

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

TABITHA CUDE
4141 Lewis Rd., Centerville, TN 37033



DOUG LANE
2059 Lake Dr., Centerville, TN 37033

CHRISTY MAYS
450 Hwy 50, Centerville, TN 37033

JANE HERRON
PO Box 13, Nunnely, TN 37137

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

REGULAR BOARD MEETING
Monday, September 9, 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. Agenda for September 9, 2024

VI. Regular Meeting Minutes for August 5, 2024

VII. Board Policy 1.200 Method of Election of Officers

VIII. Board Officer Elections 2024-2025

A. Chair

B. Vice Chair

C. Pro-Tem

D. Legislative Representative

E. Student Representatives' Mentors assigned by Chair

IX. Special Recognition

A. Employee of the Month

X. Consent Agenda Items

A. Board Chair's Report

1. Chair's Countersigned Warrants

2. Approved/Signed Contracts for 2024-2025

B. Director's Report

C. Financial Report

D. ESSER Updates

E. Director's Monthly Attendance Report

XI. Discussion Items

XII. Items Requiring Board Action

- A. Approve Online Employee Payroll and HR Benefits Package
- B. Budget Amendments
- C. ESSER Budget
- D. Approve Purchase of Intermediate Schools HVAC
- E. Discuss and Consider Extending the ESSER Grant Manager's Contract
- F. Board Policies
 - 1. Revised Board Policies 4.400, 4.403, 4.600 (1st Reading)
 - 2. Board Policies Review 4.408--4.606

XIII. Announcements

- A. Regular Board Meeting for October 21, 2024 (location - HCHS library due to retiree awards).

The Hickman County Retired Teachers Association will host a reception for retirees in the cafeteria from 5:45 p.m. - 6:15 p.m.

XIV. Closing Comments

- A. Legislative Representative
- B. Board Chair, Board Members, Student Representatives and Director of Schools

XV. Adjourn



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

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2059 Lake Drive, Centerville, TN 37033

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

JANE HERRON
PO Box 13, Nunnally, TN 37137

The Hickman County Board of Education will meet in regular session on Monday, September 9, 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. Agenda for September 9, 2024
- VI. Regular Meeting Minutes for August 5, 2024
- VII. Board Policy 1.200 – Method of Election of Officers—Doug Lane
- VIII. Board Officer Elections 2024-2025
 - A. Chair
 - B. Vice Chair
 - C. Pro-Tem
 - D. Legislative Representative
 - E. Student Representatives' Mentors Assigned by Chair
- IX. Special Recognition
 - A. Employee of the Month—Christy Mays
- X. Consent Agenda Items
 - A. Board Chair's Report
 1. Chair's Countersigned Warrants
 2. Approved/Signed Contracts for 2024-2025
 - B. Director's Report
 - C. Financial Report
 - D. ESSER Updates
 - E. Director's Monthly Attendance Report
- XI. Discussion Items—Director of Schools
- XII. Items Requiring Board Action
 - A. Approve Online Employee Payroll and HR Benefits Package—Director of Schools
 - B. Budget Amendments—ESSER Manager
 - C. ESSER Budget —ESSER Manager
 - D. Approve Purchase of Intermediate Schools HVAC—ESSER Manager
 - E. Discuss and Consider Extending the ESSER Grant Manager's Contract—Director of Schools

- F. Board Policies
 - 1. Revised Board Policies 4.400, 4.403, 4.600 (1st Reading)—Misty Shelton
 - 2. Board Policy Review 4.408—4.606—Misty Shelton

- XIII. Announcements
 - A. Regular Board Meeting for October 21, 2024 (location - HCHS library due to Retiree Awards)—Board Chair
The Hickman County Retired Teachers Association will host a reception for retirees in the cafeteria from 5:45 p.m. – 6:15 p.m.

- XIV. Closing Comments
 - A. Legislative Representative
 - B. Board Chair, Board Members, Student Representatives and Director of Schools

- XV. Adjourn

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---August 5, 2024

The Hickman county Board of Education met on August 5, 2024, at 6:30 PM in Central Office - Room 203.

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

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 July 8, 2024

Motion to approve the minutes.

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. Agenda for August 5, 2024

Motion to approve the minutes.

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. Hickman County Education Association Speaker

VIII. Information

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---August 5, 2024

- A. Correction
- B. ESSER Plans

IX. Special Recognition

- A. Employee of the Year
- B. Employee of the Month

X. Consent Agenda Items

Motion to approve consent agent.
Motion made by Ronald Gammons.
Motion seconded by Vance Willis.
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

- A. Board Chair's Report
 - 1. Chair's Countersigned Warrants
- B. Director's Report
- C. Financial Report
- D. ESSER Updates

XI. HCHS JROTC Information Briefing

Motion to approve trip request on November 1st-3rd.
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

XII. Items Requiring Board Action

- A. Trip Request
 - 1. HCHS JROTC
- B. Event Request

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---August 5, 2024

1. HCHS JROTC

C. ESSER Budget

D. Budget Amendments

Motion to approve budget items 3, 4, 5.

Motion made by Doug Lane.

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

E. Board Policies

Motion to approve 3.202 Emergency Policy Plan. The fire extinguishers need to be carded and have signage. Teachers need to be trained on fire extinguishers. Principals or designees should be aware and plan for training.

Motion to approve the remaining board policies on the agenda.

Motion made by Vance Willis.

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

Motion to approve 3.202 Emergency Policy Plan. The fire extinguishers need to be carded and have signage. Teachers need to be trained on fire extinguishers. Principals or designees should be aware and plan for training.

Motion made by Vance Willis.

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

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---August 5, 2024

Vance Willis: Yea

Yea: 7, Nay: 0

1. Revised Board Policies 1.501, 1.800, 2.403, 2.806, 3.202, 3.205, 3.400, 4.201, 4.2013, 4.214, 4.301, 4.403, 4.600, 4.603, 5.307, 5.701, 5.802, 6.203, 6.318, 6.313, 6.309, 6.316, 6.4052, 6.409 (2nd Reading)

2. Board Policies Review 4.400--4.407

Motion to approve Board Policies Review 4.400--4.407.

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

3. Board Policy 4.602 - 2nd Reading

Motion to approve motion Board Policy 4.602.

Motion made by Vance Willis.

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

XIII. Announcements

A. Regular Board Meeting for September 9, 2024

XIV. Closing Comments

A. Legislative Representative

B. Board Members and Director

XV. Adjourn

Motion to adjourn.

Motion made by Jim Hudgins.

Motion seconded by Vance Willis.

Motion Result: Passed

Sherri Baker: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---August 5, 2024

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

	Descriptor Term: Method of Election of Officers	Descriptor Code: 1.200	Issued Date: 09/19/23
		Rescinds: 1.200	Issued: 08/02/21

- 1 At the third regular meeting in each fiscal year, the Board shall organize by electing a chairman¹ and a
2 vice chairman to serve one-year terms or until a successor is named. A chairman pro tem shall be
3 elected to preside during a meeting when neither the chairman or the vice chairman is present. In the
4 event that an officer's seat on the board is vacated, the board shall elect a successor to serve the
5 remainder of the officer's term. Each board officer shall be eligible for re-election.
- 6 If no officer of the Board is serving at the third meeting date of the fiscal year, any member shall call
7 the meeting to order and preside until a chairman is elected as the first order of business.
- 8 If the office of chairman is vacated prior to the expiration of the annual term, the vice chairman shall
9 assume all responsibilities of the chairman until a new chairman is elected.

Legal References

1. TCA 49-2-202(c)(2)

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>
41001651	Anderson, Wyatt A.	8448	08/05/2024	141- -11140	\$37.15
41001652	Anderson, Belinda	8051	08/05/2024	141- -11140	\$287.70
41001653	Hidgon, Marc C.	8449	08/05/2024	141- -11140	\$37.15
41001654	Central Technologies, Inc.	1668	08/05/2024	141- -11140	\$10,949.20
41001655	McManus, Christy	8120	08/05/2024	141- -11140	\$217.08
41001656	Meriwether Lewis Electric	3675	08/05/2024	141- -11140	\$48,159.90
41001657	NHA	7338	08/05/2024	141- -11140	\$2,427.00
41001658	PDQ. Com Corporation	8411	08/05/2024	141- -11140	\$1,338.75
41001659	Town Of Centerville	5315	08/05/2024	141- -11140	\$225.16
41001660	Waverly Glass Inc.	5863	08/05/2024	141- -11140	\$34,027.00
41001661	Yablonski, Dionne	6336	08/05/2024	141- -11140	\$37.15
141 Total:					\$97,743.24
Bank Total:					\$97,743.24
Bank Payment Count:					11

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>
42000443	Amazon	727	08/05/2024	142-010-11140	\$698.08
42000445	Thomasson, Julia	192	08/05/2024	142-010-11140	\$158.12
42000446	Mayberry, Kimberly D.	4108	08/05/2024	142-010-11140	\$10.72
142-010 Total:					\$866.92
42000448	Navigate 360 LLC	8132	08/05/2024	142-401-11140	\$6,195.42
142-401 Total:					\$6,195.42
42000444	Hibbett, Sarah E.	8394	08/05/2024	142-933-11140	\$950.00
42000447	Risley, Molly	8395	08/05/2024	142-933-11140	\$950.00
42000449	Scott, Kim	8121	08/05/2024	142-933-11140	\$950.00
42000450	Karen, Sewell W.	8396	08/05/2024	142-933-11140	\$950.00
142-933 Total:					\$3,800.00
Bank Total:					\$10,862.34
Bank Payment Count:					8

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>
41001662	Centerville Elementary School	1540	08/05/2024	141- -11140	\$7,650.00
41001663	Centerville Intermediate School	1290	08/05/2024	141- -11140	\$7,250.00
41001664	East Hickman Elementary School	2212	08/05/2024	141- -11140	\$8,250.00
41001665	East Hickman High School	2113	08/05/2024	141- -11140	\$16,000.00
41001666	East Hickman Intermediate School	2213	08/05/2024	141- -11140	\$7,450.00
41001667	East Hickman Middle School	2201	08/05/2024	141- -11140	\$7,900.00
41001668	Hickman County High School	2917	08/05/2024	141- -11140	\$16,000.00
41001669	Hickman County Middle School	2957	08/05/2024	141- -11140	\$7,900.00
141 Total:					\$78,400.00
Bank Total:					\$78,400.00
Bank Payment Count:					8

<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>
43000299	Town Of Centerville	5315	08/05/2024	143- -11140	\$82.35
143 Total:					\$82.35
Bank Total:					\$82.35
Bank Payment Count:					1

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>
41001670	County Of Hickman Misc Acct	1633	08/06/2024	141- -11140	\$29,828.52
141 Total:					\$29,828.52
Bank Total:					\$29,828.52
Bank Payment Count:					1

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>
42000451	County Of Hickman Misc Acct	1633	08/06/2024	142-010-11140	\$385.38
142-010 Total:					\$385.38
42000451	County Of Hickman Misc Acct	1633	08/06/2024	142-933-11140	\$865.03
142-933 Total:					\$865.03
Bank Total:					\$1,250.41
Bank Payment Count:					1

<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>
43000300	County Of Hickman Misc Acct	1633	08/06/2024	143- -11140	\$1,825.12
143 Total:					\$1,825.12
Bank Total:					\$1,825.12
Bank Payment Count:					1

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>	
42000452	National Center For Youth Issues, Inc.	4134	08/07/2024	142-401-11140	\$1,020.00
				142-401 Total:	\$1,020.00
42000453	National Restaurant Association Solutions LLC	6331	08/07/2024	142-801-11140	\$978.92
				142-801 Total:	\$978.92
				Bank Total:	\$1,998.92
				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>
41001671	Bon Aqua Lyles Utility Distric	851	08/07/2024	141- -11140	\$2,283.55
41001672	Cengage Learning	2115	08/07/2024	141- -11140	\$2,719.50
41001673	Everett Glass Company, LLC	8092	08/07/2024	141- -11140	\$239.00
41001674	Gilbert, Charles	2537	08/07/2024	141- -11140	\$555.00
41001675	Hickman County Trustee	2937	08/07/2024	141- -11140	\$171.18
41001676	Interpreters Unlimited, Inc.	6501	08/07/2024	141- -11140	\$107.50
41001677	Tennessee School Board Assoc.	61	08/07/2024	141- -11140	\$150.00
41001678	The Dreaded Lawncare	7933	08/07/2024	141- -11140	\$15,900.00
41001679	TK Elevator Corporation	7327	08/07/2024	141- -11140	\$2,863.80
41001680	Town Of Centerville	5315	08/07/2024	141- -11140	\$6,831.17
141 Total:					<u>\$31,820.70</u>
Bank Total:					<u>\$31,820.70</u>
Bank Payment Count:					10

<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>
43000301	AT & T	7542	08/12/2024	143- -11140	\$166.82
43000302	Fesco	2399	08/12/2024	143- -11140	\$744.80
43000303	Gordon Food Service, Inc.	2488	08/12/2024	143- -11140	\$2,167.30
43000304	HPS, LLC	6280	08/12/2024	143- -11140	\$3,275.00
43000305	Kennedy, Maria	8460	08/12/2024	143- -11140	\$37.15
43000306	Optimus Pest Solutions	47	08/12/2024	143- -11140	\$240.00
43000307	Prairie Farms Dairy	18	08/12/2024	143- -11140	\$1,834.57
43000308	Prince Hardware, LLC	4321	08/12/2024	143- -11140	\$450.85
43000309	Quill, LLC	4574	08/12/2024	143- -11140	\$1,937.57
43000310	SNA Depository	4878	08/12/2024	143- -11140	\$161.00
43000311	Volco	5841	08/12/2024	143- -11140	\$3,009.32
143 Total:					\$14,024.38
Bank Total:					\$14,024.38
Bank Payment Count:					11

<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>
42000454	West Music	5879	08/12/2024	142-401-11140	\$3,910.00
142-401 Total:					\$3,910.00
Bank Total:					\$3,910.00
Bank Payment Count:					1

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>
41001681	Ace Hardware	635	08/12/2024	141- -11140	\$109.95
41001682	Amazon	727	08/12/2024	141- -11140	\$223.76
41001683	AT & T	7542	08/12/2024	141- -11140	\$1,008.69
41001684	Bennett & DeCamp PLLC	8071	08/12/2024	141- -11140	\$645.00
41001685	Big G Metal Works	7864	08/12/2024	141- -11140	\$20.00
41001686	Brewer Chemicals & Equip, LLC	861	08/12/2024	141- -11140	\$420.00
41001687	County Of Hickman Misc Acct	1633	08/12/2024	141- -11140	\$679.95
41001688	Dyna-Brite Lighting, Inc.	8447	08/12/2024	141- -11140	\$1,650.00
41001689	Mitchell, Amanda E.	8464	08/12/2024	141- -11140	\$37.15
41001690	Ed's Supply, Inc.	2103	08/12/2024	141- -11140	\$874.32
41001691	Karco Parts	3364	08/12/2024	141- -11140	\$99.43
41001692	Main Street Emporium	7541	08/12/2024	141- -11140	\$144.75
41001693	Mid-South Bus Center, Inc	3706	08/12/2024	141- -11140	\$901.60
41001694	O'Reilly Auto Parts	4265	08/12/2024	141- -11140	\$409.28
41001695	Optimus Pest Solutions	47	08/12/2024	141- -11140	\$750.00
41001696	Plumbmaster, Inc.	4379	08/12/2024	141- -11140	\$12.99
41001697	SSC Service Solutions Compass Group USA, Inc.	4832	08/12/2024	141- -11140	\$65,589.56
41001698	Stericycle/Shred-it	1084	08/12/2024	141- -11140	\$3,014.30
41001699	Tennessee School Board Assoc.	61	08/12/2024	141- -11140	\$3,500.00
41001700	United Farm & Home Co-op	2769	08/12/2024	141- -11140	\$24.76
41001701	Verizon Wireless	5823	08/12/2024	141- -11140	\$136.08
41001702	Visa	8268	08/12/2024	141- -11140	\$847.19
41001703	Zoom Video Communications, Inc.	6679	08/12/2024	141- -11140	\$1,317.80

*Pulled
check
amt
incorrect*

141 Total: \$82,416.56

Bank Total: \$82,416.56

Bank Payment Count: 23

<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>
41001704	Visa	8268	08/13/2024	141- -11140	\$827.19
141 Total:					\$827.19
Bank Total:					\$827.19
Bank Payment Count:					1

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>
41001705	Hickman Co Trustee	2722	08/15/2024	141- -11140	\$9,465.95
141 Total:					\$9,465.95
Bank Total:					\$9,465.95
Bank Payment Count:					1

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>
41001706	Runkles, Hillary A.	8470	08/15/2024	141- -11140	\$37.15
41001707	Amazon	727	08/15/2024	141- -11140	\$2,637.14
41001708	AT & T	7542	08/15/2024	141- -11140	\$2,950.25
41001709	Love, Andrew C.	8474	08/15/2024	141- -11140	\$37.15
41001710	Carl, Delta	8469	08/15/2024	141- -11140	\$447.50
41001711	Dex Imaging & Mailing	1912	08/15/2024	141- -11140	\$2,581.43
41001712	Dickson Medical Associates	2022	08/15/2024	141- -11140	\$375.00
41001713	Dickson Office Supply	1822	08/15/2024	141- -11140	\$219.00
41001714	Perkins, Charles E.	8473	08/15/2024	141- -11140	\$37.15
41001715	Harvill, Nancy	2758	08/15/2024	141- -11140	\$1,470.00
41001716	Hickman Co Times	2718	08/15/2024	141- -11140	\$359.12
41001717	Imboden, Kyndra	7790	08/15/2024	141- -11140	\$37.15
41001718	Mobley, Emily J.	8468	08/15/2024	141- -11140	\$37.15
41001719	Hinson, Kay L.	8472	08/15/2024	141- -11140	\$37.15
41001720	Thompson, Virginia L.	8471	08/15/2024	141- -11140	\$37.15
41001721	Lawson, Jamie	3656	08/15/2024	141- -11140	\$37.15
41001722	Prince, Shelby M.	8475	08/15/2024	141- -11140	\$37.15
41001723	Prince, James	4561	08/15/2024	141- -11140	\$37.15
41001724	Rj Young Company	4691	08/15/2024	141- -11140	\$982.15
41001725	Sam's Club MC/SYNCB	4828	08/15/2024	141- -11140	\$806.04
41001726	Tennessee B&E Unit	144	08/15/2024	141- -11140	\$180.00
41001727	Tennessee School Board Assoc.	61	08/15/2024	141- -11140	\$150.00
41001728	The King's Daughter's School	7928	08/15/2024	141- -11140	\$4,500.00
41001729	Town Of Centerville	5315	08/15/2024	141- -11140	\$1,676.45
41001730	Truett, Tina	5551	08/15/2024	141- -11140	\$37.15
41001731	UPS	8274	08/15/2024	141- -11140	\$34.56
41001732	Wilson, Anita	7954	08/15/2024	141- -11140	\$469.00
141 Total:					\$20,246.29
Bank Total:					\$20,246.29
Bank Payment Count:					27

<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>
43000312	AT & T	7542	08/15/2024	143- -11140	\$50.64
43000313	Matrix Mechanical Solutions, LLC	7974	08/15/2024	143- -11140	\$5,091.77
143 Total:					<u>\$5,142.41</u>
Bank Total:					<u>\$5,142.41</u>
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>
41001733	Dickson Electric System	1806	08/19/2024	141- -11140	\$41,154.74
41001734	Hickman Co Solid Waste Man.	2746	08/19/2024	141- -11140	\$36.00
41001735	Matrix Mechanical Solutions, LLC	7974	08/19/2024	141- -11140	\$4,274.61
41001736	NCS Pearson Inc.	4359	08/19/2024	141- -11140	\$335.00
41001737	Pace Analytical National	2230	08/19/2024	141- -11140	\$329.30
41001738	Piney River Waste	8397	08/19/2024	141- -11140	\$1,000.00
41001739	Quill, LLC	4574	08/19/2024	141- -11140	\$491.52
41001740	Rietveid, Stephanie	993	08/19/2024	141- -11140	\$1,470.00
41001741	Riverside Insights	6689	08/19/2024	141- -11140	\$492.79
41001742	Scenario Learning, LLC	5142	08/19/2024	141- -11140	\$6,846.00
41001743	SLP Toolkit, LLC	6696	08/19/2024	141- -11140	\$225.00
41001744	SSC Service Solutions Compass Group USA, Inc.	4832	08/19/2024	141- -11140	\$61,839.56
41001745	Unifirst Corp.	5758	08/19/2024	141- -11140	\$589.08
141 Total:					\$119,083.60
Bank Total:					\$119,083.60
Bank Payment Count:					13

<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>
42000459	Jones & Bartlett	3310	08/19/2024	142-101-11140	\$254.96
142-101 Total:					\$254.96
42000455	Boehms, Charlotte	1209	08/19/2024	142-801-11140	\$336.45
42000456	CNB Computers USA, Inc.	6586	08/19/2024	142-801-11140	\$562.00
42000457	East Hickman High School	2110	08/19/2024	142-801-11140	\$545.00
42000458	East Hickman High School	2113	08/19/2024	142-801-11140	\$258.75
142-801 Total:					\$1,702.20
Bank Total:					\$1,957.16
Bank Payment Count:					5

<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>
43000314	Wheeler, Racheal	8478	08/19/2024	143- -11140	\$52.85
143 Total:					\$52.85
Bank Total:					\$52.85
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>
41001746	Edmentum, Inc	2256	08/19/2024	141- -11140	\$38,998.34
141 Total:					\$38,998.34
Bank Total:					\$38,998.34
Bank Payment Count:					1

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>
41001747	Rochelle, Avery C.	8496	08/22/2024	141- -11140	\$37.15
41001748	Crisis Prevention Institute	1685	08/22/2024	141- -11140	\$526.83
41001749	ENA Services LLC	2141	08/22/2024	141- -11140	\$92,786.40
41001750	Everon FKA ADT Commercial	7196	08/22/2024	141- -11140	\$2,194.82
41001751	Suits Me Fine Farm	6330	08/22/2024	141- -11140	\$1,800.00
41001752	Honeycutt, Richard	8044	08/22/2024	141- -11140	\$2,135.00
41001753	Lesson Pix	6265	08/22/2024	141- -11140	\$324.00
41001754	Martin, Larry O.	8495	08/22/2024	141- -11140	\$37.15
41001755	Pace Analytical National	2230	08/22/2024	141- -11140	\$329.30
41001756	Piney River Waste	8397	08/22/2024	141- -11140	\$656.80
41001757	Republic Service, LLC #840	4739	08/22/2024	141- -11140	\$2,531.66
41001758	Southeastern Sound, Inc.	5053	08/22/2024	141- -11140	\$9,448.00
41001759	Tn Attendance Supervisors Steering Committee	8296	08/22/2024	141- -11140	\$250.00
41001760	Water Authority Of Dickson Co.	5874	08/22/2024	141- -11140	\$3,895.85
141 Total:					<u>\$116,952.96</u>
Bank Total:					\$116,952.96
Bank Payment Count:					14

