the school teams on Thursday and Friday of each week. The range and practice green will be available for school team use on Thursday of each week.
2. Up to ten (10) students in grades 6-8 that participate on the middle school golf teams will be allowed to use the golf course facilities without charge during scheduled practices and matches on a schedule agreed upon between the Golf Course Superintendent and the golf coaches at each middle school. Outside of the schedule agreed upon between the Golf Course Superintendent and the golf coaches at each middle school, players will be responsible for paying the fee approved by the Centerville Municipal Golf Course or purchase a junior or family pass for use of the Centerville Municipal Golf Course facilities. Player counts over ten (10) will be required to pay a \$5.00 fee to use the facilities.

3. Closure of the golf course for afternoon golf matches on a schedule agreed upon between the Golf Course Superintendent and the golf coaches at each school.
4. Labor and setup of the golf course for golf matches that are hosted by each school on a schedule agreed upon between the Golf Course Superintendent and the golf coaches at each school.

III. General Terms and Conditions

The agreed upon fee of \$8,000.00, will be paid in a one-time installment, due by no later than June 30, 2025. This signed agreement will remain in effect, with no additional fees to be assessed to the Hickman County Board of Education, or one of its schools listed in the MOU for use of the Centerville Municipal Golf Course and will be reviewed annually.

Any amendments to this Memorandum of Understanding shall be submitted to each party in writing and approved by each party in writing. The parties hereto have executed this Memorandum of Understanding as of June 10, 2024.

READ CAREFULLY BEFORE SIGNING

_____ Centerville Municipal Golf Course Superintendent

_____ Town of Centerville Mayor

_____ Hickman County Board of Education Chair

_____ Hickman County Director of Schools

Hickman County Board of Education

Student Wellness	Descriptor Term:	Descriptor Code: 6.411	Issued Date: 07/10/23
		Rescinds: 6.411	Issued: 05/03/21

2 The Hickman County Board recognizes the value of proper nutrition, physical activity, and other health
3 conscious practices and the impact that such practices have on student academic achievement, health,
4 and wellbeing. In order to provide an environment conducive to overall student wellness, this policy
5 shall be followed by all schools in the Hickman County School District.¹

6 COMMITMENT TO COORDINATED SCHOOL HEALTH

7 All schools shall implement CDC's Coordinated School Health approach to managing new and existing
8 wellness-related programs and services in schools and the surrounding community based on State law
9 and State Board of Education CSH Standards and Guidelines. The district's coordinated school health
10 coordinator shall be responsible for overseeing compliance with State Board of Education CSH
11 Standards and Guidelines in the school district.

12 SCHOOL HEALTH ADVISORY COUNCIL^{2,3}

13 An advisory council shall be established to serve as a resource to school sites for implementing
14 policies. The council shall consist of individuals representing the school and community, including
15 parents, students, teachers, school administrators, health professionals, school food service
16 representatives, and members of the public. The primary responsibilities of the council include but are
17 not limited to:

- 18 1. Developing, implementing, monitoring, reviewing and as necessary, making recommendations
19 as to physical activity and nutrition;
- 20 2. Ensuring all schools within the district create and implement an action plan related to all
21 School Health Index modules;
- 22 3. Ensuring results of the action plan are annually reported to the council; and,
- 23 4. Ensuring school level results include measures of progress on each indicator of the School
24 Health Index.

25 The State Board of Education's Coordinated School Health and Physical Education Policies shall be
26 used as guidance by the Council to make recommendations. The Hickman County School Board may
27 consider recommendations of the Council in making policy changes or revisions.

28 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents,
29 and administrators.² The Team shall hold Healthy School Team meetings during the school year to
30 assess needs and oversee planning and implementation of school health efforts.

1 The director of schools/designee will ensure compliance with the school Wellness Policy, to include an
2 assessment of the implementation of the Wellness Policy and the progress made in attaining the policy
3 goals. The assessment will be made available to the public.

4 COMMITMENT TO NUTRITION

5 All schools within the Hickman County District shall participate in and are committed to offering
6 school meals that are consistent with the USDA child nutrition programs, which may include but not
7 be limited to, the National School Lunch Program, the School Breakfast Program, the Summer Food
8 Service Program, and the After School Snack Program.^{4,5,6}

9 Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given 10
10 minutes of breakfast and 20 minutes after sitting down for lunch to enjoy healthy meals and relax in a
11 pleasant environment. Good nutritional habits shall be encouraged. All food including vending
12 machines, fundraising items, and concessions must meet guidelines set forth by the Healthy,
13 Hunger-free Kids Act, 2010, Smart Snacks in Schools.^{4,5,6} Schools shall follow the State Child
14 Nutrition Program limit on days in which non-healthy foods may be used for fundraisers.

15 It is the intent of the Hickman County School District to protect and promote student's health by
16 permitting advertising and marketing for only those foods and beverages that are permitted to be sold
17 on the school campus, consistent with the District's wellness policy. Food and beverage marketing is
18 defined as advertising and other promotions in schools. Food and beverage marketing often includes an
19 oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage
20 product made by the producer, manufacturer, seller, or any other entity with a commercial interest in
21 the product.

22 All foods offered on the school campus may meet or exceed the USDA Smart Snacks in School
23 nutrition standards including through: celebrations and parties, classroom snacks brought by parents,
24 rewards, and incentives. School cafeterias restrict the sale of caffeinated energy drinks.

25 The school principal/designee shall be responsible for overseeing the school district's compliance with
26 the State Board of Education Rules and Regulations for sale of food items in the school district.^{2,5,6}

27 DISTRICT GOALS

28 The Hickman County District will promote healthy nutrition through various activities, including
29 nutrition related newsletters, informational links on the district website, healthy eating posters and
30 bulletin boards in dining areas, and informational booths at various community functions. Nutrition
31 Education will be offered as part of a standards based program designed to provide students with the
32 knowledge and skills needed to promote and protect their health as outlined in the State Board of
33 Education Health Education and Lifetime Wellness Standards. District nutrition goals, and
34 measurement of their effectiveness, are updated annually in the state Coordinated School Health report.

35

36

37 COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION⁷

1 The board recognizes that physical activity is extremely important to the overall health of a child.
2 Schools shall support and promote physical activity. Physical activity may be integrated into any areas
3 of the school program.

