

BRANDON TIDWELL
10820 N. Tidwell Rd., Bon Aqua, TN 37025

PIPPA TAYLOR
6585 Oak Hill Rd., Lyles, TN 37098

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

DR. TABITHA CUDE
4141 Lewis Rd., Centerville, TN 37033



DOUG LANE
2059 Lake Dr., Centerville, TN 37033

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

JANE HERRON
PO Box 13, Nunnely, TN 37137

MARCY TIDWELL
DIRECTOR OF SCHOOLS
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

REGULAR BOARD MEETING
Monday, July 6, 2026 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 July 6, 2026

VI. Regular Meeting Minutes for June 1, 2026

VII. Consent Agenda Items

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Personnel Report

C. Financial Report

D. 2025-2026 Civil Rights Report

E. Hickman County Schools AI Usage Report

VIII. Items Requiring Board Action

A. Trip Request

1. EHHS FBLA/FCCLA

B. HCHS Football Camp

C. Recommendations for Tenure

D. Personnel Decisions

E. Approve 2026-2027 Disciplinary Hearing Authority

F. Approve Hickman County Schools' New Strategic Plan

G. Approve Letter of Interest with Milestone Towers

H. Approve APEX Agreement with Hickman County Middle School

I. Approve APEX Agreement with Centerville Intermediate School

J. 2026-2027 Salary Schedules & Pay Scales

- K. Budget Amendments (FY27)
- L. Close-Out Budget Amendments
- M. FY27 Federal Placeholder Budgets
- N. Board Policies

- 1. Revised Board Policies (1st Reading) 1.400, 2.100, 2.200, 4.2013, 4.215, 4.301, 4.600, 4.603, 4.605, 5.106, 5.200, 5.201, 5.302, 5.303, 5.600, 5.801, 6.200, 6.202, 6.205, 6.303, 6.306, 6.318, 6.4051, 6.4053, 6.506, 4.100, 4.300, 4.301, 5.104, 5.501, 6.100, 6.301, 6.303, 6.304, 6.3041
- 2. Board Policies Review 3.218--3.403

IX. Announcements

- A. Regular Board Meeting for August 3, 2026
- B. TSBA 2026 South Central Fall District Meeting - September 17, 2026
Lawrence County - E.O. Coffman Middle, 111 Lafayette Ave., Lawrenceburg, TN
- C. TSBA Leadership Conference & Annual Convention
November 5-8, 2026 - Gaylor Opryland Resort & Convention Center

X. Closing Comments

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

XI. Adjourn

Doug Lane
2059 Lake Drive, Centerville, TN 37033

Pippa Taylor
6585 Oak Hill Rd., Lyles, TN 37098

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

Dr. Tabitha Cude
4141 Lewis Rd., Centerville, TN 37033



Marcy Tidwell
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

Dr. Christy Mays
450 Hwy. 50, Centerville, TN 37033

Brandon Tidwell
10820 N. Tidwell Rd., Bon Aqua, TN 37025

Jane Herron
PO Box 13, Nunnely, TN 37137

The Hickman County Board of Education will meet in regular session on Monday, July 6, 2026 at 6:30 p.m. in Room 203 of the Central 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 July 6, 2026
- VI. Regular Meeting Minutes for June 1, 2026
- VII. Consent Agenda Items
 - A. Board Chair's Report
 - 1. Chair's Countersigned Warrants
 - B. Personnel Report
 - C. Financial Report
 - D. 2025-2026 Civil Rights Report
 - E. Hickman County Schools AI Usage Report
- VIII. Items Requiring Board Action
 - A. Trip Request
 - 1. EHHS FBLA/FCCLA—Sponsor and Students
 - B. HCHS Football Camp—Coach and Players
 - C. Recommendations for Tenure—Director of Schools
 - D. Personnel Decisions—Director of Schools
 - E. Approve 2026-2027 Disciplinary Hearing Authority—Director of Schools
 - F. Approve Hickman County Schools' New Strategic Plan—Director of Schools
 - G. Approve Letter of Interest with Milestone Towers—Director of Schools
 - H. Approve APEX Agreement with Hickman County Middle School—Marcy Tindle – APEX Rep.
 - I. Approve APEX Agreement with Centerville Intermediate School—Marcy Tindle – APEX Rep.
 - J. 2026-2027 Salary Schedules & Pay Scales—Business Officer
 - K. Budget Amendments (FY27)—Business Officer

- L. Close-Out Budget Amendments—Business Officer
- M. FY27 Federal Placeholder Budgets—Business Officer
- N. Board Policies

- 1. Revised Board Policies (1st Reading) 1.400, 2.100, 2.200, 4.2013, 4.215, 4.301, 4.600, 4.603, 4.605, 5.106, 5.200, 5.201, 5.302, 5.303, 5.600, 5.801, 6.200, 6.202, 6.205, 6.303, 6.306, 6.318, 6.4051, 6.4053, 6.506, 4.100, 4.300, 4.301, 5.104, 5.501, 6.100, 6.301, 6.303, 6.304, 6.3041—Misty Shelton

- 2. Board Policies Review—3.218--3.403—Misty Shelton

IX. Announcements

- A. Regular Board Meeting for August 3, 2026
- B. TSBA 2026 South Central Fall District Meeting – September 17, 2026
Lawrence County – E.O. Coffman Middle, 111 Lafayette Ave, Lawrenceburg, TN
- C. TSBA Leadership Conference & Annual Convention
November 5-8, 2026 – Gaylor Opryland Resort & Convention Center

X. Closing Comments

- A. Legislative Representative—Christy Mays
- B. Board Chair, Board Members and Director of Schools

XI. Adjourn

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026**

The Hickman county Board of Education met on June 1, 2026, at 6:30 PM in Central Office - Room 203.

Present: Tabitha Cude, Jane Herron, Tim Hobbs, Doug Lane, Christy Mays, Pippa Taylor, Brandon Tidwell.

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 June 1, 2026

Motion to approve the Agenda for June 1, 2026.

Motion made by Doug Lane.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

VI. Regular Meeting Minutes for May 4, 2026

Motion to approve the Regular Meeting Minutes for May 4, 2026.

Motion made by Jane Herron.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

VII. Special Called Session Meeting Minutes for May 7, 2026

Motion to approve Special Called Session Meeting Minutes for May 7, 2026.

Motion made by Pippa Taylor.

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

VIII. Special Called Session Meeting Minutes for May 21, 2026

Motion to approve Special Called Session Meeting Minutes for May 21, 2026.

Motion made by Brandon Tidwell.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

IX. Special Recognition

 A. Employee of the Year

 B. Friend of Education

X. Consent Agenda Items

Motion to approve the Consent Agenda Items.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

 A. Board Chair's Report

 1. Chair's Countersigned Warrants

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

- B. Personnel Report
- C. Financial Report
- D. Attendance Report
- E. Family Resource Centers End of Year Reports

XI. Items Requiring Board Action

A. EHHS Football Overnight Camp - On Campus
Motion to approve EHHS Football Overnight Camp - On Campus.
Motion made by Jane Herron.
Motion seconded by Pippa Taylor.
Motion Result: Passed

Tabitha Cude:	Yea
Jane Herron:	Yea
Tim Hobbs:	Yea
Doug Lane:	Yea
Christy Mays:	Yea
Pippa Taylor:	Yea
Brandon Tidwell:	Yea

Yea: 7, Nay: 0

B. Approve Change Order - EHHS CTE Building
Motion to approve change order - EHHS CTE Building.
Motion made by Doug Lane.
Motion seconded by Tim Hobbs.
Motion Result: Passed

Jane Herron:	Nay
Tabitha Cude:	Yea
Tim Hobbs:	Yea
Doug Lane:	Yea
Christy Mays:	Yea
Pippa Taylor:	Yea
Brandon Tidwell:	Yea

Yea: 6, Nay: 1

C. Approve RJ Young SMP/Maintenance Agreement
Motion to Approve RJ Young SMP/Maintenance Agreement.
Motion made by Jane Herron.
Motion seconded by Brandon Tidwell.
Motion Result: Passed

Tabitha Cude:	Yea
Jane Herron:	Yea
Tim Hobbs:	Yea
Doug Lane:	Yea
Christy Mays:	Yea
Pippa Taylor:	Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Brandon Tidwell: Yea

Yea: 7, Nay: 0

D. Approve Bids for Maintenance Department

1. Flooring

Low bid confidence level was low. Recommend the 2nd highest – Mallard Flooring. 3 Different Schools – EHES, EHIS, EHMS.

Motion to approve the flooring bid to the 2nd highest bid – Mallard Flooring without furniture removal.

Motion made by Tabitha Cude.

Motion seconded by Doug Lane.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

2. Fire Alarm Monitoring/Service Repair and Equipment Replacement

Motion to approve Fire Alarm Monitoring/Service Repair and Equipment Replacement (State Systems).

Motion made by Doug Lane.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

3. Epoxy Floor Coating

Motion to approve Epoxy Floor Coating (lowest bid).

Motion made by Christy Mays.

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Brandon Tidwell: Yea

Yea: 7, Nay: 0

4. Annual Paving and Patching

Motion to approve Annual Paving and Patching.

Motion made by Tabitha Cude.

Motion seconded by Jane Herron.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

5. Annual Sealing and Striping

Motion to approve Annual Sealing and Striping (American Strippers).

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

6. Concrete Pouring at Schools

Motion to approve Concrete Pouring at Schools (BJB).

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

7. Gym Floor Services

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026**

Motion to approve Gym Floor Services.

Motion made by Tabitha Cude.

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

8. HVAC Replacement, Repair and Annual Services

Motion to approve HVAC Replacement, Repair and Annual Services (SM Lawrence).

Motion made by Tabitha Cude.

Motion seconded by Jane Herron.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

9. Painting at Schools

Motion to approve Painting at Schools (Arts House of Painting).

Motion made by Tabitha Cude.

Motion seconded by Doug Lane.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

E. Proposed School Board Meeting Dates for 2026-2027

Motion to approve the Proposed School Board Meeting Dates for 2026-2027.

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

F. Annual Agenda for 2026-2027

Move personnel and placement into July meeting

Coordination with County Commission budget committee - Feb 2027

Motion to approve Annual Agenda for 2026-2027 as amended.

Motion made by Tabitha Cude.

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

G. Approve CIS Job Shares for 2026-2027

Motion to Approve CIS Job Shares for 2026-2027.

Motion made by Doug Lane.

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

H. Resolution to Grant Authority to Designate Reserves

Motion to approve Resolution 26-02 to Grant Authority to Designate Reserves.

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

I. Grant Executive Committee Authority to Close Out Fiscal Year
Motion to approve Grant Executive Committee Authority to Close Out Fiscal Year.

Motion made by Brandon Tidwell.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

J. 2026-2027 Differentiated Pay Plan

Motion to approve 2026-2027 Differentiated Pay Plan.

Motion made by Doug Lane.

Motion seconded by Jane Herron.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

K. TSSE Membership Dues

Motion to approve TSSE Membership Dues.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

L. OPEB Resolution 26-03

Motion to approve OPEB Resolution 26-03.

Motion made by Doug Lane.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

M. Board Policies Review - 3.200--3.212

3.204 Promotion and Development of a Program – professional staff person, offer a stipend for school safety – is there one was the question from the board?

Motion to approve Board Policies Review - 3.200--3.212.

Motion made by Tabitha Cude.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

N. Budget Amendments

Motion to approve Budget Amendments 36,37,38.

Motion made by Doug Lane.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Yea: 7, Nay: 0

O. Budgets for 2026-2027

Motion to approve Budgets for 2026-2027.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Brandon Tidwell: Nay

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 1

P. Capitol Projects 2026-2027

Motion to approve Capitol Projects 2026-2027.

Motion made by Jane Herron.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

XII. Student Recognition for Dane Gilbert

XIII. Announcements

A. Regular Board Meeting for July 6, 2026 (pending approval of 26-27 Board Meeting Dates)

B. Discuss Dates for Board Retreat/Training Regarding Strategic Plan

XIV. Closing Comments

A. Legislative Representative

B. Board Chair, Board Members and Director of Schools

XV. Adjourn

Motion to adjourn.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

Date/Time: 5/28/2026 10:03 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004885	Tidwell, Marcy	6830	05/28/2026	141- -11140	\$10,833.33

141 Total: \$10,833.33

Bank Total: \$10,833.33

Bank Payment Count: 1

Date/Time: 6/1/2026 10:10 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 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>
43000802	Bragg, Tonya	7984	06/01/2026	143- -11140	\$70.90
43000803	Orlow, David	9327	06/01/2026	143- -11140	\$103.00
43000804	Prince Hardware, LLC	4321	06/01/2026	143- -11140	\$188.00
143 Total:					\$361.90
Bank Total:					\$361.90
Bank Payment Count:					3

Date/Time: 6/1/2026 10:06 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name

Bank Number

Federal

142

Payment Number

Vendor Name

Vendor ID

Payment Date

Cash Account

Amount

42001185

Amazon

727

06/01/2026

142-801-11140

\$1,343.04

142-801 Total:

\$1,343.04

Bank Total:

\$1,343.04

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>
41004886	Amazon	727	06/01/2026	141- -11140	\$417.25
41004887	Bruhn & Bruhn Fire Protection, Inc.	885	06/01/2026	141- -11140	\$4,800.00
41004888	Cross, Emily	1744	06/01/2026	141- -11140	\$197.20
41004889	Crumpler, Jamie Nichol	1800	06/01/2026	141- -11140	\$48.30
41004890	Daugherty, Tonya	7288	06/01/2026	141- -11140	\$630.75
41004891	Lumen/Centurylink	4577	06/01/2026	141- -11140	\$54.49
41004892	McManus, Christy	8120	06/01/2026	141- -11140	\$195.17
41004893	Owen's Oil Co., Inc.	4257	06/01/2026	141- -11140	\$890.00
41004894	Stellar Therapy Services, LLC	8260	06/01/2026	141- -11140	\$345.30
41004895	Teacher Innovations, Inc.	8323	06/01/2026	141- -11140	\$3,976.00
41004896	Town Of Centerville	5315	06/01/2026	141- -11140	\$416.24
141 Total:					<u>\$11,970.70</u>
Bank Total:					<u>\$11,970.70</u>
Bank Payment Count:					11

Bank Name	Bank Number
General Purpose	141

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
41004897	Ace Hardware	635	06/03/2026	141- -11140	\$714.44
41004898	Amazon	727	06/03/2026	141- -11140	\$1,672.68
41004899	Bon Aqua Lyles Utility Distric	851	06/03/2026	141- -11140	\$5,609.60
41004900	County Of Hickman Misc Acct	1633	06/03/2026	141- -11140	\$200,541.33
41004901	Don Kennedy Roofing Co., Inc.	6673	06/03/2026	141- -11140	\$921.50
41004902	Dotson, Cecily	1895	06/03/2026	141- -11140	\$141.37
41004903	Four Seasons Outdoors & Sports	2334	06/03/2026	141- -11140	\$1,858.40
41004904	Freeman Lumber & Supply	2325	06/03/2026	141- -11140	\$136.20
41004905	Gary Bentley Trucking, LLC	7337	06/03/2026	141- -11140	\$1,152.10
41004906	Georgia Educational Solutions, LLC	9291	06/03/2026	141- -11140	\$75,625.00
41004907	Harvill, Nancy	2758	06/03/2026	141- -11140	\$4,825.15
41004908	Hickman County Trustee	2937	06/03/2026	141- -11140	\$373,952.74
41004909	Karco Parts	3364	06/03/2026	141- -11140	\$19.41
41004910	Lewis County Museum	9328	06/03/2026	141- -11140	\$305.00
41004911	Main Street Emporium	7541	06/03/2026	141- -11140	\$105.50
41004912	Matrix Mechanical Solutions, LLC	7974	06/03/2026	141- -11140	\$34,000.00
41004913	Meriwether Lewis Electric Coop.	3694	06/03/2026	141- -11140	\$47,931.97
41004914	Minge, Amy R.	3723	06/03/2026	141- -11140	\$6,624.00
41004915	Nashville Zoo, Inc.	4254	06/03/2026	141- -11140	\$396.00
41004916	Plumbmaster, Inc.	4379	06/03/2026	141- -11140	\$707.34
41004917	Prince Hardware, LLC	4321	06/03/2026	141- -11140	\$2,882.73
41004918	Puremaxx, LLC	8324	06/03/2026	141- -11140	\$5,314.36
41004919	Rietveld, Stephanie	993	06/03/2026	141- -11140	\$1,435.00
41004920	Skyward Accounting Dept	5111	06/03/2026	141- -11140	\$4,920.00
41004921	Soliant Health, LLC	8569	06/03/2026	141- -11140	\$1,255.05
41004922	State Systems, LLC	5242	06/03/2026	141- -11140	\$6,200.00
41004923	Stellar Therapy Services, LLC	8260	06/03/2026	141- -11140	\$6,024.51
41004924	Tennessee Child Support Receipting Unit	1312	06/03/2026	141- -11140	\$791.00
41004925	The Brook Center Therapy Solutions, LLC	8659	06/03/2026	141- -11140	\$2,865.00
41004926	The Dreaded Lawncare	7933	06/03/2026	141- -11140	\$8,600.00
41004927	Town Of Centerville	5315	06/03/2026	141- -11140	\$1,045.80
41004928	Whitaker, Wesley	7554	06/03/2026	141- -11140	\$174.00
41004929	Wolf Creek Ranch	7618	06/03/2026	141- -11140	\$500.00
141 Total:					\$799,247.18
Bank Total:					\$799,247.18
Bank Payment Count:					33

Bank Name	Bank Number
Federal	142

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-010-11140	\$399.81
42001189	Hickman County Trustee	2937	06/03/2026	142-010-11140	\$3,320.04
142-010 Total:					\$3,719.85
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-101-11140	\$2,443.30
42001189	Hickman County Trustee	2937	06/03/2026	142-101-11140	\$9,963.81
142-101 Total:					\$12,407.11
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-170-11140	\$367.36
42001189	Hickman County Trustee	2937	06/03/2026	142-170-11140	\$1,598.39
142-170 Total:					\$1,965.75
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-201-11140	\$303.60
42001189	Hickman County Trustee	2937	06/03/2026	142-201-11140	\$1,619.92
142-201 Total:					\$1,923.52
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-401-11140	\$350.00
142-401 Total:					\$350.00
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-601-11140	\$368.51
42001189	Hickman County Trustee	2937	06/03/2026	142-601-11140	\$610.30
142-601 Total:					\$978.81
42001187	Chef's Deal Restaurant And Equipment Co.	1794	06/03/2026	142-801-11140	\$600.00
42001189	Hickman County Trustee	2937	06/03/2026	142-801-11140	\$291.08
142-801 Total:					\$891.08
42001186	CEV Multimedia, LLC	9319	06/03/2026	142-811-11140	\$2,450.00
142-811 Total:					\$2,450.00
42001188	County Of Hickman Misc Acct	1633	06/03/2026	142-901-11140	\$1,033.33
42001189	Hickman County Trustee	2937	06/03/2026	142-901-11140	\$10,185.48
42001190	Wilson, Anita	7954	06/03/2026	142-901-11140	\$1,080.00
142-901 Total:					\$12,298.81
42001189	Hickman County Trustee	2937	06/03/2026	142-911-11140	\$279.56
142-911 Total:					\$279.56
Bank Total:					\$37,264.49
Bank Payment Count:					5

Date/Time: 6/3/2026 11:21 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 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>
43000805	County Of Hickman Misc Acct	1633	06/03/2026	143- -11140	\$10,895.51
43000806	Fitts, Connie S.	185	06/03/2026	143- -11140	\$159.50
43000807	Hickman County Trustee	2937	06/03/2026	143- -11140	\$7,171.19
43000808	Prince Hardware, LLC	4321	06/03/2026	143- -11140	\$651.78
43000809	Tidwell, Tina	9402	06/03/2026	143- -11140	\$20.00
43000810	Town Of Centerville	5315	06/03/2026	143- -11140	\$144.61
143 Total:					\$19,042.59
Bank Total:					\$19,042.59
Bank Payment Count:					6

<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>
41004930	Amazon	727	06/08/2026	141- -11140	\$1,610.20
41004931	American Fidelity Assurance	637	06/08/2026	141- -11140	\$12,030.21
41004932	American Fidelity Assurance Co	636	06/08/2026	141- -11140	\$80,242.46
41004933	American Fidelity Assurance Co	652	06/08/2026	141- -11140	\$5,833.00
41004934	AT & T	7542	06/08/2026	141- -11140	\$588.25
41004935	Central States Bus Sales, Inc.	1326	06/08/2026	141- -11140	\$2,913.04
41004936	Dickson Medical Associates	2022	06/08/2026	141- -11140	\$125.00
41004937	Ed's Supply, Inc.	2103	06/08/2026	141- -11140	\$5,802.12
41004938	Ferrellgas	7446	06/08/2026	141- -11140	\$6,576.25
41004939	O'Reilly Auto Parts	4265	06/08/2026	141- -11140	\$2,150.15
41004940	Owen's Oil Co., Inc.	4257	06/08/2026	141- -11140	\$1,742.00
41004941	Tennessee Valley Fence Co	5699	06/08/2026	141- -11140	\$3,200.00
41004942	Unifirst Corp.	5758	06/08/2026	141- -11140	\$733.44
41004943	Warren, Brandy	6034	06/08/2026	141- -11140	\$37.15
41004944	Williams, Myles	6681	06/08/2026	141- -11140	\$125.00
141 Total:					\$123,708.27
Bank Total:					\$123,708.27
Bank Payment Count:					15