<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>
42000460	Amazon	727	08/22/2024	142-801-11140	\$199.92
42000461	Career Safe	8456	08/22/2024	142-801-11140	\$899.00
42000462	Cook, Mike	8493	08/22/2024	142-801-11140	\$289.44
142-801 Total:					<u>\$1,388.36</u>
Bank Total:					\$1,388.36
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>
41001761	Douchane, Cody A.	8501	08/26/2024	141- -11140	\$37.15
41001762	Amazon	727	08/26/2024	141- -11140	\$269.57
41001763	Buchanan, Amanda	920	08/26/2024	141- -11140	\$37.15
41001764	Alderson, Dylan E.	8502	08/26/2024	141- -11140	\$37.15
41001765	Hellmann, Kole	8374	08/26/2024	141- -11140	\$37.15
41001766	Hickman Co Board Of Ed	2729	08/26/2024	141- -11140	\$3,565.99
41001767	Hickman Co General Fund	2720	08/26/2024	141- -11140	\$2,560.00
41001768	Tidwell, Marissa K.	8500	08/26/2024	141- -11140	\$37.15
41001769	Oriental Trading Co., Inc.	6258	08/26/2024	141- -11140	\$961.16
41001770	Tennessee School Board Assoc.	61	08/26/2024	141- -11140	\$75.00
41001771	Chessor, Vincent W.	8499	08/26/2024	141- -11140	\$37.15
141 Total:					\$7,654.62
Bank Total:					\$7,654.62
Bank Payment Count:					11

Hickman County Finance
Payment Register By Account Control

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>
42000467	TAFPA	8491	08/26/2024	142-010-11140	\$250.00
142-010 Total:					\$250.00
42000464	King, Dalton Chevelle	8498	08/26/2024	142-101-11140	\$93.80
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-101-11140	\$21,423.27
142-101 Total:					\$21,517.07
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-202-11140	\$412.01
142-202 Total:					\$412.01
42000466	Quill, LLC	4574	08/26/2024	142-401-11140	\$2,499.91
142-401 Total:					\$2,499.91
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-581-11140	\$4,187.95
142-581 Total:					\$4,187.95
42000463	Apple, Inc.	774	08/26/2024	142-801-11140	\$2,632.00
142-801 Total:					\$2,632.00
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-899-11140	\$345.00
142-899 Total:					\$345.00
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-901-11140	\$10,267.50
142-901 Total:					\$10,267.50
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-933-11140	\$118,249.62
142-933 Total:					\$118,249.62
42000465	Hickman Co Board Of Ed.	2734	08/26/2024	142-959-11140	\$1,000.00
142-959 Total:					\$1,000.00
Bank Total:					\$161,361.06
Bank Payment Count:					5

Hickman County Finance
Payment Register By Account Control

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>
43000315	Air Med Care Network	8379	08/29/2024	143- -11140	\$1,120.00
43000316	American Fidelity Assurance Co	636	08/29/2024	143- -11140	\$1,167.94
43000317	Ameritas Life Insurance Corp.	7442	08/29/2024	143- -11140	\$64.62
43000318	Beam Insurance Administrators LLC	7435	08/29/2024	143- -11140	\$311.51
43000319	Dt Mccall & Sons	1892	08/29/2024	143- -11140	\$569.99
43000320	Hickman Co Trustee	2722	08/29/2024	143- -11140	\$1,512.29
43000321	Hickman County Trustee	2937	08/29/2024	143- -11140	\$17,404.34
43000322	Prince Hardware, LLC	4321	08/29/2024	143- -11140	\$1,496.12
43000323	Tennessee Farmers Life Insurance	5297	08/29/2024	143- -11140	\$25.00
43000324	Walmart	5868	08/29/2024	143- -11140	\$1,739.13
143 Total:					\$25,410.94
Bank Total:					\$25,410.94
Bank Payment Count:					10

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>
42000471	Hickman County Trustee	2937	08/29/2024	142-010-11140		\$3,192.02
142-010 Total:						\$3,192.02
42000468	Air Med Care Network	8379	08/29/2024	142-101-11140		\$210.00
42000469	Amazon	727	08/29/2024	142-101-11140		\$170.99
42000471	Hickman County Trustee	2937	08/29/2024	142-101-11140		\$11,567.37
142-101 Total:						\$11,948.36
42000471	Hickman County Trustee	2937	08/29/2024	142-201-11140		\$1,508.58
142-201 Total:						\$1,508.58
42000469	Amazon	727	08/29/2024	142-401-11140		\$1,058.23
42000472	Lexia Learning Systems, Inc.	3555	08/29/2024	142-401-11140		\$400.00
42000473	MTSU Dyslexia Center	8503	08/29/2024	142-401-11140		\$299.00
142-401 Total:						\$1,757.23
42000469	Amazon	727	08/29/2024	142-801-11140		\$425.67
42000471	Hickman County Trustee	2937	08/29/2024	142-801-11140		\$262.98
142-801 Total:						\$688.65
42000468	Air Med Care Network	8379	08/29/2024	142-901-11140		\$350.00
42000470	Chapter 13 Trustee	1265	08/29/2024	142-901-11140		\$180.00
42000471	Hickman County Trustee	2937	08/29/2024	142-901-11140		\$11,617.84
42000474	Tennessee Farmers Life Insurance	5297	08/29/2024	142-901-11140		\$30.00
42000475	Wilson, Anita	7954	08/29/2024	142-901-11140		\$201.00
142-901 Total:						\$12,378.84
42000471	Hickman County Trustee	2937	08/29/2024	142-911-11140		\$257.68
142-911 Total:						\$257.68
42000471	Hickman County Trustee	2937	08/29/2024	142-933-11140		\$3,846.59
142-933 Total:						\$3,846.59
Bank Total:						\$35,577.95
Bank Payment Count:						8

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>
41001772	Air Med Care Network	8379	08/29/2024	141- -11140	\$2,800.00
41001773	Myles, Amanda	8290	08/29/2024	141- -11140	\$1,100.00
41001774	Anderson, Belinda	8051	08/29/2024	141- -11140	\$338.89
41001775	Bentley, Zachary	7583	08/29/2024	141- -11140	\$37.15
41001776	Curriculum Associates, LLC	1418	08/29/2024	141- -11140	\$218.40
41001777	Ferrellgas	7446	08/29/2024	141- -11140	\$1,917.24
41001778	Hickman Co Trustee	2722	08/29/2024	141- -11140	\$780.00
41001779	Hickman County Trustee	2937	08/29/2024	141- -11140	\$373,772.87
41001780	Lumen/Centurylink	4577	08/29/2024	141- -11140	\$262.62
41001781	Matrix Mechanical Solutions, LLC	7974	08/29/2024	141- -11140	\$4,487.25
41001782	McCaleb, Rachel	7746	08/29/2024	141- -11140	\$158.59
41001783	McManus, Christy	8120	08/29/2024	141- -11140	\$436.30
41001784	Metropolitan Life	3677	08/29/2024	141- -11140	\$120.00
41001785	RJ Young Company, LLC.	4605	08/29/2024	141- -11140	\$228.92
41001786	Shelton, Misty L.	375	08/29/2024	141- -11140	\$171.52
41001787	Tanner, Katelyn	6315	08/29/2024	141- -11140	\$125.29
41001788	Tennessee Farmers Life Insurance	5297	08/29/2024	141- -11140	\$750.00
41001789	The King's Daughter's School	7928	08/29/2024	141- -11140	\$5,000.00
41001790	Town Of Centerville	5315	08/29/2024	141- -11140	\$289.80
41001791	Walmart	5868	08/29/2024	141- -11140	\$907.90
41001792	Whitaker, Wesley	7554	08/29/2024	141- -11140	\$203.68
141 Total:					\$394,106.42
Bank Total:					\$394,106.42
Bank Payment Count:					21



CONTRACT BETWEEN

Hickman County Schools

AND

Joe Duley, LCSW

2024-2025

This contract, by and between the Hickman County Board of Education, hereinafter termed the Board of Education, and Joe Duley, L.C.S.W., hereinafter termed the Contractor. Witnessed, in consideration of the mutual promises herein contained, the parties have agreed and do hereby enter this contract, according to the provisions set out herein.



CONTRACT BETWEEN

Hickman County Schools

AND

Behaviors R Us

This contract, by and between the Hickman County Board of Education hereinafter termed the Board of Education and Behaviors R Us hereinafter termed the Contractor.



CONTRACT BETWEEN

Hickman County Schools

AND

Monica Ogles, Physical Therapist

2024-2025

Speech-Language Pathologist Independent Contract

This Speech-Language Pathologist Contract is made and entered into effective the 29th day of July, 2024 by and between Nancy Harvill (hereinafter referred to as Speech-Language Pathologist), and the Hickman County Board of Education, (hereinafter referred to as Board). This contract is effective for the 2024/2025 school year, to end on or about 5/20/2025.



CONTRACT BETWEEN

Hickman County Schools

AND

Stephanie Rietveld, Speech-Language Pathologist

2024-2025



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

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

TABITHA CUDE
4141 Lewis Rd., Centerville, TN 37033

CHRISTY MAYS
450 Hwy. 50, Centerville, TN 37033

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

JANE HERRON
PO Box 13, Nunnally, TN 37137

Memorandum

To: Board Members
From: John Mullins
Date: 9/3/2024
Re: September Director's Report

Leave of Absence

Professional

Angie Petty
Beth Beard

FMLA 2024-2025
Approved Leave 2024-2025

Support Staff

Hiring

Professional

Mason Rochelle
Lisa McFarlin
Amanda Mitchell
Ethan Murrell
Alison Stanley
Tammy Herrera
Kailey Cannon

HCMS Teacher
CES Sp Ed Teacher
EHES Teacher
EHHS Teacher
HCHS Teacher
P/T ESL Teacher
CES Teacher

Support Staff

Kassidy West
Bell Halbrooks

CES Assistant
CIS Interim Assistant

Resignation

Professional

Support Staff

Retirement

Professional

Ella Lissan

EHES Teacher

Support Staff

Transfers

Professional

Support Staff

Appointment

Professional

Support Staff

Adam Huffines

Ray Ragan

Samantha Barnhill

Dalton Thomas

Tia Overby

Aaron Smith

HCHS Asst. Football Coach

EHHS Asst. Baseball Coach

EHMS Cheer Coach

EHMS Baseball Coach

EHMS Asst. Cheer Coach

HCMS Asst. Football Coach

Open Positons

Bus Drivers

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

Hickman County Finance
 Summary Financial Statement
 August 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	3,032,648.00	(143.32)	0.00%	252,720.67	0.00	0.00%
40120	Trustee's Collections - Prior Year	65,000.00	(7,307.16)	11.24%	5,416.67	0.00	0.00%
40125	Trustee's Collections - Bankruptcy	500.00	(37.37)	7.47%	41.67	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	47,000.00	0.00	0.00%	3,916.67	0.00	0.00%
40140	Interest And Penalty	15,000.00	(196.54)	1.31%	1,250.00	0.00	0.00%
40161	Payments In Lieu Of Taxes - T. V. A.	4,000.00	(240.81)	6.02%	333.33	0.00	0.00%
40162	Payments In Lieu Of Taxes-Local	6,000.00	0.00	0.00%	500.00	0.00	0.00%
40210	Local Option Sales Tax	2,535,177.00	0.00	0.00%	211,264.75	0.00	0.00%
40270	Business Tax	35,000.00	0.00	0.00%	2,916.67	0.00	0.00%
41110	Marriage Licenses	1,300.00	0.00	0.00%	108.33	0.00	0.00%
43570	Receipts From Individual Schools	30,000.00	0.00	0.00%	2,500.00	0.00	0.00%
43582	Community Service Fees - Adults	200.00	0.00	0.00%	16.67	0.00	0.00%
44120	Lease/Rentals/PPP	10,000.00	0.00	0.00%	833.33	0.00	0.00%
44170	Miscellaneous Refunds	30,000.00	155,885.35	-519.62%	2,500.00	155,885.35	-6,235.41%
44530	Sale Of Equipment	15,000.00	0.00	0.00%	1,250.00	0.00	0.00%
44560	Damages Recovered From Individuals	3,000.00	0.00	0.00%	250.00	0.00	0.00%
44570	Contributions & Gifts	15,000.00	0.00	0.00%	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	24,228,618.00	0.00	0.00%	2,019,051.50	0.00	0.00%
46515	Early Childhood Education	490,275.00	0.00	0.00%	40,856.25	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	0.00	0.00%	416.67	0.00	0.00%
46590	Other State Education Funds	240,000.00	0.00	0.00%	20,000.00	0.00	0.00%
46610	Career Ladder Program	45,000.00	0.00	0.00%	3,750.00	0.00	0.00%
46790	Other Vocational	0.00	1,702,759.76	0.00%	0.00	0.00	0.00%
46851	State Revenue Sharing -T.V.A.	230,000.00	0.00	0.00%	19,166.67	0.00	0.00%
46980	Other State Grants	124,847.00	0.00	0.00%	10,403.92	0.00	0.00%
46990	Other State Revenues	258,804.00	0.00	0.00%	21,567.00	0.00	0.00%
47640	Rotc Reimbursement	70,000.00	0.00	0.00%	5,833.33	0.00	0.00%
48990	Other	161,000.00	(15,448.85)	9.60%	13,416.67	0.00	0.00%
49700	Insurance Recovery	10,000.00	0.00	0.00%	833.33	0.00	0.00%
49800	Transfers In	25,000.00	0.00	0.00%	2,083.33	0.00	0.00%
	Total Revenues	31,790,369.00	1,835,271.06	-5.77%	2,649,197.42	155,885.35	-5.88%
Expenditures							
71100	Regular Instruction Program	(16,193,159.00)	1,128,243.31	6.97%	(1,349,429.92)	1,106,779.54	82.02%
71150	Alternative Instruction Program	(297,165.00)	20,541.27	6.91%	(24,763.75)	20,541.27	82.95%
71200	Special Education Program	(3,873,641.00)	247,766.73	6.40%	(322,803.42)	247,766.73	76.75%

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141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71300	Career and Technical Education	(1,840,162.00)	97,737.63	5.31%	(153,346.83)	81,179.30	52.94%
72110	Attendance	(221,255.00)	26,545.30	12.00%	(18,437.92)	13,576.07	73.63%
72120	Health Services	(850,892.00)	73,584.19	8.65%	(70,907.67)	64,392.95	90.81%
72130	Other Student Support	(1,248,128.00)	93,700.36	7.51%	(104,010.67)	75,384.88	72.48%
72210	Regular Instruction Program	(1,558,117.00)	122,057.83	7.83%	(129,843.08)	98,747.84	76.05%
72220	Special Education Program	(312,981.00)	31,963.17	10.21%	(26,081.75)	23,115.83	88.63%
72230	Career and Technical Education	(231,125.00)	24,022.14	10.39%	(19,260.42)	11,839.75	61.47%
72250	Technology	(463,782.00)	155,823.98	33.60%	(38,648.50)	17,600.07	45.54%
72290	Other Programs	(35,000.00)	0.00	0.00%	(2,916.67)	0.00	0.00%
72310	Board Of Education	(716,803.00)	324,151.26	45.22%	(59,733.58)	5,979.59	10.01%
72320	Director Of Schools	(330,801.00)	45,727.38	13.82%	(27,566.75)	21,424.41	77.72%
72410	Office Of The Principal	(2,090,218.00)	229,423.60	10.98%	(174,184.83)	131,178.97	75.31%
72510	Fiscal Services	(50,000.00)	0.00	0.00%	(4,166.67)	0.00	0.00%
72610	Operation Of Plant	(2,681,750.00)	597,409.80	22.28%	(223,479.17)	247,893.56	110.92%
72620	Maintenance Of Plant	(1,360,002.00)	260,980.74	19.19%	(113,333.50)	143,272.51	126.42%
72710	Transportation	(2,236,715.00)	315,343.82	14.10%	(186,392.92)	168,193.72	90.24%
72810	Central And Other	(323,528.90)	16,627.46	5.14%	(26,960.74)	10,931.34	40.55%
73100	Food Service	(44,809.00)	0.00	0.00%	(3,734.08)	0.00	0.00%
73300	Community Services	(115,277.00)	6,660.79	5.78%	(9,606.42)	6,660.79	69.34%
73400	Early Childhood Education	(519,555.00)	37,490.55	7.22%	(43,296.25)	27,341.24	63.15%
76100	Regular Capital Outlay	(1,668,254.00)	34,027.00	2.04%	(139,021.17)	(3,400.00)	-2.45%
	Total Expenditures	(39,263,119.90)	3,889,828.31	9.91%	(3,271,926.66)	2,520,400.36	77.03%
Total	141 General Purpose School	(7,472,750.90)	5,725,099.37	76.61%	(622,729.24)	2,676,285.71	429.77%

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	3,565.99	0.00%	0.00	3,565.99	0.00%
47131	Vocational Educ - Basic Grants To	72,275.00	0.00	0.00%	6,022.92	0.00	0.00%
47141	Title 1 Grants To Local Educ Agencies	1,081,585.46	0.00	0.00%	90,132.12	0.00	0.00%
47143	Special Education - Grants To States	915,587.00	0.00	0.00%	76,298.92	0.00	0.00%
47145	Special Education Preschool Grants	28,633.00	0.00	0.00%	2,386.08	0.00	0.00%
47146	English Language Acquisition Grants	76,188.08	0.00	0.00%	6,349.01	0.00	0.00%
47189	Eisenhower Prof Development State	136,933.49	0.00	0.00%	11,411.12	0.00	0.00%
47401	American Rescue Plan Act Grant #1	1,568,380.83	0.00	0.00%	130,698.40	0.00	0.00%
	Total Revenues	3,879,582.86	3,565.99	-0.09%	323,298.57	3,565.99	-1.10%
Expenditures							
71100	Regular Instruction Program	(1,651,734.51)	119,108.08	7.21%	(137,644.54)	54,663.08	39.71%
71150	Alternative Instruction Program	(3,385.49)	1,521.75	44.95%	(282.12)	1,521.75	539.39%
71200	Special Education Program	(702,649.39)	39,600.14	5.64%	(58,554.12)	39,600.14	67.63%
71300	Career and Technical Education	(46,123.70)	11,481.25	24.89%	(3,843.64)	7,587.25	197.40%
72110	Attendance	(3,754.64)	0.00	0.00%	(312.89)	0.00	0.00%
72120	Health Services	(1,869.65)	0.00	0.00%	(155.80)	0.00	0.00%
72130	Other Student Support	(72,996.65)	7,880.02	10.80%	(6,083.05)	7,880.02	129.54%
72210	Regular Instruction Program	(568,762.36)	78,117.99	13.73%	(47,396.86)	47,827.39	100.91%
72220	Special Education Program	(344,712.92)	28,780.43	8.35%	(28,726.08)	24,737.45	86.11%
72230	Career and Technical Education	(3,251.30)	0.00	0.00%	(270.94)	0.00	0.00%
72250	Technology	(136,357.99)	135,724.82	99.54%	(11,363.17)	5,335.05	46.95%
72410	Office Of The Principal	(3,500.00)	0.00	0.00%	(291.67)	0.00	0.00%
72610	Operation Of Plant	(80,491.00)	0.00	0.00%	(6,707.58)	0.00	0.00%
72710	Transportation	(5,400.01)	294.80	5.46%	(450.00)	294.80	65.51%
76100	Regular Capital Outlay	(254,593.25)	0.00	0.00%	(21,216.10)	0.00	0.00%
	Total Expenditures	(3,879,582.86)	422,509.28	10.89%	(323,298.57)	189,446.93	58.60%
Total	142 School Federal Projects	0.00	426,075.27	100.00%	0.00	193,012.92	0.00%

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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	0.00	(100.00)	0.00%	0.00	0.00	0.00%
43522	Lunch Payments - Adults	28,498.00	0.00	0.00%	2,374.83	0.00	0.00%
43523	Income From Breakfast	2,969.00	0.00	0.00%	247.42	0.00	0.00%
43525	A La Carte Sales	225,000.00	52.85	-0.02%	18,750.00	52.85	-0.28%
43570	Receipts From Individual Schools	0.00	0.00	0.00%	0.00	0.00	0.00%
44110	Investment Income	1,000.00	(0.24)	0.02%	83.33	0.00	0.00%
47111	USDA School Lunch Program	1,700,000.00	0.00	0.00%	141,666.67	0.00	0.00%
47113	Breakfast	750,000.00	0.00	0.00%	62,500.00	0.00	0.00%
	Total Revenues	2,707,467.00	(47.39)	0.00%	225,622.25	52.85	-0.02%
Expenditures							
73100	Food Service	(3,248,963.00)	926,056.35	28.50%	(270,746.92)	424,145.96	156.66%
	Total Expenditures	(3,248,963.00)	926,056.35	28.50%	(270,746.92)	424,145.96	156.66%
Total	143 Central Cafeteria	(541,496.00)	926,008.96	171.01%	(45,124.67)	424,198.81	940.06%

HCBOE ESSER Report September 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		\$7,985,825.28	September 30, 2024	\$6,347,401.50	\$1,638,423.78
Total:		\$11,482,985.95		\$9,844,562.17	\$1,638,423.78

ESSER Recent Developments

- Additional \$88,257.53 funds received
- Approve FY25 ESSER 3 budget
- Approve purchase of air handler and HVACs for intermediate schools

ESSER Next Steps

-
-
-

ESSER Personnel Funding

Location	Position	Filled
Central Office	Tutoring Supervisor/Instructional Coach	Yes
Central Office	ESSER Manager	Yes (through Sept 2024)
District	Technology Specialist	Yes
CES CIS EES EIS	Tier 1 Instructor/Intervention 4	Yes 3.5 (1 PT)
CIS EHIS	STEM Teacher 2	Yes 2
Alt School	PT Alt School Tutor	Yes
Middle Schools	PT SpEd Tutors 2	Yes 1
All Schools	Part-time Spec. Ed. Assistants 8	Yes 5
High Schools	Math and Language Tutors 3	Yes 2
District	Summer Nurses 2	
District	Summer Social Workers 3	
District	Summer Teachers 39 and assistants 23	

School District: Hickman County District No. 410 Date 09/03/24 Month of School
 School Name: District Summary School No. No. of Days In Session: 21
 Prepared By: Phone: Begin Date: 08/01/24 End Date: 08/31/24

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K	133	107	240	238	228.6188	236.6666
01	111	97	208	207	192.9521	204.7618
02	102	109	211	213	202.2855	212.0476
03	113	120	233	230	212.5711	226.7618
04	129	107	236	238	221.6664	235.1904
05	123	115	238	245	229.6187	242.3809
06	111	109	220	220	208.7617	218.2142
07	127	117	244	251	236.3878	247.2404
08	137	96	233	228	210.3330	225.5237
09	114	101	215	212	200.3846	212.7919
10	125	90	215	218	200.9997	215.1427
11	119	106	225	214	198.5711	213.7618
12	108	103	211	204	184.4123	202.0645
K-12	1,552	1,377	2,929	2,918	2727.5634	2892.5490
N	30	9	39	40	32.7170	35.8452
GRAND TOTAL	1,582	1,386	2,968	2,958	2760.2805	2928.3942

***** End of report *****



Hickman County Schools

Vision, Mission, and Core Values

Our Mission: The Hickman County School System exists to engage and develop the mind, body and character of every student so that each is prepared for success in education, work and life.