4 Physical Education classes shall be offered as part of a standards based program designed to provide
5 developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All
6 physical education classes shall comply with the State Board of Education's Physical Education
7 Standards. In addition to the district's physical education program, non-structured physical activity
8 periods shall be offered as required by law. Supervised recess/physical activity shall be offered daily to
9 all K-8 students.

10 Schools shall continue to offer after school sports and activities. Physical activity shall not be
11 employed as a form of discipline or punishment.

12 **COMMITMENT TO CURRICULUM³**

13 All applicable courses of study should be based on State-approved curriculum standards.

14 **SCHOOL HEALTH INDEX³**

15 All schools within the district shall annually administer a baseline assessment on each of the
16 recommended School Health Index modules. Results shall be submitted to the School Health Advisory
17 Council and reported to the State Department of Education.

18 **COMPLIANCE⁸**

19 The superintendent/designee will ensure compliance with the school Wellness Policy, to include an
20 assessment of the implementation of the Wellness Policy and the progress made in attaining policy
21 goals.

22 *Recordkeeping*

23 Coordinated School Health will retain records to document compliance with the requirements of the
24 wellness policy.

25 *Annual Notification of Policy*

26 Coordinated School Health will inform families and the public each year of information about the
27 wellness policy, including updates and implementation status. This information will be made to the
28 public via district website and/or district wide communications, and actively encourage their
29 involvement.

30 *Triennial Progress Assessments*

31 Every three years, Coordinated School Health will evaluate compliance with the wellness policy to
32 assess the implementation of the policy and include:

- 33
- Compliance with the wellness policy

- 1 ● How the wellness policy compares to the wellness policy assessment tool
 2 ● Description of the progress made in attaining the goals of the wellness policy, which are the
 3 annual goals found in the Coordinated School Health annual report.

4 The School Health Coordinator is responsible for managing the triennial assessment. The School
 5 Health Advisory Council and the individual schools will monitor schools' compliance with the
 6 wellness policy. Coordinated School Health will inform families and community members of the
 7 availability of the triennial assessment via district website and/or district-wide communications.

8 *Revisions and Updating the Policy*

9 The School Health Advisory Council will update or modify the wellness policy based on the results of
 10 the annual School Health Index and triennial assessments. The wellness policy will be assessed and
 11 updated as indicated at least every three years, following the triennial assessment. The District will
 12 notify the public about the content of or any updates to the wellness policy annually through the
 13 district website and/or district-wide communications.

14 *Community Involvement, Outreach, and Communications*

15 The District is committed to being responsive to community input. Hickman School District will
 16 actively communicate with representatives of the School Health Advisory Council and others can
 17 participate in the development, implementation, and periodic review and update of the wellness policy
 18 through a variety of means appropriate for the district.

19

Legal References

1. TCA 49-1-1002
2. State Board of Education Policy 4.204
3. State Board of Education Policy 4.206
4. 42 USCA § 1758b
5. TRR/MS 0520-01-06
6. 7 CFR § 210 and 220
7. TCA 49-6-1021
8. 7 CFR § 210.31(f)

Cross References

Student Suicide Prevention 6.415

20

Hickman County Board of Education

Descriptor Term: Attendance of Non-Resident Students	Descriptor Code: 6.204	Issued Date: 03/06/23
	Rescinds: 6.204	Issued: 06/05/22

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

3 1. They must be approved by the director of schools.¹

4 2. ~~They must pay a tuition fee established annually by the board. Annual tuition may not exceed~~
5 ~~per student, per annum, an amount equal to the amount of local funds actually used for school~~
6 ~~purposes by the school system per student during the preceding school year minus any funds~~
7 ~~received from the student's resident system. Tuition for out-of-state non-resident students shall~~
8 ~~be charged at the same rate as the average cost per student (state and local funds) in the system~~
9 ~~attended.~~²

10 2. Non-resident students must make application at least two weeks prior to the first day of school.³

11 3. Requests from students from adjoining states to attend school shall be considered on a case-by-
12 case basis.⁴

13 4. ~~Students who become residents of the school system shall be refunded any unused portion of~~
14 ~~the tuition on a pro-rata basis.~~

15 5. ~~When payment is not made on all or any part of the required tuition for a previous year, the~~
16 ~~student(s) shall be excluded from future attendance until all prior and current tuition is paid.~~

17 4. If a teacher of this school system has a residence outside the school system, his/her children
18 may be allowed to attend if the appropriate tuition requirements are met, provided that there is
19 available room and teaching capacity and other determinations made by the board according to
20 applicable law.⁵

21 **EXCEPTIONS TO OUT OF COUNTY TUITION**

22 5. The children residing in the same household of employees that are employed full-time by the
23 Hickman County Board of Education may attend school in Hickman County. ~~without paying~~
24 ~~out of county tuition.~~

25
26 6. The children of business owners that pay taxes in Hickman County may attend school in
27 Hickman County ~~without paying out of county tuition~~ if there is available room and teaching
28 capacity.

Legal References

1. TCA 49-6-3104
2. TCA 49-6-3003; TCA 49-6-403(f); Public Acts of 2022, Chapter No. 709
3. TCA 49-6-3105
4. TCA 49-6-3108; TCA 49-6-403(f)
5. TCA 49-6-3113; TCA 49-6-3103; Public Acts of 2022, Chapter No. 709

Cross References

- Revenues 2.400
- Students from Military Families 6.506

Out of County Students

At times, students living out of Hickman County may request to attend Hickman County Schools. Such requests will require completion of an Out of County Tuition Form. Students outside the county will not be allowed to displace any student residing in Hickman County. If after the requesting student has supplied the out of county tuition form, current copies of attendance, grades, and discipline records, the school system will determine if the student is accepted to attend school in Hickman County. ~~and will pay \$1,000.00 per student per year (\$5.56 per day prorated).~~ Payments may be made to the school or taken to the Central Office of the Hickman County Board of Education for approved out of state nonresident students.