Date/Time: 6/8/2026 11:01 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 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>
42001191	American Fidelity Assurance Co	636	06/08/2026	142-010-11140	\$580.56
142-010 Total:					\$580.56
42001191	American Fidelity Assurance Co	636	06/08/2026	142-101-11140	\$415.26
142-101 Total:					\$415.26
Bank Total:					\$995.82
Bank Payment Count:					1

Date/Time: 6/8/2026 11:06 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name

Bank Number

Cafeteria

143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000811	Hargrove, Charles	9405	06/08/2026	143- -11140	\$17.00
43000812	Gordon Food Service, Inc.	2488	06/08/2026	143- -11140	\$65,303.22
43000813	Hoods Unlimited	2965	06/08/2026	143- -11140	\$3,080.00
43000814	Murfreesboro Pure Milk Co, Inc.	7552	06/08/2026	143- -11140	\$247.20
43000815	Petrowski, Jera	4345	06/08/2026	143- -11140	\$192.13
43000816	Prairie Farms Dairy	18	06/08/2026	143- -11140	\$12,761.63
43000817	State of Tennessee	6660	06/08/2026	143- -11140	\$400.00

143 Total: \$82,001.18

Bank Total: \$82,001.18

Bank Payment Count: 7

Date/Time: 6/9/2026 10:42 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004945	Ameritas Life Insurance Corp.	7442	06/09/2026	141- -11140	\$9,386.52
41004946	Hickman County Trustee	2937	06/09/2026	141- -11140	\$4,456.90
141 Total:					\$13,843.42
Bank Total:					\$13,843.42
Bank Payment Count:					2

Date/Time: 6/9/2026 10:48 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name

Federal

Bank Number

142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42001192	Ameritas Life Insurance Corp.	7442	06/09/2026	142-101-11140	\$39.76
142-101 Total:					\$39.76
42001192	Ameritas Life Insurance Corp.	7442	06/09/2026	142-170-11140	\$240.66
142-170 Total:					\$240.66
42001192	Ameritas Life Insurance Corp.	7442	06/09/2026	142-201-11140	\$33.45
142-201 Total:					\$33.45
42001192	Ameritas Life Insurance Corp.	7442	06/09/2026	142-401-11140	\$2.55
142-401 Total:					\$2.55
42001192	Ameritas Life Insurance Corp.	7442	06/09/2026	142-901-11140	\$226.76
142-901 Total:					\$226.76
Bank Total:					\$543.18
Bank Payment Count:					1

Date/Time: 6/9/2026 10:52 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems

Page 1 of 1

Bank Name

Cafeteria

Bank Number

143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000818	Hickman County Trustee	2937	06/09/2026	143- -11140	\$4,222.95
143 Total:					\$4,222.95
Bank Total:					\$4,222.95
Bank Payment Count:					1

Bank Name	Bank Number
General Purpose	141

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
41004947	A Dirty Job	665	06/10/2026	141- -11140	\$2,100.00
41004948	American Fidelity Assurance	637	06/10/2026	141- -11140	\$12,030.21
41004949	American Fidelity Assurance Co	636	06/10/2026	141- -11140	\$80,007.55
41004950	American Fidelity Assurance Co	652	06/10/2026	141- -11140	\$5,833.00
41004951	Arthur Tidwell DbA Art's House Painting	8647	06/10/2026	141- -11140	\$17,355.00
41004952	Beam Insurance Administrators LLC	7435	06/10/2026	141- -11140	\$42,750.30
41004953	Bleacher & Seats.Com	1117	06/10/2026	141- -11140	\$10,600.00
41004954	Brewer Chemicals & Equip, LLC	861	06/10/2026	141- -11140	\$420.00
41004955	Conley, Donald E.	9408	06/10/2026	141- -11140	\$37.15
41004956	Hickman Co Trustee	2722	06/10/2026	141- -11140	\$792,397.05
41004957	Hickman County Trustee	2937	06/10/2026	141- -11140	\$308,412.32
41004958	Lennox Industries, Inc.	6346	06/10/2026	141- -11140	\$2,036.50
41004959	Manor, Angie	4106	06/10/2026	141- -11140	\$464.00
41004960	Oriental Trading Co., Inc.	6258	06/10/2026	141- -11140	\$112.87
41004961	Rj Young Company	4691	06/10/2026	141- -11140	\$4,391.55
41004962	State Systems, LLC	5242	06/10/2026	141- -11140	\$645.00
41004963	Tennessee Bureau Of Investigation	5491	06/10/2026	141- -11140	\$150.00
41004964	Tennessee School Board Assoc.	61	06/10/2026	141- -11140	\$3,000.00
41004965	Bartelmy, Thomas	8439	06/10/2026	141- -11140	\$125.00
41004966	Town Of Centerville	5284	06/10/2026	141- -11140	\$8,313.88
41004967	TreviPay-Walmart	8999	06/10/2026	141- -11140	\$198.67
41004968	Village Behavioral Health	6655	06/10/2026	141- -11140	\$3,240.00
41004969	Visa	8268	06/10/2026	141- -11140	\$2,788.41
41004970	Youth Town of Tennessee, Inc.	6951	06/10/2026	141- -11140	\$180.00
41004971	Zayo Education	2141	06/10/2026	141- -11140	\$2,075.55

141 Total:	<u>\$1,299,664.01</u>
-------------------	-----------------------

Bank Total:	<u>\$1,299,664.01</u>
--------------------	-----------------------

Bank Payment Count:	25
----------------------------	----

Bank Name**Bank Number**

Federal

142

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
42001193	American Fidelity Assurance Co	636	06/10/2026	142-010-11140	\$580.56
42001196	Dean, Elaine	6225	06/10/2026	142-010-11140	\$101.86
42001197	Hickman Co Trustee	2722	06/10/2026	142-010-11140	\$150.20
42001199	Rj Young Company	4691	06/10/2026	142-010-11140	\$254.12
142-010 Total:					\$1,086.74
42001193	American Fidelity Assurance Co	636	06/10/2026	142-101-11140	\$415.26
42001194	Beam Insurance Administrators LLC	7435	06/10/2026	142-101-11140	\$634.96
42001197	Hickman Co Trustee	2722	06/10/2026	142-101-11140	\$1,219.85
42001198	Hickman County Trustee	2937	06/10/2026	142-101-11140	\$9,963.85
42001199	Rj Young Company	4691	06/10/2026	142-101-11140	\$189.48
142-101 Total:					\$12,423.40
42001194	Beam Insurance Administrators LLC	7435	06/10/2026	142-170-11140	\$338.37
42001197	Hickman Co Trustee	2722	06/10/2026	142-170-11140	\$82.70
142-170 Total:					\$421.07
42001194	Beam Insurance Administrators LLC	7435	06/10/2026	142-201-11140	\$181.49
42001197	Hickman Co Trustee	2722	06/10/2026	142-201-11140	\$128.96
42001198	Hickman County Trustee	2937	06/10/2026	142-201-11140	\$1,619.94
142-201 Total:					\$1,930.39
42001194	Beam Insurance Administrators LLC	7435	06/10/2026	142-401-11140	\$8.98
42001197	Hickman Co Trustee	2722	06/10/2026	142-401-11140	\$32.44
142-401 Total:					\$41.42
42001198	Hickman County Trustee	2937	06/10/2026	142-601-11140	\$610.30
142-601 Total:					\$610.30
42001195	Chef's Deal Restaurant And Equipment Co.	1794	06/10/2026	142-801-11140	\$400.00
42001197	Hickman Co Trustee	2722	06/10/2026	142-801-11140	\$82.70
42001198	Hickman County Trustee	2937	06/10/2026	142-801-11140	\$291.04
42001200	Visa	8268	06/10/2026	142-801-11140	\$60.00
142-801 Total:					\$833.74
42001194	Beam Insurance Administrators LLC	7435	06/10/2026	142-901-11140	\$770.91
42001197	Hickman Co Trustee	2722	06/10/2026	142-901-11140	\$3,796.18
42001198	Hickman County Trustee	2937	06/10/2026	142-901-11140	\$8,931.14
142-901 Total:					\$13,498.23
42001197	Hickman Co Trustee	2722	06/10/2026	142-911-11140	\$82.70
42001198	Hickman County Trustee	2937	06/10/2026	142-911-11140	\$279.58
142-911 Total:					\$362.28
Bank Total:					\$31,207.57
Bank Payment Count:					8

Date/Time: 6/10/2026 1:38 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 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>
43000819	Rj Young Company	4691	06/10/2026	143- -11140	\$336.83
143 Total:					\$336.83
Bank Total:					\$336.83
Bank Payment Count:					1

Date/Time: 6/11/2026 9:58 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004972	County Of Hickman Misc Acct	1633	06/11/2026	141- -11140	\$110,362.10

141 Total: \$110,362.10

Bank Total: \$110,362.10

Bank Payment Count: 1

Date/Time: 6/11/2026 10:01 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 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>
42001201	County Of Hickman Misc Acct	1633	06/11/2026	142-901-11140	\$720.38
142-901 Total:					\$720.38
Bank Total:					\$720.38
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>
41004973	American Fidelity Assurance	637	06/15/2026	141- -11140	\$12,648.94
41004974	American Fidelity Assurance Co	636	06/15/2026	141- -11140	\$80,701.21
41004975	American Fidelity Assurance Co	652	06/15/2026	141- -11140	\$5,833.00
41004976	Williams, Charles	9241	06/15/2026	141- -11140	\$155.00
41004977	Pace Analytical National	2230	06/15/2026	141- -11140	\$378.00
41004978	Postmaster	4334	06/15/2026	141- -11140	\$780.00
41004979	Soliant Health, LLC	8569	06/15/2026	141- -11140	\$1,004.04
41004980	Town Of Centerville	5315	06/15/2026	141- -11140	\$5,781.19
41004981	TreviPay-Walmart	8999	06/15/2026	141- -11140	\$177.20
41004982	Visa	8268	06/15/2026	141- -11140	\$494.02
141 Total:					\$107,952.60
Bank Total:					\$107,952.60
Bank Payment Count:					10

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>
43000820	Hobart Service, LLC	2740	06/15/2026	143- -11140	\$2,258.07
43000821	Ivey Mechanical Company. LLC	8795	06/15/2026	143- -11140	\$880.44
43000822	Optimus Pest Solutions	47	06/15/2026	143- -11140	\$240.00
43000823	SNA Depository	4878	06/15/2026	143- -11140	\$64.00
43000824	State of Tennessee	6660	06/15/2026	143- -11140	\$240.00
143 Total:					\$3,682.51
Bank Total:					\$3,682.51
Bank Payment Count:					5

<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>
42001203	Thomasson, Julia	192	06/17/2026	142-010-11140	\$121.80
142-010 Total:					\$121.80
42001202	American Fidelity Assurance Co	636	06/17/2026	142-101-11140	\$120.30
142-101 Total:					\$120.30
42001202	American Fidelity Assurance Co	636	06/17/2026	142-201-11140	\$220.80
142-201 Total:					\$220.80
42001202	American Fidelity Assurance Co	636	06/17/2026	142-401-11140	\$21.48
142-401 Total:					\$21.48
42001202	American Fidelity Assurance Co	636	06/17/2026	142-901-11140	\$3,102.44
142-901 Total:					\$3,102.44
42001202	American Fidelity Assurance Co	636	06/17/2026	142-911-11140	\$463.06
142-911 Total:					\$463.06
Bank Total:					\$4,049.88
Bank Payment Count:					2

Bank NameBank 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>
41004983	American Fidelity Assurance	637	06/17/2026	141- -11140	\$12,648.94
41004984	American Fidelity Assurance Co	636	06/17/2026	141- -11140	\$76,772.80
41004985	American Fidelity Assurance Co	652	06/17/2026	141- -11140	\$6,333.00
41004986	Ameritas Life Insurance Corp.	7442	06/17/2026	141- -11140	\$3,097.04
41004987	Barnes & Noble College Booksellers, LLC	1211	06/17/2026	141- -11140	\$1,527.57
41004988	Bentley, Zachary	7583	06/17/2026	141- -11140	\$125.00
41004989	Conley, Donald E.	9408	06/17/2026	141- -11140	\$201.50
41004990	East Hickman Volunteer Fire Department	2270	06/17/2026	141- -11140	\$400.00
41004991	Ed's Supply, Inc.	2103	06/17/2026	141- -11140	\$524.80
41004992	Hickman Co Solid Waste Man.	2746	06/17/2026	141- -11140	\$21.00
41004993	Hickman Co. Rescue Squad, Inc.	2730	06/17/2026	141- -11140	\$400.00
41004994	Hinson, Gregory	2800	06/17/2026	141- -11140	\$125.00
41004995	Optimus Pest Solutions	47	06/17/2026	141- -11140	\$750.00
41004996	Pace Analytical National	2230	06/17/2026	141- -11140	\$378.00
41004997	Porter Roofing Contractors, Inc.	904	06/17/2026	141- -11140	\$20,477.25
41004998	State Systems, LLC	5242	06/17/2026	141- -11140	\$7,602.00

141 Total: \$131,383.90**Bank Total:** \$131,383.90**Bank Payment Count:** 16

Date/Time: 6/22/2026 1:37 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name

Cafeteria

Bank Number

143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000825	Presley, Amanda	9414	06/22/2026	143- -11140	\$62.50
43000826	Optimus Pest Solutions	47	06/22/2026	143- -11140	\$240.00
43000827	Volco	5841	06/22/2026	143- -11140	\$40.49
143 Total:					\$342.99
Bank Total:					\$342.99
Bank Payment Count:					3

Date/Time: 6/22/2026 1:33 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 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>
42001204	Freeman Lumber & Supply	2325	06/22/2026	142-801-11140	\$2,462.73
142-801 Total:					\$2,462.73
42001205	Realityworks	4651	06/22/2026	142-811-11140	\$9,142.24
42001206	Technical Training Aids, Inc	6123	06/22/2026	142-811-11140	\$19,453.00
42001207	United Farm & Home Co-op	2769	06/22/2026	142-811-11140	\$4,652.82
142-811 Total:					\$33,248.06
42001208	Wilson, Anita	7954	06/22/2026	142-901-11140	\$216.00
142-901 Total:					\$216.00
Bank Total:					\$35,926.79
Bank Payment Count:					5

Bank Name	Bank Number
General Purpose	141

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
41004999	Allegra Print & Imaging	650	06/22/2026	141- -11140	\$15.50
41005000	Amazon	727	06/22/2026	141- -11140	\$5,311.30
41005001	American Fidelity Administrative Services, LLC	802	06/22/2026	141- -11140	\$1,690.65
41005002	Arthur Tidwell DbA Art's House Painting	8647	06/22/2026	141- -11140	\$4,950.00
41005003	Bowman, Amanda	964	06/22/2026	141- -11140	\$491.55
41005004	Centerville Elementary School	1540	06/22/2026	141- -11140	\$425.00
41005005	Centerville Intermediate School	8949	06/22/2026	141- -11140	\$391.00
41005006	Central States Bus Sales, Inc.	1326	06/22/2026	141- -11140	\$1,198.56
41005007	David's Body Shop	1760	06/22/2026	141- -11140	\$1,704.47
41005008	Don Kennedy Roofing Co., Inc.	6673	06/22/2026	141- -11140	\$3,549.00
41005009	East Hickman Elementary School	2098	06/22/2026	141- -11140	\$484.50
41005010	East Hickman High School	2110	06/22/2026	141- -11140	\$40,423.29
41005011	East Hickman High School	2113	06/22/2026	141- -11140	\$416.50
41005012	East Hickman Intermediate School	2213	06/22/2026	141- -11140	\$382.50
41005013	East Hickman Middle School	2097	06/22/2026	141- -11140	\$314.50
41005014	Edupoint Educational Systems, LLC	9294	06/22/2026	141- -11140	\$641.18
41005015	eSPACE/Smart Church Solutions	9415	06/22/2026	141- -11140	\$5,895.00
41005016	Hermitage Hall	2916	06/22/2026	141- -11140	\$2,238.00
41005017	Hickman Co Middle School	8518	06/22/2026	141- -11140	\$306.00
41005018	Hickman County High School	40	06/22/2026	141- -11140	\$484.50
41005019	Hickman County High School	2917	06/22/2026	141- -11140	\$48,178.22
41005020	Interpreters Unlimited, Inc.	6501	06/22/2026	141- -11140	\$195.00
41005021	Kistler, Angela	516	06/22/2026	141- -11140	\$290.00
41005022	Mallard Flooring	8269	06/22/2026	141- -11140	\$5,259.32
41005023	O'Reilly Auto Parts	4265	06/22/2026	141- -11140	\$521.92
41005024	Republic Service, LLC #840	4739	06/22/2026	141- -11140	\$4,197.28
41005025	Shelton, Misty L.	375	06/22/2026	141- -11140	\$78.52
41005026	Soliant Health, LLC	8569	06/22/2026	141- -11140	\$1,004.04
41005027	Stellar Therapy Services, LLC	8260	06/22/2026	141- -11140	\$286.17
41005028	The Dreaded Lawncare	7933	06/22/2026	141- -11140	\$13,850.00
41005029	The King's Daughter's School	7928	06/22/2026	141- -11140	\$1,312.50
41005030	Town Of Centerville	5284	06/22/2026	141- -11140	\$8,000.00
41005031	Verizon Wireless	5823	06/22/2026	141- -11140	\$51.04
41005032	Village Behavioral Health	6655	06/22/2026	141- -11140	\$1,440.00

141 Total:	\$155,977.01
-------------------	---------------------

Bank Total:	\$155,977.01
--------------------	---------------------

Bank Payment Count:	34
----------------------------	-----------

<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>
41005033	Amazon	727	06/24/2026	141- -11140	\$1,472.33
41005034	Amplify Education, Inc.	6489	06/24/2026	141- -11140	\$15,724.80
41005035	Austin Peay State University	6864	06/24/2026	141- -11140	\$1,885.00
41005036	CodeHS, Inc.	9409	06/24/2026	141- -11140	\$27,000.00
41005037	County Of Hickman Misc Acct	1633	06/24/2026	141- -11140	\$8,421.38
41005038	Dickson Electric System	1806	06/24/2026	141- -11140	\$40,953.48
41005039	Frost Environmental Services, LLC	2350	06/24/2026	141- -11140	\$1,200.00
41005040	Hickman Co General Fund	2720	06/24/2026	141- -11140	\$45,000.00
41005041	Hickman Co Trustee	2722	06/24/2026	141- -11140	\$4,122.30
41005042	Hickman County Trustee	2937	06/24/2026	141- -11140	\$55,768.04
41005043	Lynch Bill	3513	06/24/2026	141- -11140	\$65.00
41005044	Mallard Flooring	8269	06/24/2026	141- -11140	\$3,610.68
41005045	Trafera, LLC	6593	06/24/2026	141- -11140	\$1,200.00
41005046	Water Authority Of Dickson Co.	5874	06/24/2026	141- -11140	\$1,964.30
41005047	Waverly Glass Inc.	5863	06/24/2026	141- -11140	\$10,650.00
141 Total:					\$219,037.31
Bank Total:					\$219,037.31
Bank Payment Count:					15

Date/Time: 6/24/2026 11:09 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42001209	Hickman County Trustee	2937	06/24/2026	142-901-11140	\$120.46

142-901 Total: \$120.46

Bank Total: \$120.46

Bank Payment Count: 1

Date/Time: 6/24/2026 11:12 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name

Bank Number

Cafeteria

143

Payment Number

Vendor Name

Vendor ID

Payment Date

Cash Account

Amount

43000828

Hickman County Trustee

2937

06/24/2026

143- -11140

\$4,321.80

143 Total:

\$4,321.80

Bank Total:

\$4,321.80

Bank Payment Count:

1

Bank NameBank 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>
41005048	Amazon	727	06/25/2026	141- -11140	\$14,390.93
41005049	AT & T	7542	06/25/2026	141- -11140	\$362.50
41005050	Bennett & DeCamp PLLC	8071	06/25/2026	141- -11140	\$1,047.50
41005051	Bruhn & Bruhn Fire Protection, Inc.	885	06/25/2026	141- -11140	\$1,020.00
41005052	Dean Oil Co., Inc.	1985	06/25/2026	141- -11140	\$4,498.34
41005053	Fellowship Construction	2295	06/25/2026	141- -11140	\$142,870.72
41005054	Ferrellgas	7446	06/25/2026	141- -11140	\$2,508.60
41005055	Garage Floor Coating of Nashville, LLC	8043	06/25/2026	141- -11140	\$11,951.38
41005056	Hickman Co Solid Waste Man.	2746	06/25/2026	141- -11140	\$170.40
41005057	Hobbs, Kara	6361	06/25/2026	141- -11140	\$67.42
41005058	Owen's Oil Co., Inc.	4257	06/25/2026	141- -11140	\$16,418.22
41005059	Porter Roofing Contractors, Inc.	904	06/25/2026	141- -11140	\$3,623.30
41005060	Save A Lot	4820	06/25/2026	141- -11140	\$1,143.50
41005061	Soliant Health, LLC	8569	06/25/2026	141- -11140	\$1,757.07
41005062	Specialized Education of Tennessee	9419	06/25/2026	141- -11140	\$5,660.97
41005063	Unifirst Corp.	5758	06/25/2026	141- -11140	\$689.64