Our Vision: We engage and inspire our students from start to finish by setting high expectations for both students and adults. Every student is valued by teachers, leaders and support staff who provide each one access to quality instruction and support.

Our Core Values:

1. Our schools must be safe, welcoming and positive for students, parents and teachers.
2. Each student can learn, can be successful and deserves our high expectations. We encourage and support growth without limitations for all.
3. We engage and inspire our students from start to finish.
4. We expect to develop our students into well-rounded citizens who continue to learn throughout life.
5. We strive to develop citizens who can apply knowledge ethically and with integrity in our community and world.

Goals

1. Caring educators will create a positive environment and culture of high expectations and empower students to establish and pursue their future aspirations and goals.
2. High quality instruction and a rigorous and engaging curriculum will positively impact student learning and improve achievement.
3. Identify, grow, and support future teachers and leaders to sustain an educational system of excellence.
4. Nurture partnerships between schools and stakeholders to serve the community and its citizens by sharing resources to create learning opportunities.

Strategic Planning Priorities for 2022-2023

Culture

1. Build and promote a positive environment and caring culture in all schools.
2. Hold high expectations for students at all levels of learning.
3. Expose students to the world of college and career at all levels and provide opportunities early for students to experience success at the postsecondary level.

Instruction

1. Increase literacy achievement and TVAAS growth across all grades.
2. Increase numeracy achievement and TVAAS growth across all grades.
3. Emphasize course offerings for early postsecondary and ACT success.

Effective Personnel

1. Recruit, hire, and retain high quality personnel.
2. Promote the education profession to current students.
3. Provide opportunities to develop teacher leaders.
4. Develop a local leadership pipeline.

Community Engagement

1. Promote the school system initiatives in the community and celebrate success.
2. Communicate effectively with stakeholders.
3. Promote and expand partnership opportunities with local businesses and employers.

Culture: Action Steps for 2022-2023:

Increase work-based learning opportunities in CTE for students and provide more high-demand opportunities that align with the TISA model.

College and career days at each of our schools in Hickman County.

Implement YouScience in grades 8 and 11 for students to analyze aptitude and interest for students.

Partner with emergency services to provide assistance in drills and safety planning.

Additional security enhancements based on school assessments.

Additional school nurse to prepare for situations where a nurse must be absent.

Utilize AWARE program for student mental health awareness: small group learning, student advisory groups, and mental health check-ins.

Graduation Walk for EHHS and HCHS through lower grade schools

STOPit app for anonymous reporting for bullying and harassment; promotion by student AWARE councils

Utilize building level social emotional leaders to train teachers on the use of Restorative Practices.

Implement Work Ethic Distinction Program for high school seniors
Collaborative planning between school nutrition department and coordinated school health for menu planning alternatives

Contract for professional learning for school nutrition staff on menu planning and preparation

Future Action Steps (2023-2026):

Implement SWPBS at the high school level for a positive school environment including the development of school-wide expectations and a matrix for behavior and consequences.

Potential alternative school location in the East Hickman zone.

Alumnae reach out program—share our own success and build upon it.

Training for RTI2B for culture, bullying, and positive behavior.

Instruction: Action Steps for 2022-2023:

PLC Meetings for content/grade level bands for planning towards the rigor and expectations of the curriculum standards.

Teacher committees formed and trained for math adoption and curriculum selection.

Leadership teams meeting in every school to prioritize needs based on data analysis.

Utilize technology ambassadors to work with all teachers on the integration and utilization of technology, in particular the Google Education Suite

Provide mentoring for new teachers with highly effective teachers in content areas, outside of school-based if needed.

Provide training for counselors on You Science and CTE offerings and programs of study for consistent scheduling.

Walkthrough feedback for all new teachers and teachers identified through TEAM data and by the building principal as needing assistance.

Expansion of virtual school in Hickman County to offer to homeschool students that want additional support in high-level classes.

Implement and establish high dosage tutoring program

School-based work based learning opportunities

Future Action Steps (2023-2026):

Implement a district-wide PLC for singleton teachers to allow collaboration and planning.

Increase offerings in STEM, Music, and Arts. Re-establish music and art in lower grades.

Expand school-based work-based learning opportunities

CAD introduction in high school programming

Foreign language opportunities in younger grades

Effective Personnel: Action Steps for 2022-2023:

Provide mentoring for new teachers with highly effective teachers in content areas, outside of school-based if needed.

Three-year induction plan for new teachers

Participate with other districts in the Grow Your Own Initiative through NSCC and APSU.

Institute local leadership pipeline to identify and recruit teacher leaders.

Provide signing and/or bonus for teachers and leaders in areas that are considered hard to fill.

Utilize task force groups to recommend action steps for strategic planning for each goal.

Utilize student advisory councils to meet with district leaders regarding student experiences and concerns, as well as extended learning.

Future Action Steps (2023-2026):

Further develop a collaborative team for strategic planning and goal setting to include specific objectives and timelines for each group. Provide stipend for each group leader.

Provide local job shadowing as a part of the leadership pipeline experience.

Explore childcare facility for school employees

Community Engagement: 2022-2023 Action Steps:

Community mental health awareness events: walk, festival, speaker

Read 20 initiative expansion to include restaurant placemats in partnership with Chamber of Commerce

School system presence at community events to provide information and free books

Work Ethic Distinction partnership with Hickman County Economic Development, Chamber of Commerce, and Business Education Council

Individualized high school planning for all students yearly

Joint meeting with county commission regarding budgeting and facilities

Recognition of businesses during basketball games

“Hometown Heroes” Part III video highlighting success stories from Hickman County

Industry Partnership kickoff--host event at Career Center to show our CTE programs

Future Action Steps (2023-2026):

Recognize children from birth with a book and bib from the school system

Schools open after hours from parent and student clinics for tutoring and/or assistance with content

Sewer Plant Design

Long-term facility planning

Tennessee Educator Survey, 23-24 Overview

Strategic Planning Priorities for 2023-24: Teacher Effectiveness. Teachers will deliver high-quality instruction using a rigorous curriculum that will enhance learning outcomes. (We will dedicate time, expertise, and resources to attract, retain, and continuously develop and train our team members across all roles to maintain a high-quality workforce.)

Goals:

- Increase in faculty and staff job satisfaction.
- Increase in teacher retention.
- Increase in overall employee retention.

2024 Overall Participation
88% Participation Rate
8 out of 8 schools with 45% or above data

Prompt	2024	
	Strongly Disagree/Disagree	Agree/Strongly Agree
There is an atmosphere of trust and mutual respect within this school.	7%	93%
I am generally satisfied with being a teacher in this school.	7%	93%
I would recommend this school to parents seeking a place for their child.	9%	91%
Our school staff is a learning community in which ideas and suggestions for improvement are encouraged.	9%	91%
Students treat adults with respect at this school.	29%	71%
Students in my school are safe from bullying.	18%	82%
Teachers are encouraged to participate in school leadership roles.	10%	90%
School leadership communicates a clear vision for this school.	9%	91%
The staff feels comfortable raising issues and concerns that are important to them with school leaders.	18%	82%
I like the way things are run at this school.	12%	88%
My school's leader regularly models effective instruction.	20%	80%
My school's leader regularly gives feedback on my instruction.	11%	89%
My school's leader knows my instructional strengths and areas of growth.	7%	93%
My school's leader is knowledgeable about the curricula being used.	9%	91%
My school's leader is knowledgeable about the non-academic needs of my students.	4%	96%
School leadership effectively handles student discipline and behavioral problems.	24%	76%
Teachers at my school feel responsible for student success.	5%	95%

Teachers at my school feel responsible to help each other do their best.	7%	93%
Teachers at my school help maintain discipline in the entire school, not just their classroom.	16%	84%
Teachers at my school take responsibility for improving their school.	11%	89%
My individual planning time is sufficient.	25%	75%
My collaborative planning time is sufficient.	27%	73%

Prompt	2024	
	Never/ Rarely	Sometime s/Frequently
My professional learning has been closely aligned to the instructional materials that have been adopted by my district.	6%	94%
The professional learning I have received has led to improvements in my teaching.	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.	18%	82%
I have received specific professional learning suggestions that are tailored to my needs.	28%	72%
My professional learning experiences this year have been closely aligned to the feedback I received on my evaluation.	25%	75%

Chronic Absenteeism Data, 23-24

Strategic Planning Priorities for 2023-24: Instructional Climate. Our schools prioritize safety, welcome, and positivity for all: students, parents, and teachers alike. (We will cultivate and maintain an inclusive and supportive school environment that uplifts and meets the individual needs of every student.) Goals:

- Reduction in chronic absenteeism
- Discipline data reflects consistency of implementation districtwide.
- Continue to implement safety and security plans.
- Continue to implement best practices in supporting mental health.

Chronic Absenteeism	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
HCSS	12.30%	11.20%	<i>Covid Year</i>	32.70%	18.90%	21.70%	17.10%

TCAP/EOC Data, 23-24

Strategic Planning Priorities for 2023-24: Teacher Effectiveness.

Objectives:

- Provide new Hickman County teachers with differentiated mentoring and coaching.
- Expand opportunities for professional development and coaching for all with a focus on success criteria, instruction led by data, curriculum use for acceleration in tutoring or Tier 1 instruction, and outcomes.
- Continuously improve the implementation of educator collaboration focused on student learning.

Content	Grade	2022-2023 HC Success Rate	2023-2024 HCSuccess Rate	HC Success Rate Growth	2023-2024 State Success Rate	2023-2024 HC Compared to State Success
ELA	2nd	18%	50%	32%	Pending	Pending
	3rd	44%	33%	-11%	40%	-7%
	4th	27%	46%	19%	46%	0%
	5th	21%	22%	1%	37%	-15%
	6th	22%	30%	8%	35%	-5%
	7th	23%	23%	0%	34%	-11%
	8th	14%	17%	3%	29%	-12%
	Eng I	23%	19%	-4%	35%	-16%
	Eng II	40%	43%	3%	52%	-9%
Math	2nd	33%	32%	-1%	39%	-7%
	3rd	45%	51%	6%	40%	11%
	4th	43%	43%	0%	43%	0%
	5th	34%	34%	0%	43%	-9%
	6th	26%	29%	3%	35%	-6%
	7th	18%	25%	7%	37%	-12%
	8th	13%	12%	-1%	33%	-21%
	Al Middle	20%	41%	21%	Pending	Pending
	Al	5%	5%	0%	Pending	Pending
	All	5%	25%	20%	Pending	Pending
	Geo	17%	17%	0%	Pending	Pending
Science	3rd	50%	41%	-9%	47%	-6%
	4th	36%	41%	5%	48%	-7%

	5th	31%	29%	-2%	40%	-11%
	6th	33%	38%	5%	43%	-5%
	7th	39%	45%	6%	45%	0%
	8th	25%	33%	8%	40%	-7%
	Biology	18%	40%	22%	45%	-5%
Social Studies	6th	39%	44%	5%	46%	-2%
	7th	33%	40%	7%	47%	-7%
	8th	38%	35%	-3%	40%	-5%
	U.S. History	26%	35%	9%	38%	-3%

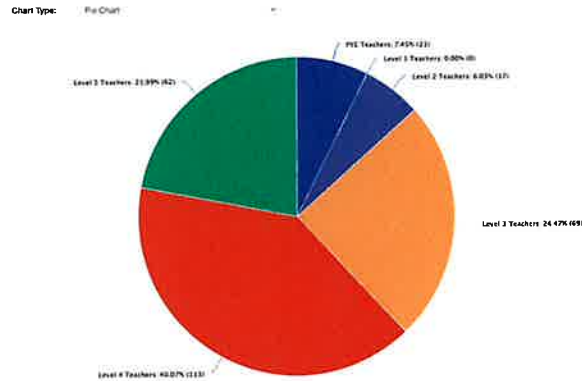
22-23 Overall Effectiveness Levels

87% of HC Teachers have an overall effectiveness rating of 3, 4, or 5.

Strategic Planning Priorities for 2022-2023: Effective Personnel.

- Recruit, hire, and retain high quality personnel.
- Promote the education profession to current students.
- Provide opportunities to develop teacher leaders.
- Develop a local leadership pipeline.

Overall Effectiveness Ratings (282 records)



22-23 TVAAS/Accountability

Strategic Planning Priorities for 2022-2023: Instruction.

- Increase literacy achievement and TVAAS growth across all grades.
- Increase numeracy achievement and TVAAS growth across all grades.
- Emphasize course offerings for early postsecondary and ACT success.

TVAAS	System-Wide: Composite	System-Wide: Literacy	System-Wide: Numeracy	System-Wide: Literacy and Numeracy	System-Wide: Science	System-Wide: Social Studies
Hickman County	1	1	1	1	1	1

Accountability (TCAP/EOC)	Achievement Average	Achievement Determination	Final Determination
Hickman County	1.3	Satisfactory	In Need of Improvement

Final Determination Key	Marginal	Satisfactory	Advancing	Exemplary
	Below 1.1	1.1 to < 2.1	2.1 to < 3.1	3.1 to 4.0

Strategic Planning Priorities for 2024-25: Teacher Effectiveness

Teachers will deliver high-quality instruction using a rigorous curriculum that will enhance learning outcomes. (We will dedicate time, expertise, and resources to attract, retain, and continuously develop and train our team members across all roles to maintain a high-quality workforce.)

Goals:

- *Increase in faculty and staff job satisfaction.*
- *Increase in teacher retention.*
- *Increase in overall employee retention.*
- *Increase literacy achievement and TVAAS growth across all grades.*
- *Increase numeracy achievement and TVAAS growth across all grades.*
- *Emphasize course offerings for early postsecondary and ACT success.*

A great teacher makes the single biggest impact on student learning.

A great principal creates the conditions for teachers to thrive. [A1,B4](#)

Lesson Plans 1	Walkthroughs 2	Professional Learning Sessions 3
<p>Purpose: Lesson plans are like maps for teachers, showing them what to teach, how to teach it, and when. They help teachers stay organized, manage time, and adapt to different students' needs. They also provide a way to assess student progress and improve teaching methods. Planbook.com</p>	<p>Purpose: Walkthroughs in education observe teachers and provide feedback to help them improve. They identify strengths and areas for growth, promote collaboration, and aim for better teaching and learning. TEAM/TILS, Walkthroughs</p>	<p>Purpose: PD and PLCs in education help teachers improve by offering training and collaborative spaces to share ideas and strategies, ultimately enhancing teaching quality and student learning. Supporting Teachers Through Building-Level Leadership</p>

Lesson Planning has Impact on Student Achievement and Growth:

- Overall, research highlights that consistent and thoughtful lesson planning creates a more productive learning environment, which directly contributes to student success. Research shows that effective lesson planning has a significant impact on student success in several ways:
 - **Improved academic performance:** Well-organized lessons help students grasp concepts more clearly, leading to better test scores and overall achievement.
 - **Enhanced student engagement:** Structured plans allow teachers to incorporate diverse activities and teaching methods, which keep students interested and motivated to learn.
 - **Differentiated instruction:** Lesson planning helps teachers address the different needs and learning styles of students, ensuring that everyone gets the support they need to succeed.
 - **Better classroom management:** A clear plan reduces downtime and confusion, minimizing disruptive behavior and allowing students to focus on learning.
 - **Higher retention rates:** When lessons are well-paced and targeted, students are more likely to retain information over the long term.
 - **Teacher preparedness:** When teachers are prepared, they can teach more confidently and respond to student needs more effectively, fostering a positive learning environment.

Analysis of Hiring/Promoting Leaders Jun23-Present

Analysis of Hiring/Promoting Leaders June 2023 to Present (*Denotes Part Time)							
June 2023				Present			
Person	Position	Alumnus	Resident	Person	Position	Alumnus	Resident
Hudgins	CES	No	Yes	McAbee	CES	No	No
Stites	CIS	No	Yes	Stites	CIS	No	Yes
Thigpen	HCMS	Yes	Yes	Thigpen	HCMS	Yes	Yes
Brewer	HCHS	No	No	Emerson	HCHS	No	No
Coble	EHES	No	No	Coble	EHES	No	No
Tidwall	EHIS	No	No	Lange	EHIS	No	No
Anglin	EHMS	Yes	Yes	Totty	EHMS	Yes	Yes
Williams	EHHS	No	No	Moullon	EHHS	No	Yes
Qualls	CES	Yes	Yes	McKnight	CES	No	No
Lawson	CIS	Yes	Yes	Lawson	CIS	Yes	Yes
Puckett	HCMS	Yes	Yes	Bentley	HCMS	Yes	Yes
Rice	HCHS	Yes	No	Higdon	HCHS	No	No
Totty	EHES	Yes	Yes	Taylor	EHES	Yes	Yes
Daniel	EHIS	No	No	Willis	EHIS	Yes	Yes
Hughes	EHMS	No	Yes	Chessor	EHMS	Yes	Yes
Henson	EHHS	No	Yes	Moore	EHHS	No	No
M. Gilbert	Director	Yes	Yes	Mullins	Director	No	Yes
M. Shelton	Asst. Director	Yes	Yes	Anderson	Asst. Director	No	Yes
Beem	Safety/Att.	No	Yes	Malugin	Safety/Att.	Yes	Yes
E. Cannon	SPED	Yes	No	Qualls	SPED	Yes	Yes
S. Cannon	RTI	No	No	Mayberry	RTI	Yes	Yes
Chilton	CTE	Yes	Yes	Chilton	CTE	Yes	Yes
Thomasson	Fed. Prog.	No	Yes	Thomasson	Fed. Prog.	No	Yes
Malugin	Sec. Sup	Yes	Yes	Manor	Sec. Sup	No	Yes
Manor	Instr. Spec.	No	Yes	MCManus	Instr. Spec.	No	No
Elkins	Finance	No	Yes	Elkins	Finance	No	Yes
Plunkett	Maintenance	Yes	No	Lynch	Maintenance	Yes	Yes
Burns	Nutrition	Yes	Yes	Burns	Nutrition	Yes	Yes
B. Gilbert	Tech	Yes	Yes	Gilbert	Tech	Yes	Yes
Newsom	ESSER	Yes	Yes	Newsom	ESSER	Yes	Yes
George	Transport.	Yes	Yes	George	Transport.	Yes	Yes
Hobbs	School Health	Yes	Yes	Hobbs	School Health	Yes	Yes
Coleman	Data	Yes	Yes	Tucker	Data	No	Yes
C. Shelton	Website	Yes	Yes	C. Shelton	Website	Yes	Yes
Tucker	Asst Data/Att.	No	Yes	M. Shelton*	PreK/Policies/Cert	Yes	Yes
		20/35	26/35			19/35	27/35
		57%	74%			54%	77%



MASTER SUBSCRIPTION AGREEMENT

This Master Subscription Agreement (this "Agreement") is between Sanorbix, LLC, a Tennessee limited liability company with its principal place of business at 377 Riverside Drive, Ste. 200, Franklin, TN 37064 ("Sanorbix") and the Client named below. The parties agree as follows:

WHEREAS, Client ("Client") is a customer of Sanorbix, LLC known as follows:

Client Name: Hickman County Schools
Address: 115 Murphree Ave
City, State, Zip Code: Centerville, TN 37033
Main Telephone Number: 931-729-3391
Email Address for Legal Notices:

See Schedule A for Billing and Implementation Contacts

WHEREAS, Sanorbix is the owner of the brand, proprietary technology, and registered trademark known as "MyBenefitsChannel" ("MBC"), available for subscription as Packages with Add-On Options or a la carte;

WHEREAS, Client hereby subscribes to MBC for Services through a direct subscription to MyBenefitsChannel;

NOW THEREFORE, it is mutually understood and agreed as follows:

- 1. The MBC Standard Terms of Agreement attached hereto as Exhibit A are accepted and incorporated into this Agreement.
2. Statement of Work Number 1 and any subsequent Statement of Work executed by the parties, including any Attachments to a Statement of Work, are accepted and incorporated into this Agreement. In the event of a conflict between Schedule A and any MBC Standard Terms of Agreement, Schedule A shall control.

IN WITNESS WHEREOF, the parties have executed and delivered this Agreement, effective as of the last date beneath the parties' signatures below.

SANORBIX, LLC:

CLIENT:

By:
Name: Joshua R Barnett
Title: CFO
Date:

By:
Name:
Title:
Date:

MBC STANDARD TERMS OF AGREEMENT

1. **DEFINITIONS:** Capitalized terms shall have the meaning set forth below or elsewhere in the Agreement:
- a. **Add-On Options:** Add-On Options refers to one or more buy-up subscriptions to MBC that a Client may purchase from Sanorbix or a third-party connector integrated with MBC. A detailed list of all applications and services of MBC known as Add-On Options is available upon request, as set forth in Schedule A to this Agreement.
 - b. **Agreement:** Agreement generally refers to the Master Subscription Agreement and these MBC Standard Terms of Agreement, together with any attached schedules, exhibits, or amendments thereto or hereto.
 - c. **Beta Testing Agreement:** A Beta Testing Agreement is a written contract between Sanorbix and the Client that provides Client's acceptance of the terms and conditions of participation in a beta testing process for ongoing development of a function, feature, Improvement, Service, or application of MBC. Beta testing is limited in duration.
 - d. **Client Data:** Client Data is defined as any data inputted into MBC or otherwise provided by the Client, or an employee of the Client, to facilitate the use of the Services by the Client or an employee of the Client, Sanorbix and its affiliates, or third-party connectors.
 - e. **Confidential Information:** Confidential Information means information in any form or medium (whether oral, written, electronic, or other) that the Disclosing Party (as defined below) considers confidential or proprietary, including information consisting of or relating to the Disclosing Party's technology, trade secrets, know-how, business operations, plans, strategies, customers, and pricing, and information with respect to which the Disclosing Party has contractual or other confidentiality obligations, whether or not marked, designated, or otherwise identified as "confidential." Notwithstanding the foregoing, Confidential Information shall not include information which (i) was rightfully known to the Receiving Party (as defined below) without restriction on use or disclosure prior to such information being disclosed or made available to the Receiving Party in connection with this Agreement; (ii) was or becomes generally known by the public other than by the Receiving Party's or any of its Representatives' noncompliance with this Agreement; (iii) was or is received by the Receiving Party on a non-confidential basis from a third party that, to the Receiving Party's knowledge, was not or is not, at the time of such receipt, under any obligation to maintain its confidentiality; or (iv) the Receiving Party can demonstrate by written or other documentary records was or is independently developed by the Receiving Party without reference to or use of any Confidential Information.
 - f. **Effective Date:** The Effective Date of this Agreement is the last date beneath the parties' signatures on the Agreement. The Effective Date as to a Service may be identified in any Schedule A Statement of Work.
 - g. **Employee Life Cycle:** The Employee Life Cycle generally refers to the organizational stages an employee advances through – from recruitment and onboarding, to development and compensation, to separation – and the Client's use of technology subscriptions and professional services throughout that process.
 - h. **Implementation Workbook for Online Enrollment and/or Benefit Administration Platform:** An Implementation Workbook for Online Enrollment and/or Benefit Administration Platform is a written agreement between Sanorbix and Client that provides Client's acceptance of the online enrollment / benefits administration platform, including a detailed description of the scope of delivery, data syncing deadlines, and other specifications or limitations.
 - i. **Improvements:** Improvements is any Intellectual Property related to, within the scope of, or that enhances the Services, including any aggregate data created as a result thereof.
 - j. **Initial Term:** Unless otherwise set forth in Schedule A to this Agreement, the Initial Term is twelve (12) months and refers to that period of time beginning on the Effective Date and continuing to the Renewal Date, unless terminated pursuant to the terms set forth in the Agreement or unless the subscription expires or is terminated.
 - k. **Intellectual Property:** Intellectual Property means any and all registered and unregistered rights granted, applied for, or otherwise now or hereafter in existence under or related to any patent, copyright, trademark, trade secret, database protection, or other intellectual property rights laws, and all similar or equivalent rights or forms of protection, in any part of the world.
 - l. **MBC:** MBC is the brand, proprietary technology, and registered trademark known as "MyBenefitsChannel" owned by Sanorbix and used by the Client to manage the Employee Life Cycle. MBC is comprised of the Services as set forth in Schedule A to this Agreement, including applications or services comprising any Package, and, where agreed by the Client, for one or more applications or services known as an Add-On Option. In addition, MBC connects to payroll and online enrollment / benefits administration.