[Application can be found at this link](#)

Hickman County Board of Education

	Descriptor Term: Parental and Family Involvement	Descriptor Code: 4.502	Issued Date: 07/11/22
		Rescinds: 4.502	Issued: 05/04/20

1 GENERAL EXPECTATIONS FOR PARENTAL INVOLVEMENT

2 The board is committed to increasing and ensuring the involvement of parents and other family
3 members in the education of students.

4 The board shall implement the following as required by federal or state laws or regulations:¹

- 5 • The school district shall annually work with parents in evaluating and potentially revising the
6 provisions of this policy in improving the quality of schools. Such an evaluation shall strive to
7 identify any barriers to greater participation by parents (with particular attention to parents who
8 are economically disadvantaged, are disabled, have limited English proficiency, have limited
9 literacy, or are of any racial or ethnic minority background).
- 10 • The school district shall provide the coordination, technical assistance, and other necessary
11 support to assist individual schools with planning and implementing parental involvement
12 activities.
- 13 • The school district shall involve parents with the development of required educational or
14 improvement plans.
- 15 • The school district shall coordinate and integrate parental involvement strategies with those
16 associated with other federal or state programs.
- 17 • The school district shall put into operation activities and procedures for the involvement of
18 parents in all of its schools.² Those programs, activities and procedures will be planned and
19 operated with meaningful consultation with parents.
- 20 • The school district shall ensure that activities and strategies are implemented to support this
21 policy and included in the district plan.
- 22 • The district improvement plan shall include strategies for parental participation in the district's
23 schools which are designed to improve parent and teacher cooperation in such areas as
24 homework, attendance, discipline and higher education opportunities for students.
- 25 • The district plan shall include procedures to enable parents to learn about the course of study of
26 their children and have access to all learning materials.
- 27 • The district plan shall identify opportunities for parents to participate in and support classroom
28 instruction in the school. Such opportunities include, but are not limited to, organizing

1 fundraising activities, volunteering as a field trip chaperone, assisting in the library, computer
2 lab, or on the playground, offering after-school clubs, and recycling clothes.

3 • If the school district's plan is not satisfactory to parents, the school district shall submit parental
4 comments regarding the plan to the State Department of Education as required.

5 • The school district shall ensure Title I schools are in compliance with the *Every Student*
6 *Succeeds Act*.

7 The director shall develop and implement any procedures necessary to accomplish the goals of this
8 policy.

9 **SCHOOL LEVEL POLICY**

10 Each school shall submit to the director and board, for review and comment, its Title I school parent
11 involvement policy, which must meet state and federal requirements, including a school-parent
12 compact. This school level policy shall be developed jointly with and distributed to parents of
13 participating students. A copy of these documents shall be retained in the district office and made
14 available on the school's (if applicable) and school system's website.

15 **SUPPORT FOR PROGRAM**

16 If the Title I allocation is \$500,000 or more to the school system, then not less than one per cent (1%)
17 nor more than five percent (5%) of that allocation shall be reserved for the purpose of promoting
18 parent involvement. Parents of students participating in the Title I programs shall be consulted on the
19 use of these funds.

20 **FAMILY-SCHOOL PARTNERSHIPS¹**

21 Families and community members should be engaged in the education of students based on the
22 following standards:

- 23 • Families are welcomed into the school community;
- 24 • Families and school staff should engage in regular and meaningful communication about
25 student learning;
- 26 • Families and school staff work together to support student learning and development;
- 27 • Families are informed and encouraged to be advocates for students;
- 28 • Families are full partners in the decisions that affect children and families; and
- 29 • Community, civic, and business resources are made available to strengthen school programs,
30 family practices, and student learning.

1 DAYTIME SCHOOL ACTIVITIES

2 The board is committed to maintaining a healthy relationship between individual schools and parents
3 by inviting parents where possible to attend daytime school activities including but not limited to:

- 4 • Eating lunch with their student, including on Thanksgiving and Christmas holidays;
- 5 • Pep rallies;
- 6 • Veteran's Day programs;
- 7 • College/career days;
- 8 • Awards days;
- 9 • Field trips;
- 10 • Classroom holiday parties;
- 11 • Field days;
- 12 • Career and Technical Education competitions;

13 It is understood that due to logistics and facility limitations, all parents may not be invited to all
14 functions. For example: only parents of award recipients may be invited to awards days, only parents
15 of athletes being recognized may be invited to pep rallies, etc.

16 REQUIRED REPORTING

17 The director (or his/her designee) shall prepare an annual report and presentation to the board outlining
18 how the district is complying with this policy. The report should be comprehensive in addressing all
19 areas of this policy. The report and presentation to be given to the board annually at the September
20 board meeting.
21

Legal References

1. Every Student Succeeds Act, Pub.L. 114-95, Dec. 10, 2015, 129 Stat. 1802; State Board of Education Policy 4.207; TCA 49-2-305; 20 USCA § 6318
2. TCA 49-6-7001

Cross References

English Learners 4.207
Homeless Students 6.503

Hickman County Board of Education			
	Descriptor Term: Food Service Management	Descriptor Code: 3.500	Issued Date: 04/04/22
		Rescinds: 3.500	Issued: 01/06/20

1 The School Nutrition Program will be operated on a nonprofit basis and will comply with all rules and
 2 regulations pertaining to nutrition, health, sanitation, internal accounting procedures, and service of
 3 foods and will meet all state and federal and local requirements necessary for participation.¹

4 The system’s food service supervisor will oversee the program. All products and services necessary for
 5 the operation of the school nutrition department shall be procured using the Board-approved
 6 procurement plan which must comply with federal and state purchasing procedures.

7 School Nutrition may include the following programs: National School Lunch Program, Fresh Fruit
 8 and Vegetable Program, School Breakfast Program, Seamless Summer Option and Afterschool Snack
 9 Program. Meals and snacks that are offered shall meet the federal requirements for reimbursement as
 10 defined by federal regulations.²

11 As required for participation in the School Nutrition Programs, the Board agrees to the following:

- 12 1. Meals/snacks must be made available to all students in attendance.
- 13 2. Free and reduced-price meals/snacks must be made available to students who are determined
- 14 eligible for these benefits.
- 15

16 Students will be permitted to bring their lunches from home and to purchase allowable beverages and a
 17 la carte items at school.