141 Total: \$208,180.49**Bank Total:** \$208,180.49**Bank Payment Count:** 16

Written
for
wrong
amount
re-run
6/29/26

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>
43000829	Gordon Food Service, Inc.	2488	06/25/2026	143- -11140	\$4,616.12
43000830	Matrix Mechanical Solutions, LLC	7974	06/25/2026	143- -11140	\$430.00
43000831	Murfreesboro Pure Milk Co, Inc.	7552	06/25/2026	143- -11140	\$226.80
43000832	Prairie Farms Dairy	18	06/25/2026	143- -11140	\$1,184.73
43000833	Prince Hardware, LLC	4321	06/25/2026	143- -11140	\$61.63
143 Total:					\$6,519.28
Bank Total:					\$6,519.28
Bank Payment Count:					5

Date/Time: 6/29/2026 1:15 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name
General Purpose

Bank Number
141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41005065	Anderson, Belinda	8051	06/29/2026	141- -11140	\$1,454.67
41005066	BAM Flooring, Inc.	6578	06/29/2026	141- -11140	\$6,806.00
41005067	Bennett & DeCamp PLLC	8071	06/29/2026	141- -11140	\$1,317.00
41005068	Bruhn & Bruhn Fire Protection, Inc.	885	06/29/2026	141- -11140	\$2,124.00
41005069	County Of Hickman Misc Acct	1633	06/29/2026	141- -11140	\$336,447.30
41005070	Hermitage Hall	2916	06/29/2026	141- -11140	\$915.00
41005071	Hickman Co Board Of Education	2786	06/29/2026	141- -11140	\$46,244.88
41005072	Human Kinetics	9410	06/29/2026	141- -11140	\$10,336.20
41005073	Mallard Flooring	8269	06/29/2026	141- -11140	\$8,042.40
41005074	Town Of Centerville	5284	06/29/2026	141- -11140	\$368.54

141 Total: \$414,055.99

Bank Total: \$414,055.99

Bank Payment Count: 10

Bank Name

Federal

Bank Number

142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42001210	County Of Hickman Misc Acct	1633	06/29/2026	142-010-11140	\$399.81
142-010 Total:					\$399.81
42001210	County Of Hickman Misc Acct	1633	06/29/2026	142-101-11140	\$4,248.38
142-101 Total:					\$4,248.38
42001210	County Of Hickman Misc Acct	1633	06/29/2026	142-170-11140	\$367.36
42001211	Hickman Co Board Of Ed.	2734	06/29/2026	142-170-11140	\$5,087.28
142-170 Total:					\$5,454.64
42001210	County Of Hickman Misc Acct	1633	06/29/2026	142-201-11140	\$607.20
142-201 Total:					\$607.20
42001211	Hickman Co Board Of Ed.	2734	06/29/2026	142-401-11140	\$954.70
142-401 Total:					\$954.70
42001210	County Of Hickman Misc Acct	1633	06/29/2026	142-601-11140	\$237.02
42001211	Hickman Co Board Of Ed.	2734	06/29/2026	142-601-11140	\$2,329.61
142-601 Total:					\$2,566.63
42001211	Hickman Co Board Of Ed.	2734	06/29/2026	142-801-11140	\$2,561.88
142-801 Total:					\$2,561.88
42001210	County Of Hickman Misc Acct	1633	06/29/2026	142-901-11140	\$2,106.03
142-901 Total:					\$2,106.03
Bank Total:					\$18,899.27
Bank Payment Count:					2

Date/Time: 6/29/2026 12:47 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

Bank Name

Bank Number

Cafeteria

143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000834	County Of Hickman Misc Acct	1633	06/29/2026	143- -11140	\$7,996.58
43000835	Volco	5841	06/29/2026	143- -11140	\$583.06
143 Total:					\$8,579.64
Bank Total:					\$8,579.64
Bank Payment Count:					2

Date/Time: 6/29/2026 12:34 PM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41005064	Mallard Flooring	8269	06/29/2026	141- -11140	\$15,530.72

141 Total: \$15,530.72

Bank Total: \$15,530.72

Bank Payment Count: 1

Date/Time: 6/30/2026 9:47 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41005075	Lumen/Centurylink	4577	06/30/2026	141- -11140	\$55.00

141 Total: \$55.00

Bank Total: \$55.00

Bank Payment Count: 1

Doug Lane
2059 Lake Drive, Centerville, TN 37033

Pippa Taylor
6585 Oak Hill Rd., Lyles, TN 37098

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

Dr. Tabitha Cude
4141 Lewis Rd., Centerville, TN 37033



Marcy Tidwell
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

Dr. Christy Mays
450 Hwy. 50, Centerville, TN 37033

Brandon Tidwell
10820 N. Tidwell Rd., Bon Aqua, TN 37025

Jane Herron
PO Box 13, Nunnely, TN 37137

Memorandum

To: Board Members
From: Marcy Tidwell
Date: 6/29/2026
Re: July Personnel Report

Leave of Absence

Professional

Support Staff

Hiring

Professional

Support Staff

Resignation

Professional
Dr. Tavia McLeod
Preston Hall

Support Staff
Brenda Lynch
Shelitta Sowell
Candice Morgan
Christy Simmons

HCHS Sp Ed
EHMS PE Teacher

EHMS Bookkeeper
EHMS Assistant
CES Assistant
School Nutrition

Resignation Support Staff (cont.)

Lauren Brown
Mellissia Cabany Steiger
Michelle Bottoms

School Nutrition
School Nutrition
School Nutrition

Retirement

Professional

Support Staff

Vanessa McMullin

CES Assistant

Transfers

Professional

Support Staff

Appointment

Professional

Dr. Zach Bentley
Tessa Tucker
Jennifer Hudgins
*Tabby Plunkett
Cassie Hale

CES Principal
CES Asst. Principal
Instructional Supervisor
Academic Tech Specialist
HCMS Asst. Principal

Support Staff

Open Positions

www.hickmank12.org

Click On Employment Opportunities

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

Template Name: LGC Summary
Created by: LGC

Hickman County Finance
Summary Financial Statement
June 2026

User:
Date/Time:

Michael Elkins
7/6/2026 4:23 PM
Page 1 of 4

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40110	Current Property Tax	2,773,333.00	(2,883,955.24)	103.99%	231,111.08	(6,712.40)	2.90%
40120	Trustee's Collections - Prior Year	75,000.00	(64,359.17)	85.81%	6,250.00	(159.11)	2.55%
40125	Trustee's Collections - Bankruptcy	500.00	(57.20)	11.44%	41.67	(2.15)	5.16%
40130	Cir Clk/Clk & Master Collections-Pr Yr	40,000.00	(34,068.48)	85.17%	3,333.33	(9,589.97)	287.70%
40140	Interest And Penalty	15,000.00	(12,197.79)	81.32%	1,250.00	(400.53)	32.04%
40161	Payments In Lieu Of Taxes - T. V. A.	3,500.00	(2,503.09)	71.52%	291.67	(208.59)	71.52%
40162	Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	100.00%	500.00	0.00	0.00%
40210	Local Option Sales Tax	2,975,000.00	(3,316,803.85)	111.49%	247,916.67	(313,412.69)	126.42%
40270	Business Tax	45,000.00	(39,681.63)	88.18%	3,750.00	(3,022.92)	80.61%
41110	Marriage Licenses	1,300.00	(1,254.00)	96.46%	108.33	(76.00)	70.15%
43570	Receipts From Individual Schools	30,000.00	(17,693.06)	58.98%	2,500.00	(6,259.73)	250.39%
43582	Community Service Fees - Adults	200.00	(46.57)	23.29%	16.67	0.00	0.00%
44120	Lease/Rentals/PPP	7,500.00	(3,285.00)	43.80%	625.00	(1,600.00)	256.00%
44170	Miscellaneous Refunds	30,000.00	(44,586.59)	148.62%	2,500.00	(3,334.83)	133.39%
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	(360.00)	12.00%	250.00	0.00	0.00%
44570	Contributions & Gifts	20,000.00	(30,525.00)	152.63%	1,666.67	(500.00)	30.00%
44990	Other Local Revenues	30,000.00	0.00	0.00%	2,500.00	0.00	0.00%
46175	On-Behalf Contributions For OPEB	40,000.00	0.00	0.00%	3,333.33	0.00	0.00%
46510	Tennessee Investment in Student	25,081,234.00	(24,709,917.12)	98.52%	2,090,102.83	(1,877,867.77)	89.85%
46515	Early Childhood Education	445,000.00	(237,677.33)	53.41%	37,083.33	0.00	0.00%
46520	School Food Service	22,000.00	(16,839.13)	76.54%	1,833.33	0.00	0.00%
46550	Driver Education	10,000.00	(6,585.61)	65.86%	833.33	0.00	0.00%
46590	Other State Education Funds	1,181,691.94	(578,936.60)	48.99%	98,474.33	0.00	0.00%
46610	Career Ladder Program	37,500.00	(29,615.89)	78.98%	3,125.00	0.00	0.00%
46790	Other Vocational	1,687,754.26	(152,489.71)	9.04%	140,646.19	(27,088.67)	19.26%
46851	State Revenue Sharing -T.V.A.	220,000.00	(198,185.25)	90.08%	18,333.33	(49,546.32)	270.25%
46980	Other State Grants	59,525.19	(59,525.19)	100.00%	4,960.43	(59,525.19)	1,200.00%
46990	Other State Revenues	100,000.00	(240,878.39)	240.88%	8,333.33	(24,087.84)	289.05%
47143	Special Education - Grants To States	16,574.12	0.00	0.00%	1,381.18	0.00	0.00%
47640	Rotc Reimbursement	65,000.00	(62,083.62)	95.51%	5,416.67	(6,898.18)	127.35%
48130	Contributions	0.00	(22,000.00)	0.00%	0.00	(22,000.00)	0.00%
48990	Other	4,000.00	(36,856.17)	921.40%	333.33	0.00	0.00%
49700	Insurance Recovery	64,055.14	(71,799.44)	112.09%	5,337.93	(1,204.47)	22.56%
49800	Transfers In	10,000.00	0.00	0.00%	833.33	0.00	0.00%
Total	Revenues	35,114,667.65	(32,880,766.12)	93.64%	2,926,222.30	(2,413,497.36)	82.48%

Expenditures

Template Name: LGC Summary
Created by: LGC

Hickman County Finance
Summary Financial Statement
June 2026

User:
Date/Time:

Michael Elkins
7/6/2026 4:23 PM
Page 2 of 4

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71100	Regular Instruction Program	(17,557,910.46)	16,856,000.40	96.00%	(1,463,159.21)	1,160,182.56	79.29%
71150	Alternative Instruction Program	(317,021.00)	260,301.15	82.11%	(26,418.42)	76,082.35	287.99%
71200	Special Education Program	(3,771,508.18)	3,730,492.19	98.91%	(314,292.35)	1,037,050.41	329.96%
71300	Career and Technical Education	(2,060,687.40)	1,367,717.08	66.37%	(171,723.95)	412,616.79	240.28%
72110	Attendance	(225,221.00)	165,271.35	73.38%	(18,768.42)	27,316.94	145.55%
72120	Health Services	(982,067.39)	921,839.54	93.87%	(81,838.95)	247,853.75	302.86%
72130	Other Student Support	(1,249,822.00)	1,172,076.89	93.78%	(104,151.83)	244,669.10	234.92%
72210	Regular Instruction Program	(1,737,310.43)	1,597,553.47	91.96%	(144,775.87)	460,548.62	318.11%
72220	Special Education Program	(535,982.10)	527,738.54	98.46%	(44,665.18)	119,614.12	267.80%
72230	Career and Technical Education	(221,945.22)	166,600.23	75.06%	(18,495.44)	27,656.65	149.53%
72250	Technology	(559,224.00)	473,471.65	84.67%	(46,602.00)	38,931.30	83.54%
72290	Other Programs	(35,000.00)	30,497.82	87.14%	(2,916.67)	0.00	0.00%
72310	Board Of Education	(697,742.00)	612,633.53	87.80%	(58,145.17)	25,946.52	44.62%
72320	Director Of Schools	(338,617.00)	312,883.05	92.40%	(28,218.08)	105,978.52	375.57%
72410	Office Of The Principal	(2,116,218.00)	1,876,850.72	88.69%	(176,351.50)	405,489.27	229.93%
72510	Fiscal Services	(50,000.00)	45,000.00	90.00%	(4,166.67)	45,000.00	1,080.00%
72610	Operation Of Plant	(2,704,798.00)	2,571,742.68	95.08%	(225,399.83)	122,816.51	54.49%
72620	Maintenance Of Plant	(1,441,028.19)	1,263,341.87	87.67%	(120,085.68)	186,700.41	155.47%
72710	Transportation	(2,059,921.80)	1,869,823.69	90.77%	(171,660.15)	406,114.48	236.58%
72810	Central And Other	(318,544.00)	137,180.02	43.06%	(26,545.33)	13,846.16	52.16%
73100	Food Service	(76,748.69)	49,952.02	65.09%	(6,395.72)	45,352.02	709.10%
73300	Community Services	(114,189.00)	112,343.37	98.38%	(9,515.75)	39,992.23	420.27%
73400	Early Childhood Education	(535,338.00)	502,526.59	93.87%	(44,611.50)	125,604.59	281.55%
76100	Regular Capital Outlay	(1,687,947.78)	1,119,375.26	66.32%	(140,662.32)	183,168.31	130.22%
	Total Expenditures	(41,394,791.64)	37,743,213.11	91.18%	(3,449,565.97)	5,558,531.61	161.14%
Total	141 General Purpose School	(6,280,123.99)	4,862,446.99	77.43%	(523,343.67)	3,145,034.25	600.95%

Projecting deficit of \$2.4M to \$2.6M

Template Name: LGC Summary
Created by: LGC

Hickman County Finance
Summary Financial Statement
June 2026

User:
Date/Time:

Michael Elkins
7/6/2026 4:23 PM
Page 3 of 4

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	0.00	0.00%	0.00	0.00	0.00%
47131	Vocational Educ - Basic Grants To	123,906.21	(49,692.50)	40.10%	10,325.52	0.00	0.00%
47141	Title 1 Grants To Local Educ Agencies	1,305,599.16	(1,155,559.07)	88.51%	108,799.93	(282,982.65)	260.09%
47143	Special Education - Grants To States	1,085,813.68	(922,512.82)	84.96%	90,484.47	(125,407.63)	138.60%
47145	Special Education Preschool Grants	53,018.44	(13,686.47)	25.81%	4,418.20	0.00	0.00%
47146	English Language Acquisition Grants	0.00	(96,397.76)	0.00%	0.00	(10,190.46)	0.00%
47148	Rural Education	84,010.08	(65,785.53)	78.31%	7,000.84	(26,201.10)	374.26%
47189	Eisenhower Prof Development State	247,254.21	(105,947.63)	42.85%	20,604.52	(40,246.16)	195.33%
47309	COVID-19 Grant D	74,500.00	(73,000.00)	97.99%	6,208.33	(41,975.00)	676.11%
47401	American Rescue Plan Act Grant #1	0.00	0.00	0.00%	0.00	0.00	0.00%
47590	Other Federal Through State	136,548.80	0.00	0.00%	11,379.07	0.00	0.00%
Total Revenues		3,110,650.58	(2,482,581.78)	79.81%	259,220.88	(527,003.00)	203.30%
Expenditures							
71100	Regular Instruction Program	(876,353.30)	768,309.40	87.67%	(73,029.44)	105,891.20	145.00%
71200	Special Education Program	(824,638.85)	734,930.14	89.12%	(68,719.90)	119,708.44	174.20%
71300	Career and Technical Education	(108,744.55)	111,055.91	102.13%	(9,062.05)	5,508.28	60.78%
72130	Other Student Support	(29,864.22)	23,377.84	78.28%	(2,488.69)	61.92	2.49%
72210	Regular Instruction Program	(944,006.81)	712,960.04	75.52%	(78,667.23)	98,314.23	124.97%
72220	Special Education Program	(296,093.27)	279,705.95	94.47%	(24,674.44)	36,211.03	146.76%
72230	Career and Technical Education	(4,849.58)	2,455.07	50.62%	(404.13)	1,065.99	263.77%
72710	Transportation	(26,100.00)	15,534.35	59.52%	(2,175.00)	1,296.00	59.59%
Total Expenditures		(3,110,650.58)	2,648,328.70	85.14%	(259,220.88)	368,057.09	141.99%
Total	142 School Federal Projects	0.00	165,746.92	100.00%	0.00	(158,945.91)	0.00%

Template Name: LGC Summary
Created by: LGC

Hickman County Finance
Summary Financial Statement
June 2026

User:
Date/Time:

Michael Elkins
7/6/2026 4:23 PM
Page 4 of 4

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	(822.90)	0.00%	0.00	0.00	0.00%
43522	Lunch Payments - Adults	22,000.00	(20,636.17)	93.80%	1,833.33	(4.50)	0.25%
43523	Income From Breakfast	2,500.00	(2,591.38)	103.66%	208.33	(8.50)	4.08%
43525	A La Carte Sales	265,000.00	(190,341.46)	71.83%	22,083.33	126.51	-0.57%
43570	Receipts From Individual Schools	0.00	(12,451.77)	0.00%	0.00	(12,451.77)	0.00%
44110	Investment Income	1,000.00	(138.81)	13.88%	83.33	(7.86)	9.43%
44170	Miscellaneous Refunds	0.00	0.00	0.00%	0.00	0.00	0.00%
46990	Other State Revenues	0.00	(505.10)	0.00%	0.00	0.00	0.00%
47111	USDA School Lunch Program	1,800,000.00	(1,661,485.04)	92.30%	150,000.00	(116,194.77)	77.46%
47113	Breakfast	750,000.00	(647,457.54)	86.33%	62,500.00	(48,829.12)	78.13%
47114	USDA - Other	0.00	(7,902.72)	0.00%	0.00	(388.08)	0.00%
49700	Insurance Recovery	0.00	(10,151.72)	0.00%	0.00	0.00	0.00%
Total Revenues		2,840,500.00	(2,554,484.61)	89.93%	236,708.33	(177,758.09)	75.10%
Expenditures							
73100	Food Service	(2,957,934.00)	2,502,260.46	84.59%	(246,494.50)	(47,780.44)	-19.38%
Total Expenditures		(2,957,934.00)	2,502,260.46	84.59%	(246,494.50)	(47,780.44)	-19.38%
Total	143 Central Cafeteria	(117,434.00)	(52,224.15)	-44.47%	(9,786.17)	(225,538.53)	-

Civil Rights and Bullying Compliance Trend Report

	2021-22	2022-23	2023-24	2024-25	2025-26
Total number of harassment, intimidation, bullying, or cyber-bullying cases brought to the attention of the school officials	38	47	91	63	45
Total number of harassment, intimidation, bullying, or cyber-bullying cases where investigation indicated bullying occurred	14	24	35	21	7
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving race, color, or national origin	6	6	7	3	2
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving sex or gender-based discrimination	6	3	2	3	3
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving disability	0	1	2	2	3
Total number of confirmed harassment, intimidation, bullying, or cyber-bullying cases involving the use of electronic technology	3	3	9	1	2
Total number of harassment, intimidation, bullying, or cyber-bullying cases, investigation not initiated within 48 hours, appropriate interventions not initiated within 20 days, or cases still pending	0	0	0	0	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases appropriate interventions not initiated within 20 calendar days.	0	0	0	0	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases cases still pending.	0	0	0	0	0
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in any disciplinary action other than out-of-school suspension	35	44	70	23	30
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in out of school suspension less than 10 days	1	2	0	3	2
Total number of harassment, intimidation, bullying, or cyber-bullying cases resulting in out of school suspension of 10 days or more	2	1	1	3	0



Hickman County Schools AI Usage Report

Student AI Usage

In Hickman County Schools, we want to make sure technology is used safely and well. Right now, **NotebookLM** is the only approved AI program for students. We chose this tool because it is secure and only uses the documents that students provide themselves.

NotebookLM helps students by:

- **Focusing on their work:** Students can upload their own class notes and textbooks, so the AI gives answers based on their actual school materials.
- **Creating study aids:** It can automatically make summaries, study guides, and quizzes to help students practice.
- **Helping with complex topics:** It acts like a helper that can explain difficult ideas and help students work through their lessons.

Staff AI Usage

Teachers use a few different tools to help with their daily work and teaching. These are categorized by their primary function and AI integration level.

Furthermore, Google-based AI tools are already integrated into our existing Google Workspace environment, allowing for seamless use.

Fully AI-Powered Tools

These platforms are fully AI-driven and are used by teachers for brainstorming, drafting, and complex content generation:

- **ChatGPT:** An AI tool used to generate text, answer questions, draft emails, and brainstorm lesson ideas.

- **Gemini:** An AI assistant integrated into our Workspace, used to help teachers plan lessons, create instructional content, and analyze complex information.