- m. **Package:** Package refers to a bundle subscription that a Client may purchase from Sanorbix for certain applications or services to MBC. Please refer to Schedule A for a detailed list of applications and services included in the Packages.
- n. **Peak Service Requests:** For purposes of the print and mail services offered by Sanorbix in respect of MBC, Peak Service Requests are those submissions for printing and mailing that occur on or during the seven (7) calendar days prior to the due date set by the Internal Revenue Service or any State Agency for the applicable form.
- o. **Renewal Date:** The Renewal Date of this Agreement is set forth in Schedule A to this Agreement.
- p. **Renewal Term:** Unless otherwise set forth in Schedule A to this Agreement, the Renewal Term is twelve (12) months and refers to that period of time automatically beginning on the Renewal Date and continuing for an additional twelve (12) months thereafter, unless terminated pursuant to the terms set forth in the Agreement.
- q. **Schedule A:** Schedule A refers to any Statement of Work attached to this Agreement and setting forth the Subscriptions selected by the Client, the Subscription Fees and any additional charges applicable to the subscriptions or Services, and the Effective Date and Renewal Date. Schedule A may be replaced periodically and will be treated as an amendment if signed by the parties. There may be multiple Statements of Work in effect at any given time. Any additional or replacement Schedule A will be sequentially numbered at the time of signature.
- r. **Services:** Services generally refers to any subscription to an application or service of MBC as set forth in Schedule A to this Agreement, including applications or services comprising the Packages, and, where agreed by the Client, for one or more applications or services known as an Add-On Option. Services and access to content in MBC are purchased as subscriptions, and subscriptions may be added during the Term at the same Subscription Fees as the underlying subscription and prorated for the portion of the Term remaining. Services may include content obtained by MBC from publicly available resources or Third-Party Connectors and made available to Client.
- s. **Setup Fees:** Setup Fees are detailed on Schedule A to the Agreement and are typically a one-time charge due from the Client for initial implementation of MBC and the Services.
- t. **Subscription Fees:** Subscription Fees are detailed on Schedule A to the Agreement and include all charges due from the Client for access to and use of MBC and the Services.
- u. **Term:** Term collectively refers to the Initial Term and any subsequent Renewal Term(s).
- v. **Third-Party Connectors:** Third-Party Connectors are vendors outside of the direct control of the Client and MBC and its affiliates, such as insurance brokers or consultants on behalf of MBC, that are involved in the management of the Employee Life Cycle, such as such as payroll providers and insurance carriers. MBC may add new Third-Party Connectors over time.
- w. **User:** User means an individual who is authorized by the Client to use a Service, for whom Client has purchased a subscription (or in the case of any Services provided by MBC or its affiliates without charge, for whom a Service has been provisioned), and to whom Client (or MBC at Client's request) has supplied a user identification and password (for Services requiring authentication) or otherwise activated as a record created in MBC (also known as accounts) for Client. Users may vary as to the Service(s) as determined by MBC from time to time. Users may include, for example, employees, consultants, contractors, and agents of Client, and third parties with whom the Client transacts business.

2. **TERM:** This Agreement shall commence on the Effective Date and shall remain in effect until the latter of the first Renewal Date or until all subscriptions have expired or terminated, and the Agreement shall automatically renew thereafter for Renewal Terms of twelve (12) months each unless either party provides the other written notice of its intention not to renew at least thirty (30) days prior to the end of the Initial Term or any Renewal Term.
3. **SUBSCRIPTION FEES:** The Client agrees to pay the Subscription Fees, Setup Fees, and additional charges set forth in Schedule A, subject to the terms and conditions as provided for in this Agreement, without demand or offset to Sanorbix, its agents or assigns. Payment shall be made to Sanorbix. State and local sales tax will be applied to invoices as required by law, and tax-exempt entities must provide appropriate documentation to remove any such taxes from the invoice. Subscription Fees are for subscriptions purchased and not actual usage. Payment obligations are non-cancelable, and fees paid non-refundable unless specified otherwise in Schedule A or approved in the sole discretion of Sanorbix. Users cannot be decreased during the relevant Term. After the Initial Term, Sanorbix reserves the right to increase the Subscription Fees or institute additional charges by giving Client written notice sixty (60) days in advance of the Renewal Date, except such notice shall not be required for routine audits of User counts that result in an increase to the Subscription Fees or additional charges provided under Schedule A. At any point during the Term, Sanorbix

reserves the right to audit User counts and invoice Client for additional Subscription Fees if Client exceeds the User levels indicated on Schedule A by more than ten percent (10%). If Client is under-billed, Sanorbix will add the under-billed amount in a future billing cycle. Sanorbix may use any amounts owed to Client under the Agreement to pay or reimburse Sanorbix for amounts owed by Client. If Client uses the print and mail services and/or state filing services offered by Sanorbix in respect of MBC, Client agrees to pay an additional charge per form to Sanorbix of as detailed in Schedule A, in addition to the Subscription Fees.

4. **TERMINATION FOR NONPAYMENT:** Sanorbix has the option to terminate this Agreement for cause, including should any payment due from Client to Sanorbix remain overdue for a period of more than thirty (30) days. Should Sanorbix elect to exercise such cancellation option, said exercise shall be in writing, sent by certified mail, return receipt requested, and such cancellation shall be effective upon receipt. Past due balances shall be subject to an interest charge of 1.5% per month computed from the due date of each invoice previously issued, or the maximum rate legally permitted, whichever is less. Client shall pay any collection costs, including reasonable attorneys' fees, and other expenses incurred by Sanorbix to collect any sums due under this Agreement.
5. **THIRD-PARTY CONNECTORS:** Subject to the progress of technology development and Client's implementation priorities, Client seeks integration of the Employee Life Cycle by MBC. Such integration of the Employee Life Cycle involves connectors by MBC and its affiliates and Third-Party Connectors, to accomplish a system of record and have one central location for adds, deletes, and changes that sync among MBC and necessary Third-Party Connectors. Third-Party Connectors may not cooperate, or may require Client payment of an additional charge, for centralized management of the Employee Life Cycle via MBC or may have requirements for data syncing, including deadlines for timely and accurate submission of Client Data to be effective. Sanorbix shall have no responsibility for any disruption in availability of MBC involving Third-Party Connectors if the disruption is not within Sanorbix's reasonable control.
6. **INTELLECTUAL PROPERTY:** Except as expressly provided for in this Agreement, the parties shall each retain all Intellectual Property that they owned prior to the Effective Date, and this Agreement shall not be interpreted or construed to grant a party any rights, title, interest or license in the other party's preexisting Intellectual Property. Sanorbix shall own all rights, title and interest in any Intellectual Property and Improvements created during the Term and thereafter, including source code of MBC. Client hereby assigns all right, title and interest in any Intellectual Property created by the Improvements to Sanorbix. Sanorbix shall have the right to apply for copyrights, patents (including utility and design patents), or other protection for such Improvements, and to enforce its rights in such Improvements, anywhere in the world under its own name and at its own expense. Each party hereby agrees that neither it nor any of its affiliates shall use the name, logo or any other trademarks of the other party without the prior written consent of the other party, which may be withheld at the sole discretion of the other party.
7. **CLIENT DATA:** The Client is entitled to receive Client Data from Sanorbix with respect to MBC under certain circumstances. At termination, and provided that Client has paid all Subscription Fees and additional charges due under the Agreement, Sanorbix and its affiliates will provide Client reasonable transition assistance for up to sixty (60) days relating to the transition to a replacement vendor, which may include sending to Client all of Client Data actively maintained with respect to MBC by Sanorbix or its affiliates at termination in a mutually agreed upon format, with Sanorbix retaining inactive archival copies of Client Data. If special development is preauthorized by Client and required to convert Client Data to a format required by Client's replacement vendor, Client will pay an additional charge of then-in-force hourly programming rates for MBC to perform the work. NEITHER SANORBIX NOR ITS AFFILIATES HAS ANY RESPONSIBILITY FOR THE LEGALITY, RELIABILITY, INTEGRITY, ACCURACY, TIMELINESS, OR QUALITY OF THE CLIENT DATA. Client is responsible for timely and accurate submission of Client Data, even if Client's failure causes an error in payment of insurance claims, delays in coverage, billing errors, payroll errors, noncompliance with the Internal Revenue Service, or other negative consequences. Sanorbix owns all right, title, and interest in aggregate data in MBC and may use or monetize aggregate data in a deidentified format without the express permission of the Client. Sanorbix may, at its option, destroy inactive archived data after one year of termination of the Agreement, without prior written notice to Client.
8. **CONFIDENTIALITY:** Each of Sanorbix and Client may disclose or make available (such party, the "Disclosing Party") Confidential Information to the other party (such party, the "Receiving Party"). The Receiving Party agrees to hold the

Confidential information of the Disclosing Party in confidence, and not to copy, reproduce, sell, assign, license, market, transfer or otherwise give or disclose such Confidential Information to third parties except to the extent (i) expressly authorized herein, (ii) expressly authorized in writing by the Disclosing Party, and then only to the extent strictly necessary to perform the respective obligations of the parties; or (iii) such disclosure is legally required by a court or government agency. In the event disclosure is required pursuant to (iii) above, the Receiving Party shall, to the extent legally permissible, give the Disclosing Party notice of such intended disclosure to allow the Disclosing Party the opportunity to obtain a protective order.

9. **LIMITATION OF LIABILITY:** Client does not seek indemnity by this Agreement from Sanorbix. SANORBIX DISCLAIMS ANY AND ALL WARRANTIES WITH RESPECT TO MBC, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. SANORBIX MAKES NO WARRANTY, EXPRESS OR IMPLIED, THAT THE SERVICE(S) IT FURNISHES WILL AVERT OR PREVENT CERTAIN OCCURRENCES. Client agrees that Sanorbix shall not be liable for any of Client's losses or damages, irrespective of origin, to persons or property, whether directly or indirectly caused by performance or non-performance of obligations imposed by this Agreement or by the negligent acts or omissions of Sanorbix, its agents, employees, contractors or subcontractors. The Client does hereby waive and release any rights of recovery against Sanorbix that it may have hereunder. It is agreed that it is impractical and impossible to fix actual damages which may arise from situations where there may be a failure of services provided. It is agreed that in the event Sanorbix should become liable for any losses, damages or warranty claims attributable to its services in any respect, its total aggregate liability to Client shall be limited to the lesser of: the Subscription Fees received by Sanorbix hereunder or \$25,000.00, which the Client agrees is reasonable and is Client's sole and exclusive remedy. No suit or action shall be brought against Sanorbix more than one (1) year after the accrual of the cause of action therefore. Sanorbix shall not be liable for any delays, however caused, or for interruptions of the Services caused by strikes, riots, floods, pandemics or diseases, including COVID-19 and any mutations thereof, acts of God or by any event beyond the control of Sanorbix. IN NO EVENT SHALL SANORBIX BE LIABLE FOR ANY SPECIAL, INDIRECT, INCIDENTAL, EXEMPLARY, PUNITIVE OR CONSEQUENTIAL DAMAGES, INCLUDING LOSS OF PROFITS, REVENUES, DATA OR USE, INCURRED BY CLIENT OR ITS AFFILIATES OR ANY THIRD PARTY.
10. **AVAILABILITY:** The provision of the Services by Sanorbix with respect to MBC may include the provision of access to certain software and websites via the Internet. For such Services, Sanorbix shall be responsible for monitoring system availability in effort to reduce MBC system downtime. Occasionally the MBC system will be unavailable for scheduled maintenance periods to perform upgrades and enhancements. Scheduled maintenance will typically be brief and conducted during non-peak operating hours. Notification of scheduled maintenance will be posted to the website.
11. **GOVERNING LAW; FORUM; JURY TRIAL WAIVER; LIMITATION ON DAMAGES:** The parties agree all disputes arising under this Agreement shall be governed by and interpreted in accordance with the laws of Tennessee, without regard to principles of conflict of laws, and that any dispute arising under this Agreement shall be litigated in Williamson County, Tennessee. The parties agree to waive any jury trial and proceed to trial before a judge: THE PARTIES UNDERSTAND AND AGREE THAT MBC AND ITS AFFILIATES AND CLIENT ARE WAIVING THE RIGHT TO A JURY TRIAL IN A PUBLIC COURT. NEITHER PARTY SHALL BE ENTITLED TO JOIN OR CONSOLIDATE DISPUTES BY OR AGAINST OTHERS. The parties agree that the judge shall have no power or authority to make any award that provides for punitive or exemplary damages.
12. **LITIGATION AGREEMENTS:** The parties agree that all claims, disputes, or any other matters in question arising out of or related to this Agreement will be litigated with the following reduction in scope as to discovery: Document production by Sanorbix or its affiliates shall be limited to only those documents or electronic documents relating to MBC and addressed to or otherwise referencing the Client, or an employee of Client, by name or otherwise relating to the Client such as those documents stored with the Client's files or Client Data without necessity of Sanorbix filing for such relief with the court. The parties intend to exclude any documents or electronic documents that relate to others. The parties intend that the reduction in scope as to discovery be mutual, regardless of the type or category of claim, dispute, or other matters in question. The parties shall bear their own expenses and attorney fees associated with litigation.

13. **ENTIRE AGREEMENT:** This Agreement, including any schedules or exhibits, or amendments thereto, constitutes the entire agreement between the parties relating to the subject matter hereof, and supersedes all other agreements between the parties relating to the matters discussed herein, whether written or verbal. Other than this Agreement, there are no verbal agreements, representations, warranties, undertakings or other agreements between the parties, with the exceptions of (A) a separate Beta Testing Agreement which the parties may enter into from time to time for as specified duration and signed by the parties; (B) a separate Implementation Workbook for Online Enrollment and/or Benefit Administration Platform which the Client may execute from time to time; or (C) any Schedule A Statement of Work executed by the parties under this Agreement.
14. **AMENDMENTS:** This Agreement may only be amended, modified, or supplemented by an agreement in writing signed by each party hereto. No waiver by any party of any of the provisions hereof shall be effective unless explicitly set forth in writing and signed by the party so waiving. Except as otherwise set forth in this Agreement, no failure to exercise, or delay in exercising, any rights, remedy, power or privilege arising from this Agreement shall operate or be construed as a waiver thereof; nor shall any single or partial exercise of any right, remedy, power or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power or privilege.

{INTENTIONALLY BLANK}

SCHEDULE A

Statement of Work Number: 1

SELECT ONE:			
<input checked="" type="checkbox"/> IS AN INITIAL SCHEDULE A			
<input type="checkbox"/> REPLACES PRIOR SCHEDULE A STATEMENT OF WORK NUMBER _____			
<input type="checkbox"/> DOES NOT REPLACE A PRIOR SCHEDULE A (<i>Adds Service or Additional Charge</i>)			
OVERVIEW:			
User Count:	755 Users	Subject to routine audit by Sanorbix.	
Price Tier:	751 to 1000 Users		
BILLING CYCLE:			
Effective Date of this Schedule A:	_____		
Renewal Date of this Schedule A:	_____	Renews annually thereafter, unless terminated.	
SERVICES SELECTED BY CUSTOMER:			
Choose Package:		Selected	Annual Cost
HR Package <i>Includes Onboarding/Offboarding, Human Resources, Training, MyTaskManager</i>		<input checked="" type="checkbox"/>	\$ 13,427.00
Benefits Package <i>Includes Onboarding/Offboarding, Benefits, Wellness Essentials, Compliance ACA Reporting Software DIY, MyTaskManager</i>		<input type="checkbox"/>	\$ _____
Premium Package <i>Includes Onboarding/Offboarding, Human Resources, Benefits, Wellness Essentials, Pay Info, Training, Compliance ACA Reporting Software DIY, MyTaskManager</i>		<input type="checkbox"/>	\$ _____
Choose Add-on Options:		Selected	Annual Cost
Hiring – MySmartHire Applicant Tracking <i>See A-3 if selected.</i>		<input type="checkbox"/>	\$ _____
Benefits – Online Enrollment / Benefits Administration <i>See A-4 if selected.</i>		<input type="checkbox"/>	\$ _____
Wellness – Customized Wellness Plan <i>(requires collaboration in design with MBC)</i>		<input type="checkbox"/>	\$ _____
Wellness – Wellness Management Services <i>(requires collaboration in design with MBC)</i>		<input type="checkbox"/>	\$ _____
Wellness – Telemedicine Equipment <i>(requires custom quote)</i>		<input type="checkbox"/>	\$ _____
Time – Time & Attendance Essentials # <u>755</u>		<input checked="" type="checkbox"/>	\$ 13,590.00
Time – Attendance on Demand Software <i>(requires separate contract with Third-Party Connector)</i>		<input type="checkbox"/>	Billed by AOD.
Time – Attendance on Demand Time Clocks <i>(requires separate contract with Third-Party Connector)</i>		<input type="checkbox"/>	Billed by AOD
Compliance – Print & Mail Service		<input type="checkbox"/>	See Note 1.
Compliance – ACA State Reporting <i>(CA, DC, NJ, RI, VT only)</i>		<input type="checkbox"/>	See Note 1.
Compliance – Total Care – IRS Reporting		<input type="checkbox"/>	\$ _____
Compliance – Total Care – IRS Reporting <i>(Upgrade from Software Only for Premium Pkg Only)</i>		<input type="checkbox"/>	\$ _____
Compliance – Total Care – VHE Tracking		<input type="checkbox"/>	\$ _____
Compliance – Total Care – IRS Reporting and VHE Tracking		<input type="checkbox"/>	\$ _____
Compliance – Total Care – Additional EINs <i>(\$700 per EIN if more than 2): # _____</i>		<input type="checkbox"/>	\$ _____
Additional Charges: Pay Info Module		<input checked="" type="checkbox"/>	\$ 3,780.00
SUBSCRIPTION COSTS:			
Includes One-Time Set Up Fee of \$1,995.00		Amount Due with Agreement:	\$ 32,792.00
		Amount Due at Renewal:	\$ 30,797.00

NOTES:

1. Subscription Costs do not include ACA Print & Mail Fees, which are billed upon use (\$ 1.95 per form, except Peak Service Requests at \$ 3.45 per form). Subscription Costs do not include State Filing Fees, which are billed upon use (\$ 1.35 per form).
2. Subscription Costs do not include MySmartHire Applicant Tracking Software buy-up features, which are billed separately as set forth in Schedule A-3 of the Agreement.

3. Subscription Costs do not include Online Enrollment / Benefits Administration set-up costs, which are billed separately as set forth in Schedule A-4 of the Agreement.
4. The following Services are billed at a flat annual fee in advance and are neither prorated nor refunded: any Package, MySmartHire, and Compliance Total Care Services.
5. Additional Charges may be invoiced as incurred by a future Statement of Work for Additional Charges signed by the Client, which will constitute a written amendment to the Agreement for a limited scope of work necessary for a specific task.
6. Functionality of software evolves over time. Accordingly, Client should seek current feature lists from MBC if Client seeks detailed information about the functionality purchased via subscription. MBC connects with various payroll companies as Third-Party Connectors, and the level of integration depends on the provider. Client should verify the connection options with MBC prior to execution of the Agreement.
7. MySmartHire and Attendance on Demand are Third-Party Connectors. MySmartHire is a white labeled product of Applicant Pro sold by MBC and connected to MBC and requires a click-through end user licensing agreement at the time Client uses MySmartHire. In addition, the terms set forth in Schedule A-3 apply if attached to this Schedule A. Attendance on Demand is a product marketed by MBC and connected to MBC and requires a separate written contract between the Client and Attendance on Demand.

Client Billing Contact:		
Name	Email	Phone
_____	_____	_____
Client Primary Implementation Contact:		
Name	Email	Phone
_____	_____	_____
App Priority / Sequence Notes:		

Timing of Implementation Notes:		

Special Considerations:		

Attachments to this Schedule A (if checked):

Schedule A-1: ACA Compliance Subscription Summary – SaaS Details

Schedule A-2: ACA Compliance Subscription Summary – Total Care Details

Schedule A-3: MySmartHire Applicant Tracking Subscription Summary

Schedule A-4: Benefits Administration and Online Enrollment Summary

Client hereby subscribes to MBC for Services described in this Schedule A, which is incorporated into the Master Agreement of the parties:

<p>SANORBIX, LLC:</p> <p>By: _____</p> <p>Name: <u>Joshua R Barnett</u></p> <p>Title: <u>CFO</u></p> <p>Date: _____</p>	<p>CLIENT:</p> <p>By: _____</p> <p>Name: _____</p> <p>Title: _____</p> <p>Date: _____</p>
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Sales Proposal
For
Hickman Co Board of Education
Tuesday, August 6, 2024

Proposal Information

If you are receiving this proposal for budgetary purposes, please add 10% to the final proposal cost to cover any fiscal year increases.

Software

Application Software Windows Multi-User	
LGC Sub Tracker	0.00
*Annual use and remote support fee is \$3,261.28	
<i>Application Software Windows Multi-User</i>	0.00
Total Software Cost	0.00

Total Proposal Cost:	\$0.00
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Prices are good for thirty (30) days. Contact the Marketing Department for price renewal.

Annual Use and Support Fee:	\$3,261.28
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* This **Annual Use and Support Fee** is not included in the proposal cost listed above and will be prorated from the date of installation through the end of the current fiscal year.