18 The sale of competitive foods must be in compliance with all local procedures, but at a minimum must
 19 be as stringent as the current federal regulations concerning competitive foods.³

20 Procedures for implementing guidelines established by the State Department of Education, School
 21 Nutrition Program are on file in the district food service procedures manual.

22 *Students Requesting Modified Meals*

23 The School Nutrition Program shall make reasonable modifications to accommodate children with
 24 disabilities. These modifications will be made on a case-by-case basis when supported by a written
 25 statement from a licensed healthcare professional who is authorized to write prescriptions under state
 26 law. The director of schools shall develop procedures for notifying parents/guardians of the process for
 27 requesting meal modifications, and arrange for an impartial hearing process to resolve grievances
 28 related to requests for modifications based on a disability.

1 **CHARGE POLICY**

2 *Collection of Unpaid Meal Charges*

3 The district shall make reasonable efforts to collect debts resulting from unpaid meal charges prior to
4 the end of the school year. Uncollected charges from the previous fiscal year shall be considered
5 delinquent debt. The director shall establish reasonable methods and a timeframe for collection of
6 delinquent debt. Any use of third parties to collect delinquent debt must be approved by the board.
7 Upon recommendation of the director, the board may classify delinquent debt as bad debt, which shall
8 be considered uncollectable and categorized as an operating loss.⁴

9 **OFFER VS. SERVICE**

10 Students in all schools, grades K through 12, have the option of refusing one of the four items offered
11 for breakfast. Students in all schools, grades K through 12, have the option of refusing two of the five
12 items offered for lunch; however, the student must choose at least 1/2 cup fruit or 1/2 cup vegetable.

13 **COMMUNITY USE OF SCHOOL KITCHENS**

14 When school kitchens are used, a member(s) of the cafeteria staff must be present to supervise the use
15 of the equipment. When food service facilities are used by outside agencies, an adequate fee approved
16 by the Board will be charged and the manager will ensure that no USDA commodities or supplies
17 provided for the regular program are used.

18 School food service receipts will be used only to pay regular food service operating costs.

19 **COMPETITIVE FOODS/VENDING MACHINES³**

20 Any sale of food and beverages (other than competitive foods) to students during school hours will be
21 under the supervision of the school food service department and the revenue will be deposited to the
22 food service account.

23 The sale of all competitive food and beverages to students during the school hours shall be limited to
24 those approved by the Secretary of Agriculture and controlled by the principal.

25 Vending machines in the schools will be controlled so that they will not offer competition to the school
26 lunch program or encourage poor eating habits. Vending machines may be operated in the school with
27 the approval of the principal.

28 Vending machines located in the dining area must have the approval of the Department of School
29 Nutrition to guarantee compliance with applicable state and federal laws, rules and regulations. The
30 proceeds from the vending machines must be deposited into the school's food service account.

Legal References

1. TCA 49-6-2302, 2303; TRR/MS 0520-01-06
2. 7 CFR § 210.10-.13
3. 7 CFR § 210.11
4. 2 CFR § 200.426

Cross References

- Investment Earnings 2.402
- Deposit of Funds 2.500
- Financial Reports and Records 2.701

Students will be charged for breakfast and lunch meals offered in the Hickman County School System according to the following rate:

All Schools: Breakfast	\$1.50
Adult/Staff/Visitor Breakfast	\$2.75
K-5 Schools: Lunch	\$2.50
6-12 Schools: Lunch	\$2.75
Adult staff/visitor lunch:	\$4.00
Visitor Holiday Meals	\$6.00
Visitor Child Holiday Meals	\$4.00

Students that bring money will be asked to do so in an envelope that includes the following information on the front of the envelope: Student Name, Teacher Name, Breakfast Amount, Lunch Amount, and Extra Items Amount. Monies will be submitted to the cafeteria and deposited into student accounts.

Students with delinquent accounts for three (3) days of meals will receive a letter from the cafeteria manager reminding them of the amount they owe for the meals that have been served. Students with delinquent accounts for five (5) days of meals will receive a personal phone call to speak with them. After five days of delinquent accounts, students will be asked to select items from the hot line of food that offers two hot meal choices daily.

Hickman County Board of Education			
	Descriptor Term: Insurance Management	Descriptor Code: 3.600	Issued Date: 04/04/22
		Rescinds: 3.600	Issued: 01/06/20

1 *General*

2 The insurance program shall provide coverages in a minimum of the following broad categories:

- 3 1. Property: Buildings and contents against fire, extended coverage, vandalism and malicious mischief, boiler and machinery explosion, and vehicles;
- 4
- 5 2. Liability: Board members, Director of Schools, and employees resulting from discharging their
- 6 duties, and students participating in work-based learning;¹
- 7 3. Workers' compensation; and
- 8 4. Fidelity: Blanket bond and fiscal agent's bond as required by statute.²

9 The Director of Schools shall continually review the insurance program to ensure that adequate
10 protection is being provided at a reasonable price.

11 **GROUP HEALTH**

12 The Board may provide group health insurance for all full-time employees.³ The Director of Schools,
13 after consultation with personnel, shall recommend carriers of insurance for programs in which the
14 Board makes partial or full payments. The Board shall approve all insurance carriers.

15 The Director of Schools/designee shall develop procedures to ensure the privacy of HIPAA protected
16 information.⁴

17 **ANNUITIES⁵**

18 Board-approved companies for tax-sheltered annuities shall include all companies presently having
19 contracts with employees.

20 The addition of a company to the list of Board-approved companies shall be considered on written
21 request of agents of the company.

22 Written request for a change in annuity deductions shall be reported to the payroll office on or before
23 the first day of the month in which such change is to be effective.

Legal References

1. TCA 49-11-902
2. TCA 49-2-102; TCA 8-19-101 *et seq.*
3. TCA 49-2-209
4. 45 CFR § 164.302 *et seq.*
5. TCA 49-2-208

Cross References

Payroll 2.802
Work-Based Learning 4.211

Hickman County Board of Education

	Descriptor Term: Student Insurance Program	Descriptor Code: 3.601	Issued Date: 04/04/22
		Rescinds: 3.601	Issued: 01/06/20

- 1 Student accident insurance will be made available for purchase on an optional basis. The policy shall
- 2 be reviewed annually and approved by the Board upon recommendation of the director of schools.
- 3 Applications and information brochures will be sent home with the students during the first week of
- 4 school.