Other Educational Tools (Partial AI Integration)

These platforms use AI as a helpful, supplementary feature to improve specific tasks, but they are not fully AI-powered environments:

- **NotebookLM:** Used to manage and synthesize teacher-provided documents.
- **MagicSchool:** Used for creating lesson plans and classroom materials with some AI support.
- **Canva:** Used to design graphics and presentations, with AI features for layout and creativity.
- **Brisk:** Used to help give feedback on student work and review resources, using AI to speed up the process.
- **Adobe:** Used to create and manage digital projects and designs, utilizing some AI features.

These tools are used to help save time and boost creativity, serving as effective assistants to our teaching staff.



HICKMAN
COUNTY SCHOOLS



Hickman County Schools Trip Request

Name of School:

EHHS

Name of Club/Group:

FBLA/FCCLA

Trip Requested:

Hospitality Industry Conference

Purpose:

Leadership & Hospitality

Date and Time Frame:

Sept 28-29

Number of Students:

10

Number of Chaperones:

Male

Female

2

Costs Associated:

see attached

Attachments (any information or permission slips that are sent home with students)

Has the cafeteria been notified?

Not yet

Number of lunches needed?

0

How will students travel?

School Vans

Is a transportation request attached if system transportation is needed?

Not yet

Signature of Person Requesting the trip

Cindi Morgan

Signature of Principal

Angela Mauer 6/22/26

Signature of Instructional Supervisor

*Per Hickman County Board of Education policy 4.302, any requested trip that has an out-of-state destination and/or is planned for overnight must have prior approval by the Board of Education.

6/22/26

MT
JUN 22 2026

To: Marcy Tidwell

From: Cindi Morgan, FBLA Advisor and Charlotte Boehms, Culinary Arts Instructor

Date: July 2026

RE: HI Dolly Trip

We are requesting to be put on the July School Board Agenda in order to be granted permission for students interested in attending a Hospitality Industry trip to Dollywood. This is an overnight trip to Sevierville, TN on September 28-29. Ten students will be attending the conference and will be accompanied by Cindi Morgan and Charlotte Boehms by CTE and school van.

Details are as follows.

- Advisor: Cindi Morgan and Charlotte Boehms

- Dates: September 28-29

- Student Attendees:

- 5 FBLA Officers and Members
- 5 FCCLA Officers and Members

- Cost:

o Boehms and Morgan Sub 2 days @ \$80.73	\$322.92
o HI Dolly Student Registration 10 x \$65	\$385.00
o HI Dolly Adult Registration 1 x \$80	\$80
o HI Dolly Adult Registration Season Ticket Holder	\$30
o Hotel 4 rooms x 1 night x \$240	\$960
o Parking at Dollywood	\$25

o Total \$1802.92

MT
JUN 22 2026

East Hickman High School FCCLA and FBLA

2026 HI Dolly Commitment Contract and Conference Information Packet

Intent to Attend Deadline: August 11

HI Dolly Conference Dates- September 28-29

DreamMore Resort and Dollywood- Pigeon Forge, TN

Conference Overview & Transportation

The HI Dolly Conference will take place **September 28-29** in Pigeon Forge, TN.

- Students will be transported by **Mrs. Boehms and Mrs. Morgan** in school vans.
- **Departure:** September 28 from EHHS at 10:15 AM
- **Return:** September 29 at approximately 11 PM

All students are expected to **attend conference sessions and assigned activities**.

Failure to attend sessions will result in the student being receiving ISS or being required to leave the conference, and a parent/guardian will be responsible for picking them up.

Commitment Agreement

By signing this contract, I agree to fully participate in the HI Dolly Conference and understand that my attendance, effort, and preparation are required as a representative of **East Hickman High School FCCLA and FBLA**.

Registration & Financial Responsibility

- EHHS Bookstore **covers the conference registration and hotel cost** for students.
- Students receiving chapter funding must:
 - Attend the conference.

mt
JUN 22 2026

Important Financial Agreement

Once the conference registration deadline has passed and the chapter has paid for registration:

- If I choose to withdraw for any reason other than a **documented emergency**, I agree to pay the **\$65 registration fee**.
 - If this fee is not paid **and I do NOT attend the conference**, a hold will be placed on my diploma.
-



Hickman County Schools Board Agenda Item Request

Date: Jun 9, 2026

Name of School: HCHS

Item Request: HCHS Football Camp 27-30 July 2026

Explanation:

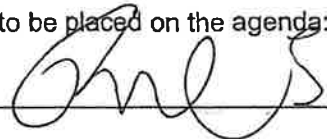
HCHS ~~will~~ requests to attend football camp at
Camp Meribah from 27-30 July 2026.

This event is the pinnacle team developmental
exercise prior to the start of the season.

This event will build team, character, and discipline
throughout our team and coaching staff. All
meals will be provided for players and staff.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Patrick Smith 

Signature of Building Principal:





115 Murphree Avenue
Centerville, TN 37033

Recommendations for Tenure July 2026

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

Abigail Capps
Chris Dawson
Gavin Gordon
Sky Kelly
Shaun Lawson
Crystal Litton
Heather McCord

Approved: 
Director of Schools

JUL 1 2026

System-Wide

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**

System-Wide

1. Non-Tenured And Not Going On Tenure:

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Cayla Moulton	10	Y
Shannon Britt	4	Y
Megan Moore	2	Y
Jana Buttrey	2	Y
Sara Burlison	1	Y
Miranda Morris	1	Y
Joseph Chilton	19	Y

System-Wide

II. Non-Tenured But Going On Tenure:

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

Name	Years of Service	Recommendation for Re-Election, Yes or No

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

Name	Position	Reason
Marc Dunlap	Attendance Supervisor	Reduction in Force

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

Name	Position	Reason

System-Wide

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

Name	Position	Reason

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

Name	Position Last Held	Returning 25-26, Yes or No

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

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

Name	Current Position	Is to be Re-Elected, Yes or No

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name	Name	Name

System-Wide

Stacey Alexa	Leigha Coble	Kim Taylor
Courtney Crawford	Jana Willis	Kristin Dunn
Michael Elkins	Rose Stites	Tarrah Lawson
Pauline Hibbs	Tina Thigpen	Robyn Emerson
Jennifer Hudgins	Jennifer Turpin	Zach Bentley
Eric Istre	Shelda Qualls	Craig Shelton
Angie Manor	Katelyn Tanner	Meghan Evans
Kimberly Mayberry	Julia Thomasson	Ashley Totty
Elizabeth Grover	Deana Graham	Rachel McCaleb

Part 9: Retiring or Resigning

Name	Retiring or Resigning
Barbara Brooks	Retiring
Belinda Anderson	Resigning
Christy McManus	Resigning

Part 10: Support Staff for Re-Election

Derek Newson	Steven George	Brad Gilbert
RJ Hull	Twyla Tucker	James Atkinson
Bill Lynch	Barry Talley	Toby Warren
Tanya Williams	Michelle Bates	Angie Osborne
Sharon Burns	Cissy Fitts	Twyla Tucker

System-Wide

Debbie Breece	Amanda Bowman	Brenda Burchard
Jill Ward	Elaine Dean	Valerie King
Mislessa Orton	Tonya Daugherty	Gauge Tidwell
Glen Devore	Jera Petrowski	Kara Hobbs
Cecily Potts	Olivia Felts	Raven Hickok

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
Marcy Tidwell 7-1-26	Director of Schools		
Julian Thomas 7/1/26	Supervisor		
Horatio A. Totty 7/1/26	Supervisor		

Centerville Elementary School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



Centerville Elementary School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Jana Buttrey	2 year 3 months	yes
Chelsea Mathis	2	yes
Olivia Craft	2	yes
Rachel Owens	2	yes
Lacey Carter	2 year 4 months	yes
Lauren McDonald	3	yes
Kaitlyn Wallace	2	yes
Kim Collins	1	yes
Melissa Pickett	1	yes
Joni Highfill-McKeel	1	yes
Madison Taylor	1	yes
Morro Dunkle	1	yes

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Centerville Elementary School

Name	Years of Service	Recommendation for Re-Election, Yes or No

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	Reason

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No

Centerville Elementary School

--	--	--

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Mindy James	Stehanie Spitzer	Michelle Atkinson
Teresa Totty	Marissa Tidwell	Andrea Ragsdale
Tessa Tucker	Kim Jenkins	Mendy Davis
Justin Warren	Kathy French	Brandy Mayberry
Madison Vivrett	Allison Tucker	Stacy LaRue
Amber Kelley	Emily Atkinson	Daniel Bey
Heather Martin	Christine Hoover	Stacia Anglin
Savannah Dugger	Mollie Chessor	

Part 9: Retiring or Resigning

Name	Retiring or Resigning
Colyn McKnight	Resigning

Part 10: Support Staff for Re-Election

Centerville Elementary School

Name	Position	Any Details Needed
Amy Gossett	nurse	
Tanika Gaspard	secretary	
Tina Truett	bookkeeper	
Kassidy West	assistant	
Vanessa McMullin	assistant	
Dana Atkinson	assistant	
Summer Scott	assistant	
Dana Davis	PreK assistant	
Brittany Maines	PreK assistant	
Maty Chilton		GYO Will become classroom teacher
Valerie Totty		GYO Will become classroom teacher
Mallory Halbrooks		
Payton Rivers		

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Candice Morgan	PreK Assistant	resigning
Aiden Gossett	PreK Assistant	resigning

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Centerville Elementary School

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Amy McAfee</i>	<i>5/11/26</i> Principal	<i>Nancy Tidwell</i>	<i>6-29-26</i> Director of Schools
<i>Julia Shannon</i>	Supervisor	<i>[Signature]</i>	<i>6/29/26</i> Supervisor
<i>Loretta A. Totty</i>	<i>6/29/26</i> Supervisor		Supervisor

Centerville Intermediate School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2025-2026 School Year**



Centerville Intermediate School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Megan Holloway	1.5	yes
Shamekia Jenkins	11.5	yes
Jennifer Litton	4.5	yes
Tammy Potts	21	yes
Meredith Qualls	15.5	yes
Kimberly Harrington	2	yes

Centerville Intermediate School

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Sky Kelly	5	yes

Part 3: Non-Tenured and Not Eligible for Re-Election (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position	Reason
Kinsley Spears	3rd Math	expiration of permit

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

Centerville Intermediate School

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 24-25, Yes or No

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Daniel Bey	Charlene Hunt	Tarrah Lawson
Lori Bentley	Suzanne Lewis	Pat Qualls
Amy Johnston	Kevin Johnston	Becky Powers
Tara Chessor	Jennifer Gilbert	Bethany Powers
Dusty Covington	Stacy Larue	Susan Prince
Allie Sue Hughes	Jamie Lawson	Ashley Rochelle
Brooke Rogers	Rachel Smith	Linda Warren
Emily Mobley	Shelby Owens	Ashley Wenner

Part 9: Retiring or Resigning

Name	Retiring or Resigning
Mark Bentley	Retiring

Centerville Intermediate School

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Jackie Bishop	5th sped	
Timi Culross	4th Sped	
Emily Warren	3rd Sped	
Gia Lawrence	ELC assistant	
Jacinda Porter	Bookkeeper	
Janna Smithson	Grade level	
Brandy Wesbrooks	Grade level	
Misty Willis	DBA	
Cadie King	1 on 1	

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Alex Handy	5th sped	Grow your Own graduate

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal	<i>Mary Fidwell</i>	6-29-26 Director of Schools
<i>Jill Johnson</i>	Supervisor	<i>Blanca A. [Signature]</i>	6/29/26 Supervisor
<i>Donna A. Totty 6/29/26</i>	Supervisor		Supervisor

Hickman County Middle School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



Hickman County Middle School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Ryan Harrison	6	Yes
Kimberly Clark	6	Yes
Faith Armstrong Tanner	6.5	Yes
Amanda Kelly	7	Yes
Mike Cook	2	Yes
Diana Fussell	2	No
Mason Rochelle	2	Yes
Alexandria Thomas	1.5	No
Jody Loveless	1	Yes

Hickman County Middle School

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Abigail Capps	5	yes (transferring to HCHS)

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	Reason
Andrew Conley	Math	Permit, Not Certified
Luke Istre	Math	Permit, Not Certified

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

Hickman County Middle School

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Robin DeVault	Tony Roder	Karissa Campbell
Jeff Church	Ron Puckett	Lonnie Mayberry (Part-Time)
Paul Gilbert	Mary Ellen Hatton	
Tammy Worley	Cynthia Gasparro	
Christie Carter		
Shelby Hoover		
Brandy Warren		
Zach Bentley		

Part 9: Retiring or Resigning

Name	Retiring or Resigning

Hickman County Middle School

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Kim Totty	6th Grade SPED Assistant	
Amanda Mayberry	7th Grade SPED Assistant	
Anita Long	8th Grade SPED Assistant	
Whitney Tidwell	ELC Assistant	Resigned April 27, 2026 (I need to fill this spot...would like to hire Melody Tidwell)
Tiwana Booker	ISS	
Mitzi Wolcott	P.E. Assistant	
Tammy Carroll	Bookkeeper	
Amanda Bloodworth	DBA	
Tonya Bragg	7th Grade SPED Assistant	Dr. Totty advised me not to list her as a non-renewal (we don't wish to re-hire here at HCMS). She was sent to HCMS (by Eric Cannon) to serve the large SPED group that are currently in 8th grade (going to HCHS).

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason

Hickman County Middle School

--	--	--

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
Tina S. Thigpen 5/11/26	Principal	<i>Nancy Adwell</i> 6-29-26	Director of Schools
<i>Geretta A. Totty</i> 6/29/26	Supervisor		Supervisor
<i>Belinda</i> 6/29/26	Supervisor		Supervisor

Hickman County High School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



Hickman County High School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Jennifer Allman	3	Y
Ben Bentley	4.5	Y
Robert Brewer	4	Y
Shannon Britt	3	Y
Dafne Burgos	2	Y
Hailey Carter	1	Y
Chris Dawson	11	Y
Cody Douchane	2	Y
Jillian Estes	3	Y
Brittany Gilbert	1	Y
Gavin Gordon	5	Y
Rachel Hudgins	5	Y
Allison Kasper	3	Y
Shaun Lawson	13	Y
Tavia McLeod	1	Y
Heather McCord	7	Y
Seneca Moore	2	Y

Hickman County High School

Franklin Salisbury	1	Y
Alexandria Thomas	1	N
Chris Turk	1	Y
Logan Westbrook	.5	Y
Wesley Whitaker	5	Y

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Gavin Gordon	5	Y
Shaun Lawson	13	Y
Chris Dawson	11	Y
Heather McCord	7	Y

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	Reason
Pat Smith	PE, History	Permits, Not Certified
Mikala Blakmon	Chemistry	Permit, Not Certified
Alison Stanley	Alt. School	Permit, Not Certified
Alex Thomas	Music	

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Hickman County High School

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Terri Barber	David Carter	Ron Mayberry

Hickman County High School

Raven Davidson	Matthew Dotson	Tabby Plunkett
Larry Rochelle	Talitha Beard	Amber Warren
Clay Chessor	Emily Cross	Kristin Carter
	Shelda Qualls	

Part 9: Retiring or Resigning

Name	Retiring or Resigning	
Allison Stanley	Resigning	Asking for a Transfer
Will Patterson	Resigning	
Bruce Jackson	Retiring	
Becky Cude	Retiring	
Shannon Kwiatkowski	Resigning	
Brent Beard	Resigning	
Ryan Wall	Resigning	
Gerald Finocchiaro	never a permanent position	

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Jenny Webber	Guidance Secretary	
Sheila Plunkett	Bookkeeper	
Lena Fraizer	DBA	
Jennie Morley	Para	

Hickman County High School

Megan Bailey	Para	
Jane Morgan	Para	
Brian Buttrey	ISS	
Amanda Myles	Nurse	
DJ Key	AD	
Shelley Mahoney	CTE Support	

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Gerry Fino	1 English Section	No longer needed

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal	Mary Tidwell 6-29-26	Director of Schools
Quayle Manor 6/29/26	Supervisor	Belinda Abo 6/29/26	Supervisor
Loretta A. Totty 6/29/26	Supervisor		Supervisor

East Hickman Elementary School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



East Hickman Elementary School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Crystal Litton	5.5	Yes
Emma Lane	5	Yes
Elizabeth Looney	5	Yes
Madelyn Owens	4	Yes
Hope Clark	4	Yes
Hannah Garrette	4	Yes
Hannah Redden	4	Yes
Isabella Armstrong	2.5	Yes
Keirea Keller	3	Yes
Cole Keller	4	Yes
Dione Yablonski	2	Yes
Amanda Mitchell	2	Yes
Gloria McKinley	2	Yes

East Hickman Elementary School

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Crystal Litton	5.5	Yes
Emma Lane	5	Yes
Elizabeth Looney	5	Yes

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	Reason
Joy Mangrum	ELC	Doesn't have qualification
Amanda Mitchell	Kindergarten	Budget

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

East Hickman Elementary School

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Angie Petty	Michelle O'Guin	Allison Gilbert
Carol Anderson	Penny Wilson	Jessica Armstrong
Angelica Essary	Alisa Keller	Sara Lawson
Stephanie Overbey	Amanda Spivey	Angela West

East Hickman Elementary School

Beth Beard	Lynne Anderson	Cathy Smith
Rebekah Sorensen	Leah Isenberg	Landry Wade
Justin Warren	Liz Grover	

Part 9: Retiring or Resigning

Name	Retiring or Resigning
Laura Arnold	Retiring

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Helen Simmons	2nd Grade resource	2nd grade speical ed assistant
Maryanne Opperman	K/1st Grade resource	Kindergarten and 1st grade special ed assistant
Jaime Clavey-Capps	ELC	Full-time ELC classroom assistant
Autumn Vanover	ELC	Grow your own. ½ day in ELC and ½ day in 2nd grade special ed
Brian Armstrong	ELC	Full-time ELC classroom assistant
Amanda Buchanan	ELC	Full-time ELC classroom assistant
Amber Slate	Special Ed Assistant 1-on-1	Regular PreK assistant
Amanda Strauser	Sped PreK	Special Ed Prek assistant
Shyla Lampley	Special Ed Assistant	½ day in ELC and ½ day in 2nd grade special ed
Donna Gossett	Assistant	PreK-2 general ed assistant

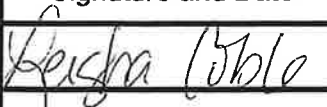
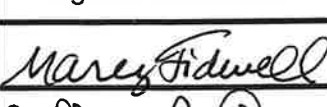
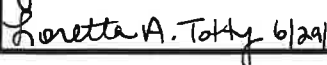
East Hickman Elementary School

Amanda Slaughter	Special Ed PreK	Special ed PreK assistant
Alycia Duncan	Assistant	Behavior/PE Assistant
Tatia Capley	RTI Assistant	RTI assistant (taking the place of Mrs. Daniel retiring)
Stephanie Garrette	PreK Assistant	General PreK assistant
Tabby Breece	Attendance Secretary	
Darlene Saleh	Bookkeeper	

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Cindy Monroe	Assistant	Budgetary

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
 5/14/26	Principal	 6-29-26	Director of Schools
	Supervisor	 6/29/26	Supervisor
 Loretta A. Totty 6/29/26	Supervisor		Supervisor

JUN 29 2026

East Hickman Intermediate School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



East Hickman Intermediate School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Hannah Redden	4	Yes
Kelly Cochran	7	Yes
Shelby Bentley	1	Yes
Lori Isbell	5	Yes
Donna Qualls	3	Yes
Abby Beard	4	Yes
Lisa McFarlin	25	Yes
Katie Rose	4	Yes

East Hickman Intermediate School

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	Reason
Sandra Schumann	7	No

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

East Hickman Intermediate School

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Elizabeth Odom	Levi Greigo	Dereck Hale
Sandra Pape	Chenille Summers	Debbie Gross
Celine Powell	Eden Creasy	Tiffany Semore
Tonia Breece	Nicki Jenkins (Cole)	Diana Lankford
Michael Hanes	Cheryl Kiessling	Cassie Hale
Michelle Lambert	Deana Graham	Kim Smith
Nick Simmons	Pat Qualls	Dillon Shelby
Tonda Gainey	Leah Isenberg	

Part 9: Retiring or Resigning

East Hickman Intermediate School

Name	Retiring or Resigning

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Jill Atchison	3rd Grade SPED	
Kari Thomasson	4th Grade SPED	
Crystal Adcock	5th Grade SPED	
Rhonda Deal	GenEd Assistant	
Christina Veal	SPED Assistant	
Jennifer Morgan	1:1 Assistant	
Justin Summers	SPED Assistant	

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

East Hickman Intermediate School

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal	<i>Nancy Tidwell</i>	6-29-26 Director of Schools
<i>Jellie Thompson</i>	Supervisor	<i>Balinda Allen</i>	6/29/26 Supervisor
<i>Loretta A. Totty</i> 6/29/26	Supervisor		Supervisor

JUN 29 2026

East Hickman Middle School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



East Hickman Middle School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Kristin Kelly	4	Yes
Mark Gobble	4	Yes
Spencer Harris	4	Yes
Mandy Mercer	3	Yes
Brandon Crabtree	3	Yes
Selena Harris	3	Yes
Hannah Paczkowski	1	Yes
Jared Berg	4	Yes
Molly Reasons	1	Yes
Jenny Sensing	4	Yes
Angie Lane	1	Yes
Michelle Delk	1	Yes

East Hickman Middle School

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Shelley Wood	5	Yes

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

Name	Position Vacating	Reason

East Hickman Middle School

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No
Shannon Nolen	Library/Math	not sure at this time- would like to transfer to another school

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Current Position	Is to be Re-Elected, Yes or No
Preston Hall	PE	Yes
Shannon Tays	SPED	Yes
Darrell Hanes	SS 6th	Yes
Melanie Livengood	ELA 7th	Yes
Michael Redding	Science 7th	Yes
Christian Fisher	SS	Yes
Shannon Nolen	Library/Math	Yes
Kerri Crafton	RTI/Math	Yes
Greg Gunther	Band	Yes
Brian Graham	ELC	Yes

East Hickman Middle School

LeaAnn Buchanan	CTE	Yes

Part 9: Retiring or Resigning

Name	Retiring or Resigning
Brenda Lynch	Resigning
Jennifer Clendenion	Resigning

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Shelitta Sowell	PE Assistant	may not return
Crystal Webb	ELC Assistant	
Haley Tidwell	PE Assistant	
Stephanie Bailey	SPED Assistant	
Shayna Scoggins	SPED (grow your own)	Will move to another school
Casey Parker	ISS	
Tiffany Plunk	DBA	
Ruby Self	SPED Assistant	

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Joy Duncan	SPED Assistant	We are making changes to meet the instructional and operational needs of the school.