Annual Use and Support Fee

Annual Use and Support Fees for each software package will be billed after the first day of training. If LGC's software is installed on third party hardware, additional charges may apply. *Annual Use and Support Fees are due on July 1st of each year and are prorated from the first day of training through the end of June of the current fiscal year. Software use and support fees are based on the current year's support rate and are subject to change July 1st of each year. Full software use and support fees recur annually.*

Software, Installation, and Training

Software, installation, and training charges for each package will be billed after the first day of setup.

Third Party Hardware

If LGC's software is installed on third party hardware, additional charges may apply.



Michael Elkins
Business Operations Officer
Hickman County Schools
115 Murphree Avenue
Centerville, Tennessee 37033

The Consolidated Budget – FY 2024 Carryover funds were made available at the end of last week.

The Budget Amendments for the following Consolidated grants may not be available until Monday September 9:

- Consolidated
- Title I
- Title II
- Title IV
- Title V
- IDEA Part B
- IDEA Preschool

Hickman County Board of Education
Budget Amendment No. 6
General Purpose (Fund 141)
September 9, 2024

Account	Description	Debit	Credit	Justification
39900 - -	Fund Balance	14,286.42		To budget remaining CTE - SPARC grant funds
72230 - 499 - SPRK	Other Supplies		6,056.42	
72230 - 790 - SPRK	Other Equipment		8,230.00	
		\$ 14,286.42	\$ 14,286.42	

Approved:

Attest:

Board Chair

John Mullins

Hickman County Board of Education
Budget Amendment No. 7
General Purpose (Fund 141)
September 9, 2024

Account	Description	Debit	Credit	Justification
48990 - - 72810 - 599 - SS	Other Revenue Other Charges	4,000.00	4,000.00	To Budget Donation
		\$ 4,000.00	\$ 4,000.00	

Approved:

Attest:

Board Chair

John Mullins

Hickman County Board of Education
Budget Amendment No. 8

Federal Programs (Fund 142)

September 9, 2024

Account	Description	Debit	Credit	Justification
47401 - - - 933	ARP Grant	70,042.95		
71100 - 116 - - 933	Teachers	177,997.03		To bring ESSER 3 into agreement with ePlan
71100 - 163 - - 933	Educational Assistants	7,875.00		
71100 - 188 - - 933	Bonus Payments		197,000.00	
71100 - 189 - - 933	Other Salaries & Wages	9,861.85		
71100 - 201 - - 933	Social Security		4,150.28	
71100 - 204 - - 933	State Retirement	3,592.85		
71100 - 207 - - 933	Medical Insurance	40,332.90		
71100 - 212 - - 933	Employer Medicare	4,468.11		
71100 - 399 - - 933	Other Contracted Services	9,155.00		
71100 - 429 - - 933	Instructional Supplies	67,287.48		
71100 - 449 - - 933	Textbooks	149,593.20		
71100 - 471 - - 933	Software	88,894.72		
71100 - 499 - - 933	Other Supplies		26,200.00	
71100 - 722 - - 933	Regular Instruction Equipment		131,046.85	
71150 - 116 - - 933	Teachers		1,207.99	
71150 - 188 - - 933	Bonus Payments		4,000.00	
71150 - 201 - - 933	Social Security	1,159.48		
71150 - 204 - - 933	State Retirement		330.00	
71150 - 212 - - 933	Employer Medicare		101.50	
71200 - 116 - - 933	Teachers	69,300.00		
71200 - 163 - - 933	Educational Assistants		27,646.68	
71200 - 188 - - 933	Bonus Payments		76,000.00	
71200 - 201 - - 933	Social Security		2,903.43	
71200 - 204 - - 933	State Retirement		12,665.27	
71200 - 212 - - 933	Employer Medicare	613.78		
71200 - 429 - - 933	Instructional Supplies		1,000.00	
71200 - 725 - - 933	Special Education Equipment		4,811.31	
71300 - 188 - - 933	Bonus Payments		14,000.00	
71300 - 201 - - 933	Social Security		868.00	
71300 - 204 - - 933	State Retirement		1,025.00	
71300 - 212 - - 933	Employer Medicare		203.00	
71300 - 471 - - 933	Software		3,300.00	
72120 - 188 - - 933	Bonus Payments		10,000.00	
72120 - 189 - - 933	Other Salaries & Wages	1,400.00		
72120 - 201 - - 933	Social Security		512.90	
72120 - 204 - - 933	State Retirement		512.16	
72120 - 212 - - 933	Employer Medicare		60.29	
72130 - 130 - - 933	Social Workers	7,640.70		
72130 - 188 - - 933	Bonus Payments		11,000.00	
72130 - 201 - - 933	Social Security		1,084.98	
72130 - 204 - - 933	State Retirement	704.38		
72130 - 212 - - 933	Employer Medicare	8.44		
72130 - 307 - - 933	Communication	1,800.00		
72130 - 790 - - 933	Other Equipment		7,861.70	
72210 - 105 - - 933	Supervisor/Director		17,949.92	
72210 - 138 - - 933	Instr. Computer Personnel		21,919.60	
72210 - 188 - - 933	Bonus Payments		36,000.00	
72210 - 189 - - 933	Other Salaries & Wages		13,190.89	
72210 - 196 - - 933	In-Service Training	19,200.00		
72210 - 201 - - 933	Social Security		3,656.53	
72210 - 204 - - 933	State Retirement	8,514.31		
72210 - 207 - - 933	Medical Insurance	20,337.00		
72210 - 212 - - 933	Employer Medicare		1,667.83	
72210 - 399 - - 933	Other Contracted Services		3,800.00	
72210 - 499 - - 933	Other Supplies And Materials	10,350.00		
Continued on following page				

Hickman County Board of Education
 Budget Amendment No. 8
 Federal Programs (Fund 142)
 September 9, 2024

Account	Description	Debit	Credit	Justification
Continued from previous page				
72220 - 188 - - 933	Bonus Payment		5,000.00	
72220 - 201 - - 933	Social Security		310.00	
72220 - 204 - - 933	State Retirement		410.00	
72220 - 212 - - 933	Employer Medicare		72.50	
72230 - 188 - - 933	Bonus Payment		2,000.00	
72230 - 201 - - 933	Social Security		124.00	
72230 - 204 - - 933	State Retirement		185.00	
72230 - 212 - - 933	Employer Medicare		29.00	
72250 - 188 - - 933	Bonus Payments		3,000.00	
72250 - 189 - - 933	Other Salaries & Wages		15,020.25	
72250 - 201 - - 933	Social Security		368.44	
72250 - 204 - - 933	State Retirement	403.88		
72250 - 212 - - 933	Employer Medicare		261.29	
72250 - 307 - - 933	Communication	88,000.00		
72250 - 790 - - 933	Other Equipment		2,000.00	
72320 - 188 - - 933	Bonus Payments		3,000.00	
72320 - 201 - - 933	Social Security		186.00	
72320 - 204 - - 933	State Retirement		320.00	
72320 - 212 - - 933	Employer Medicare		43.50	
72410 - 188 - - 933	Bonus Payment		12,000.00	
72410 - 201 - - 933	Social Security		744.00	
72410 - 204 - - 933	State Retirement		925.00	
72410 - 212 - - 933	Employer Medicare		174.00	
72610 - 328 - - 933	Janitorial Services	7,500.00		
72610 - 720 - - 933	Plant Operation Equipment		192,101.49	
72620 - 188 - - 933	Bonus Payment		7,000.00	
72620 - 201 - - 933	Social Security		434.00	
72620 - 204 - - 933	State Retirement		710.00	
72620 - 212 - - 933	Employer Medicare		101.50	To bring ESSER 3 into agreement with ePlan
72710 - 188 - - 933	Bonus Payment		20,000.00	
72710 - 201 - - 933	Social Security		1,240.00	
72710 - 204 - - 933	State Retirement		2,250.00	
72710 - 212 - - 933	Employer Medicare		290.00	
73100 - 188 - - 933	Bonus Payment		43,000.00	
73100 - 201 - - 933	Social Security		2,666.00	
73100 - 204 - - 933	State Retirement		5,100.00	
73100 - 212 - - 933	Employer Medicare		623.50	
73100 - 710 - - 933	Food Service Equipment		22,000.00	
73300 - 188 - - 933	Bonus Payments		2,000.00	
73300 - 201 - - 933	Social Security		124.00	
73300 - 204 - - 933	State Retirement		240.00	
73300 - 212 - - 933	Employer Medicare		29.00	
73400 - 188 - - 933	Bonus Payments		6,000.00	
73400 - 201 - - 933	Social Security		372.00	
73400 - 204 - - 933	State Retirement		445.00	
73400 - 212 - - 933	Employer Medicare		87.00	
76100 - 321 - - 933	Engineering Services	87,021.01		
76100 - 399 - - 933	Other Contracted Services	91,679.16		
76100 - 707 - - 933	Building Improvements	63,259.71		
76100 - 799 - - 933	Other Capital Outlay		1,810.62	
99100 - 504 - - 933	Indirect Cost		116,936.38	
72110 - 162 - - 933	Clerical Personnel	956.51		
72110 - 188 - - 933	Bonus Payments		2,000.00	
72110 - 201 - - 933	Social Security		28.87	
72110 - 207 - - 933	Medical Insurance	2,315.00		
72110 - 212 - - 933	Employer Medicare	174.00		
		\$ 1,111,438.45	\$ 1,111,438.45	

Approved:

Attest:

Board Chair

John Mullins

Hickman County Board of Education
Budget Amendment No. 9
Federal Programs (Fund 142)
September 9, 2024

Account	Description	Debit	Credit	Justification
72210 - 105 - - 010	Supervisor		\$ 1,155.04	To bring Con ADM into agreement with ePlan
72210 - 161 - - 010	Secretary		333.08	
72210 - 201 - - 010	Social Security		499.32	
72210 - 204 - - 010	State Retirement		124.94	
72210 - 336 - - 010	Maintenance & Repair	500.00		
72210 - 499 - - 010	Other Supplies	1,000.00		
72210 - 790 - - 010	Other Equipment	612.38		
		\$ 2,112.38	\$ 2,112.38	

Approved:

Attest:

Board Chair

John Mullins

Hickman County Board of Education
 Budget Amendment No. 10
 Federal Programs (Fund 142)
 September 9, 2024

47141 - - - 101	Revenue	\$ 151,553.52		
71100 - 189 - - 101	Other Salaries & Wages	7,779.00		
71100 - 201 - - 101	Social Security		21,322.41	
71100 - 204 - - 101	State Retirement	12,341.56		
71100 - 207 - - 101	Medical Insurance		13,000.00	
71100 - 429 - - 101	Instructional Supplies		45,851.67	Budgeting Title I
71100 - 722 - - 101	Reg Instruction Equipment		61,000.00	Carryover
72210 - 355 - - 101	Travel		1,500.00	
72210 - 399 - - 101	Other Contracted Svc		12,000.00	
72210 - 499 - - 101	Other Supplies		8,000.00	
72210 - 524 - - 101	Inservice		4,000.00	
72710 - 599 - - 101	Other Charges		5,000.00	
47189 - - - 201	Revenue	67,196.22		
72210 - 189 - - 201	Other Salaries		7,330.00	
72210 - 201 - - 201	Social Security		29.86	
72210 - 204 - - 201	State Retirement	1,436.52		
72210 - 499 - - 201	Other Supplies		8,000.00	Budgeting Title II
72210 - 524 - - 201	Inservice		17,272.88	Carryover
72210 - 790 - - 201	Other Equipment		36,000.00	
47590 - - - 401	Revenue	182,439.57		
47146 - - - 401	Revenue		76,188.08	
72210 - 399 - - 401	Other Contracted Services		11,000.00	
72210 - 499 - - 401	Other Supplies		17,251.49	
72210 - 524 - - 401	Inservice		15,000.00	
72210 - 790 - - 401	Other Equipment		63,000.00	Budgeting Title IV
47148 - - - 601	Revenue	120,160.42		
72210 - 189 - - 601	Other Salaries		26,740.20	
72210 - 201 - - 601	Social Security		2,045.63	
72210 - 204 - - 601	State Retirement		2,139.22	Budgeting Title V
72210 - 790 - - 601	Other Equipment		89,235.37	Carryover
47143 - - - 901	Revenue	\$ 229,831.92		
71200 - 163 - - 901	Educational Assistants		\$ 116,621.41	
71200 - 201 - - 901	Social Security		7,231.00	
71200 - 204 - - 901	State Retirement		13,265.06	
71200 - 207 - - 901	Medical Insurance		14,000.00	
71200 - 212 - - 901	Medicare		1,640.75	
71200 - 399 - - 901	Other Contracted Service		14,999.99	
71200 - 429 - - 901	Instructional Supplies		14,999.99	
71200 - 725 - - 901	SPED Equipment		6,999.99	
72220 - 201 - - 901	Social Security		201.02	Budgeting IDEA Part B
72220 - 204 - - 901	State Retirement		1,733.99	Carryover
72220 - 212 - - 901	Medicare		212.00	
72220 - 322 - - 901	Evaluation & Testing		4,999.99	
72220 - 348 - - 901	Postal		999.99	
72220 - 355 - - 901	Travel		2,999.99	
72220 - 399 - - 901	Other Contracted Services		5,999.99	
72220 - 499 - - 901	Other Supplies		3,999.99	
72220 - 790 - - 901	Other Equipment		3,926.78	
72710 - 313 - - 901	Contracts with Parents		14,999.99	
		\$ 772,738.73	\$ 772,738.73	

Approved:

Attest:

Board Chair

John Mullins

ESSER 3 FY25 Budget

Acct	Line Item	Total	Description
71100	116	\$ 48,086.80	RTI Teachers
71100	188	\$ 197,000.00	Retention Bonus
71100	189	\$ 5,567.80	Spanish Tutor
71100	201	\$ 12,214.00	Bonus SS
71100	201	\$ 2,981.38	RTI Teacher SS
71100	201	\$ 345.20	Spanish Tutor SS
71100	204	\$ 17,730.00	Retention Bonus retire
71100	204	\$ 3,058.32	RTI retire
71100	204	\$ 659.23	Spanish Tutor retire
71100	212	\$ 2,856.50	Retention Bonus medicare
71100	212	\$ 697.26	RTI Teachers medicare
71100	212	\$ 80.73	Spanish Tutor medicare
71100	399	\$ 50,845.00	Mastery Connect
71100	429	\$ 25,000.00	Instructional supplies
71100	471	\$ 60,000.00	Software
71100	499	\$ 26,200.00	Teacher supplies
71100	722	\$ 188,760.05	Furniture
71100	722	\$ 15,000.00	Chromebooks
71100	722	\$ 2,000.00	Document cameras
71150	116	\$ 3,000.00	Alt School Tutor
71150	188	\$ 4,000.00	Retention Bonus
71150	201	\$ 248.00	Retention Bonus SS
71150	201	\$ 186.00	Alt School Tutor SS
71150	204	\$ 330.00	Retention Bonus retire
71150	212	\$ 58.00	Retention Bonus medicare
71150	212	\$ 43.50	Alt School Tutor medicare
71200	163	\$ 44,470.20	Parapros
71200	188	\$ 76,000.00	Retention Bonus
71200	201	\$ 4,712.00	Retention Bonus SS
71200	201	\$ 2,757.15	Parapros SS
71200	204	\$ 7,400.00	Retention Bonus retire
71200	204	\$ 5,265.27	Parapros retire
71200	212	\$ 1,102.00	Retention Bonus medicare
71200	212	\$ 644.82	Parapro medicare
71200	429	\$ 6,000.00	Instructional supplies
71200	725	\$ 5,903.79	Furniture
71200	725	\$ 4,000.00	Document scanners
71300	188	\$ 14,000.00	Retention Bonus
71300	201	\$ 868.00	Retention Bonus SS
71300	204	\$ 1,025.00	Retention Bonus retire

71300	212	\$	203.00	Retention Bonus medicare
71300	471	\$	3,300.00	YouScience - aptitude testing
72110	188	\$	2,000.00	Retention Bonus
72110	201	\$	124.00	Retention Bonus SS
72110	204	\$	185.00	Retention Bonus retire
72110	212	\$	29.00	Retention Bonus medicare
72120	188	\$	10,000.00	Retention Bonus
72120	201	\$	620.00	Retention Bonus SS
72120	204	\$	790.00	Retention Bonus retire
72120	212	\$	145.00	Retention Bonus medicare
72130	130	\$	9,502.80	Social Workers
72130	188	\$	11,000.00	Retention Bonus
72130	201	\$	682.00	Retention Bonus SS
72130	201	\$	589.17	Soc Work SS
72130	204	\$	770.00	Retention Bonus retire
72130	204	\$	760.22	Soc Work retire
72130	212	\$	159.50	Retention Bonus medicare
72130	212	\$	137.79	Soc Work medicare
72130	307	\$	10,800.00	Website
72130	790	\$	7,861.70	Outdoor furniture
72210	105	\$	18,462.96	District Instructional Coach
72210	138	\$	23,679.60	STEM Teachers
72210	188	\$	36,000.00	Retention Bonus
72210	189	\$	21,171.99	Middle School Instruct Coach
72210	189	\$	15,709.26	ESSER Manager
72210	201	\$	2,232.00	Retention Bonus SS
72210	201	\$	1,468.14	STEM SS
72210	201	\$	1,312.66	MS Coach SS
72210	201	\$	1,144.70	Dist Coach SS
72210	201	\$	973.97	ESSER SS
72210	204	\$	3,450.00	Retention Bonus retire
72210	204	\$	1,506.02	STEM retire
72210	204	\$	1,346.54	MS Coach retire
72210	204	\$	1,256.74	ESSER retire
72210	204	\$	1,174.24	Dist Coach retire
72210	212	\$	522.00	Retention Bonus medicare
72210	212	\$	343.35	STEM medicare
72210	212	\$	306.99	MS Coach medicare
72210	212	\$	267.71	Dist Coach medicare
72210	212	\$	227.78	ESSER medicare
72210	399	\$	3,800.00	PD presenters
72220	188	\$	5,000.00	Retention Bonus

72220	201	\$	310.00	Retention Bonus SS
72220	204	\$	410.00	Retention Bonus retire
72220	212	\$	72.50	Retention Bonus medicare
72230	188	\$	2,000.00	Retention Bonus
72230	201	\$	124.00	Retention Bonus SS
72230	204	\$	185.00	Retention Bonus retire
72230	212	\$	29.00	Retention Bonus medicare
72250	188	\$	3,000.00	Retention Bonus
72250	189	\$	15,020.25	Technology Specialist
72250	201	\$	931.26	Tech Spec SS
72250	201	\$	186.00	Retention Bonus SS
72250	204	\$	955.29	Tech Spec retire
72250	204	\$	250.00	Retention Bonus retire
72250	212	\$	217.79	Tech Spec medicare
72250	212	\$	43.50	Retention Bonus medicare
72250	307	\$	42,000.00	Phone Sys
72250	790	\$	2,000.00	Data Cables
72320	188	\$	3,000.00	Retention Bonus
72320	201	\$	186.00	Retention Bonus SS
72320	204	\$	320.00	Retention Bonus retire
72320	212	\$	43.50	Retention Bonus medicare
72410	188	\$	12,000.00	Retention Bonus
72410	201	\$	744.00	Retention Bonus SS
72410	204	\$	925.00	Retention Bonus retire
72410	212	\$	174.00	Retention Bonus medicare
72610	720	\$	255,644.49	Air handler and HVACs @ Intermed Schools
72610	720	\$	9,448.00	Intercom
72620	188	\$	7,000.00	Retention Bonus
72620	201	\$	434.00	Retention Bonus SS
72620	204	\$	710.00	Retention Bonus retire
72620	212	\$	101.50	Retention Bonus medicare
72710	188	\$	20,000.00	Retention Bonus
72710	201	\$	1,240.00	Retention Bonus SS
72710	204	\$	2,250.00	Retention Bonus retire
72710	212	\$	290.00	Retention Bonus medicare
73100	188	\$	43,000.00	Retention Bonus
73100	201	\$	2,666.00	Retention Bonus SS
73100	204	\$	5,100.00	Retention Bonus retire
73100	212	\$	623.50	Retention Bonus medicare
73100	710	\$	22,000.00	Cafeteria tables
73300	188	\$	2,000.00	Retention Bonus
73300	201	\$	124.00	Retention Bonus SS

73300	204	\$	240.00	Retention Bonus retire
73300	212	\$	29.00	Retention Bonus medicare
73400	188	\$	6,000.00	Retention Bonus
73400	201	\$	372.00	Retention Bonus SS
73400	204	\$	445.00	Retention Bonus retire
73400	212	\$	87.00	Retention Bonus medicare
76100	321	\$	11,435.99	Architect
76100	799	\$	3,008.00	Cameras
99100	504	\$	116,936.38	Indirect cost
		\$	1,638,423.78	



Proposal

Proposal is valid for 15 days.

Customer must obtain credit approval and release order to production within 60 days of proposal date.

Prepared For: Hickman Cnty Board Of Education **Date:** August 21, 2024

Job Name:
Centerville IS Mini Split

Proposal Number: P4-169677-24343-1

Delivery Terms:
Freight Allowed and Prepaid - F.O.B. Factory

COOP Quote Number: P4-pXXAA0-24-006
COOP or Federal Contract ID: OMNIA Racine #3341

Payment Terms: Net 30 Days

Tag Data - Ductless Split (P Series) (Qty: 1)

Item	Tag(s)	Qty	Description	Model Number
A1	3T	1	3 Ton Mini Split	PUZ-A36NKA7 / TPLA0A0361EA80A

Product Data - Ductless Split (P Series)

Item: A1 Qty: 1 Tag(s): 3T
3 Ton Heat Pump Mini Split
3x3 Ceiling Cassette
208/1/60
TLP-41EAEU Grille
MHK2 Wireless Wall Mounted Thermostat

Total Net Price (Excluding Sales Tax) **\$ 7,716.00**
Price Per Unit if Qty. of 3 or 4 are Purchased - **\$7,478.00**

Sincerely,

7 units - \$52,346.00

Travis Hollett, Account Manager
Trane U.S. Inc.
601 Grassmere Park Drive, Suite 10
Nashville, TN 37211
E-mail: travis.hollett@trane.com
Office Phone: (615) 565-9477
Cell: (615) 306-2165

This proposal is subject to your acceptance of the attached Trane terms and conditions.



Proposal

Proposal is valid for 15 days.

Customer must obtain credit approval and release order to production within 60 days of proposal date.

Prepared For: Hickman County

Date: September 3, 2024

Job Name:
EHIS DOAS Replacement

Proposal Number: P4-167282-20584-1

Delivery Terms:
Freight Allowed and Prepaid - F.O.B. Factory

COOP Quote Number: P4-pXXAA0-24-004
COOP or Federal Contract ID: OMNIA Racine #3341

Payment Terms: Net 30 Days

Tag Data - Dedicated Outside Air Unit (Qty: 1)

Item	Tag(s)	Qty	Description	Model Number
A1	OAU-1	1	Dedicated Outside Air Unit	OADG025C3

Product Data - Dedicated Outside Air Unit

Item: A1 Qty: 1 Tag(s): OAU-1

- Trane 100% Outside Air Unit
- R-454B Refrigerant**
- 460/3/60
- DX cooling coil
- Energy recovery wheel (ERV)
- 2" Double wall construction
- Stainless steel drain pan
- Modulating gas heat with stainless steel heat exchanger
- Modulating hot gas reheat for dehumidification
- Digital scroll compressor
- Power exhaust
- Discharge air control
- 1 year all parts warranty
- 5 year compressor parts warranty
- 25 year heat exchanger warranty
- Curb adapter to existing York**
- Curb cap for existing rooftop ERV – Standalone ERV will be removed and not used**
- Startup

Not Included (unless noted above): auxiliary drain pans and/or float switches, isolation (vibration and/or seismic), labor warranties, start-up, installation, handling/rigging, firestats, spare filters/belts/sheaves, **Roof Curbs, BAS Integration, controls**, wiring, or any interlock thereof.