- 5 Files will be maintained in the principal's office listing students subscribing to the plan.

- 6 The principal shall ensure that each student, before participating in interscholastic athletics and/or
- 7 band, either purchases the insurance policy offered or presents a statement signed by the parent(s)
- 8 which assures the school that the parent(s) has personal insurance or is willing to accept all financial
- 9 responsibilities related to participation and travel. Forms for such permission and agreements will be
- 10 furnished by the principal and will be kept on file in the principal's office.

- 11 Teachers shall be eligible to participate in the student insurance program.

Cross References

Interscholastic Athletics 4.301

Hickman County Board of Education

	Descriptor Term: Workers' Compensation	Descriptor Code: 3.602	Issued Date: 04/04/22
		Rescinds: 3.602	Issued: 01/06/20

1 The Board shall maintain adequate workers' compensation coverage according to state statutes and shall
2 post and maintain in a conspicuous place on the business premises a printed notice regarding worker's
3 compensation as prescribed by the commissioner of labor and workforce development.¹

4 The Board shall establish a medical panel consisting of at least three (3) or more reputable physicians or
5 surgeons, not associated together in practice, if available. The names of the physicians or surgeons shall
6 be posted in conspicuous places throughout the maintenance, transportation, clerical, and professional
7 areas of participating schools. Any claimant may select an operating surgeon or attending physician
8 listed on the medical panel for treatment of on-the-job injuries.² Any specialized treatment of injuries
9 must be administered by practitioners or specialists upon referral by the medical panel.

Legal References

1. TCA 50-6-407
2. TCA 50-6-204(a)(3)(A)(i)

Cross References

Sick Leave 5.302
Physical Assault Leave 5.307

Hickman County Board of Education

	Descriptor Term: Instructional Goals	Descriptor Code: 4.100	Issued Date: 05/02/22
		Rescinds: 4.100	Issued: 02/03/20

1 The Board approves the following broad-based instructional goals for students:

- 2 • To acquire the knowledge and attitude necessary to achieve and maintain good physical and
- 3 mental health;
- 4
- 5 • To develop the skills necessary to function as a self-directed person;
- 6
- 7 • To develop the capacity to cope with change through an understanding of the arts, humanities
- 8 and scientific processes;
- 9
- 10 • To know the principles involved in making moral and ethical choices;
- 11
- 12 • To develop the basic skills of reading, writing, computation, spelling, speaking and problem
- 13 solving;
- 15 • To develop a positive attitude toward learning as a lifelong endeavor;
- 16
- 17 • To learn to identify personal talents and interests, make appropriate career choices, and develop
- 18 career skills;
- 19
- 20 • To acquire knowledge and to develop skills in the management of personal and public
- 21 resources necessary for meeting obligations to self, family and society;
- 22
- 23 • To learn to act in a responsible manner;
- 24
- 25 • To learn of the rights and responsibilities of citizens of the community, state, nation and world;
- 26 and
- 27
- 28 • To learn to understand, respect and interact with people of different cultures, generations and
- 29 races.

Cross References

School District Goals 1.700

Hickman County Board of Education

Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date: 08/01/22
	Rescinds: 4.101	Issued: 05/02/22

1 *General*

2 The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or
3 federal law shall be taught.¹ The Director of Schools shall develop administrative procedures to
4 implement this policy.

5 **STATE STANDARDS²**

6 Only Tennessee state standards shall be taught within the school district. The following are prohibited:

- 7 1. Instructional materials, textbooks, or supplemental materials created to align exclusively with
8 Common Core; or
- 9 2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise
10 identified as Common Core textbooks or instructional materials.
11

12 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

13 All curriculum and instructional programming implemented in the school district shall adhere to state
14 and federal laws. District employees shall not include or promote any concepts that would violate state
15 law when providing instruction, using instructional or supplemental materials, or when implementing
16 the instructional program and curriculum.¹

17 The Director shall develop procedures to ensure that the district's instructional program complies with
18 state law.

19 Complaints regarding teaching prohibited concepts in violation of state law shall be submitted per the
20 regulation developed by the Tennessee Department of Education.³

Legal References

1. TCA 49-6-2202; TCA 49-6-1304; TCA 49-6-2206;
TCA 49-6-1019
2. TCA 49-1-302(a)(8); TCA 49-1-314; Public Acts of
2022, Chapter No. 1085
3. TRR/MS 0520-12-04

Cross References

Reconsideration of Textbooks and Instructional Materials
4.402
Controversial Issues 4.800
Controversial Materials 4.801

Hickman County Board of Education

Descriptor Term: Curriculum Development	Descriptor Code: 4.200	Issued Date: 05/02/22
	Rescinds: 4.200	Issued: 02/03/20

1 Under the leadership and direction of the curriculum director, a unified curriculum shall be developed
2 within the statewide curriculum framework for the school system in each subject area, grades K-12,
3 and presented to the Board for adoption.¹

4 Teachers in each school shall participate in the systemwide development of the curriculum in their
5 appropriate subject areas. Assignments for curriculum development in the elementary grades will be
6 made by the principal.

7 The curriculum will be revised and updated regularly through in-service programs and curriculum
8 planning sessions, with changes subject to approval by the Board.

9 At least one copy of the complete curriculum shall be placed in each school. Teachers shall be given a
10 personal copy of the portion which pertains to their area of teaching. New teachers shall be given an
11 appropriate copy and briefed on its content in relation to the total curriculum.

12 Each teacher shall follow a course of study based on curriculum guides and textbooks. The prepared
13 course of study shall be reviewed annually and regularly updated and must be related to the individual
14 needs and abilities of the students.

15 Experimentation with newer concepts of curriculum design, scheduling, and instructional techniques is
16 encouraged but must have prior approval of the principal. An experimental program requires the
17 approval of the director of schools, the Board, the Commissioner of Education and the State Board of
18 Education.¹

19 A course may become a permanent part of the school program after three (3) years of operation upon
20 approval of the State Board of Education.

21 **IMPLEMENTATION**

22 The primary responsibility for the effective operation of the curriculum program and activities shall be
23 delegated to the director of schools.