East Hickman Middle School

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal	<i>Marcy Tidwell</i>	6-29-26 Director of Schools
<i>Loretta L. Totty</i> 6/29/26	Supervisor	<i>Beth [Signature]</i>	6/29/26 Supervisor
	Supervisor		Supervisor

JUN 29 2026

East Hickman High School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 School Year**



East Hickman High School

Part 1: Non-Tenured and Not Eligible for Tenure:

- Teachers with less than one (1) year of service (i.e., less than 100 days) in this system.
- Teachers completing one (1) full year of service in this system.
- Teachers completing two (2) full years of service in this system.
- Teachers completing three (3) full years of service in this system.
- Teachers completing four (4) full years of service in this system.
- Teachers who have not completed the requirements for an Apprentice License.

After completing two years of service, returning teachers who were previously awarded tenure may have their tenure reinstated, provided they meet all required criteria.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Sarah Delaney	15	Yes
Aaron Saunders	8	Yes
Ethan Murrell	3	Yes
Billy Sawyer	15	Yes
Wesley Whitaker	5	Yes
Nikki Booth	4	Yes
Nick Bentley	7	Yes
Robert Brewer	4	Yes
Jennie Pressson	15	Yes
Jennifer Allman	3	Yes
Zach Holt	1	Yes
Vinny Caccese	1	Yes
Mrianda England	1	Yes

East Hickman High School

--	--	--

Part 2: Non-Tenured but Eligible for Tenure: Teachers who have completed five (5) years of service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No

Part 3: Non-Tenured and Not Eligible for Re-Election

Name	Position	Reason
Delta Carl	Alg 1/SAILS	Permit
Jenna Leigh Campbell Field	Eng 1	Permit
Valerie Gonzalez	Spanish	Waiver
Colton Hunt	Lifetime Wellness	Permit
Christopher Smith	Alg 2	Waiver
Candace Webb	Alg 1/SAILS	Waiver

Part 4: Tenured But Recommended For Dismissal (Attach the reason and supporting documentation.)

Name	Position Vacating	Reason

Part 5: Tenured But Not To Be Re-Elected (abolition of position, expiration of waiver, Permit, et cetera)

East Hickman High School

Name	Position Vacating	Reason

Part 6: Non-Tenured Or Tenured Who Are On A Leave of Absence

Name	Position Last Held	Returning 25-26, Yes or No

Part 7: Replacements For Teachers Who Are On A Leave of Absence (Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in Part 6 and Part 7. should be in agreement)

Name	Current Position	Is to be Re-Elected, Yes or No

Part 8: Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

Name	Name	Name
Connie Graves	Greg Gunther	Beth Robinson
Charlotte Boehms	Brett Lovett	Sheryl Robinson
David Carter	Mickey Mathis	Drew Smith
Robin Castleberry	Kenda Polk	Myles Williams
Todd Collins	Robert Phillips	Crystal Wilson

East Hickman High School

Dana Cook	Cindi Morgan	Shelda Qualls
Beth Copley		
Emily Cross		

Part 9: Retiring or Resigning

Name	Retiring or Resigning
Chris Austin	Resigning
Monica Laird	Resigning
Jennie Stubblefield	Transfer to HCHS
Tracy Poth	Retiring
Delta Carl	Permit
Jenna Leigh Campbell Field	Permit
Valerie Gonzalez	Waiver
Colton Hunt	Permit
Christopher Smith	Waiver
Candace Webb	Waiver

Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Melissa Collins	Front Office	
Jojo Nordike	Front Office	
Lisa Gordon	Front Office	

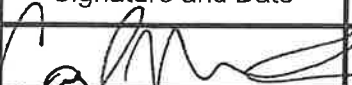
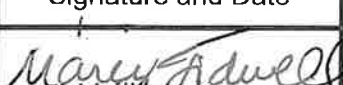
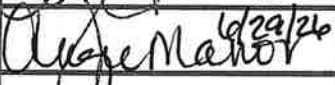
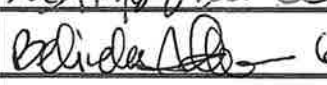
East Hickman High School

Donna Holt	Sped Assistant	
Condi Wallace	Sped Assistant	
Shelly Mahoney	CTE Assistant	
Aaron Taylor	Athletic Director	
Tina Tidwell	Guidance Office	
Lisa Williams	Assistant	

Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Mark Pawlak	SPED Assistant	Retiring

Part 12: By signing and dating below, you confirm that you concur with the information provided in this packet.

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal	 6-29-26	Director of Schools
 6/29/26	Supervisor	 6/29/26	Supervisor
Loretta A. Totty 6/29/26	Supervisor		Supervisor

JUN 29 2026

Disciplinary Hearing Authority
2026-2027

Beth Robinson – EHHS

Kristin Dunn – EHMS

Gavin Gordon - HCHS

Tarrah Lawson – CIS

Allison Gilbert - EHES

Dr. Ashley Totty– Special Programs

Rachel McCauley - Chair



HICKMAN COUNTY SCHOOLS

Every Student. Every Day.

Hickman County Schools Strategic Plan July 2026

Mission:

The Hickman County School System serves to inspire every student, every day, so that each is prepared for a successful future.

Vision:

Our vision is to inspire excellence in every student by developing their full potential through high expectations and unwavering commitment.

Core Values:

- Our schools must be safe, welcoming, and positive for students, parents, teachers, and community.
- We encourage and support growth without limitations for all students through strong academics, the arts, career/technical, and extracurriculars.
- We strive to develop well-rounded citizens who will contribute to the community and the world with integrity.
- We endeavor to cultivate a strong character in each student to prepare them for post-secondary success.

Goals:

- Invest in students.
- Support all staff.
- Embrace our community.
- Focus on facilities and funding.

Priority Focus Areas

Student Achievement (Literacy, Math, ACT, TVAAS Growth)
Attendance (Chronic Absenteeism)
Instructional Rigor (Standards-Based Instruction & HQIM)
Career and Technical Education (CTE) Sustainment
Staff Recruitment and Retention
School Culture & Behavior Supports
Community Engagement
Enrollment & Revenue Growth
Facilities & Financial Sustainability

Action Steps

Goal 1: Invest in students.

- Strengthen literacy achievement.
 - Renewed focus on explicit foundational skills and literacy instruction grounded in board-approved curricula.
 - Strengthen Tier I literacy instruction.
 - Early identification and intervention for struggling readers.
 - Increased emphasis on comprehension and writing stamina.
 - Targeted small-group interventions during RTI time.
 - Coaching support for instructional consistency across classrooms.
 - Apply literacy-in-content strategies across subjects.
- Improve mathematics instruction.
 - Support early mathematics foundations.
 - Focus on number sense, problem-solving, and math fluency.
 - Intervention supports embedded in daily instruction.
 - Professional development focused on conceptual understanding and pacing.
 - Support effective PLCs.
 - Leverage ongoing support through participation in the TDOE Math Implementation Network.
 - Alignment of instructional resources and pacing guides.
 - Data-driven regrouping during RTI blocks.
- Monitor and sustain Career and Technical Education (CTE) offerings.
 - Evaluate enrollment, graduation requirements, and program viability.
 - Ensure existing pathways remain strong and aligned to student needs.
- Strengthen post-secondary readiness.
 - Maintain targeted supports for foundational high school courses.
 - Focus on writing, problem-solving, and content literacy.
 - Monitor subgroup performance for equity.

- Utilize multiple benchmark assessments and student data trackers to monitor progress.
- Increase student readiness and performance on the ACT through focused preparation, interventions, and support.
- Increase student academic growth as measured by TVAAS through data-driven instruction and intervention.
- Reduce chronic absenteeism.
 - Implement attendance incentives.
 - Family outreach.
 - Targeted supports.
- Implement and sustain comprehensive behavior supports across all schools, including ongoing training for staff and administrators.
 - Include behavior modification program for grades K-5.
- Increase opportunities for real-world learning by integrating authentic, applied learning experiences into instruction.
- Recognize student achievement by highlighting a Student of the Month at each school board meeting.
- Emphasize citizenship and character development as a shared responsibility across all schools.

Goal 2: Support all staff.

- Recruit and retain highly effective teachers.
 - Competitive compensation / salary schedules.
 - Supportive working conditions.
 - Regular recognitions / staff appreciations.
 - Reestablish new teacher PLCs and mentorships.
 - Provide targeted support for both traditionally prepared educators and those entering through non-traditional pathways.
 - Utilize district leadership as informal mentors in addition to school-based mentoring supports.
- Strengthen the use of data to drive instructional decisions and increase accountability at all levels.
 - Utilize student data trackers.
 - Integrate student data chats.
- Implement and support the use of high-quality instructional materials (HQIM) across all content areas.
 - Share best practices district-wide.
 - Monitor consistency across schools and classrooms.
- Ensure consistent implementation of standards-based instruction.
 - Focus on rigor and alignment.
 - Ensure vertical alignment of academic standards between grade levels.

- Expand cross-grade PLC collaboration.
 - Reestablish consistent, intentional PLC structures at the high school level.
- Provide high-quality, effective professional development.
 - Aligned to district instructional priorities.
 - Explore more opportunities for differentiated, personalized training.
 - Provide data training on achievement and growth models.
 - Focus on lesson preparation, instructional delivery, and pacing.
 - Include high-quality PD options for administrators.
- Provide targeted training for administrators on effective behavior management and student support systems.
- Fully leverage the expertise of two district-wide instructional coaches to provide consistent, high-quality instructional support across all grade levels and content areas.

Goal 3: Embrace our community.

- Actively market district schools and programs to strengthen public awareness and community confidence.
 - Expand the district's presence and engagement through consistent and strategic use of social media.
 - Strengthen communication with the local newspaper to highlight student, staff, and school successes.
 - Develop podcasts and/or video content to share district initiatives, achievements, and stories.
 - Maintain an updated, user-friendly district website as a primary communication tool.
 - Intentionally "tell the district's story" by highlighting positive outcomes and growth.
 - Lead/host "State of the Schools" community meetings.
- Partner with community leaders to strengthen school-community connections.
 - Improve relationships and communication with local officials to strengthen partnerships and advocacy.
 - Expand partnerships with community organizations to support students and schools.
 - Engage local and state politicians to advocate for district needs and priorities.
- Provide coordinated services and supports to families to address barriers to student success.
- Promote "shop local" initiatives to support local funding and community investment in schools.
- Develop mentoring opportunities for students through community and business partnerships.

- Expand work-based learning (WBL) and internship opportunities for high school students.
- Implement district-wide community projects and engagements to promote literacy.

Goal 4: Focus on facilities and funding.

- Upgrade district facilities to ensure safe, functional, and modern learning environments.
 - Ensure continued preventive maintenance to extend the life of district facilities.
 - Develop and implement a comprehensive maintenance and facilities matrix to guide planning and prioritization.
 - Maintain high standards of cleanliness and organization across all buildings.
 - Ensure all schools have color coded safety maps in place.
 - Take appropriate actions to ensure student safety in all school facilities.
- Identify and pursue additional revenue opportunities beyond traditional funding streams.
 - Explore opportunities related to cell phone towers or similar leases on district property.
 - Explore bus advertising as a potential revenue source for the district.
 - Pursue grants to support instructional programs, facilities, and student services.
- Increase student enrollment to strengthen district revenue and long-term sustainability.
 - Expand and strengthen the district's virtual school offerings to provide flexible learning options for students and families.
 - Market district programs and offerings to homeschool families as an alternative pathway to public education.
- Explore before- and after-school childcare options to support recruitment and retention.
- Maintain a balanced budget while aligning financial decisions with district priorities.

Letter of Interest Draft

May 8th, 2026

Milestone Towers

Attn: Cell Tower Program – Leasing & Development
12110 Sunset Hills Road, Suite 600
Reston, VA 20190

Re: Letter of Interest – Cell Tower Lease Program on District Property

Dear Milestone Towers Team:

On behalf of the (the “Board”), this letter confirms that the Board has formally reviewed the cell tower lease program presented by Milestone Towers (the “Program”) and expresses its good-faith interest in advancing toward a definitive, executed lease agreement. The Board has evaluated the Program’s overview materials, anticipated benefits to the District, and proposed framework for siting wireless communications facilities on District-owned property.

Based on this review, the Board is interested in moving forward in good faith to negotiate standard cell tower lease terms, including (without limitation) an initial lease term with renewal options, monthly base rent, periodic rent escalators, revenue share on co-location/sublease income, customary site access and utility easements, and standard provisions addressing insurance, indemnification, environmental compliance, and termination. The Board and Milestone Towers will work together to identify suitable District properties and to align on terms that serve the long-term interests of the District, its students, and the surrounding community.

This Letter of Interest is intended solely as an expression of the Board’s interest in the Program and is **non-binding** on either party. No legal obligations, commitments, or rights shall arise from this letter. Any binding agreement between the parties shall be set forth exclusively in a definitive written lease agreement, duly approved by the Board in accordance with applicable law and District policy, and executed by authorized representatives of both parties.

The Board appreciates Milestone Towers’ presentation and looks forward to the next steps, including site evaluation, term sheet exchange, and lease negotiation. Please direct further communications regarding the Program to the undersigned.

Sincerely,

Name

Title



Strategic Partnership Program

Overview

PREPARED BY

Matthew Forkas

Senior Project Manager ·

matthew@milestonetowers.com

2026 | RESTON, VA | MILESTONETOWERS.COM





Who We Are

verizon T Mobile AT&T

Milestone Towers is a Virginia-based cell tower developer with 25 years of experience developing wireless infrastructure

Milestone connects the wireless industry with municipalities to deliver telecom infrastructure that enhances public safety, improves connectivity, and generates long-term recurring revenue

We are proud to service all wireless carriers and has built over 200 towers



WHO WE ARE

Our Existing Partnerships

To date, our partnerships have delivered over \$30 million to our public-sector partners.

60+

Municipal Partners

3000+

Marketed Locations

+Actively Growing

MILESTONE TOWERS

WHO WE ARE



Virginia Partners

Albemarle County Public Schools
Augusta County Public Schools
Bedford County
Central Virginia Electric Cooperative
Charles City County Public Schools
Cumberland County Public Schools
Danville City
Fairfax County
Fairfax County Schools
Fauquier County
Fauquier County Public Schools
Hampton Roads Sanitation District
Loudoun County
Loudoun County Public Schools
Lynchburg City
Lynchburg City Schools
Manassas City
Manassas City Public Schools
Manassas Park City Schools
Northern Neck Electric Cooperative
Nottoway County Public Schools
NVRPA
Prince William County
Prince William County Public Schools
Rappahannock Electric Cooperative
Rivanna Sewer and Water Authority
Roanoke City
Southside Electric Cooperative
Stafford County



Maryland Partners

Caroline County Public Schools
Cecil County
Dorchester County Public Schools
Frederick County
Frederick County Public Schools
Queen Anne's County Public
Schools The City of Frederick
Washington County Public Schools
Wicomico County Public Schools



North Carolina Partners

Buncombe County
City of Raleigh
Jordan Lumber
New Hanover County North
Wake Fire Department



South Carolina Partners

Charleston County
Charleston County Public Schools
Greenville County
Greenville School District
Kershaw County Schools
Pickens County Public Schools
Richland District Two Public Schools



Florida Partners

Alachua County Public Schools
Charlotte County Public Schools
Lee County Public Schools
Lakewood Ranch
Sarasota County Public Schools

WHO WE ARE

Our Expertise

25 Years of Industry Experience – Deep understanding of local district and county priorities

Strong Carrier Relationships – Established partnerships with all major wireless providers

End-to-End Expertise – **Operations**



WHO WE ARE

Operations

Our goal is to make income as passive as possible for our partners

Marketing

Legal Review

Community Engagement

Tenant Leasing

Engineering

Administrative

Reporting

Accounting

Site Mangement

MILESTONE TOWERS

OUR EXPERTISE

WHAT WE DO

Our Offer

- **Our PLA Program (Primary Lease Agreement) is a partnership between the school board and Milestone.**
- **Milestone will identify coverage gaps & market all available properties directly to the carriers to generate interest.**
- **Once carriers express interest in a particular location Milestone coordinates with the facilities to team to choose an appropriate location on-site**
- **Only after a design is approved by staff does the development process start**
- **Milestone uses its own capital to zone, construct, operate and manage the tower for the duration of the term**

NEW TOWER BUILDS

Expected Revenues

40 year term per tower

Guaranteed \$12,000 Annually

With three carriers = \$33,000 annually

One Time Site Payment:
- 30,000\$

No costs to the district

Installation Date Average

	Income	Gross Annual	Installation
Carrier One	\$1,000	\$12,000	Year One
Carrier Two	\$1,000	\$12,000	Year Four
Carrier Three	\$750	\$9,000	Year Six

10 Year Projected Revenue Per Year/Tower

Averages - Not Guaranteed

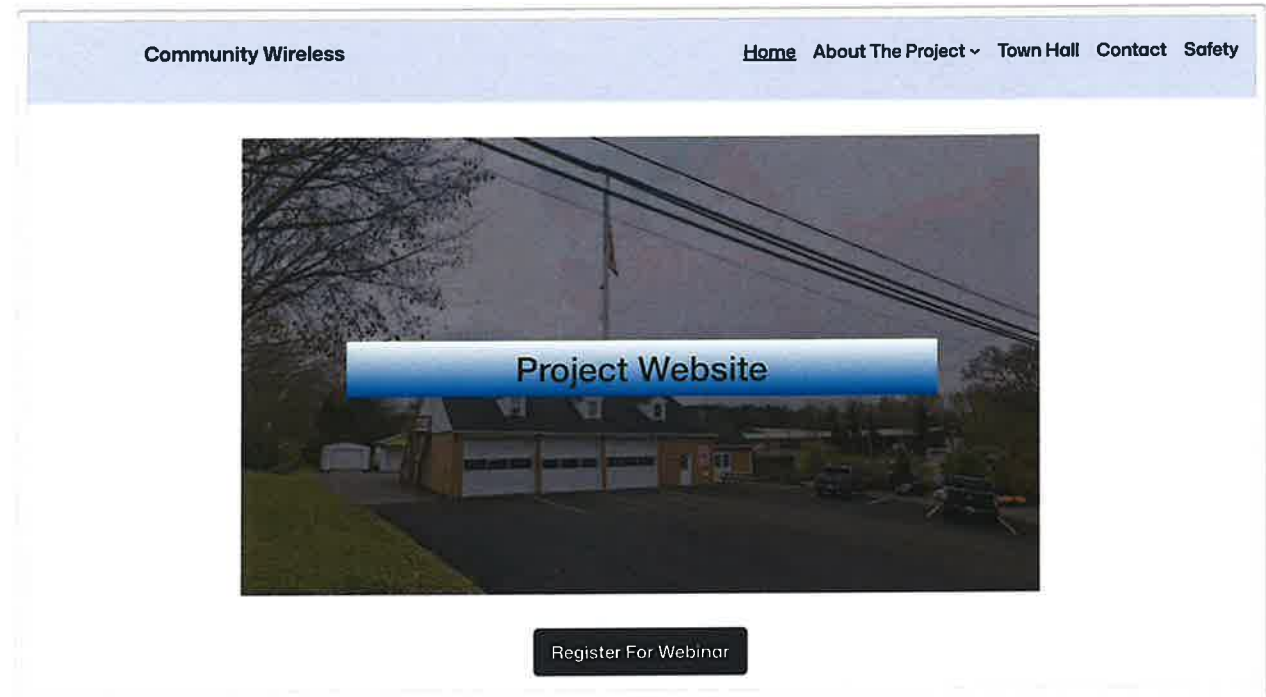
	Year One	Year Four	Year Six	Year Ten
Annual Gross Revenue	\$12,000	\$24,734	\$34,734	\$37,597
Site Fee One Time	\$30,000	-	-	-
Total Cumulative	\$42,000	\$91,459	\$151,422	\$297,444

Assuming 2% Escalation Rate

WHO WE ARE

Community Development

- Proven Community Process – Transparent, politically aware outreach that minimizes risk and protects our landowner partners
- Custom built website for every project
- Webinar Set up
- Mailers sent to up to one mile away to all residents and businesses
- Collect as much feedback to present to the board and supervisors



EXAMPLE WEBSITE

DESIGN

Compound Example

Example Layout

50 x 50 Compound (Lease Space)

Gravel Access Road

Access Easement

INSIDE A CELL TOWER COMPOUND

Cell towers and their supporting equipment work together to keep you connected. Here's an aerial view of a typical cell tower compound and how it all comes together.