Total Net Price (Excluding Sales Tax) **\$ 128,613.00**

Travis Hollett, Account Manager
Trane U.S. Inc.
601 Grassmere Park Drive, Suite 10
Nashville, TN 37211
E-mail: travis.hollett@trane.com
Office Phone: (615) 565-9477
Cell: (615) 306-2165

This proposal is subject to your acceptance of the attached Trane terms and conditions.



Misty Shelton
VPK Supervisor/Licensure Coordinator/Board Policies
Hickman County Schools
115 Murphree Avenue
Centerville, Tennessee 37033

To: School Board Members
From: Misty Shelton
Date: September 2024

1st Reading

4.400- Instructional Materials- replace BEP with TISA on lines 12 and 16

4.403-Library Materials- changes recommended by TSBA regarding the review process due to changes in state law-additions are in yellow and items to be removed have been struck through

4.600- Grading System-Public Chapter 1005 prohibits creating a local grading policy or procedure that establishes a minimum grade above zero. Information about this change was sent in the June update. Based on questions from districts, TSBA added a provision to note this requirement.

The following policies are up for review.

Up for Review:

- 4.408 Use of Multimedia
- 4.500 Community Instructional Resources
- 4.501 School Volunteers
- 4.502 Parent and Family Involvement
- 4.601 Reporting Student Progress
- 4.6011 Homework
- 4.605 Graduation Requirements
- 4.606 Graduation Activities

Thank you for your careful consideration of these policies.

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834

Hickman County Board of Education

Descriptor Term: Instructional Materials	Descriptor Code: 4.400	Issued Date: 08/05/24
	Rescinds: 4.400	Issued: 10/03/22

1 All classrooms and learning centers shall be equipped with the instructional materials needed to
2 provide quality learning experiences for students.

3 The Board seeks to provide a wide range of instructional materials that cover all levels of difficulty,
4 generate critical thinking, and support the educational programs. The director of schools shall develop
5 procedures to review and reconsider instructional materials that are allegedly inappropriate.

6 A list of instructional materials adopted for use across the school system shall be revised annually by
7 building administrators under the direction of the director of schools.

8 Upon request, parents/guardians shall have the ability to inspect the following items: instructional
9 materials; teaching materials; teaching aids; handouts; and tests that are developed by and graded by
10 their child's teacher. The director of schools shall develop procedures for the inspection of materials
11 and distribute these procedures to each principal.

12 There is included in the Tennessee BEP TISA an amount of money sufficient to pay two hundred
13 dollars (\$200) for every teacher in kindergarten through grade twelve (K-12). This money shall be used
14 by the teachers for instructional supplies and shall be given to each teacher by October 31 of each
15 school year so that the teacher may spend it at any time during that school year on instructional
16 supplies as determined necessary by the teacher.¹ \$200.00 BEP TISA allocations will be distributed by
17 August 1st of each school year, unless otherwise explained by the Director of Schools.

Legal References

1. [TCA 49-3-359](#)

Hickman County School System

Instructional Materials

4.400AP

Parent Request for Inspection of Instructional Materials

Hickman County School System

Date of request: _____

School: _____

Teacher: _____ Course: _____

Class Period: _____

Semester: _____

Subject: _____

Grade level: _____

Name of person requesting review: _____

Item you are requesting to review: _____

Reason/Concern:

Cc: Director of Schools Curriculum Supervisor

Hickman County Board of Education

Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date: 08/05/24
	Rescinds: 4.403	Issued: 08/07/23

1 *General*

2 The Director of Schools shall be responsible for library collection development. Library materials shall
3 be reviewed to ensure the content aligns with state law.¹ He/she shall post the list of library materials
4 online. Library materials shall be reviewed to ensure the content aligns with state law. Prior to the
5 purchase of new materials, librarians shall review the age and maturity level along with the reading
6 level of the selected items for suitability.¹ A list of new materials shall be reviewed by the school
7 administration.

8 **STANDARDS²**

9 The library collection shall adhere to the following criteria:

- 10 1. Materials shall be suitable for and consistent with the educational mission of the school;
- 11 2. Materials shall be appropriate for the age and maturity levels of the students who may access
12 them. The determining factor will be based on an assessment of any mature themes or content
13 (i.e., violence, sexual content, vulgar language, substance abuse);
- 14 3. Materials shall contain literary, historical, and/or artistic value and merit; and
- 15 4. The collection as a whole shall offer a variety of viewpoints.

16
17
18
19 Any materials that meet the following criteria shall be removed and excluded from the district's library
20 collection:

- 21 1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess
22 violence, or sadomasochistic abuse as defined in state law³;
- 23 2. Are patently offensive as defined in state law; or
- 24 3. Appeal to the prurient interest as defined in state law.

25 The Board shall be notified when any library materials are challenged or removed pursuant to this
26 policy.

27 Grade level supervisors shall be responsible for periodically reviewing the district's library collection
in line with these established standards. Any materials found to be out of alignment with the standards

1 shall be removed, and this action shall be documented in writing and presented to the Director of
2 Schools and the Board.

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

6 Because opinions differ, there may be questions concerning some instructional and library materials
7 despite the quality of the selection process.

8 **COMPLAINTS⁴**

9 **~~Tier 1~~**

10 If a complaint is made by an employee, student, or parent/guardian, this process is to be followed:

- 11 1. Inform the complainant of the selection procedures and make no commitments.
- 12
- 13 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
- 14
- 15 3. Inform the principal (and other appropriate personnel).
- 16
- 17 4. Keep challenged materials available for use during the reconsideration process.
- 18

19 Upon receipt of the completed form, the principal shall notify the Director of Schools. The
20 principal shall request review of the challenged materials by an ad hoc materials review
21 committee within ten business days. The review committee is appointed by the principal and
22 includes certified library media personnel, representatives from classroom teachers, one or
23 more parents, and may include one or more students. The principal will inform the Director of
24 Schools of the review committee's progress.

25 The review committee shall take the following steps after receiving the challenged materials:

- 26 1. Read, view, or listen to the contested material in its entirety;
- 27 2. Check general acceptance of the material by reading recognized and evaluative reviews;
- 28 3. Determine the extent to which the material supports the educational mission of the
29 school;
- 30 4. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
31 the material for its strength and value; and
- 32 5. Present recommendation to principal for further action and to the Director of Schools
33 for purposes of information.
- 34

35 The principal shall present a recommendation to the Director of Schools. The Director of Schools shall
36 assess the findings along with the recommendation of the principal and present a recommendation to
37 the Board.

38 The Board shall evaluate the recommendations of the principal and the Director of Schools along with
39 the material to determine whether it is appropriate for the age and maturity levels of the students who
40 have access to the materials and whether the material is suitable for, and consistent with, the
41 educational mission of the school. The Board shall review the findings and affirm, overturn, or modify

1 the decision within sixty (60) days from which the feedback was received.

2 ~~Tier Two~~

3 The complainant may appeal the principal's decision. The appeal shall be to the Director of Schools.
4 He/she shall review the recommendation presented by the review committee along with the principal's
5 recommendation and make the determination whether the material is appropriate for the age and
6 maturity levels of the students who have access to the materials and whether the material is suitable
7 for, and consistent with, the educational mission of the school.

8 ~~Tier Three~~

9 The complainant may appeal the decision of the Director of Schools. The Board shall evaluate the
10 material to determine whether the material is appropriate for the age and maturity levels of the students
11 who have access to the materials and whether the material is suitable for, and consistent with, the
12 educational mission of the school.

13 If, at any tier, it is determined that the material is not appropriate for the age and maturity levels of the
14 students who have access to them or is not suitable for, and consistent with, the educational mission of
15 the school, the material shall be removed from the library collection.

Legal References

1. [Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853, 102 S. Ct. 2799 \(1982\); TCA 49-6-3803](#)
2. [Public Acts of 2024, Chapter No. 782](#)
3. [TCA 39-17-901](#)
4. [TCA 49-6-3803](#)

Cross References

Textbooks and Instructional Materials 4.400
School and System Websites 4.407
Controversial Materials 4.801

Hickman County School System

Library Materials

4.403AP

Library Services and Collection Policy

Library services are provided for each of the schools in the Hickman County School System and will follow the requirements established in the regulations of the Tennessee State Board of Education and Hickman County Board of Education Policy 4.403.

The maintenance of a school's library collection is the responsibility of the school's library media specialist, in cooperation with school administrators, teachers, and other staff. Materials for each school library will adhere to the following criteria:

1. Materials shall be suitable for and consistent with the educational mission of the school; Materials shall be appropriate for the age and maturity levels of the students who may access them. The determining factor will be based on an assessment of any mature themes or content (i.e., violence, sexual content, vulgar language, substance abuse);
2. Materials shall contain literary, historical, and/or artistic value and merit; and
3. The collection as a whole shall offer a variety of viewpoints.

Each school will maintain an inventory of the school's library materials that are available for students. The inventory list will be available and posted on the school's website. Hickman County Schools has established procedures for the feedback and reconsideration of library materials for each school.

Hickman County Schools
Administrative Procedures for Complaints Regarding Library Materials Board Policy 4.403AP

If a complaint is made by an employee, student, or parent/guardian, this process is to be followed:

1. Inform the complainant of the selection procedures and make no commitments.
2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
3. Inform the principal (and other appropriate personnel).
4. Keep challenged materials available for use during the reconsideration process.
5. Upon receipt of the completed form, the principal shall notify the Director of Schools.
6. The principal shall request review of the challenged materials by an ad hoc materials review committee within ten business days. The review committee is appointed by the principal and includes certified library media personnel, representatives from classroom teachers, one or more parents, and may include one or more students. The principal will inform the Director of Schools of the review committee's progress.
7. The review committee shall take the following steps after receiving the challenged materials:
 - a. Read, view, or listen to the contested material in its entirety;
 - b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - c. Determine the extent to which the material supports the educational mission of the school;
 - d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging the material for its strength and value; and
 - e. Present recommendation to principal for further action and to the Director of Schools for purposes of information.
8. If the complainant desires further action after receiving the recommendation of the committee and the decision of the principal, an appeal may be made to the Board.

Reconsideration of Library Materials Form-4.403AP

In accordance with Hickman County Board of Education Policy 4.403, Hickman County Schools provides an opportunity for library materials to be reviewed as to whether they should be a part of the school library collection. Library materials should meet the following requirements: 1) suitable and consistent with the mission of the school, 2) appropriate for the age and maturity levels of the students that will access them, 3) contain literary, historical, and/or artistic value or merit, and 4) offer a variety of viewpoints.

Completion of this form is the first step in the review procedures. If you wish to request reconsideration of library resources, please return the completed form to the school principal.

School Name _____

Date _____

Name _____

Address _____

City _____ State/Zip _____

Phone _____ Email _____

Do you represent yourself? Or an organization?

If representing an organization, name of organization _____

1. Resource on which you are commenting:

Book (e-book) Movie Magazine Database Audio Recording
 Digital Resource Newspaper Streaming Media Other

Title _____

Author/Producer _____

2. What brought this resource to your attention?

3. Have you examined the entire resource? If not, what sections did you review? If not, what parts did you read (be specific, cite page numbers, chapters, scenes, sections, etc.)

4. What concerns you about the resource? Be specific, cite page numbers and quote exact passages; cite specific scenes and their location in the video.

5. If the work purports to be a work of nonfiction, what inaccuracies in the text, pictures, or content did you observe? Be specific as to dates, persons, historical content, legal, medical information, etc., citing specific examples and page numbers.

6. Are you aware of judgments of this work by literary critics and/or subject specialists? What reviews have you researched? (Give specific citations)

7. What action are you requesting the committee consider?

Signature of Complainant

Printed Name

Date

Checklist for Reconsideration of Library Materials-4.403AP
Nonfiction

Title: _____

Author: _____

Purpose

1. What is the purpose of the material? _____

2. Is the purpose accomplished? _____

Authenticity

1. Is the author competent and qualified in the field? _____

2. What is the reputation and significance of the author and publisher/producer in the field? _____

3. Is the material up-to-date? _____

4. Are information sources well documented? _____

5. Are translations and retellings faithful to the original? _____

Appropriateness

1. Does the material promote the education goals and objectives of the school? _____

2. Is it appropriate to the level of instruction intended? _____

3. Are the illustrations appropriate to the subject and the age levels? _____

Content

1. Is the content of this material well presented by providing adequate scope, range, depth, and continuity? _____

2. Does this material present information not otherwise available? _____

3. Does this material give a new dimension or direction to its subject? _____

Reviews

1. Source of review: _____

Favorable or unfavorable review? _____

2. Does this title appear in one or more reputable selection aides? _____

List the aides in which it appears. _____

Additional Comments: _____

Recommendation by Library Media Committee:

Date:

Committee Members' Signatures:

Checklist for Reconsideration of Library Materials-4.403AP
Fiction or Other Literary Forms

Title _____
Author _____

Purpose

1. What is the purpose, theme, or message of the material? How well does the author/producer/composer accomplish this purpose?

2. If the story is fantasy, is it the type that has imaginative appeal and is suitable for children? For young adults?

If both are marked no, for what age group would you recommend?

3. Will the reading and/or viewing and/or listening to material result in a more compassionate understanding of human beings?

4. Does it offer an opportunity to better understand and appreciate the aspirations, achievements, and problems of various minority groups?

5. Are any questionable elements of the story an integral part of a worthwhile theme or message?

Content

1. Does a story about modern times give a realistic picture of life as it is now?

2. Does the story avoid an oversimplified view of life, one which leaves the reader with a general feeling that life is sweet and rosy or ugly and meaningless?

3. When factual information is part of the story, is it presented accurately?

4. Is prejudicial appeal readily identifiable by the potential reader?

5. Are concepts presented appropriate to the ability and maturity of the potential reader?

6. Do characters speak in a language true to the time period and section of the country in which they live?

7. Does the material offend in some special way the sensibilities of women or a minority group by the way it presents either the chief character or any of the minor characters?

8. Is there preoccupation with sex, violence, cruelty, brutality, and aberrant behavior that would make this material inappropriate for children?

For young adults?

9. If there is use of offensive language, is it appropriate to the purpose of the text for children?
For young adults?

10. Is the material free from derisive names and epithets that would offend minority groups?

Children?

Young adults?

11. Is the material well written or produced?

12. Does the story give a broader understanding of human behavior without stressing differences of class, race, color, sex, education, religion, or philosophy in any adverse way?

13. Does the material make a significant contribution to the history of literature or ideas?

14. Are the illustrations appropriate and in good taste?

Realistic in relation to the story?

Additional Comments: _____

Recommendation by Library Media Committee: _____

Date: _____

Committee Members' Signatures:

Hickman County Board of Education

Descriptor Term: Grading System	Descriptor Code: 4.600	Issued Date: 08/05/24
	Rescinds: 4.600	Issued: 07/11/22

1 The director of schools shall develop an administrative procedure to establish a system of grading and
2 assessment for evaluating and recording student progress and to measure student performance in
3 conjunction with Board-adopted content standards for grades K-8. The grading/assessment system
4 shall follow all applicable statutes and rules and regulations of the State Board of Education. The
5 grading/assessment system shall be uniform district-wide at comparable grade levels except that the
6 director of schools shall have the authority to establish and operate ungraded and/or unstructured
7 classes in grades K-3.¹

8 The director of schools shall submit a copy of the grading, reporting and assessment systems to the
9 Board before the system is implemented.² These guidelines shall be communicated annually to students
10 and parents/guardians.¹

11 **GRADING SYSTEM: GRADES NINE - TWELVE (9-12)**¹

12 Schools teaching grades nine (9) through twelve (12) shall use the uniform grading system established
13 by the State Board of Education. Using the uniform grading system, students' grades shall be reported
14 for the purposes of application for post-secondary financial assistance administered by the Tennessee
15 Student Assistance Corporation.

16 Subject-area grades shall be expressed by the following letters with their corresponding percentage
17 range:

- 18 • A (90-100)
- 19 • B (80-89)
- 20 • C (70-79)
- 21 • D (60-69)
- 22 • F (0-59)

23 **Grading floors with a minimum above zero are not permitted.**³ This grading system shall be uniform
24 throughout the school district for each grade.

25 The following high school courses will have weighted grades:

26 Honors English (Grades 9-12)	Trigonometry
27 Honors Biology I and II	Honors Algebra II
28 Honors Physical Science	Honors Geometry
29 Honors Chemistry	Dual Enrollment College Courses
30 Honors Physics	Honors American History

1	Honors Anatomy	Honors Algebra I
2	Calculus	
3	SDC SAILS Statistics	*Dual Enrollment TCAT
4	SDC Pre-Calculus	

*Taught with college curriculum standards are eligible for rigor points

5 Advanced coursework grades will be weighted with additional percentage points to calculate the
6 semester average. Depending on the course taken, the following percentage points will be assigned:

- 7 • Honors Courses – three (3) percentage points;
- 8
- 9 • Local and Statewide Dual Credit, Capstone Industry Certification Aligned – four (4) percentage
10 points; and
- 11
- 12 • Advanced Placement, Cambridge International, College Level Exam Program (CLEP),
13 International Baccalaureate Courses, and Dual Enrollment Courses – five (5) percentage points.

14 **Student Absent for State Mandated Exams:**

- 15 1. If a student taking high school assessed subjects is absent, the student will receive a zero or
16 incomplete. If the student is allowed to make up the exam, he or she will do so during the
17 next scheduled administration. A locally-created exam cannot be administered in lieu of a
18 state exam.
- 19 2. If a student, taking a K-8 State mandated assessment, is absent or unable to be administered
20 a defined part(s) of any content area or all of the content areas, the student must take an
21 alternate exam approved by the Chief Academic Officer to substitute for the corresponding
22 content not tested.

23 Administration of the alternate exam shall be scheduled by the principal for such a time
24 which shall allow for scoring to be completed before the end of the spring semester of the
25 current school year.

26 Failure to complete the alternative assessment before the end of the spring semester shall
27 result in the student receiving a grade of zero which shall be counted for fifteen (15%)
28 percent of a student's final grade for the spring semester.

29 **Conduct shall be marked as follows:**

30	E.....	Excellent
31	S.....	Satisfactory
32	U.....	Unsatisfactory

33 Conduct grades are based on behavior and shall not be deducted from scholastic grades.

1 Attendance records **will not** be the sole criterion in determining the awarding of grades or the passing
2 of a course or promotion or retention.

3 Plus and minus evaluations are not to be added to letter grades. Grades are not to be changed once
4 recorded on a report card. If an erroneous grade has been recorded, correction must be made on a new
5 card.

6 Grades given at the end of each nine (9) weeks period for elementary, intermediate, middle school, and
7 high school will be determined from daily work, homework, written assignments and tests. The
8 teacher will weigh the value of grades given for various assignments and tests within the applicable
9 period in computing the grade. This procedure will enable the teacher to allow for individual student
10 differences in the grading process. Any assignments and tests required of a student must be considered
11 in the computation of his grade.

12 At the middle school level and at the high school level, grades will be determined by an average of
13 grades for each of the two 9-week periods. The grades given at the end of each nine (9) weeks period
14 shall be the grade earned by the student, as computed by the teacher, and shall not be subject to
15 manipulation, regardless of the passing or failing nature of the grade provided that said teacher has
16 documented verification on file that he/she has reasonably attempted to contact the student's parent(s)
17 or guardian(s) making them aware of the student's failing grade or grades. The final grade of the year
18 will be determined by averaging the two (2) semester grades.

19 The work of a student whose grades are satisfactory but are withheld because of failure to complete the
20 required work shall be reported as incomplete (I). If the incomplete is not removed in the time
21 designated by the teacher, it will then become an "F".

22 **GRADES NINE - TWELVE GRADING SCALE AND LOTTERY SCHOLARSHIPS³**

23 Schools teaching grades nine through twelve shall use the uniform grading system established by the
24 State Board of Education. Using the uniform grading system, students' grades shall be reported for the
25 purposes of application for post secondary financial assistance administered by the Tennessee Student
26 Assistance Corporation.

27 Each school counselor shall provide incoming freshman with information on college core courses
28 required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT
29 score, etc.) that must be met in order to receive a scholarship.

30 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for
31 Federal Student Aid (FAFSA). The FAFSA is available ~~at the guidance office or~~ on-line at
32 www.fafsa.ed.gov. Students shall be made aware of all applicable FAFSA deadlines and encouraged to
33 submit applications in a timely manner.

34 Elementary school counselors should explain the HOPE Scholarship and its requirements to their
35 students and impress upon them the benefits of making good grades.

36 **LOTTERY SCHOLARSHIP DAY**

- 1 Each school year, prior to scheduling courses for the following school year, schools teaching students
2 in grades 8-11 shall conduct a lottery scholarship day for students and their parents.⁴

Legal References

1. [TCA 49-2-203\(b\)\(16\); TCA 49-2-301\(b\)\(1\)\(H\)](#)
2. [TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407](#)
3. [TCA 49-4-904, 905, 907; Public Acts of 2024, Chapter No. 1005](#)
4. [TCA 49-4-932\(f\)](#)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210
Reporting Student Progress 4.601
Honor Roll, Awards, & Class Ranking 4.602
Promotion and Retention 4.603
Transcript Alterations 4.608

Hickman County School System

Grading

4.600AP

GRADING SYSTEM: GRADES NINE - TWELVE (9-12)

Schools teaching grades nine (9) through twelve (12) shall use the uniform grading system established by the State Board of Education. Using the uniform grading system, students' grades shall be reported for the purposes of application for post-secondary financial assistance administered by the Tennessee Student Assistance Corporation.

Subject-area grades shall be expressed by the following letters with their corresponding percentage range:

- A (90-100)
- B (80-89)
- C (70-79)
- D (60-69)
- F (0-59)

Grading floors with a minimum above zero are not permitted. This grading system shall be uniform throughout the school district for each grade.

High school courses listed in policy 4.600 shall have weighted grades.

Advanced coursework grades will be weighted with additional percentage points to calculate the semester average. Depending on the course taken, the following percentage points will be assigned:

- Honors Courses – three (3) percentage points;
- Local and Statewide Dual Credit and Capstone Industry Certification Aligned four (4) percentage points
- Advanced Placement, Cambridge International, College Level Exam Program (CLEP), Dual Enrollment Courses and International Baccalaureate Courses – five (5) percentage points. Student Absent for State Mandated Exams:

1. If a student taking high school assessed subjects is absent, the student will receive a zero or incomplete. If the student is allowed to make up the exam, he or she will do so during the next scheduled administration. A locally-created exam cannot be administered in lieu of a state exam.