24 The instructional supervisors, principals and teachers shall work cooperatively in the instructional
25 program.

26 The school principals shall be responsible for administering the established instructional programs and
27 for the development and supervision of a coordinated plan for the improvement of instruction in their
28 schools.

Legal References

1. TCA 49-1-302(a)(1)-(3), (8); TRR/MS 0520-01-03-.03

Cross References

Evaluations of Instructional Programs 4.702
In-Service & Staff Development Opportunities 5.113
Staff Rights & Responsibilities 5.600
Staff Time Schedules 5.602

Hickman County Board of Education			
	Descriptor Term: Basic Program	Descriptor Code: 4.201	Issued Date: 05/02/22
		Rescinds: 4.201	Issued: 02/03/20

- 1 The Board shall not discriminate on the basis of sex, race, national origin, creed, age, marital status in
2 its educational programs or activities.
- 3 Pupil-teacher ratios shall not exceed the averages outlined in state law. Further, class sizes shall not
4 exceed the maximum allowed by state law.¹
- 5 Curriculum material utilized shall reflect the cultural and racial diversity present in the United States
6 and the variety of careers, roles and life-styles open to women as well as men in our society. One of the
7 objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias
8 on the basis of sex, race, ethnicity, religion and disability. The curriculum shall foster respect and
9 appreciation of the cultural diversity found in our country and an awareness of the rights, duties and
10 responsibilities of each individual as a member of a pluralistic society.²
- 11 The course of study in the schools shall include those subjects required by the Legislature and
12 Tennessee State Board of Education as follows: reading, writing, spelling, arithmetic, English,
13 geography, hygiene, sanitation, music, drawing, black history and culture, physical education, and free
14 enterprise. Specific topics required in the schools include: nature of alcoholic drinks, narcotics and
15 smoking of cigarettes and their effect upon the human system; history of Tennessee and its
16 Constitution; history of the United States and its Constitution; displaying of the American flag;
17 highway safety; and defensive driving.
- 18 The Board reserves the right to add additional courses and to amend the content of prescribed courses
19 as experience and the process of curriculum development indicate the desirability of such change.³

Legal References

1. TCA 49-1-104; TRR/MS 0520-01-02-.31(4)
2. 42 USCA § 12101; 34 CFR § 106.34
3. TCA 49-6-1001 to 1034, 1201-1205, 1301, 1302

Cross References

- Graduation Requirements 4.605
- Religious Content of Courses 4.804
- Student Goals 6.100
- Student Concerns, Complaints, and Grievances 6.305

Hickman County Board of Education

	Descriptor Term: Lifetime Wellness	Descriptor Code: 4.2012	Issued Date: 05/02/22
		Rescinds: 4.2012	Issued: 02/03/20

1 Students in grades 9-12 shall complete a unit of lifetime wellness, a planned program to promote a
2 lifelong process of positive lifestyle management that seeks to integrate the emotional, social,
3 intellectual and physical dimensions of self for a longer, more productive, and higher quality of life, as
4 a requirement for graduation.

5 Participation in marching band or interscholastic athletics shall not be substituted for this requirement.

6 Members of the professional staff shall work with the county and state health departments, the welfare
7 department and members of the medical profession in promoting a program of good health for all
8 pupils. Indications of a health problems shall be reported to the principal and the parents.

9 The following topics shall be included as part of the lifetime wellness course to help students reach the
10 specified goals in the curriculum framework:

- 11 1. Disease Prevention and Control
- 12 2. Safety and First Aid
- 13 3. Mental Health
- 14 4. Nutrition
- 15 5. Substance Use/Abuse
- 16 6. Sexuality and Family Life
- 17 7. Personal Fitness and Related Skills

Cross References

Student Drug and Alcohol Use 6.307
Acquired Immune Deficiency Syndrome (AIDS) 6.404

Hickman County Board of Education

Descriptor Term: Family Life Education	Descriptor Code: 4.2013	Issued Date: 05/02/22
	Rescinds: 4.2013	Issued: 08/02/21

1 A family life education program shall be implemented within the school district in compliance with state
2 law.¹

3 The Board shall annually evaluate the program³ and shall conduct public hearings and parental
4 conferences at least once (1) each September as part of the evaluation.

5 A parent who chooses not to have a student participate in the family life education program shall
6 submit such request in writing to the director of schools. A student who is excused from family life
7 instruction shall be assigned alternative activities and shall not be penalized academically.

8 Prior to implementing the family life education curriculum, the Board shall conduct at least one (1)
9 public hearing at which the plan will be explained and parents and community members shall be given
10 the opportunity to express their opinions.

11 The goals of instruction for the family life education program shall be to:²

- 12 1. Provide accurate information about human reproduction, including conception, birth, and
13 prenatal care, with specific emphasis on the family unit and the responsibilities and consequences
14 relating to sexual activity;
- 15 2. Adapt this information to the age and grade level of students;
- 16 3. Promote, encourage and increase communication between parents and students;
- 17 4. Increase decision-making skills;
- 18 5. Offer information that will help students act responsibly;
- 19 6. Enhance and develop the student's self-esteem; and
- 20 7. Provide instruction on the prevention of dating violence.

21 Within these goals and at appropriate age and grade levels, the information presented will include:²

- 22 1. Anatomy, physiology, and psychology of adolescence and sexual growth;
- 23 2. Marriage and responsibilities of family life;
- 24 3. Responsibilities of parents and child care;
- 25 4. Legal aspects of sexual conduct;
- 26 5. Self-respect, self-control, and individual differences among people;
- 27 6. Community resources;
- 28 7. Pregnancy and childbirth; and

- 1 8. Instruction on education, intervention, prevention, and treatment of: (A) child sexual abuse,
2 including such abuse that may occur in the home, in accordance with the declarations and
3 requirements of §§ 37-1-601(a) and 37-1-603(b)(3); and (B) Human trafficking in which the
4 victim is a child.
- 5 Instruction on family life education shall emphasize that abstinence from sexual relations is the only
6 method of protection that is 100% effective.
- 7 Personnel involved in instruction regarding human sexuality will conduct such instruction with
8 maturity and discretion. Personnel providing family life instruction shall receive in-service training
9 prior to presenting such instruction.