- 1 ANTENNAS**
Antennas installed at the top of the tower receive and transmit signals from and to user devices.
- 2 TOWER**
The tower is designed to building codes and structural specifications to withstand hurricane force winds.
- 3 EQUIPMENT CABINETS**
The equipment at the base of the tower consists of cabinets that provide a high-speed backhaul link (fiber optic cable) to a central switching station where the data is processed.
- 4 POWER SUPPLY**
The equipment is powered by a typical 200 Amp service from the local power provider.
- 5 SECURITY**
The tower and equipment are secured and locked inside a fenced compound.



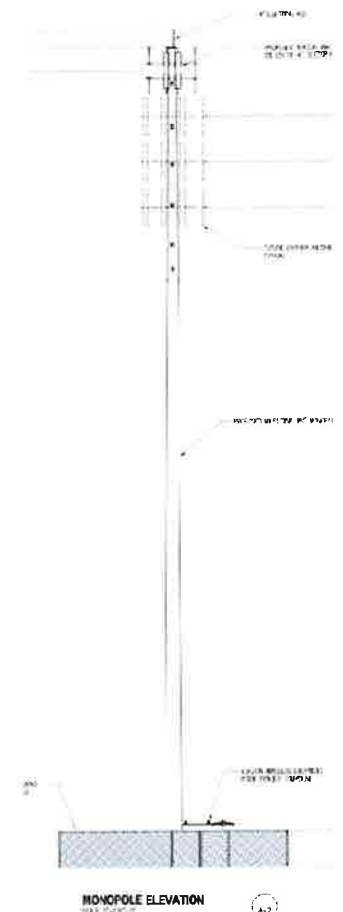
DESIGN

Standard Tower Design

150' Monopole

Camouflage options available

Tower heights between 110' and 199'



COMMUNITY

Community Benefits 2026

In 2026, improved wireless connectivity benefits all sectors of the local community including agriculture, law enforcement, health services, economy, education and emergency services.

- 01 Public Safety (Emergency Preparedness)**
EMS Capabilities, Emergency Situations
- 02 Economic Activity**
More users searching for things to do near them, shopping, restaurants, events support
- 03 Community Wellbeing**
More choices for connectivity - lower income household support
- 04 Better Coverage**
Staff, Families, Students, Neighbors, Businesses

Coverage Benefits

COMMUNITY



Economy

\$475B

contributed annually to the U.S. GDP by the wireless industry, directly impacting agriculture, healthcare, logistics, retail, and manufacturing.

CTIA Wireless Industry Indices Report, 2023

Video & social calling

18B+

FaceTime audio and video minutes are used daily across Apple devices worldwide. In the U.S., FaceTime ranks as the top app for calls to family and friends.

Apple / Sensor Tower App Usage Report, 2023

Mobile commerce

\$491B

In U.S. retail purchases were made via smartphone in 2023 — nearly half of all e-commerce — showing how cell phones have become the primary shopping device.

eMarketer U.S. Mobile Commerce Forecast, 2023

Landlines

72%

of U.S. adults live in wireless-only households — no landline at all. That's up from just 15% in 2006.

CDC National Health Interview Survey (NHIS), 2023

Healthcare

60%

of rural Americans say cell connectivity is essential for accessing telehealth services, making mobile coverage a direct healthcare infrastructure issue.

Pew Research Center, "Mobile Technology and Home Broadband," 2023

Emergency services

80%+

of all 9-1-1 calls in the U.S. are now made from a cell phone, putting pressure on dispatch centers to pinpoint caller locations.

FCC & National Emergency Number Association (NENA), 2022

Thank you

Next Steps

- 1 LOI / Marketing Agreement Review**
Discuss questions and solutions
- 2 Market Properties to Carriers**
Marketing and carrier outreach start
- 3 Legal review & agreement**
Your team reviews our straightforward structure lease.
- 4 Onboarding begins**
Walk the property choose locations

MILESTONE TOWERS



Matthew Forkas

Senior Project Manager

matthew@milestonetowers.com

MilestoneTowers.com

Virginia Maryland Delaware Ohio

North Carolina Florida Kentucky Georgia

BUILDING THE FUTURE OF WIRELESS INFRASTRUCTURE



AGREEMENT FOR EXCLUSIVE SPONSORSHIP AND DEPOSITS

Prepared for:

Tina Thigpen, Principal
Hickman County Middle School
1639 Bulldog Blvd.
Centerville, TN 37033

Created By:

Apex Bank
314 N. Public Square
Centerville, TN 37033

This agreement has been entered into as of _____ between the following entities, Apex Bank and Hickman County Middle School; the mutual agreement is as follows:

Hickman County Middle School will open and continually operate in good standing all banking-related accounts for the duration of this agreement, and Apex Bank will provide Hickman County Middle School the following:

	<u>Estimated Value</u>
• Summit Business Checking Accounts	
o Interest bearing at 0.20%	\$ 100
• Waive all fees	\$ 500
• \$1,000 yearly donation	\$1,000
• Year 1 - Baseball Scoreboard donation of (Permanent signage for life of scoreboard per Coach Clay Chessor)	\$10,035
• Year 1 – Softball Scoreboard donation of (Permanent signage for life of scoreboard per Coach Clay Chessor)	\$8,225

Year 1 estimated donation: \$ 1,600 + \$ 18,260 for Scoreboards = \$19,860

Year 2-5 estimated donation: 1,600 annually

Total estimated donations over the 5-year agreement: \$ 26,260

The parties further agree as follows:

1. The term of this agreement is for 5 years, beginning _____ and expiring on _____.
2. It is also agreed that Hickman County Middle School will fully transition full banking account relationship to Apex Bank no later than August 1, 2026.
3. No other financial institutions may be displayed on / under the scoreboards of any sports facility at Hickman County Middle School throughout the term of this agreement.
4. The Apex Bank Logo will be displayed:
 - Rights to place signage on / under the scoreboard in the school gymnasium
 - Rights to place signage on / under all remaining scoreboards on campus

5. During all football games, the continuation of "Apex Bank First Down" at no additional charge through the term of this agreement.
6. Coordinate with the principal to arrange an on-site visit to meet with teachers and staff.
7. Flex classes throughout the year with students.
8. All Hickman County Middle School accounts will be held at Apex Bank through the term of this agreement.

Hickman County Middle School does hereby agree to release, acquit, and forever discharge Apex Bank from any and all claims, actions, causes of action, lawsuits, damages, liabilities, obligations, warranties, agreements, rights, costs, expenses, attorneys' fees, judgments, claims, counterclaims, cross claims, and demands of any nature whatsoever, in any way relating to the subject matter of the Agreement, including damage to person or property.

Authorized representatives from Hickman County Middle School and Apex Bank do hereby agree to enter into this agreement by signing below.

Tina Thigpen, Principal
Hickman County Middle School
Date: _____

Marcy Tindle
Apex Bank
Date: _____

Account Opening Documentation:

- Proof of EIN
- Letter from Principal stating Apex Bank has permission to open account
- List of all signers on accounts
 - Two forms of ID on all signers
 - Driver's License
 - SS Card, Voters Registration Card, Health Insurance Card, etc



AGREEMENT FOR EXCLUSIVE SPONSORSHIP AND DEPOSITS

Prepared for:

Rose Korte Stites, Principal
Centerville Intermediate School
110 Mary Field Ave.
Centerville, TN 37033

Created By:

Apex Bank
314 N. Public Square
Centerville, TN 37033

This agreement has been entered into as of _____ between the following entities, Apex Bank and Centerville Intermediate School; the mutual agreement is as follows:

Centerville Intermediate School will open and continually operate in good standing all banking-related accounts for the duration of this agreement, and Apex Bank will provide Centerville Intermediate School the following:

	<u>Estimated Value</u>
• Summit Business Checking Accounts	
o Interest bearing at 0.20%	\$ 100
• Waive all fees	\$ 500
• \$1,500 yearly donation	\$1,500

Annual estimated donation: \$ 2,100

Total estimated donations over the 5-year agreement: \$ 10,500

The parties further agree as follows:

1. The term of this agreement is for 5 years, beginning _____ and expiring on _____.
2. It is also agreed that Centerville Intermediate School will fully transition full banking account relationship to Apex Bank no later than August 1, 2026.
3. The Apex Bank Logo will be displayed:
 - Rights to place signage on / under the scoreboard in the school gymnasium
4. Coordinate with the principal to arrange an on-site visit to meet with teachers and staff.
5. Flex classes throughout the year with students.
6. All Centerville Intermediate School accounts will be held at Apex Bank through the term of this agreement.

Centerville Intermediate School does hereby agree to release, acquit, and forever discharge Apex Bank from any and all claims, actions, causes of action, lawsuits, damages, liabilities, obligations, warranties, agreements, rights, costs, expenses, attorneys' fees, judgments, claims, counterclaims, cross claims, and demands of any nature whatsoever, in any way relating to the subject matter of the Agreement, including damage to person or property.

Authorized representatives from Centerville Intermediate School and Apex Bank do hereby agree to enter into this agreement by signing below.

Rose Korte Stites, Principal
Centerville Intermediate School
Date: _____

Marcy Tindle
Apex Bank
Date: _____

Account Opening Documentation:

- Proof of EIN
- Letter from Principal stating Apex Bank has permission to open account
- List of all signers on accounts
 - Two forms of ID on all signers
 - Driver's License
 - SS Card, Voters Registration Card, Health Insurance Card, etc

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
CERTIFIED SALARY SCHEDULE**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$50,000	\$53,605	\$54,605	\$56,105	\$57,605
1	\$50,841	\$53,905	\$54,125	\$55,625	\$58,947
2	\$51,683	\$54,207	\$55,207	\$56,707	\$60,214
3	\$51,803	\$54,447	\$55,447	\$56,947	\$60,444
4	\$51,923	\$54,808	\$55,808	\$57,308	\$60,675
5	\$52,164	\$55,408	\$56,408	\$57,908	\$60,905
6	\$53,370	\$57,365	\$58,365	\$59,865	\$61,136
7	\$54,086	\$57,465	\$58,465	\$59,965	\$62,288
8	\$54,447	\$57,571	\$58,571	\$60,071	\$63,555
9	\$54,928	\$58,293	\$59,293	\$60,793	\$64,707
10	\$55,408	\$58,893	\$59,893	\$61,393	\$66,089
11	\$56,900	\$61,380	\$62,380	\$63,880	\$67,472
12	\$56,970	\$62,080	\$63,080	\$64,580	\$67,933
13	\$57,211	\$62,230	\$63,230	\$64,730	\$68,279
14	\$57,451	\$62,380	\$63,380	\$64,880	\$69,661
15	\$57,692	\$62,530	\$63,530	\$65,030	\$70,006
16	\$59,975	\$64,530	\$65,530	\$67,818	\$72,656
17	\$60,139	\$64,477	\$66,435	\$68,854	\$74,039
18	\$60,289	\$64,592	\$66,781	\$69,545	\$74,960
19	\$60,439	\$64,707	\$66,896	\$69,891	\$75,075
20	\$60,589	\$64,822	\$67,933	\$70,467	\$76,112
21	\$61,942	\$66,781	\$69,776	\$72,310	\$78,070
22	\$62,058	\$66,896	\$70,006	\$72,656	\$78,301
23	\$62,173	\$67,011	\$70,121	\$72,771	\$78,531
24	\$62,288	\$67,126	\$70,237	\$72,886	\$78,761
25	\$62,519	\$67,241	\$70,352	\$73,001	\$78,992
26	\$62,634	\$67,472	\$70,467	\$73,117	\$79,222
27	\$62,863	\$67,587	\$70,582	\$73,347	\$79,568
28	\$62,979	\$67,702	\$70,698	\$73,462	\$79,799
29	\$63,094	\$67,818	\$70,813	\$73,578	\$80,029
30	\$63,785	\$68,163	\$71,504	\$74,039	\$81,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
10 Month (K-8) Asst Principals**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$55,000	\$58,605	\$59,605	\$61,105	\$62,605
1	\$55,841	\$58,905	\$59,125	\$60,625	\$63,947
2	\$56,683	\$59,207	\$60,207	\$61,707	\$65,214
3	\$56,803	\$59,447	\$60,447	\$61,947	\$65,444
4	\$56,923	\$59,808	\$60,808	\$62,308	\$65,675
5	\$57,164	\$60,408	\$61,408	\$62,908	\$65,905
6	\$58,370	\$62,365	\$63,365	\$64,865	\$66,136
7	\$59,086	\$62,465	\$63,465	\$64,965	\$67,288
8	\$59,447	\$62,571	\$63,571	\$65,071	\$68,555
9	\$59,928	\$63,293	\$64,293	\$65,793	\$69,707
10	\$60,408	\$63,893	\$64,893	\$66,393	\$71,089
11	\$61,900	\$66,380	\$67,380	\$68,880	\$72,472
12	\$61,970	\$67,080	\$68,080	\$69,580	\$72,933
13	\$62,211	\$67,230	\$68,230	\$69,730	\$73,279
14	\$62,451	\$67,380	\$68,380	\$69,880	\$74,661
15	\$62,692	\$67,530	\$68,530	\$70,030	\$75,006
16	\$64,975	\$69,530	\$70,530	\$72,818	\$77,656
17	\$65,139	\$69,477	\$71,435	\$73,854	\$79,039
18	\$65,289	\$69,592	\$71,781	\$74,545	\$79,960
19	\$65,439	\$69,707	\$71,896	\$74,891	\$80,075
20	\$65,589	\$69,822	\$72,933	\$75,467	\$81,112
21	\$66,942	\$71,781	\$74,776	\$77,310	\$83,070
22	\$67,058	\$71,896	\$75,006	\$77,656	\$83,301
23	\$67,173	\$72,011	\$75,121	\$77,771	\$83,531
24	\$67,288	\$72,126	\$75,237	\$77,886	\$83,761
25	\$67,519	\$72,241	\$75,352	\$78,001	\$83,992
26	\$67,634	\$72,472	\$75,467	\$78,117	\$84,222
27	\$67,863	\$72,587	\$75,582	\$78,347	\$84,568
28	\$67,979	\$72,702	\$75,698	\$78,462	\$84,799
29	\$68,094	\$72,818	\$75,813	\$78,578	\$85,029
30	\$68,785	\$73,163	\$76,504	\$79,039	\$86,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
11 Month (K-8) Asst Principals**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$60,500	\$64,466	\$65,566	\$67,216	\$68,866
1	\$61,425	\$64,796	\$65,037	\$66,687	\$70,342
2	\$62,351	\$65,127	\$66,227	\$67,877	\$71,735
3	\$62,483	\$65,391	\$66,491	\$68,141	\$71,988
4	\$62,615	\$65,788	\$66,888	\$68,538	\$72,243
5	\$62,880	\$66,448	\$67,548	\$69,198	\$72,496
6	\$64,207	\$68,602	\$69,702	\$71,352	\$72,750
7	\$64,994	\$68,712	\$69,812	\$71,462	\$74,017
8	\$65,391	\$68,829	\$69,929	\$71,579	\$75,411
9	\$65,920	\$69,623	\$70,723	\$72,373	\$76,678
10	\$66,448	\$70,283	\$71,383	\$73,033	\$78,198
11	\$68,090	\$73,018	\$74,118	\$75,768	\$79,719
12	\$68,167	\$73,788	\$74,888	\$76,538	\$80,226
13	\$68,433	\$73,953	\$75,053	\$76,703	\$80,607
14	\$68,697	\$74,118	\$75,218	\$76,868	\$82,127
15	\$68,962	\$74,283	\$75,383	\$77,033	\$82,507
16	\$71,473	\$76,483	\$77,583	\$80,100	\$85,422
17	\$71,653	\$76,425	\$78,579	\$81,239	\$86,943
18	\$71,818	\$76,551	\$78,959	\$82,000	\$87,956
19	\$71,983	\$76,678	\$79,086	\$82,380	\$88,083
20	\$72,148	\$76,804	\$80,226	\$83,014	\$89,223
21	\$73,636	\$78,959	\$82,254	\$85,041	\$91,377
22	\$73,764	\$79,086	\$82,507	\$85,422	\$91,631
23	\$73,890	\$79,212	\$82,633	\$85,548	\$91,884
24	\$74,017	\$79,339	\$82,761	\$85,675	\$92,137
25	\$74,271	\$79,465	\$82,887	\$85,801	\$92,391
26	\$74,397	\$79,719	\$83,014	\$85,929	\$92,644
27	\$74,649	\$79,846	\$83,140	\$86,182	\$93,025
28	\$74,777	\$79,972	\$83,268	\$86,308	\$93,279
29	\$74,903	\$80,100	\$83,394	\$86,436	\$93,532
30	\$75,664	\$80,479	\$84,154	\$86,943	\$95,686

HICKMAN COUNTY SCHOOLS

FY 2027

Option A (Proposed July 6, 2026)

Psychologist (11 Months)

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY-0	\$73,975	\$75,355	\$77,425	\$79,495
PSY-1	\$74,389	\$74,692	\$76,762	\$81,347
PSY-2	\$74,805	\$76,185	\$78,255	\$83,095
PSY-3	\$75,136	\$76,516	\$78,586	\$83,413
PSY-4	\$75,635	\$77,015	\$79,085	\$83,732
PSY-5	\$76,462	\$77,842	\$79,912	\$84,049
PSY-6	\$79,164	\$80,544	\$82,614	\$84,368
PSY-7	\$79,302	\$80,682	\$82,752	\$85,957
PSY-8	\$79,449	\$80,829	\$82,899	\$87,706
PSY-9	\$80,445	\$81,825	\$83,895	\$89,296
PSY-10	\$81,273	\$82,653	\$84,723	\$91,203
PSY-11	\$84,704	\$86,084	\$88,154	\$93,111
PSY-12	\$85,670	\$87,050	\$89,120	\$93,748
PSY-13	\$85,877	\$87,257	\$89,327	\$94,225
PSY-14	\$86,084	\$87,464	\$89,534	\$96,132
PSY-15	\$86,291	\$87,671	\$89,741	\$96,608
PSY-16	\$89,051	\$90,431	\$93,589	\$100,265
PSY-17	\$88,978	\$91,680	\$95,019	\$102,174
PSY-18	\$89,137	\$92,158	\$95,972	\$103,445
PSY-19	\$89,296	\$92,316	\$96,450	\$103,604
PSY-20	\$89,454	\$93,748	\$97,244	\$105,035
PSY-21	\$92,158	\$96,291	\$99,788	\$107,737
PSY-22	\$92,316	\$96,608	\$100,265	\$108,055
PSY-23	\$92,475	\$96,767	\$100,424	\$108,373
PSY-24	\$92,634	\$96,927	\$100,583	\$108,690
PSY-25	\$92,793	\$97,086	\$100,741	\$109,009
PSY-26	\$93,111	\$97,244	\$100,901	\$109,326
PSY-27	\$93,270	\$97,403	\$101,219	\$109,804
PSY-28	\$93,429	\$97,563	\$101,378	\$110,123
PSY-29	\$93,589	\$97,722	\$101,538	\$110,440
PSY-30	\$94,065	\$98,676	\$102,174	\$113,142

HICKMAN COUNTY SCHOOLS**FY 2027****Option A (Proposed July 6, 2026)****Speech Pathologist (11 Months)**

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH-0	\$69,687	\$70,987	\$72,937	\$74,887
SPCH-1	\$70,077	\$70,362	\$72,312	\$76,631
SPCH-2	\$70,469	\$71,769	\$73,719	\$78,278
SPCH-3	\$70,781	\$72,081	\$74,031	\$78,577
SPCH-4	\$71,250	\$72,550	\$74,500	\$78,878
SPCH-5	\$72,030	\$73,330	\$75,280	\$79,177
SPCH-6	\$74,575	\$75,875	\$77,825	\$79,477
SPCH-7	\$74,705	\$76,005	\$77,955	\$80,974
SPCH-8	\$74,843	\$76,143	\$78,093	\$82,622
SPCH-9	\$75,781	\$77,081	\$79,031	\$84,119
SPCH-10	\$76,561	\$77,861	\$79,811	\$85,916
SPCH-11	\$79,794	\$81,094	\$83,044	\$87,714
SPCH-12	\$80,704	\$82,004	\$83,954	\$88,313
SPCH-13	\$80,899	\$82,199	\$84,149	\$88,763
SPCH-14	\$81,094	\$82,394	\$84,344	\$90,559
SPCH-15	\$81,289	\$82,589	\$84,539	\$91,008
SPCH-16	\$83,889	\$85,189	\$88,163	\$94,453
SPCH-17	\$83,820	\$86,366	\$89,510	\$96,251
SPCH-18	\$83,970	\$86,815	\$90,409	\$97,448
SPCH-19	\$84,119	\$86,965	\$90,858	\$97,598
SPCH-20	\$84,269	\$88,313	\$91,607	\$98,946
SPCH-21	\$86,815	\$90,709	\$94,003	\$101,491
SPCH-22	\$86,965	\$91,008	\$94,453	\$101,791
SPCH-23	\$87,114	\$91,157	\$94,602	\$102,090
SPCH-24	\$87,264	\$91,308	\$94,752	\$102,389
SPCH-25	\$87,413	\$91,458	\$94,901	\$102,690
SPCH-26	\$87,714	\$91,607	\$95,052	\$102,989
SPCH-27	\$87,863	\$91,757	\$95,351	\$103,438
SPCH-28	\$88,013	\$91,907	\$95,501	\$103,739
SPCH-29	\$88,163	\$92,057	\$95,651	\$104,038
SPCH-30	\$88,612	\$92,955	\$96,251	\$106,583