2. If a student, taking a K-8 State mandated assessment, is absent or unable to be administered a defined part(s) of any content area or all of the content areas, the student must take an alternate exam approved by the Chief Academic Officer to substitute for the corresponding content not tested.

Administration of the alternate exam shall be scheduled by the principal for such a time which shall allow for scoring to be completed before the end of the spring semester of the current school year.

Failure to complete the alternative assessment before the end of the spring semester shall result in the student receiving a grade of zero which shall be counted for fifteen (15%) percent of a student's final grade for the spring semester.

Conduct shall be marked as follows:

- E Excellent
- S Satisfactory
- U Unsatisfactory

Conduct grades are based on behavior and shall not be deducted from scholastic grades.

Attendance records will not be the sole criterion in determining the awarding of grades or the passing of a course or promotion or retention.

Plus and minus evaluations are not to be added to letter grades. Grades are not to be changed once recorded on a report card. If an erroneous grade has been recorded, correction must be made on a new card.

Grades given at the end of each nine (9) weeks period for elementary, intermediate, middle school, and high school will be determined from daily work, homework, written assignments and tests. The teacher will weigh the value of grades given for various assignments and tests within the applicable period in computing the grade. This procedure will enable the teacher to allow for individual student differences in the grading process. Any assignments and tests required of a student must be considered in the computation of his grade.

At the middle school level and at the high school level, grades will be determined by an average of grades for each of the two 9-week periods. The grades given at the end of each nine (9) weeks period shall be the grade earned by the student, as computed by the teacher, and shall not be subject to manipulation, regardless of the passing or failing nature of the grade provided that said teacher has documented verification on file that he/she has reasonably attempted to contact the student's parent(s) or guardian(s) making them aware of the student's failing grade or grades. The final grade of the year will be determined by averaging the two (2) semester grades.

The work of a student whose grades are satisfactory but are withheld because of failure to complete the required work shall be reported as incomplete (I). If the incomplete is not removed in the time designated by the teacher, it will then become an "F".

GRADES NINE - TWELVE GRADING SCALE AND LOTTERY SCHOLARSHIPS

Schools teaching grades nine through twelve shall use the uniform grading system established by the State Board of Education. Using the uniform grading system, students' grades shall be reported for the purposes of application for post-secondary financial assistance administered by the Tennessee Student Assistance Corporation.

Each school counselor shall provide incoming freshman with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT score, etc.) that must be met in order to receive a scholarship.

Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal Student Aid (FAFSA). The FAFSA is available at the guidance office or on-line at www.fafsa.ed.gov. Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit applications in a timely manner.

Elementary school counselors should explain the HOPE Scholarship and its requirements to their students and impress upon them the benefits of making good grades.

LOTTERY SCHOLARSHIP DAY

Each school year, prior to scheduling courses for the following school year, schools teaching students in grades 8-11 shall conduct a lottery scholarship day for students and their parents.

Hickman County Board of Education

	Descriptor Term: Use of Multimedia	Descriptor Code: 4.408	Issued Date: 06/05/22
		Rescinds: 4.408	Issued: 05/04/20

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

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

Cross References

Use of Copyrighted Materials 4.404

Hickman County Board of Education

	Descriptor Term: Community Instructional Resources	Descriptor Code: 4.500	Issued Date: 07/11/22
		Rescinds: 4.500	Issued: 05/04/20

1 **COMMUNITY RESOURCE GUIDES**

2 An inventory of community resource people, agencies and establishments which have potential to
3 enhance teaching and learning shall be conducted for each school and kept current to assist in
4 instructional planning.

5 **USE OF COMMUNITY RESOURCE PERSONS**

6 The Board recognizes the value of community resource persons in the educational program and
7 authorizes the use of such persons with approval of the principal.

Hickman County School System

Community Instructional Resources

4.500AP

The school counselor of each school will keep a running record of resources in the community that are available for students, parents, and teachers. These resources shall include the name of the resource, location, cost, and services provided.

Lists will be submitted to the principal of each school and distributed as needed.

Hickman County Board of Education

Descriptor Term: School Volunteers	Descriptor Code: 4.501	Issued Date: 07/11/22
	Rescinds: 4.501	Issued: 05/04/20

- 1 The Board endorses a volunteer program in the schools and authorizes principals to develop a
2 volunteer program for each school.
- 3 All volunteers must be approved by the principal and shall serve under the supervision and direction of
4 the professional personnel of the school to which they are assigned. Volunteers shall assist professional
5 personnel in the performance of their teaching and administrative responsibilities. They may not teach
6 but may reinforce skills taught by the professional staff.
- 7 The principal shall identify appropriate tasks for volunteers and shall be responsible for planning and
8 conducting orientation programs and regular in-service training sessions.
- 9 Volunteers shall serve without compensation.¹
- 10 The principal shall ensure that appropriate recognition of volunteer services is made annually.
- 11 The director of schools shall develop procedures to require appropriate background checks for
12 volunteers who may work closely with students without much or any supervision of district
13 employees.²

Legal References

1. TCA 29-20-310(e)
2. TCA 49-5-413(g)

Cross References

Visitors to the School 1.501
Safety 3.201
Background Investigations 5.118

Hickman County School System

School Volunteers

4.501AP

All school volunteers who work closely with students without much or any supervision of district employees must:

1. Submit to a criminal background check. Principal will submit background check information for volunteer to the Central Office to schedule the appointment.
2. Submit information required for DCS background search.

Hickman County Board of Education

Descriptor Term: Parental and Family Involvement	Descriptor Code: 4.502	Issued Date: 06/03/24
	Rescinds: 4.502	Issued: 07/11/22

GENERAL EXPECTATIONS FOR PARENTAL INVOLVEMENT

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

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

- The school district shall annually work with parents in evaluating and potentially revising the provisions of this policy in improving the quality of schools. Such an evaluation shall strive to identify any barriers to greater participation by parents (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background).
- The school district shall provide the coordination, technical assistance, and other necessary support to assist individual schools with planning and implementing parental involvement activities.
- The school district shall involve parents with the development of required educational or improvement plans.
- The school district shall coordinate and integrate parental involvement strategies with those associated with other federal or state programs.
- The school district shall put into operation activities and procedures for the involvement of parents in all of its schools.² Those programs, activities and procedures will be planned and operated with meaningful consultation with parents.
- The school district shall ensure that activities and strategies are implemented to support this policy and included in the district plan.
- The district improvement plan shall include strategies for parental participation in the district's schools which are designed to improve parent and teacher cooperation in such areas as homework, attendance, discipline and higher education opportunities for students.
- The district plan shall include procedures to enable parents to learn about the course of study of their children and have access to all learning materials.
- The district plan shall identify opportunities for parents to participate in and support classroom 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.

31

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 such as:

- 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.

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 School System

Parent and Family Involvement

4.502AP

Parent/Family Involvement

Activities and procedures for the involvement of parents at school level:

A formal School-Wide Leadership Team should be in place to lead the process of developing the school improvement plan. Primarily, this team should organize and oversee the needs assessment process, lead the staff in developing the school-wide plan and monitor progress throughout the year.

For Title I schools: A school-parent compact to improve family and school partnership and to share the responsibility for improved student academic achievement should be updated each spring. In addition, the school-parent compact outlines the activities that the parents, school staff, and students will undertake to build and develop a partnership to help the children achieve to the State's high academic standards. This compact should be sent home with every student at the beginning of the school year or when they enter school. Individual school-parent compacts are required for Title I schools.

A Parent Engagement Plan which supports our district wide family and community engagement policy is intended to develop positive relationships between home and school to build capacity for parent involvement should be updated and submitted yearly for review.

Parent needs assessment survey sent home to determine each school's parent's needs, preferences for workshops, times available, etc.

Annual parent involvement survey to be sent home in the spring and returned to Federal Programs office of the content and effectiveness of the parental involvement policy of the schools served.

Hickman County Board of Education

Descriptor Term: Reporting Student Progress	Descriptor Code: 4.601	Issued Date: 10/03/22
	Rescinds: 4.601	Issued: 07/11/22

1 Student report cards shall be provided once every nine (9) weeks during the school year. The reporting
2 procedure shall be in writing and shall be uniform for all reporting periods during each school year.¹
3 Each report shall be signed by the parents and returned promptly to the school.

4 Student progress reports shall indicate the students' conduct, attendance and academic progress and other
5 information necessary to communicate effectively with the parents.

6 In addition to the regular progress reports, principals and teachers are encouraged to confer with parents
7 on the educational progress of their children. Teachers shall consult with parents of students who are
8 working at an unsatisfactory level or whose performance shows a marked or sudden deterioration.
9 Parents shall be notified by the teacher as early in the school year as possible if the retention of a student
10 is being considered.

11 PARENT CONFERENCES

12 At least two (2) times during the school year, conferences shall be scheduled in which parents and
13 teachers may discuss any pertinent problems or other matters of concern regarding the development and
14 education of each student. These scheduled conferences shall not use any portion of the 180 days of
15 classroom instruction.² The director of schools shall be responsible for scheduling and coordinating
16 systemwide conferences.

17 Conferences shall be physically accessible to all students, parents and/or guardians.³

Legal References

1. TRR/MS 0520-01-03-.03(5); TCA 49-6-901
2. TCA 49-6-7002
3. 28 CFR § 36.201

Cross References

School Calendar 1.800
Section 504 & ADA Grievance Procedures 1.802
Grading System 4.600
Promotion and Retention 4.603
Staff Time Schedules 5.602
Attendance 6.200

Hickman County Board of Education

Descriptor Term: Homework	Descriptor Code: 4.6011	Issued Date: 07/11/22
	Rescinds: 4.6011	Issued: 05/04/20

- 1 The Board recognizes that some homework by students is desirable and necessary. To be effective,
2 homework shall be carefully planned, judiciously assigned and systematically evaluated.
- 3 Homework is to be assigned to reinforce and strengthen specific areas of interest and opportunities. It
4 must never be given for punishment.
- 5 Homework assignments should be made by the teacher in cooperation with the students and other
6 teachers, under the overall supervision of the principal. All homework shall be received by the teacher
7 making the assignment and credit given for the student's efforts.
- 8 Homework assignments shall take into consideration individual differences of students such as health,
9 ability, conditions of home, and educational resources at home. Homework shall not require the use of
10 reference materials not readily available in most homes, school libraries or the public library.
- 11 Homework shall not be in continuing conflict for time with the home and other community agencies
12 having primary responsibility for certain aspects of the student's development.

HOMework GUIDELINES

- 13
- 14 Grades 1 and 2 - If necessary, homework should not exceed fifteen (15) minutes per day.
- 15 Grades 3 and 4 - If necessary, homework should not exceed thirty (30) minutes per day.
- 16 Grades 5 and 6 - If necessary, homework should not exceed ten (10) minutes per subject or
17 forty-five (45) minutes per day
- 18 Grades 7 and 8 - If necessary, homework should not exceed fifteen (15) minutes per subject
19 or sixty (60) minutes per day.
- 20 Grades 9 to 12 - If necessary, homework should not exceed thirty (30) minutes per subject
21 per day.

Hickman County Board of Education			
	Descriptor Term: Graduation Requirements	Descriptor Code: 4.605	Issued Date: 11/07/22
		Rescinds: 4.605	Issued: 07/11/22

1 *General*

2 The program of studies shall include areas required by the State Board of Education.

3 Before high school graduation, every student shall:¹

- 4 1. Achieve the specified units of credit;
- 5 2. Have satisfactory records of attendance and conduct;
- 6 3. Take the ACT or SAT prior to graduation;² and
- 7 4. Pass a United States civics test.³

8 Students achieving the minimum twenty-two credits will be awarded a state diploma. In order to receive
9 a Hickman County diploma, students shall obtain twenty-four credits.

10 **SPECIAL EDUCATION STUDENTS⁴**

11 Special education students who earn the prescribed twenty-four (22) credit minimum shall be awarded
12 a regular high school diploma.

13 *Special Education Diploma*

14 A special education diploma shall be awarded to students who have not met the requirements for a regular
15 high school diploma but have:⁵

- 16 1. Completed four (4) years of high school;
- 17 2. Made satisfactory progress on their IEP; and
- 18 3. Maintained satisfactory records of attendance and conduct.

19 *Occupational Diploma*

20 Special education students who do not meet the requirements for a regular high school diploma may be
21 awarded an occupational diploma if the student has:^{1,4}

- 22 1. Completed at least four (4) years of high school;
- 23 2. Made satisfactory progress on their IEP;
- 24 3. Maintained satisfactory records of attendance and conduct;
- 25 4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment
26 (SKEMA); and
- 27 5. Has two (2) years of paid or non-paid work experience.

1 The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade
2 year or two (2) academic years prior to the expected graduation date.

3 Students who have received a special education diploma or an occupational diploma shall continue to
4 make progress towards a regular high school diploma until the end of the school year in which they turn
5 twenty-two (22) years old.

6 *Alternate Academic Diploma*

7 Special education students who do not meet the requirements for a regular high school diploma may be
8 awarded an alternate academic diploma if the student has:⁴

- 9 1. Completed at least four (4) years of high school;
- 10 2. Participated in the high school alternate assessments;
- 11 3. Earned the prescribed twenty-two (22) credit minimum;
- 12 4. Made satisfactory progress on their IEP;
- 13 5. Maintained satisfactory records of attendance and conduct; and
- 14 6. Completed a transition assessment that measures postsecondary education and training,
15 employment, independent living, and community involvement.

16 **STUDENT LOAD**

17 All full time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum
18 of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal
19 this requirement to the director of schools and then to the board.⁶

20 **EARLY GRADUATION⁷**

21 High school students shall be permitted to complete an early graduation program. Students intending to
22 graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as
23 soon thereafter as the intent is known.

24 In order to graduate early, students must meet the following requirements:

- 25 1. Earn the required seventeen (17) credits;
- 26 2. Achieve a benchmark score for each required end-of-course exam;
- 27 3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
- 28 4. Meet the minimum ACT or SAT benchmark score;
- 29 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 30 6. Complete at least two (2) types of the following courses:
 - 31 a. AP;
 - 32 b. IB;
 - 33 c. Dual enrollment; or
 - 34 d. Dual credit.

35 The director of schools shall develop administrative procedures to ensure that the early graduation
36 program is conducted in accordance with state law.

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103;
TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. TRR/MS 0520-01-03-.06; State Board of Education Policy
2.103
5. TCA 49-6-6005; State Board of Education Policy 2.103
6. TRR/MS 0520-01-03-.06
7. TCA 49-6-8103; State Board of Education Policy 2.103

Cross References

Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602

Hickman County Board of Education

Descriptor Term: Graduation Activities	Descriptor Code: 4.606	Issued Date: 07/11/22
	Rescinds: 4.606	Issued: 05/04/20

1 Students who have met all graduation requirements on the day of graduation and students who are within
2 two (2) or fewer credits of meeting all requirements¹ and can complete the requirements during the
3 summer may participate in graduation activities. If extenuating circumstances exist at any school, the
4 matter shall be presented to the Board prior to graduation activities.

5 Students are expected to participate in all graduation activities, and graduation apparel shall be
6 determined by the administration of each school and shall be the personal expense of each student. Any
7 fees required for graduation ceremonies shall be waived for students who are eligible to receive free or
8 reduced price lunches, and in such cases, the school shall assume responsibility for payment of fees.²

9 Graduation ceremonies shall be physically accessible to all students, their parents and/or guardians, and
10 other interested citizens.³

11 Students who do not wish to participate in graduation activities shall notify the school principal in writing
12 at least five (5) days prior to the day of graduation. Non-participating students shall receive their
13 diplomas or certificates from the principal's office within one (1) week of the day of graduation.

14 Graduation activities organized by district employees shall not be religious in nature.⁴ The content of
15 any students' speeches shall not reflect the endorsement, sponsorship, position, or expression of the
16 school, employees, or Board.

17 The director of schools shall develop procedures to ensure that students are recognized at graduation
18 ceremonies for the following achievements:⁵

- 19 • Honors;
- 20 • State Honors;
- 21 • State Distinction;
- 22 • District Distinction;
- 23 • Tri-Star Scholar;
- 24 • Students receiving a TN Seal of Biliteracy;
- 25 • Students voluntarily completing at least ten (10) hours of community service each semester the
26 student is in attendance at a public high school;
- 27 • Students receiving a gold or platinum medal on National Career Readiness Certificate; and
- 28 • Students graduating with a district-developed work ethic distinction.

Legal References

1. TCA 49-6-405(b)(2)
2. TCA 49-2-114
3. 28 CFR § 36.201
4. *Lee v. Weisman*, 505 U.S. 577(1992), 112 S. Ct. 2649, 120 L. Ed. 2d 467 (1992)
5. State Board of Education Policy 2.103; TCA 49-6-6010

Cross References

Section 504 & ADA Grievance Procedures 1.802
Student Fees and Fines 6.709

Hickman County School System

Graduation Activities

4.606AP

Graduation Activities

Formal graduation activities are reserved for graduation from high school.

Qualification for and participation in graduation activities or commencement ceremonies shall be limited to seniors that are considered in good standing by the school of record for attendance.

To participate in graduation activities, all students shall comply with the dress code set forth in board policy and the student handbook.

Tennessee Internal School Uniform Accounting Policy Manual
Applicable Laws and Exhibits-Appendix A

Exhibit 1

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Book Fair (CES)

Proposed fundraising activities: Fall Book Fair
10/18 → 10/25/24

Purposed Uses of funds raised

Library books and supplies/equipment

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

Method by which school will receive profit profit calculated and
withheld from amt paid to Scholastic

Requested by JoAnn Cochran Date 8/16/24
Name/Title

Approved by Amy McAlle Date 8/19/24
Principal

Approved by John Mullins Date 8/19/24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Rewards

Proposed fundraising activities: Spike Hike (Healthy School Team Annual Event)

Purposed Uses of funds raised

Student + Teacher Rewards { We plan to purchase House Shirts for every student. }

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

School-wide (those that wish to participate)

Method by which school will receive profit Currency (Donations + Pledges)

Requested by Mitch Wolcott
Name/Title

Date 8.26.24

Approved by Jana S. Shupin
Principal

Date 8-26-24

Approved by John Mullins
Director of Schools*

Date 8.26.24

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Student Rewards

Proposed fundraising activities: Stay After School on Sept. 5th for
games, food, & fun! Walk over to HCHS for football game
(HCMS vs. Clarksville Ac.) that begins @ 6:30.

Purposed Uses of funds raised
Purchase HOUSE shirts for every
Student @ HCMS.

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

school-wide (those that wish to participate)

Method by which school will receive profit Currency

Requested by Jack Butts Date 8-14-24
Name/Title

Approved by Uma S. Shuper Date 8-14-24
Principal

Approved by John Mullins Date 8/14/24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Rewards

Proposed fundraising activities: WIN time Concession Sales
throughout the year.

Purposed Uses of funds raised Rewards for students + teachers.

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

Students who are eligible to attend WIN time
(every 4 wks or so)

Method by which school will receive profit Currency

Requested by Zach Burtz Date 8-18-24
Name/Title

Approved by Irma S. Shepian Date 8-14-24
Principal

Approved by John Mullins Date 8/14/24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name ACMS Student Council

Proposed fundraising activities: Spirit Wear T-Shirt

Purposed Uses of funds raised Teacher Appreciation & Homecoming Expenses

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

Method by which school will receive profit US currency

Requested by Abigail Ladessapps Date 8/9/24
Name/Title Student Council sponsor

Approved by Ina S. Hugger Date 8-9-24
Principal

Approved by John Mullins Date 8-9-24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Girls Soccer

Proposed fundraising activities: Krispy Kreme Donut Sales

Purposed Uses of funds raised
Equipment, Banquet

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

Method by which school will receive profit Currency

Requested by Coach Jackie Bishop
Name/Title

Date 8/7/2024

Approved by Uma S. Shipper
Principal

Date 8-7-24

Approved by John Mullins
Director of Schools*

Date 8.12.24

* 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 ~~Dazzcycle~~ ELC Classroom

Proposed fundraising activities: Collection of Empty ink Cartridges to Dazzcycle.com

Purposed Uses of funds raised
ELC students collect, identify, separate, count, inventory, package, & mail used ink cartridges for recycling. Multiple boxes are located in the community, schools, etc. to collect empty cartridges.

Expected student involvement (school-wide or specific school organization) ELC class

Method by which school will receive profit recycling refund.

Requested by Levi Cariego ELC Teacher HCHS Date 8.9.24
Name/Title

Approved by Man Higdon Date 8/30/24
Principal

Approved by John Mullins Date 8-30-24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name TNStrong

Proposed fundraising activities: Volunteering at the Banana Pudding Fest

Oct 5-6

Purposed Uses of funds raised

purchase prizes for our Anti-Vaping program

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

TNStrong students will assist BPF staff w/ needs

Method by which school will receive profit volunteering

Requested by Levi Griego TNStrong Sponsor Date 8.9.24
Name/Title

Approved by Mae High Date 8/30/24
Principal

Approved by John Mullens Date 8-30-24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Bulldog Bakery & Cafe / ELC class

Proposed fundraising activities: Selling student made consumables and handmade items.

Purposed Uses of funds raised
Classroom supplies & Program needs.

Expected student involvement (school-wide or specific school organization) ELC students

lead the program, HCHS students provide an opportunity for ELC students to increase vocational skills training & build on social skill to prepare them for employment after H.S.

Method by which school will receive profit sales

Requested by Levi Carico ELC Teacher - HCHS Date 8.9.24
Name/Title

Approved by Man Hizer Date 8/30/24
Principal

Approved by John Mullins Date 8-30-24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Class of 2028 - HCHS

Proposed fundraising activities: Selling class shirts for
Homecoming

Purposed Uses of funds raised Class expenses as needed and
for graduation expenses/class trip in 2028.

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

Method by which school will receive profit The class will keep \$4.00
from the sale of each shirt.

Requested by Tabby Plunkett - CoLead Sponsor Date 8/23/24
Name/Title

Approved by Rob Emerson Date 8-23-24
Principal

Approved by John Mullins Date 8-24-24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Theater

Proposed fundraising activities: selling chips to cody
oldfashioncody.com

Purposed Uses of funds raised go towards senior play production

Expected student involvement (school-wide or specific school organization) _____
30 students to sell to school

Method by which school will receive profit cash

Requested by Kristin Cook Date 8/21/24
Name/Title

Approved by Robb Emanuel Date 8-21-24
Principal

Approved by John Mullens Date 8-21-24
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.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Class of 2026

Proposed fundraising activities: Kandy bar Sales

Purposed Uses of funds raised Prom / Graduation

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

Method by which school will receive profit check from supplier

Requested by Garry Scott Riley
Name/Title

Date 8/16/2024

Approved by Rob Emmer
Principal

Date 8-16-24

Approved by John Mullins
Director of Schools*

Date 8-16-24

* 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 JVOTC / 869

Proposed fundraising activities: Accept donations for paver
stone / bricks

Purposed Uses of funds raised
To build a walkway (monument) to the flag pole
at HCHS for JVOTC to put up the flag
without disrupting students sitting buses.