Legal References

1. TCA 49-6-1302
2. TCA 49-6-1304
3. TCA 49-6-1304(b)

Family Life Education

In accordance with Board Policy 4.2013, the board of education will conduct public hearings and parental conferences at least once as part of the family life program. The hearings and conferences will be scheduled and conducted by supervisors over Coordinated School Health and Guidance services each year. This hearing will consist of the following:

- 1) Explanation of the family life plan for parents and community members
- 2) Opportunities for parents and community members to express their opinions

The program will follow the guidelines of Board Policy 4.2013 and will provide training for personnel involved in providing instruction within the family life program.

Hickman County Board of Education

Descriptor Term: Special Education	Descriptor Code: 4.202	Issued Date: 12/04/23
	Rescinds: 4.202	Issued: 05/02/22

1 The Board shall provide access to a free appropriate public education to all students with disabilities
2 ages 3- 21, inclusive, residing within the jurisdiction of the school system. The plan for implementation
3 of appropriate instruction and special education services shall be in accordance with the current Rules,
4 Regulations, and Minimum Standards of the State Board of Education,¹ and state² and federal³ law.

5 The Board shall develop and periodically update a local plan for providing special education services
6 for students with disabilities. Specifically, the Board assures that:

- 7 1. All students with disabilities living within the school system have available to them a free,
8 appropriate public education which emphasizes special education and related services to meet
9 their unique needs; and
- 10 2. The rights of students with disabilities and their parents are protected.
- 11

12 The plan shall aim toward meeting the following objectives:

- 13 1. To carry out a comprehensive screening and assessment plan emphasizing the early
14 identification and evaluation of students with disabilities.
- 15 2. To use the Individual Educational Program (IEP-Team) for reviewing assessment, formulating
16 programming, and determining placement for every student with a disability, including review
17 of proposed suspensions when appropriate, in accordance with the State Board of Education
18 Rules, Regulations, and Minimum Standards;
- 19 3. To ensure that placements are made which educate students with disabilities with non-students
20 with disabilities to the maximum extent appropriate in the schools these children would
21 normally attend if they did not have a disability and with age-appropriate peers;
- 22 4. To provide each student with a disability with an individual educational program (IEP)
23 specifically designed to meet his unique needs;
- 24 5. To provide continuing evaluation of each student with a disability's progress, including at least
25 annual review of his IEP and complete re-evaluation at least every three (3) years;
- 26 6. To ensure that procedural safeguards required by state and federal laws are adhered to; and
- 27 7. To involve parents of students with disabilities in a meaningful dialogue with school personnel
28 which will begin with initial referral and continue throughout the student's educational career.
29
30
31
32
33
34

Legal References

1. TRR/MS 0520-01-09
2. TCA 49-10-101 *et seq.*
3. 20 USCA §§ 1400-1485; 29 USCA § 794; 34 CFR § 300.504

Cross References

Compulsory Attendance Ages 6.201
Alternative Education 6.319
Student Communicable Diseases 6.403
Acquired Immune Deficiency Syndrome 6.404
Special Education Students 6.500

Hickman County Board of Education

Special Education

The Hickman County Board of Education recognizes and supports the need to provide special education services within the school district and offers programs across the county.

Students with disabilities must be taught in the framework of the general education curriculum. General education, vocational education and special education staff shall strive to coordinate their services as designated in each student's Individualized Education Plan (IEP), in order to meet the needs of each student who is eligible for special education supports and services.

The policy of the Hickman County School District is to ensure that students with disabilities are provided a free appropriate public education (FAPE). The state's BEP formula will be used to determine class size for all classrooms. Monitoring class size will occur periodically to ensure compliance with our district's policy and state guidelines.

To ensure the provisions of a free appropriate public education (FAPE) according to state law and the Individuals with Disabilities Education Act (IDEA) are being met, our district proposes the following:

- Education placement decisions for all students, including students with disabilities, shall be made based on the instructional needs of the students;
- Staff development and training shall be made available for general education and special education teachers (models, strategies, and interventions) for teachers working in an inclusive classroom.
- Interactive planning sessions shall be facilitated with special education and general education teachers regarding each student's IEP;
- General education teachers shall receive information on modifications and accommodations included in their students IEPs;
- All students in the general education classroom shall have access to instructional materials used in the class with alternative or supplemental materials provided as needed;
- Resources, supports, supplemental aid and materials shall be provided to help students progress in the general curriculum and be successful in the general education classroom (e.g., assistive technology devices and services, paraprofessional support, adaptations in the classrooms, etc.);

The Hickman County School System adopts the state and federal regulations in order to implement the provision of special education and related services. This is to ensure compliance with state and federal regulations in providing special education supports and services.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name BOYS BASKETBALL

Proposed fundraising activities: DONATION REQUESTS

Purposed Uses of funds raised
NEW BASKETBALLS, RACK, SHOOTING SHIRTS, BACKPACKS

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

Method by which school will receive profit CHECKS & CASH COLLECTED BY
PLAYERS

Requested by MASON FLOYD / COACH Date 5/25/24
Name/Title

Approved by Ima S. Shugj Date 5-17-24
Principal

Approved by John Mullins Date 5-17-24
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.

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



John Mullins
Superintendent 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

School Support Organization Request For Fundraising Activities

Organization Soar and Score Booster Club

Proposed Fundraising Activity 4th - 6th Grade Playdays

Date(s) Nov. 2nd, Nov. 16th, Dec. 7th, and Dec. 14th

Location(s) EHMS + EHHS Gymnasiums

Requested By Pippa Sawyer
President/Chair of Organization

5-7-24
Date

Recommended By Loretta A. Totty
Principal

5/7/2024
Date

Approved John Mullins
Director of Schools or Designee

5-23-24
Date

Not Approved _____
Director of Schools or Designee

Date

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: East Hickam Middle School Football

Proposed Fundraising Activities: Sponsorship Packages
for banners to go on the fence.