HICKMAN COUNTY SCHOOLS**FY 2027****Option A (Proposed July 6, 2026)**
Occupational Therapist (10 Months)

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
OT - 0	\$68,605	\$69,605	\$71,105	\$72,605
OT - 1	\$68,905	\$69,125	\$70,625	\$73,947
OT - 2	\$69,207	\$70,207	\$71,707	\$75,214
OT - 3	\$69,447	\$70,447	\$71,947	\$75,444
OT - 4	\$69,808	\$70,808	\$72,308	\$75,675
OT - 5	\$70,408	\$71,408	\$72,908	\$75,905
OT - 6	\$72,365	\$73,365	\$74,865	\$76,136
OT - 7	\$72,465	\$73,465	\$74,965	\$77,288
OT - 8	\$72,571	\$73,571	\$75,071	\$78,555
OT - 9	\$73,293	\$74,293	\$75,793	\$79,707
OT - 10	\$73,893	\$74,893	\$76,393	\$81,089
OT - 11	\$76,380	\$77,380	\$78,880	\$82,472
OT - 12	\$77,080	\$78,080	\$79,580	\$82,933
OT - 13	\$77,230	\$78,230	\$79,730	\$83,279
OT - 14	\$77,380	\$78,380	\$79,880	\$84,661
OT - 15	\$77,530	\$78,530	\$80,030	\$85,006
OT - 16	\$79,530	\$80,530	\$82,818	\$87,656
OT - 17	\$79,477	\$81,435	\$83,854	\$89,039
OT - 18	\$79,592	\$81,781	\$84,545	\$89,960
OT - 19	\$79,707	\$81,896	\$84,891	\$90,075
OT - 20	\$79,822	\$82,933	\$85,467	\$91,112
OT - 21	\$81,781	\$84,776	\$87,310	\$93,070
OT - 22	\$81,896	\$85,006	\$87,656	\$93,301
OT - 23	\$82,011	\$85,121	\$87,771	\$93,531
OT - 24	\$82,126	\$85,237	\$87,886	\$93,761
OT - 25	\$82,241	\$85,352	\$88,001	\$93,992
OT - 26	\$82,472	\$85,467	\$88,117	\$94,222
OT - 27	\$82,587	\$85,582	\$88,347	\$94,568
OT - 28	\$82,702	\$85,698	\$88,462	\$94,799
OT - 29	\$82,818	\$85,813	\$88,578	\$95,029
OT - 30	\$83,163	\$86,504	\$89,039	\$96,987

HICKMAN COUNTY SCHOOLS

FY 2027

Option A (Proposed July 6, 2026)

Social Workers

YEARS	SW (BA/BS)	SW (MA/MS)		*LCSW- **LPC	Ph.D.
SW-0	\$50,000	\$53,605		\$56,105	\$57,605
SW-1	\$50,841	\$53,905		\$55,625	\$58,947
SW-2	\$51,683	\$54,207		\$56,707	\$60,214
SW-3	\$51,803	\$54,447		\$56,947	\$60,444
SW-4	\$51,923	\$54,808		\$57,308	\$60,675
SW-5	\$52,164	\$55,408		\$57,908	\$60,905
SW-6	\$53,370	\$57,365		\$59,865	\$61,136
SW-7	\$54,086	\$57,465		\$59,965	\$62,288
SW-8	\$54,447	\$57,571		\$60,071	\$63,555
SW-9	\$54,928	\$58,293		\$60,793	\$64,707
SW-10	\$55,408	\$58,893		\$61,393	\$66,089
SW-11	\$56,900	\$61,380		\$63,880	\$67,472
SW-12	\$56,970	\$62,080		\$64,580	\$67,933
SW-13	\$57,211	\$62,230		\$64,730	\$68,279
SW-14	\$57,451	\$62,380		\$64,880	\$69,661
SW-15	\$57,692	\$62,530		\$65,030	\$70,006
SW-16	\$59,975	\$64,530		\$67,818	\$72,656
SW-17	\$60,139	\$64,477		\$68,854	\$74,039
SW-18	\$60,289	\$64,592		\$69,545	\$74,960
SW-19	\$60,439	\$64,707		\$69,891	\$75,075
SW-20	\$60,589	\$64,822		\$70,467	\$76,112
SW-21	\$61,942	\$66,781		\$72,310	\$78,070
SW-22	\$62,058	\$66,896		\$72,656	\$78,301
SW-23	\$62,173	\$67,011		\$72,771	\$78,531
SW-24	\$62,288	\$67,126		\$72,886	\$78,761
SW-25	\$62,519	\$67,241		\$73,001	\$78,992
SW-26	\$62,634	\$67,472		\$73,117	\$79,222
SW-27	\$62,863	\$67,587		\$73,347	\$79,568
SW-28	\$62,979	\$67,702		\$73,462	\$79,799
SW-29	\$63,094	\$67,818		\$73,578	\$80,029
SW-30	\$63,785	\$68,163		\$74,039	\$81,987

HICKMAN COUNTY SCHOOLS**FY 2027****Option A (Proposed July 6, 2026)****Nurses**

YEARS	LPN		RN
LPN - 0	\$34,863	RN - 0	\$50,000
LPN - 1	\$34,863	RN - 1	\$50,841
LPN - 2	\$34,863	RN - 2	\$51,683
LPN - 3	\$35,453	RN - 3	\$51,803
LPN - 4	\$35,453	RN - 4	\$51,923
LPN - 5	\$35,453	RN - 5	\$52,164
LPN - 6	\$36,064	RN - 6	\$53,370
LPN - 7	\$36,064	RN - 7	\$54,086
LPN - 8	\$36,064	RN - 8	\$54,447
LPN - 9	\$37,265	RN - 9	\$54,928
LPN - 10	\$37,265	RN - 10	\$55,408
LPN - 11	\$37,265	RN - 11	\$56,900
LPN - 12	\$38,409	RN - 12	\$56,970
LPN - 13	\$38,409	RN - 13	\$57,211
LPN - 14	\$38,409	RN - 14	\$57,451
LPN - 15	\$38,409	RN - 15	\$57,692
LPN - 16	\$38,409	RN - 16	\$59,975
LPN - 17	\$38,409	RN - 17	\$60,139
LPN - 18	\$38,409	RN - 18	\$60,289
LPN - 19	\$38,409	RN - 19	\$60,439
LPN - 20	\$38,409	RN - 20	\$60,589
LPN - 21	\$38,409	RN - 21	\$61,942
LPN - 22	\$38,409	RN - 22	\$62,058
LPN - 23	\$38,409	RN - 23	\$62,173
LPN - 24	\$38,409	RN - 24	\$62,288
LPN - 25	\$38,409	RN - 25	\$62,519
LPN - 26	\$38,409	RN - 26	\$62,634
LPN - 27	\$38,409	RN - 27	\$62,863
LPN - 28	\$38,409	RN - 28	\$62,979
LPN - 29	\$38,409	RN - 29	\$63,094
LPN - 30	\$38,409	RN - 30	\$63,785

FY 2027
Central Office
Supervisors' Salary Formula

Hickman County Certified Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.2

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

Academic Responsibility Supplement

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

Financial Responsibility Supplement

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

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

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

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

Additional Local Supplement – Supervisor

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

HICKMAN COUNTY SCHOOLS
FY 2027
Proposed July 6, 2026
Principal Salaries

12 Month Employment					
Years Exp.	Elementary		Middle		High
0	\$	85,964	\$	89,402	\$ 92,840
1	\$	89,648	\$	93,234	\$ 96,820
2	\$	89,648	\$	93,234	\$ 96,820
3	\$	89,648	\$	93,234	\$ 96,820
4	\$	89,648	\$	93,234	\$ 96,820
5	\$	89,648	\$	93,234	\$ 96,820
6	\$	92,718	\$	96,427	\$ 100,136
7	\$	92,718	\$	96,427	\$ 100,136
8	\$	92,718	\$	96,427	\$ 100,136
9	\$	92,718	\$	96,427	\$ 100,136
10	\$	92,718	\$	96,427	\$ 100,136
11	\$	95,174	\$	98,981	\$ 102,788
12	\$	95,174	\$	98,981	\$ 102,788
13	\$	95,174	\$	98,981	\$ 102,788
14	\$	95,174	\$	98,981	\$ 102,788
15	\$	97,631	\$	101,536	\$ 105,441
Degree Supplement					
EdS	\$	1,500	\$	1,500	\$ 1,500
PhD/EdD	\$	2,500	\$	2,500	\$ 2,500

*11 Month Positions would be prorated

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

Hickman County Schools
FY 2027
Proposed July 6, 2026
High School Assistant Principals - Salary Schedule

12 Month		
Years Exp.	Steps	
0	\$83,507	
1	\$87,102	
2	\$87,102	
3	\$87,102	
4	\$87,102	
5	\$87,102	
6	\$90,097	
7	\$90,097	
8	\$90,097	
9	\$90,097	
10	\$90,097	
11	\$92,493	
12	\$92,493	
13	\$92,493	
14	\$92,493	
15	\$94,890	
Degree Supplement		
EdS	\$	1,500
PhD/EdD	\$	2,500

*11 Month Positions would be prorated

Hickman County Schools
FY 2027
Educational Assistants
Salary Schedule

Years of Experience	FY 2027 Step
TA - 0	\$20,887
TA - 1	\$21,710
TA - 2	\$21,927
TA - 3	\$22,132
TA - 4	\$22,348
TA - 5	\$22,554
TA - 6	\$22,725
TA - 7	\$22,885
TA - 8	\$23,057
TA - 9	\$23,226
TA - 10	\$23,386
TA - 11	\$23,558
TA - 12	\$23,717
TA - 13	\$23,889
TA - 14	\$24,049
TA - 15	\$24,208
TA - 16	\$24,379
TA - 17	\$24,550
TA - 18	\$24,710
TA - 19	\$24,881
TA - 20	\$25,064
TA - 21	\$25,224
TA - 22	\$25,394
TA - 23	\$25,554
TA - 24	\$25,725
TA - 25	\$25,907
TA - 26	\$26,079
TA - 27	\$26,239
TA - 28	\$26,411
TA - 29	\$26,571
TA - 30	\$26,764

Hickman County Schools
FY 2027
School Secretary/Bookkeeper
Salary Schedule

Years of Experience	FY 2027 Step
SSB - 0	\$21,230
SSB - 1	\$22,155
SSB - 2	\$22,531
SSB - 3	\$22,599
SSB - 4	\$22,828
SSB - 5	\$23,057
SSB - 6	\$23,226
SSB - 7	\$23,409
SSB - 8	\$23,591
SSB - 9	\$23,775
SSB - 10	\$23,969
SSB - 11	\$24,152
SSB - 12	\$24,334
SSB - 13	\$24,517
SSB - 14	\$24,699
SSB - 15	\$24,892
SSB - 16	\$25,075
SSB - 17	\$25,257
SSB - 18	\$25,429
SSB - 19	\$25,611
SSB - 20	\$25,816
SSB - 21	\$25,987
SSB - 22	\$26,170
SSB - 23	\$26,352
SSB - 24	\$26,535
SSB - 25	\$26,739
SSB - 26	\$26,922
SSB - 27	\$27,104
SSB - 28	\$27,287
SSB - 29	\$27,470
SSB - 30	\$27,666

Hickman County Schools
FY 2027
Proposed July 6, 2026
Supervisors-12 Month Non-Educational -
Salary Schedule

Years of Experience	FY 2027 Step
SNE - 0	\$59,778
SNE - 1	\$63,310
SNE - 2	\$65,665
SNE - 3	\$65,665
SNE - 4	\$65,665
SNE - 5	\$65,665
SNE - 6	\$69,196
SNE - 7	\$69,196
SNE - 8	\$69,196
SNE - 9	\$69,196
SNE - 10	\$69,196
SNE - 11	\$73,906
SNE - 12	\$73,906
SNE - 13	\$73,906
SNE - 14	\$73,906
SNE - 15	\$77,440
SNE - 16	\$77,440
SNE - 17	\$77,440
SNE - 18	\$77,440
SNE - 19	\$77,440
SNE - 20	\$77,440
SNE - 21	\$77,440
SNE - 22	\$77,440
SNE - 23	\$77,440
SNE - 24	\$77,440
SNE - 25	\$77,440
SNE - 26	\$77,440
SNE - 27	\$77,440
SNE - 28	\$77,440
SNE - 29	\$77,440
SNE - 30	\$77,440

Hickman County Schools
FY 2027
Proposed July 6, 2026
Bus Drivers - Salary Schedule

Years of Experience	FY 2027 Step
BUS - 0	\$17,561
BUS - 1	\$18,676
BUS - 2	\$18,767
BUS - 3	\$18,857
BUS - 4	\$18,946
BUS - 5	\$19,026
BUS - 6	\$19,116
BUS - 7	\$19,205
BUS - 8	\$19,296
BUS - 9	\$19,386
BUS - 10	\$19,477
BUS - 11	\$19,566
BUS - 12	\$19,657
BUS - 13	\$19,747
BUS - 14	\$19,837
BUS - 15	\$19,927
BUS - 16	\$20,018
BUS - 17	\$20,096
BUS - 18	\$20,186
BUS - 19	\$20,277
BUS - 20	\$20,367
BUS - 21	\$20,457
BUS - 22	\$20,547
BUS - 23	\$20,638
BUS - 24	\$20,727
BUS - 25	\$20,817
BUS - 26	\$20,908
BUS - 27	\$20,986
BUS - 28	\$21,088
BUS - 29	\$21,167
BUS - 30	\$21,358

Hickman County Schools
FY 2026
Proposed July 6, 2026
Central Office - 12 Month Salary Schedule

Administrative Assistant			Secretary	
Years	FY 2027 Step		Years	FY 2027 Step
AA - 0	\$27,209		SCO - 0	\$26,159
AA - 1	\$27,356		SCO - 1	\$26,308
AA - 2	\$27,516		SCO - 2	\$26,454
AA - 3	\$28,714		SCO - 3	\$26,604
AA - 4	\$29,467		SCO - 4	\$26,764
AA - 5	\$31,612		SCO - 5	\$26,911
AA - 6	\$32,284		SCO - 6	\$27,061
AA - 7	\$33,653		SCO - 7	\$27,209
AA - 8	\$34,486		SCO - 8	\$27,356
AA - 9	\$35,259		SCO - 9	\$27,516
AA - 10	\$36,759		SCO - 10	\$27,961
AA - 11	\$37,595		SCO - 11	\$28,110
AA - 12	\$37,988		SCO - 12	\$28,269
AA - 13	\$38,978		SCO - 13	\$28,418
AA - 14	\$39,968		SCO - 14	\$28,565
AA - 15	\$40,968		SCO - 15	\$29,022
AA - 16	\$42,042		SCO - 16	\$29,170
AA - 17	\$45,380		SCO - 17	\$29,319
AA - 18	\$47,097		SCO - 18	\$29,467
AA - 19	\$49,767		SCO - 19	\$29,615
AA - 20	\$50,768		SCO - 20	\$30,071
AA - 21	\$51,971		SCO - 21	\$30,220
AA - 22	\$52,830		SCO - 22	\$30,369
AA - 23	\$53,545		SCO - 23	\$30,528
AA - 24	\$54,308		SCO - 24	\$30,677
AA - 25	\$55,274		SCO - 25	\$31,121
AA - 26	\$56,703		SCO - 26	\$31,281
AA - 27	\$57,932		SCO - 27	\$31,429
AA - 28	\$58,492		SCO - 28	\$31,577
AA - 29	\$58,923		SCO - 29	\$31,726
AA - 30	\$60,877		SCO - 30	\$32,183

Human Resources Add \$6,000 To Scale

Hickman County Schools
FY 2027
Proposed July 6, 2026
Maintenance

Maintenance Mechanic		Certified/Licensed Maintenance Technician	
Years	FY 2027 Step	Years	FY 2027 Step
MM - 0	\$16.86	CMT - 0	\$42,820
MM - 1	\$17.63	CMT - 1	\$43,273
MM - 2	\$17.98	CMT - 2	\$43,725
MM - 3	\$18.38	CMT - 3	\$44,177
MM - 4	\$18.75	CMT - 4	\$44,629
MM - 5	\$19.12	CMT - 5	\$45,082
MM - 6	\$19.12	CMT - 6	\$45,533
MM - 7	\$19.53	CMT - 7	\$46,353
MM - 8	\$19.87	CMT - 8	\$47,274
MM - 9	\$20.26	CMT - 9	\$48,171
MM - 10	\$20.64	CMT - 10	\$47,342
MM - 11	\$21.00	CMT - 11	\$48,020
MM - 12	\$21.40	CMT - 12	\$48,699
MM - 13	\$21.75	CMT - 13	\$49,377
MM - 14	\$22.14	CMT - 14	\$50,055
MM - 15	\$22.49	CMT - 15	\$50,733
MM - 16	\$22.89	CMT - 16	\$55,254
MM - 17	\$23.27	CMT - 17	\$56,385
MM - 18	\$23.63	CMT - 18	\$57,514
MM - 19	\$24.03	CMT - 19	\$58,645
MM - 20	\$24.40	CMT - 20	\$59,774
MM - 21	\$24.76	CMT - 21	\$60,905
MM - 22	\$25.15	CMT - 22	\$62,036
MM - 23	\$25.52	CMT - 23	\$63,166
MM - 24	\$25.88	CMT - 24	\$64,296
MM - 25	\$26.28	CMT - 25	\$65,426
MM - 26	\$26.65	CMT - 26	\$66,557
MM - 27	\$27.38	CMT - 27	\$67,687
MM - 28	\$27.79	CMT - 28	\$68,817
MM - 29	\$28.17	CMT - 29	\$69,948
MM - 30	\$28.51	CMT - 30	\$71,077

Requires Electrical and/or HVAC/Refrigeration license and

FY 2027
Proposed July 6, 2026
Central Office - Programs/Grants 12 Months
Salary Schedule

Years	FY 2027 Step
PG - 0	\$36,308
PG - 1	\$36,701
PG - 2	\$37,095
PG - 3	\$37,487
PG - 4	\$37,882
PG - 5	\$38,275
PG - 6	\$38,668
PG - 7	\$39,061
PG - 8	\$39,456
PG - 9	\$39,847
PG - 10	\$40,122
PG - 11	\$40,635
PG - 12	\$41,027
PG - 13	\$41,421
PG - 14	\$41,814
PG - 15	\$42,207
PG - 16	\$42,602
PG - 17	\$42,996
PG - 18	\$43,388
PG - 19	\$43,782
PG - 20	\$44,175
PG - 21	\$44,570
PG - 22	\$44,962
PG - 23	\$45,356
PG - 24	\$45,750
PG - 25	\$46,142
PG - 26	\$46,535
PG - 27	\$46,930
PG - 28	\$47,322
PG - 29	\$47,716
PG - 30	\$48,109

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option A (Proposed July 6, 2026)
HS Athletic Directors**

YEARS	12 Months
0	\$47,924
1	\$48,731
2	\$49,538
3	\$49,653
4	\$49,768
5	\$49,999
6	\$51,150
7	\$51,841
8	\$52,187
9	\$52,648
10	\$53,108
11	\$54,261
12	\$54,606
13	\$54,837
14	\$55,067
15	\$55,298
16	\$57,486
17	\$58,639
18	\$58,754
19	\$58,983
20	\$59,099
21	\$60,942
22	\$61,058
23	\$61,173
24	\$61,288
25	\$61,519
26	\$61,634
27	\$61,863
28	\$61,979
29	\$62,094
30	\$62,785