Expected student involvement (school-wide or specific school organization) School wide
& JVOTC.

Method by which school will receive profit Donations from individuals.

Requested by Barry Scott King 1st, USA JVOTC
Name/Title

Date 8/16/2024

Approved by Bob Emerson
Principal

Date 8/16-24

Approved by John Mullins
Director of Schools*

Date 8-16-24

* 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



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
2888 Hwy 48 N., Nunnely, TN 37137

~~School Support Organization~~
Request For Fundraising Activities

Organization Sophomore Class

Proposed Fundraising Activity Spirit stickers

Date(s) As soon as possible

Location(s) HCHS

Requested By Talitha Beard
President/Chair of Organization

8/7/24
Date

Recommended By Ruby Emerson
Principal

8/7/24
Date

Approved John Mullins
Director of Schools or Designee

8-7-24
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 JNOTC 869

Proposed fundraising activities: Event Support Nissan Stadium for
Titan Games & Concerts.

Purposed Uses of funds raised Raider Nationals Fees, Raider Camp travel's
camp fees, Archery Program, Air Kite, Drill

Expected student involvement (school-wide or specific school organization) JNOTC (Aug 16 and over)

Method by which school will receive profit Check from Best World (bearden)
Nissan Stadium

Requested by [Signature] ISO, USA JNOTC Director Date 7/24/25
Name/Title

Approved by [Signature] Rob Emerson Date 8-1-24
Principal

Approved by [Signature] John Muller Date 8-1-24
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.



**A GAME-CHANGING TEAM-BUILDING
OPPORTUNITY**

FOR A GOOD CAUSE

BRINGING YOUR STAFF UNFORGETTABLE TEAM-BUILDING MOMENTS

Through partnering with BEST crowd management, your group will have the opportunity to bond, have fun and raise money for your organization while attending high-energy, high-profile events. Your organization will work as ushers, ticket takers, customer service agents and other positions at the most popular events in your area.

REGISTER NOW



TESTIMONIALS

THE BEST ADVANTAGE

while hanging out with friends and being a part of something really special."

– Rich, Hockey Dad, St-Louis, MO



HOW TO GET STARTED

START PARTNERING WITH BEST TO HIT YOUR FUNDRAISING GOALS!

The onboarding process typically takes about a week to onboard groups, which includes all necessary paperwork and the completion of all background screenings. Our team will work with you and be there through the entire process.

01 SUBMIT YOUR GROUP'S INFORMATION TO BEST

First, submit your group's information. Once you submit your interest, a BEST representative will reach out to provide any additional information and to make sure this is a good fundraising fit for your organization.

SUBMIT YOUR GROUP'S INFORMATION

02 SELECT UPCOMING DATES AND EVENTS

After connecting with a BEST representative, your group will be sent upcoming dates and events at venues near you. From high-profile concerts to professional sports games, your group is welcome to experience all the fun with BEST.

03 MEET LOCAL TEAM AND FINISH ONBOARDING PROCESS



04 *WORK YOUR FIRST EVENT*

Once everything is finalized, your organization is officially ready to partner with BEST and begin hitting your fundraising goals!

DETAILS?

WILL BE HAPPY TO GUIDE YOU

CONTACT US NOW

POSITIONS AVAILABLE

Your organization will help keep the good energy going all throughout event day! Positions for fundraising groups include:

USHERS

PREMIUM CONCIERGE

BAG CHECKERS

TICKET SCANNERS

PARKING ATTENDANTS

EVENT STAFF/SECURITY



FUNDRAISING CALCULATOR

Want to know how much your organization can raise while working events with BEST?

Test it out using this fundraising calculator and estimate how many events it would take to reach your group's goal.

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., Nunnely, TN 37137

School Support Organization Request For Fundraising Activities

Organization HCHS Volleyball

Proposed Fundraising Activity Tshirt Sale

Date(s) Aug 26 - Sept 16 2024

Location(s) HCHS

Requested By Rachel Hudgins
President/Chair of Organization

8/21/24
Date

Recommended By Roby Emerson
Principal

8-21-24
Date

Approved John Mullins
Director of Schools or Designee

8-22-24
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 611/618 Boye Girls Soccer

Proposed fundraising activities: HCHS Soccer Fundraiser Match
(Alumni & Nashville FD)

Purposed Uses of funds raised Pay for HUDL and official fees/equipment.

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

Method by which school will receive profit Cash from ticket sales

Requested by [Signature]
Garry Scott Wiley Head Soccer Coach
Name/Title

Date 8/16/2024

Approved by [Signature]
Roby Emerson
Principal

Date 8-16-24

Approved by [Signature]
John Mullins
Director of Schools*

Date 8-16-24

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name HCHS GOLF

Proposed fundraising activities: GOLF TOURNAMENT @ THE GRASS
9/7/24

Purposed Uses of funds raised

GOLF EQUIPMENT / EVENTS

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

HELP DAY OF TOURNEY

Method by which school will receive profit PROCEEDS AFTER EXPENSES

Requested by Craig Shelton / Asst Coach Date 7-29-24
Name/Title

Approved by Rob Emerson Date 8-1-24
Principal

Approved by John Mulline Date 8-1-24
Director of Schools*

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name General Fund (EHIS)

Proposed fundraising activities: Christmas Bazaar, Bake Sale, food sale, etc.

Purposed Uses of funds raised
student/teacher incentives/rewards
general fund

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

Method by which school will receive profit profit from food sales

Requested by Derek Hale Date 8/7/24
Name/Title

Approved by Marcy Powell Date 8-8-24
Principal

Approved by John Mullins Date 8-12-24
Director of Schools*

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Library

Proposed fundraising activities: Fall & Spring Book Fair
(Scholastic)

Purposed Uses of funds raised
New Books/Resources for Library,
behavior incentives, Reading/Family Night Resources

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

N/A

Method by which school will receive profit percentage of book fair
sales and profit from book store items

Requested by Dereck Hale Date 8/7/2024
Name/Title

Approved by Marcy Tidwell Date 8-8-24
Principal

Approved by John Mullins Date 8.12.24
Director of Schools*

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PROPOSED FUNDRAISING ACTIVITIES

Fund/account name _____

Proposed fundraising activities: Eagle Street - Students will walk laps for donations raised.

Purposed Uses of funds raised
PBIS Supplies
School Safety measures

Expected student involvement (school-wide or specific school organization) School-wide
Students will collect donations.

Method by which school will receive profit: Donations

Requested by Deana Graham Date 8-7-2024
Name/Title

Approved by Mary Fiddell Date 8-7-24
Principal

Approved by John Mullins Date 8-8-24
Director of Schools*

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PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Cheerleading

Proposed Fundraising Activities: Spirit Store
@ home games

Proposed Uses of Funds Raised: competitions, practice wear

Expected Student Involvement (school-wide or specific school organization):
Cheer

Method by which school will receive profit: Cash / check

Requested by (Name/Title): Samantha Barnick Date: 8/26/24

Approved by (Principal): Jana Chulha Date: 8-28-24

Approved by (Director of Schools): John Mullins Date: 8-29-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Girls Basketball

Proposed Fundraising Activities: Selling fan wear.

Proposed Uses of Funds Raised: Uniforms etc.

Expected Student Involvement (school-wide or specific school organization):
Girls Basketball team.

Method by which school will receive profit: check from company
(BSND)

Requested by (Name/Title): Tiffany Domic / Asst. Coach Date: 8/16/24

Approved by (Principal): Jana Wilho Date: 8-16-24

Approved by (Director of Schools): John Mullin Date: 8-26-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: EHMS Baseball

Proposed Fundraising Activities: EHHS football concessions

Proposed Uses of Funds Raised: Equipment + Uniforms

Expected Student Involvement (school-wide or specific school organization):

Baseball

Method by which school will receive profit: Check

Requested by (Name/Title): Dalton Thomas Head coach Date: 8-16-24

Approved by (Principal): Jana White Date: 8-16-24

Approved by (Director of Schools): John Muller Date: 8-16-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: EHMS Baseball

Proposed Fundraising Activities: Business Sponsorships

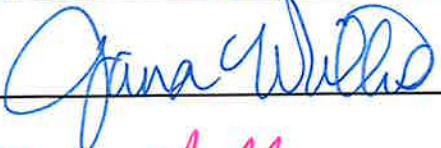
Proposed Uses of Funds Raised: Equipment and uniforms

Expected Student Involvement (school-wide or specific school organization):

Baseball

Method by which school will receive profit: Cash or Check

Requested by (Name/Title): Dalton Thomas Head coach Date: 8-16-24

Approved by (Principal):  Date: 8-16-24

Approved by (Director of Schools):  Date: 8-26-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Girls Basketball

Proposed Fundraising Activities: Selling fan wear.

Proposed Uses of Funds Raised: Uniforms etc.

Expected Student Involvement (school-wide or specific school organization):
Girls Basketball team.

Method by which school will receive profit: check from company
(BSND)

Requested by (Name/Title): Tiffany Pinnick / Asst. Coach Date: 8/16/24

Approved by (Principal): Jana Miller Date: 8-16-24

Approved by (Director of Schools): John Miller Date: 8/19/24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: EHMS Baseball

Proposed Fundraising Activities: EHHS football concessions

Proposed Uses of Funds Raised: Equipment + Uniforms

Expected Student Involvement (school-wide or specific school organization):

Baseball

Method by which school will receive profit: Check

Requested by (Name/Title): Dalton Thomas Head coach Date: 8-16-24

Approved by (Principal): Jana White Date: 8-16-24

Approved by (Director of Schools): John Mallen Date: 8-16-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: EHMS Baseball

Proposed Fundraising Activities: Business Sponsorships

Proposed Uses of Funds Raised: Equipment and uniforms

Expected Student Involvement (school-wide or specific school organization):
Baseball

Method by which school will receive profit: Cash or Check

Requested by (Name/Title): Dalton Thomas Head coach Date: 8-16-24

Approved by (Principal):  Date: 8-16-24

Approved by (Director of Schools):  Date: 8-16-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Girls Basketball

Proposed Fundraising Activities: Selling fan wear.

Proposed Uses of Funds Raised: Uniforms etc.

Expected Student Involvement (school-wide or specific school organization):
Girls Basketball team.

Method by which school will receive profit: check from company
(BSN)

Requested by (Name/Title): Tiffany Orourke / Asst. Coach Date: 8/16/24

Approved by (Principal): Jana Williams Date: 8-16-24

Approved by (Director of Schools): John Mullins Date: 8-16-24

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: _____

Proposed Fundraising Activities: Glow Party

Proposed Uses of Funds Raised: Positive Behavior Rewards +
Supplies

Expected Student Involvement (school-wide or specific school organization):
School-wide

Method by which school will receive profit: cash/check

Requested by (Name/Title): Casey Lawson Date: 7-31-24

Approved by (Principal): Jana Wilho Date: 7-31-24

Approved by (Director of Schools): John Muller Date: 7-31-24

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name EHHS Girls Soccer

Account Number _____

Proposed fundraising activities: Car Wash

Purposed Uses of funds raised: Referee fees and supplies

Expected Student involvement (school-wide or specific school organization): Team Only

Method by which school will receive profit: Cash

Requested by: Wendell Gordon - Head Coach 8-23-2024
Name/Title Date

Acknowledge by: JGN _____
Bookkeeper Date

Approved by: [Signature] 8-23-24
Principal Date

Approved by: John Mullens 8-22-24
Director of Schools* Date

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PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name FCCLA

Account Number 832

Proposed fundraising activities: Sell spirit socks and eye blacks

Purposed Uses of funds raised: Help pay for FCCLA blazers

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

Spirit socks and eye blacks will be sold school wide to students and staff.

Method by which school will receive profit: Cash or check from students and staff

Requested by: Charlotte Boehms *ggw* 8/19/2024
Name/Title Date

Approved by: *[Signature]* 8/19/24
Principal Date

Approved by: *[Signature]* 8/19/24
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



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

Fund/Account Name FACS

Account Number 820

Proposed fundraising activities: Work Based Learning (WBL) students sell baked goods and coffee to students and teachers. WBL students sell teacher lunches to faculty and staff.

Purposed Uses of funds raised: Use funds to resupply the materials used for work-based learning.

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

Work-Based Learning students will sell baked goods and coffee to students and teachers.

The foods will not be sold more than 20 days each semester to fit within the school nutrition guidelines according to the state board of education guidelines.

Method by which school will receive profit:

Students in WBL will collect money in the bookstore.

Requested by: Charlotte Boehms *ggw*

Name/Title

8/19/2023

Date

Approved by:

[Signature]

Principal

8/19/24

Date

Approved by:

[Signature]

Director of Schools*

8/19/24

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



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

Fund/Account Name FCCLA

Account Number 832

Proposed fundraising activities: Sell Elf on the Shelf Kits to parents in the community.

Purposed Uses of funds raised: Use funds to pay for travel, competition fees, and FCCLA blazers for state conference.

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

Students will create the Elf on the Shelf scenes and put kits together.

Method by which school will receive profit: School will receive profit through Elf on the Shelf Kit sales.

Students in FCCLA will collect money and turn in to teacher.

Requested by: Charlotte Boehms

Name/Title

gyn

8/19/2024

Date

Approved by:

Principal

8/19/24

Date

Approved by:

Director of Schools*

8/19/24

Date

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PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Family and Consumer Sciences/FCCLA

Account Number 820/832

Proposed fundraising activities: National Banana Pudding Festival

Purposed Uses of funds raised: Pay for equipment and materials needed for the classroom and lab.

Establish a fund to provide knife kits to students who attend a community college or university for
culinary arts or baking and pastry. Help pay for students to attend conferences and competitions.

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

Students in FCCLA/Culinary will make banana pudding for the banana pudding festival.

Students in FCCLA/Culinary will scoop banana pudding at the festival for festival goers.

Method by which school will receive profit: Check from NBPF

Requested by: Charlotte Boehms

Name/Title

ggw

8/19/2023

Date

Approved by:

[Signature]

Principal

8/19/24

Date

Approved by:

[Signature]
Director of Schools*

8/19/24

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



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

Fund/Account Name FACS

Account Number 820

Proposed fundraising activities: Collect money for Chef Coats for Culinary

Purposed Uses of funds raised: Pay for Chef Coats

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

None

Method by which school will receive profit: Cash or check from student

Requested by: Charlotte Boehms

Name/Title

8/19/2024

Date

Approved by:

Principal

8/19/24

Date

Approved by:

Director of Schools*

8/19/24

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



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

Fund/Account Name FCCLA

Account Number: 832

Proposed fundraising activities: Membership Dues, Cords, Titans Field Trip

Purposed Uses of funds raised: Pay for membership dues, cords, Titans Field Trip

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

FCCLA members will pay for their own membership dues, cords, field trip fee, and chef coats.

Method by which school will receive profit: Cash or check from students

Requested by: Charlotte Boehms

Name/Title

8/19/2024

Date

Approved by:

Principal

8/19/24

Date

Approved by:

Director of Schools*

8/19/24

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



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

Fund/Account Name Bookstore

Account Number 845

Proposed fundraising activities: Sell snacks & school supplies in the school Bookstore

Purposed Uses of funds raised: Funds pay for FBLA activities, CTE activities and other school related activities

Expected Student involvement (school-wide or specific school organization): Workbased Learning students work in the Bookstore

Method by which school will receive profit: Profit received at point of sale

Requested by: Cindi Morgan 8-8-20
Name/Title Date

Approved by: [Signature] 8-12-20
Principal Date

Approved by: John Mullens 8-14-20
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



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

Fund/Account Name EHHS Baseball

Account Number 608

Proposed fundraising activities: A ten for 20. Ask ten non-buisnesses, people you
know (parents, grandparents, etc.) for 20 dollars. Template of uses ^{will be} _{provided.}

Purposed Uses of funds raised: Field maintenance (mound clay, field conditioner,
seed, fertilizer) and new, upgraded wind screens in center field
and on our dugouts, Field upgrades.

Expected Student involvement (school-wide or specific school organization): Baseball players led

Method by which school will receive profit: Cash/Check

Requested by: Colton Hunt / Baseball Coach 8/9/24
Name/Title Date

Acknowledge by: [Signature] 8-9-24
Bookkeeper Date

Approved by: [Signature] 8-12-24
Principal Date

Approved by: John Mullens 8-14-24
Director of Schools* Date

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PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name EHHS Baseball

Account Number 608

Proposed fundraising activities: Selling Texas Roadhouse peanut bags that include a free appetizer to community/supporters

Purposed Uses of funds raised: New padding on the backstop, and upgrades for our tarps placed on the mound and at the plate.

Expected Student involvement (school-wide or specific school organization): Baseball player led.

Method by which school will receive profit: Cash/check

Requested by: Colton Hunt / Baseball Coach
Name/Title

8/9/24
Date

Acknowledge by: [Signature]
Bookkeeper

8-9-24
Date

Approved by: [Signature]
Principal

8-12-24
Date

Approved by: John Mullins
Director of Schools*

8-14-24
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



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

Fund/Account Name CDC

Account Number 824

Proposed fundraising activities: Sale of lunch plate to teachers
and staff

Purposed Uses of funds raised: class supplies & rewards

Expected Student involvement (school-wide or specific school organization): ELC class

Method by which school will receive profit: Cash or card or check

Requested by: Sheryl Robinson / ELC Teacher 8-2-24
Name/Title Date

Acknowledge by: [Signature] 8-2-24
Bookkeeper Date

Approved by: [Signature] 8/5/24
Principal Date

Approved by: John Mullins 8-5-24
Director of Schools* Date

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Proposed Fundraising Activities



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

Fund / Account Name: East Hickman Future Farmers of America 0315

Account Number: 831

Proposed Fundraising Activities: FFA Football Tailgate

Proposed Uses of Funds Raised :

Monies earned from donations to FFA as we cook and tailgate before home football games will be used to fund and promote FFA Activities and Competitions.

Expected Student Involvement (School-wide or Specific School Organization):

Students will promote community building, celebrate, and support the EHHS football team at every home game.

Method by which school will receive profit:

Food will be prepared for students and members of the community. A donation jar will be placed for anyone who wishes to donate to EHHS FFA.

Requested By (Name and Title):

Myles Keogh Williams, EHHS Ag

Date: 8/2/2024

ggw

Approved By (Principal):

Col. W. Williams

Date: *8/5/24*

Approved By (Director of Schools):

John Mullins

Date: *8/5/24*

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

Revised 4/20/19

Proposed Fundraising Activities



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

Fund / Account Name: East Hickman Future Farmers of America 0315

Account Number: 831

Proposed Fundraising Activities: Fall Meat Sale

Proposed Uses of Funds Raised :

Monies gained from the sale of Meats from Southern Heritage will be used to fund and promote FFA Activities and Competitions.

Expected Student Involvement (School-wide or Specific School Organization):

Students will promote the sale of Southern Heritage Meats to support EHHS FFA.

Method by which school will receive profit:

From the sale of Meats to the school community and the community at large.

Requested By (Name and Title):

Myles Keogh Williams, EHHS Ag

Date: 8/2/2024

JKW

Approved By (Principal):

[Signature]

Date: 8/5/24

Approved By (Director of Schools):

John Williams

Date: 8-5-24

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

Revised 4/20/19

Proposed Fundraising Activities



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

Fund / Account Name: East Hickman Future Farmers of America 0315

Account Number: 831

Proposed Fundraising Activities: Fall Fruit Sale

Proposed Uses of Funds Raised :

Monies earned from the sale of Fruits through Christian Kropf will be used to fund and promote FFA Activities and Competitions.

Expected Student Involvement (School-wide or Specific School Organization):

Students will promote the sale of the 2024/2025 Fruits from Christian Kropf to support EHHS FFA.

Method by which school will receive profit:

From the sale of Fruits to the school community and the community at large.

Requested By (Name and Title):

Myles Keogh Williams, EHHS Ag

Date: 8/2/2024 *JKW*

Approved By (Principal):

[Signature]

Date: 8/5/24

Approved By (Director of Schools):

[Signature]

Date: 8-5-24

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

Revised 4/20/19

Proposed Fundraising Activities



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

Fund / Account Name: East Hickman Future Farmers of America 0315

Account Number: 831

Proposed Fundraising Activities: Fall T-shirt Sale

Proposed Uses of Funds Raised :

Monies earned from the sale of T-Shirts through Barefoot Customs will be used to fund and promote FFA Activities and Competitions.

Expected Student Involvement (School-wide or Specific School Organization):

Students will promote the sale of T-shirts through Barefoot Customs to support EHHS FFA.

Method by which school will receive profit:

From the sale of t-shirts to the school community and the community at large.

Requested By (Name and Title):

Myles Keogh Williams, EHHS Ag

Date: 8/2/2024

ggw

Approved By (Principal):

[Signature]

Date: 8/5/24

Approved By (Director of Schools):

John Mullins

Date: 8-5-24

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

Revised 4/20/19

Proposed Fundraising Activities



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

Fund / Account Name: East Hickman Future Farmers of America 0315

Account Number: 831

Proposed Fundraising Activities: Spring Plant Sale

Proposed Uses of Funds Raised :

Monies earned from the Spring Plant Sale will be used to fund and promote FFA Activities and Competitions.

Expected Student Involvement (School-wide or Specific School Organization):

Agriculture and FFA Students will sell tomatoes, ferns, wandering jews, mixed flower baskets, marigolds, and peppers to the Hickman County Community.

Method by which school will receive profit:

The sale of plants grown in the EHHS Greenhouse.

Requested By (Name and Title):

Myles Keogh Williams, EHHS Ag

Date: 8/2/2024

ggw

Approved By (Principal):

[Signature]

Date: 8/5/24

Approved By (Director of Schools):

John Mullins

Date: 8-5-24

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

Revised 4/20/19

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Yearbook

Account Number 812

Proposed fundraising activities: Sponsorship

Purposed Uses of funds raised: Prom expenses

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

Soliciting of sponsorships by Yearbook + Prom Committee Students

Method by which school will receive profit: Cash, Check, online

Requested by: Jennie Prosser / Prom chair & Yearbook Sponsor 7/31/24
Name/Title Date

Acknowledge by: [Signature] 7/31/24
Bookkeeper Date

Approved by: [Signature] 7/31/24
Principal Date

Approved by: John Mullens 7-31-24
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



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

Fund/Account Name Yearbook

Account Number 812

Proposed fundraising activities: Sale of ads & yearbooks

Purposed Uses of funds raised: Yearbook production costs, yearbook expenses,

Potential yearbook trips & training

Expected Student involvement (school-wide or specific school organization): Yearbook students

will sell ads

Method by which school will receive profit: Cash, check, online

Requested by: Jennie Prosser / Prom chair & yearbook sponsor 8/31/24
Name/Title Date

Acknowledge by: JGN 7/31/24
Bookkeeper Date

Approved by: _____
Principal Date

Approved by: John Mullins 7/31/24
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.