Proposed Uses of Funds Raised: To get uniforms and equipment for the
players

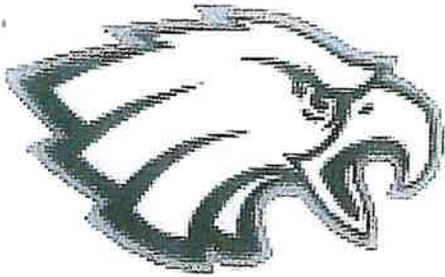
Expected Student Involvement (school-wide or specific school organization):
Football Team

Method by which school will receive profit: Cash or Check

Requested by (Name/Title): MARIO FRAZIER Date: 5/7/2024

Approved by (Principal): Loretta A. Totty Date: 5/7/2024

Approved by (Director of Schools): John Mullins Date: 5-8-24



Mario Frazier, Coach

May 6, 2024

**EAST HICKMAN
MIDDLE SCHOOL FOOTBALL**

East Hickman Middle School team needs new uniforms and pads. This year we have had the biggest turn out of participation in a long time and do NOT have enough for all the players. Please help us provide for the students to be able to have a fun and SAFE year of playing football.

SPONSORSHIP PACKAGES

Please place a check mark by the desired package:

Gold Sponsorship: \$300

A 4'X2' individual banner with your company name and logo on the field as well as a mention in the yearbook.

Silver Sponsorship: \$200

Your company name and logo on the 4'X8' team banner on the field as well as a mention in the yearbook.

Business Name: _____

Business Address: _____

Primary Contact: _____

Contact Email: _____ Contact Phone: _____

Please mail complete form and check payable to EHMS as well as your business and artwork for the banner by **JULY 12, 2024** to 9414 East Eagle Dr. Lyles, TN 37098: ATTN Coach Mario Frazier. Or hand deliver to the school or a volunteer.

**Mario Frazier
EHMS Football Coach
MARIO.FRAZIER@HICKMANK12.ORG**

 **FAX.**
931-670-4239

 **Phone.**
931-670-4237

 **Address.**
9414 EAST EAGLE DRIVE
LYLES, TN 37098

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name HCHS Cheer 822

Proposed fundraising activities: Mini Cheer Camp for
finished pre-k - 5th grade

Purposed Uses of funds raised
pay for camps + part of uniform

JM
5-18-24

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

Method by which school will receive profit parents will pay to enroll
their child in the camp

Requested by Jillian Estes/Coach
Name/Title

Date 5/10/24

Approved by *D. B.*
Principal

Date 5/16/24

Approved by _____
Director of Schools*

Date _____

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name HCHS Cheer 822

Proposed fundraising activities: Calendar Fundraiser

Purposed Uses of funds raised
pay for camps + parts of uniforms

Expected student involvement (school-wide or specific school organization) HCHS Cheer

JM
5-18-24

Method by which school will receive profit Cheerleaders will collect
Cash that corresponds with dates on calendar

Requested by Jillian Estes / Coach
Name/Title

Date 5/10/24

Approved by *R-B*
Principal

Date 5/16/24

Approved by _____
Director of Schools*

Date _____

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name HCHS Cheer 822

Proposed fundraising activities: Selling Peaches

Purposed Uses of funds raised

pay for camps + part of uniform

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

HCHS Cheer

Method by which school will receive profit Cheerleaders will collect
money for community members to pre order peaches

Requested by Villian Estes/Coach
Name/Title

Date 5/10/24

Approved by [Signature]
Principal

Date 5/16/24

Approved by _____
Director of Schools*

Date _____

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



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
1287 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
2888 Hwy 48 N, Nunnery, TN 37137

John Mullins
Superintendent of Schools
115 RUPPHREE AVENUE
CENTERVILLE, TN 37033

JM 5-18-24

**School Support Organization
Request For Fundraising Activities**

Organization HCHS Quarterback Club

Proposed Fundraising Activity Calendar donation

Date(s) May - June 2024

Location(s) Hickman County HS football players

Requested By Gregg D. Mace Date 5/10/2024
President/Chair of Organization

Recommended By R. B. Date 5/16/24
Principal

Approved _____ Date _____
Director of Schools or Designee

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Boys/Girls Soccer 611/618

Proposed fundraising activities: Fan Store (BSN)

Purposed Uses of funds raised Officials, Balls,

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

Method by which school will receive profit check from BSN

Requested by Scott Riley Head Soccer Coach Date 5/1/2024
Name/Title

Approved by [Signature] Date 5/6/2024
Principal

Approved by John Mullins Date 5/6/2024
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.

DOUG LANE
2059 Lake Drive, Centerville, TN 37033

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9037 E 40 Rd., Bon Aqua, TN 37025

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

School Support Organization Request For Fundraising Activities

Organization Soar and Score Booster Club

Proposed Fundraising Activity Free Throw-A-Thon

Date(s) June 9, 2024

Location(s) EHHS Gymnasium

Requested By Pippa Jaylor 5-7-24
President/Chair of Organization Date

Recommended By [Signature] 5-7-24
Principal Date

Approved John Mullins 5-23-24
Director of Schools or Designee Date

Not Approved _____
Director of Schools or Designee Date

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

DOUG LANE
2059 Lake Drive, Centerville, TN 37033

RONALD GAMMONS
6418 Rice Ln., Lyles, TN 37098

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

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VANCE WILLIS
2888 Hwy 48 N., Nunnely, TN 37137

School Support Organization Request For Fundraising Activities

Organization EH Southern Cheer Booster

Proposed Fundraising Activity Bake Sale

Date(s) _____

Location(s) Wal-Mart Dickson

Requested By Christin Brown 5/7/24
President/Chair of Organization Date

Recommended By [Signature] 5/7/24
Principal Date

Approved John Mullins 5-7-24
Director of Schools or Designee Date

Not Approved _____
Director of Schools or Designee Date

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

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



John Mullins
Superintendent of Schools
116 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., Nunnely, TN 37137

**School Support Organization
Request For Fundraising Activities**

Organization EH Southern Cheer Booster

Proposed Fundraising Activity Car Show * Looking to include possible food trucks + show.
* Will clean up any trash

Date(s) Saturday or Sunday July 27 or Aug 3

Location(s) EHHS parking lot back of school

Requested By Christin Brown
President/Chair of Organization

5/7/2024
Date

Recommended By [Signature]
Principal

5/7/24
Date

Approved John Mullins
Director of Schools or Designee

5-7-24
Date

Not Approved _____
Director of Schools or Designee

Date

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