Hickman County Schools
FY 2027
Proposed July 6, 2026
Mechanics

Full -Time Mechanic		Part -Time Mechanic	
Years	FY 2027 Step	Years	FY 2027 Step
FTM - 0	\$37,613	PT - 0	\$37,613
FTM - 1	\$38,183	PT - 1	\$38,183
FTM - 2	\$38,774	PT - 2	\$38,774
FTM - 3	\$39,358	PT - 3	\$39,358
FTM - 4	\$39,942	PT - 4	\$39,942
FTM - 5	\$40,529	PT - 5	\$40,529
FTM - 6	\$40,802	PT - 6	\$40,802
FTM - 7	\$41,310	PT - 7	\$41,310
FTM - 8	\$41,672	PT - 8	\$41,672
FTM - 9	\$42,040	PT - 9	\$42,040
FTM - 10	\$42,404	PT - 10	\$42,404
FTM - 11	\$42,766	PT - 11	\$42,766
FTM - 12	\$43,132	PT - 12	\$43,132
FTM - 13	\$43,496	PT - 13	\$43,496
FTM - 14	\$43,860	PT - 14	\$43,860
FTM - 15	\$44,225	PT - 15	\$44,225
FTM - 16	\$44,588	PT - 16	\$44,588
FTM - 17	\$44,954	PT - 17	\$44,954
FTM - 18	\$45,316	PT - 18	\$45,316
FTM - 19	\$45,680	PT - 19	\$45,680
FTM - 20	\$46,044	PT - 20	\$46,044
FTM - 21	\$46,408	PT - 21	\$46,408
FTM - 22	\$46,773	PT - 22	\$46,773
FTM - 23	\$47,137	PT - 23	\$47,137
FTM - 24	\$47,501	PT - 24	\$47,501
FTM - 25	\$47,867	PT - 25	\$47,867
FTM - 26	\$48,375	PT - 26	\$48,375
FTM - 27	\$48,881	PT - 27	\$48,881
FTM - 28	\$49,390	PT - 28	\$49,390
FTM - 29	\$49,897	PT - 29	\$49,897
FTM - 30	\$50,407	PT - 30	\$50,407

Hickman County School
FY 2027
Proposed July 6, 2026
Food Service Employees

Hourly		Cashier		Manager		Nutrition Coord.	
Years	FY 2027 Step	Years	FY 2027 Step	Years	FY 2027 Step	Years	FY 2027 Step
FSH - 0	\$14.53	FSC - 0	\$15.21	SNM - 0	\$26,517	NC - 0	\$27,209
FSH - 1	\$14.73	FSC - 1	\$15.35	SNM - 1	\$27,452	NC - 1	\$27,314
FSH - 2	\$15.01	FSC - 2	\$15.63	SNM - 2	\$28,388	NC - 2	\$27,462
FSH - 3	\$15.06	FSC - 3	\$15.74	SNM - 3	\$29,023	NC - 3	\$27,623
FSH - 4	\$15.13	FSC - 4	\$15.80	SNM - 4	\$29,658	NC - 4	\$28,826
FSH - 5	\$15.18	FSC - 5	\$15.82	SNM - 5	\$29,785	NC - 5	\$29,584
FSH - 6	\$15.23	FSC - 6	\$15.86	SNM - 6	\$29,890	NC - 6	\$30,340
FSH - 7	\$15.29	FSC - 7	\$15.93	SNM - 7	\$30,005	NC - 7	\$31,096
FSH - 8	\$15.34	FSC - 8	\$15.95	SNM - 8	\$30,109	NC - 8	\$31,853
FSH - 9	\$15.40	FSC - 9	\$16.03	SNM - 9	\$30,224	NC - 9	\$32,609
FSH - 10	\$15.46	FSC - 10	\$16.12	SNM - 10	\$30,327	NC - 10	\$33,365
FSH - 11	\$15.51	FSC - 11	\$16.19	SNM - 11	\$30,444	NC - 11	\$34,867
FSH - 12	\$15.54	FSC - 12	\$16.23	SNM - 12	\$30,548	NC - 12	\$35,634
FSH - 13	\$15.58	FSC - 13	\$16.26	SNM - 13	\$30,675	NC - 13	\$36,391
FSH - 14	\$15.61	FSC - 14	\$16.29	SNM - 14	\$30,814	NC - 14	\$37,148
FSH - 15	\$15.65	FSC - 15	\$16.32	SNM - 15	\$30,941	NC - 15	\$39,795
FSH - 16	\$15.68	FSC - 16	\$16.35	SNM - 16	\$31,068	NC - 16	\$40,872
FSH - 17	\$15.71	FSC - 17	\$16.39	SNM - 17	\$31,206	NC - 17	\$42,169
FSH - 18	\$15.75	FSC - 18	\$16.43	SNM - 18	\$31,332	NC - 18	\$44,014
FSH - 19	\$15.78	FSC - 19	\$16.46	SNM - 19	\$31,472	NC - 19	\$45,572
FSH - 20	\$15.81	FSC - 20	\$16.49	SNM - 20	\$31,611	NC - 20	\$48,874
FSH - 21	\$15.84	FSC - 21	\$16.53	SNM - 21	\$31,737	NC - 21	\$49,937
FSH - 22	\$15.87	FSC - 22	\$16.56	SNM - 22	\$31,875	NC - 22	\$50,752
FSH - 23	\$15.92	FSC - 23	\$16.59	SNM - 23	\$32,014	NC - 23	\$51,359
FSH - 24	\$15.95	FSC - 24	\$16.62	SNM - 24	\$32,152	NC - 24	\$52,219
FSH - 25	\$15.98	FSC - 25	\$16.65	SNM - 25	\$32,293	NC - 25	\$52,964
FSH - 26	\$16.01	FSC - 26	\$16.70	SNM - 26	\$32,430	NC - 26	\$53,697
FSH - 27	\$16.05	FSC - 27	\$16.73	SNM - 27	\$32,569	NC - 27	\$54,064
FSH - 28	\$16.08	FSC - 28	\$16.76	SNM - 28	\$32,708	NC - 28	\$54,442
FSH - 29	\$16.11	FSC - 29	\$16.79	SNM - 29	\$32,847	NC - 29	\$54,809
FSH - 30	\$16.14	FSC - 30	\$16.82	SNM - 30	\$32,984	NC - 30	\$55,864

Non-Certified	\$ 93.00
Certified	\$ 120.00

FY 2027 Part-Time Hourly Rate Schedule

\$ 13.00 per hour

HICKMAN COUNTY SCHOOLS**FY 2027****Option B (Proposed July 6, 2026)****CERTIFIED SALARY SCHEDULE**

YEARS	BACHELORS	MASTERS	MASTERS + 30/45	Ed.S.	Ed.D/Ph.D.
0	\$50,000	\$53,605	\$54,605	\$56,105	\$57,605
1	\$50,841	\$53,905	\$54,905	\$56,405	\$58,947
2	\$51,683	\$54,207	\$55,207	\$56,707	\$60,214
3	\$51,803	\$54,447	\$55,447	\$56,947	\$60,444
4	\$51,923	\$54,808	\$55,808	\$57,308	\$60,675
5	\$52,164	\$55,408	\$56,408	\$57,908	\$60,905
6	\$53,370	\$57,365	\$58,365	\$59,865	\$61,136
7	\$54,086	\$57,465	\$58,465	\$59,965	\$62,288
8	\$54,447	\$57,571	\$58,571	\$60,071	\$63,555
9	\$54,928	\$58,293	\$59,293	\$60,793	\$64,707
10	\$55,408	\$58,893	\$59,893	\$61,393	\$66,089
11	\$56,900	\$61,380	\$62,380	\$63,880	\$67,472
12	\$56,970	\$62,080	\$63,080	\$64,580	\$67,933
13	\$57,211	\$62,230	\$63,230	\$64,730	\$68,279
14	\$57,451	\$62,380	\$63,380	\$64,880	\$69,661
15	\$57,692	\$62,530	\$63,530	\$65,030	\$70,006
16	\$58,486	\$62,785	\$64,743	\$66,818	\$71,656
17	\$58,639	\$63,477	\$65,435	\$67,854	\$73,039
18	\$58,754	\$63,592	\$65,781	\$68,545	\$73,960
19	\$58,983	\$63,707	\$65,896	\$68,891	\$74,075
20	\$59,099	\$63,822	\$66,933	\$69,467	\$75,112
21	\$60,942	\$65,781	\$68,776	\$71,310	\$77,070
22	\$61,058	\$65,896	\$69,006	\$71,656	\$77,301
23	\$61,173	\$66,011	\$69,121	\$71,771	\$77,531
24	\$61,288	\$66,126	\$69,237	\$71,886	\$77,761
25	\$61,519	\$66,241	\$69,352	\$72,001	\$77,992
26	\$61,634	\$66,472	\$69,467	\$72,117	\$78,222
27	\$61,863	\$66,587	\$69,582	\$72,347	\$78,568
28	\$61,979	\$66,702	\$69,698	\$72,462	\$78,799
29	\$62,094	\$66,818	\$69,813	\$72,578	\$79,029
30	\$62,785	\$67,163	\$70,504	\$73,039	\$80,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option B (Proposed July 6, 2026)
10 Month (K-8) Asst Principals**

YEARS	BACHELORS	MASTERS	MASTERS + 30/45	Ed.S.	Ed.D/Ph.D.
0	\$55,000	\$58,605	\$59,605	\$61,105	\$62,605
1	\$55,841	\$58,905	\$59,905	\$61,405	\$63,947
2	\$56,683	\$59,207	\$60,207	\$61,707	\$65,214
3	\$56,803	\$59,447	\$60,447	\$61,947	\$65,444
4	\$56,923	\$59,808	\$60,808	\$62,308	\$65,675
5	\$57,164	\$60,408	\$61,408	\$62,908	\$65,905
6	\$58,370	\$62,365	\$63,365	\$64,865	\$66,136
7	\$59,086	\$62,465	\$63,465	\$64,965	\$67,288
8	\$59,447	\$62,571	\$63,571	\$65,071	\$68,555
9	\$59,928	\$63,293	\$64,293	\$65,793	\$69,707
10	\$60,408	\$63,893	\$64,893	\$66,393	\$71,089
11	\$61,900	\$66,380	\$67,380	\$68,880	\$72,472
12	\$61,970	\$67,080	\$68,080	\$69,580	\$72,933
13	\$62,211	\$67,230	\$68,230	\$69,730	\$73,279
14	\$62,451	\$67,380	\$68,380	\$69,880	\$74,661
15	\$62,692	\$67,530	\$68,530	\$70,030	\$75,006
16	\$63,486	\$67,785	\$69,743	\$71,818	\$76,656
17	\$63,639	\$68,477	\$70,435	\$72,854	\$78,039
18	\$63,754	\$68,592	\$70,781	\$73,545	\$78,960
19	\$63,983	\$68,707	\$70,896	\$73,891	\$79,075
20	\$64,099	\$68,822	\$71,933	\$74,467	\$80,112
21	\$65,942	\$70,781	\$73,776	\$76,310	\$82,070
22	\$66,058	\$70,896	\$74,006	\$76,656	\$82,301
23	\$66,173	\$71,011	\$74,121	\$76,771	\$82,531
24	\$66,288	\$71,126	\$74,237	\$76,886	\$82,761
25	\$66,519	\$71,241	\$74,352	\$77,001	\$82,992
26	\$66,634	\$71,472	\$74,467	\$77,117	\$83,222
27	\$66,863	\$71,587	\$74,582	\$77,347	\$83,568
28	\$66,979	\$71,702	\$74,698	\$77,462	\$83,799
29	\$67,094	\$71,818	\$74,813	\$77,578	\$84,029
30	\$67,785	\$72,163	\$75,504	\$78,039	\$85,987

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option B (Proposed July 6, 2026)
11 Month (K-8) Asst Principals**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$60,500	\$64,466	\$65,566	\$67,216	\$68,866
1	\$61,425	\$64,796	\$65,896	\$67,546	\$70,342
2	\$62,351	\$65,127	\$66,227	\$67,877	\$71,735
3	\$62,483	\$65,391	\$66,491	\$68,141	\$71,988
4	\$62,615	\$65,788	\$66,888	\$68,538	\$72,243
5	\$62,880	\$66,448	\$67,548	\$69,198	\$72,496
6	\$64,207	\$68,602	\$69,702	\$71,352	\$72,750
7	\$64,994	\$68,712	\$69,812	\$71,462	\$74,017
8	\$65,391	\$68,829	\$69,929	\$71,579	\$75,411
9	\$65,920	\$69,623	\$70,723	\$72,373	\$76,678
10	\$66,448	\$70,283	\$71,383	\$73,033	\$78,198
11	\$68,090	\$73,018	\$74,118	\$75,768	\$79,719
12	\$68,167	\$73,788	\$74,888	\$76,538	\$80,226
13	\$68,433	\$73,953	\$75,053	\$76,703	\$80,607
14	\$68,697	\$74,118	\$75,218	\$76,868	\$82,127
15	\$68,962	\$74,283	\$75,383	\$77,033	\$82,507
16	\$69,835	\$74,564	\$76,717	\$79,000	\$84,322
17	\$70,003	\$75,325	\$77,479	\$80,139	\$85,843
18	\$70,129	\$75,451	\$77,859	\$80,900	\$86,856
19	\$70,381	\$75,578	\$77,986	\$81,280	\$86,983
20	\$70,509	\$75,704	\$79,126	\$81,914	\$88,123
21	\$72,536	\$77,859	\$81,154	\$83,941	\$90,277
22	\$72,664	\$77,986	\$81,407	\$84,322	\$90,531
23	\$72,790	\$78,112	\$81,533	\$84,448	\$90,784
24	\$72,917	\$78,239	\$81,661	\$84,575	\$91,037
25	\$73,171	\$78,365	\$81,787	\$84,701	\$91,291
26	\$73,297	\$78,619	\$81,914	\$84,829	\$91,544
27	\$73,549	\$78,746	\$82,040	\$85,082	\$91,925
28	\$73,677	\$78,872	\$82,168	\$85,208	\$92,179
29	\$73,803	\$79,000	\$82,294	\$85,336	\$92,432
30	\$74,564	\$79,379	\$83,054	\$85,843	\$94,586

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option B (Proposed July 6, 2026)
Psychologist (11 Months)**

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY-0	\$73,975	\$75,355	\$77,425	\$79,495
PSY-1	\$74,389	\$75,769	\$77,839	\$81,347
PSY-2	\$74,805	\$76,185	\$78,255	\$83,095
PSY-3	\$75,136	\$76,516	\$78,586	\$83,413
PSY-4	\$75,635	\$77,015	\$79,085	\$83,732
PSY-5	\$76,462	\$77,842	\$79,912	\$84,049
PSY-6	\$79,164	\$80,544	\$82,614	\$84,368
PSY-7	\$79,302	\$80,682	\$82,752	\$85,957
PSY-8	\$79,449	\$80,829	\$82,899	\$87,706
PSY-9	\$80,445	\$81,825	\$83,895	\$89,296
PSY-10	\$81,273	\$82,653	\$84,723	\$91,203
PSY-11	\$84,704	\$86,084	\$88,154	\$93,111
PSY-12	\$85,670	\$87,050	\$89,120	\$93,748
PSY-13	\$85,877	\$87,257	\$89,327	\$94,225
PSY-14	\$86,084	\$87,464	\$89,534	\$96,132
PSY-15	\$86,291	\$87,671	\$89,741	\$96,608
PSY-16	\$86,643	\$89,345	\$92,209	\$98,885
PSY-17	\$87,598	\$90,300	\$93,639	\$100,794
PSY-18	\$87,757	\$90,778	\$94,592	\$102,065
PSY-19	\$87,916	\$90,936	\$95,070	\$102,224
PSY-20	\$88,074	\$92,368	\$95,864	\$103,655
PSY-21	\$90,778	\$94,911	\$98,408	\$106,357
PSY-22	\$90,936	\$95,228	\$98,885	\$106,675
PSY-23	\$91,095	\$95,387	\$99,044	\$106,993
PSY-24	\$91,254	\$95,547	\$99,203	\$107,310
PSY-25	\$91,413	\$95,706	\$99,361	\$107,629
PSY-26	\$91,731	\$95,864	\$99,521	\$107,946
PSY-27	\$91,890	\$96,023	\$99,839	\$108,424
PSY-28	\$92,049	\$96,183	\$99,998	\$108,743
PSY-29	\$92,209	\$96,342	\$100,158	\$109,060
PSY-30	\$92,685	\$97,296	\$100,794	\$111,762

**HICKMAN COUNTY SCHOOLS
FY 2027**

**Option B (Proposed July 6, 2026)
Speech Pathologist (11 Months)**

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
SPCH-0	\$69,687	\$70,987	\$72,937	\$74,887
SPCH-1	\$70,077	\$71,377	\$73,327	\$76,631
SPCH-2	\$70,469	\$71,769	\$73,719	\$78,278
SPCH-3	\$70,781	\$72,081	\$74,031	\$78,577
SPCH-4	\$71,250	\$72,550	\$74,500	\$78,878
SPCH-5	\$72,030	\$73,330	\$75,280	\$79,177
SPCH-6	\$74,575	\$75,875	\$77,825	\$79,477
SPCH-7	\$74,705	\$76,005	\$77,955	\$80,974
SPCH-8	\$74,843	\$76,143	\$78,093	\$82,622
SPCH-9	\$75,781	\$77,081	\$79,031	\$84,119
SPCH-10	\$76,561	\$77,861	\$79,811	\$85,916
SPCH-11	\$79,794	\$81,094	\$83,044	\$87,714
SPCH-12	\$80,704	\$82,004	\$83,954	\$88,313
SPCH-13	\$80,899	\$82,199	\$84,149	\$88,763
SPCH-14	\$81,094	\$82,394	\$84,344	\$90,559
SPCH-15	\$81,289	\$82,589	\$84,539	\$91,008
SPCH-16	\$81,621	\$84,166	\$86,863	\$93,153
SPCH-17	\$82,520	\$85,066	\$88,210	\$94,951
SPCH-18	\$82,670	\$85,515	\$89,109	\$96,148
SPCH-19	\$82,819	\$85,665	\$89,558	\$96,298
SPCH-20	\$82,969	\$87,013	\$90,307	\$97,646
SPCH-21	\$85,515	\$89,409	\$92,703	\$100,191
SPCH-22	\$85,665	\$89,708	\$93,153	\$100,491
SPCH-23	\$85,814	\$89,857	\$93,302	\$100,790
SPCH-24	\$85,964	\$90,008	\$93,452	\$101,089
SPCH-25	\$86,113	\$90,158	\$93,601	\$101,390
SPCH-26	\$86,414	\$90,307	\$93,752	\$101,689
SPCH-27	\$86,563	\$90,457	\$94,051	\$102,138
SPCH-28	\$86,713	\$90,607	\$94,201	\$102,439
SPCH-29	\$86,863	\$90,757	\$94,351	\$102,738
SPCH-30	\$87,312	\$91,655	\$94,951	\$105,283

HICKMAN COUNTY SCHOOLS**FY 2027****Option B (Proposed July 6, 2026)**
Occupational Therapist (10 Months)

YEARS				
OT - 0	\$68,605	\$69,605	\$71,105	\$72,605
OT - 1	\$68,905	\$69,905	\$71,405	\$73,947
OT - 2	\$69,207	\$70,207	\$71,707	\$75,214
OT - 3	\$69,447	\$70,447	\$71,947	\$75,444
OT - 4	\$69,808	\$70,808	\$72,308	\$75,675
OT - 5	\$70,408	\$71,408	\$72,908	\$75,905
OT - 6	\$72,365	\$73,365	\$74,865	\$76,136
OT - 7	\$72,465	\$73,465	\$74,965	\$77,288
OT - 8	\$72,571	\$73,571	\$75,071	\$78,555
OT - 9	\$73,293	\$74,293	\$75,793	\$79,707
OT - 10	\$73,893	\$74,893	\$76,393	\$81,089
OT - 11	\$76,380	\$77,380	\$78,880	\$82,472
OT - 12	\$77,080	\$78,080	\$79,580	\$82,933
OT - 13	\$77,230	\$78,230	\$79,730	\$83,279
OT - 14	\$77,380	\$78,380	\$79,880	\$84,661
OT - 15	\$77,530	\$78,530	\$80,030	\$85,006
OT - 16	\$77,785	\$79,743	\$81,818	\$86,656
OT - 17	\$78,477	\$80,435	\$82,854	\$88,039
OT - 18	\$78,592	\$80,781	\$83,545	\$88,960
OT - 19	\$78,707	\$80,896	\$83,891	\$89,075
OT - 20	\$78,822	\$81,933	\$84,467	\$90,112
OT - 21	\$80,781	\$83,776	\$86,310	\$92,070
OT - 22	\$80,896	\$84,006	\$86,656	\$92,301
OT - 23	\$81,011	\$84,121	\$86,771	\$92,531
OT - 24	\$81,126	\$84,237	\$86,886	\$92,761
OT - 25	\$81,241	\$84,352	\$87,001	\$92,992
OT - 26	\$81,472	\$84,467	\$87,117	\$93,222
OT - 27	\$81,587	\$84,582	\$87,347	\$93,568
OT - 28	\$81,702	\$84,698	\$87,462	\$93,799
OT - 29	\$81,818	\$84,813	\$87,578	\$94,029
OT - 30	\$82,163	\$85,504	\$88,039	\$95,987

HICKMAN COUNTY SCHOOLS

FY 2027

Option B (Proposed July 6, 2026)

Social Workers

YEARS	SW (BA/BS)	SW (MA/MS)		*LCSW- **LPC	Ph.D.
SW-0	\$50,000	\$53,605		\$56,105	\$57,605
SW-1	\$50,841	\$53,905		\$56,405	\$58,947
SW-2	\$51,683	\$54,207		\$56,707	\$60,214
SW-3	\$51,803	\$54,447		\$56,947	\$60,444
SW-4	\$51,923	\$54,808		\$57,308	\$60,675
SW-5	\$52,164	\$55,408		\$57,908	\$60,905
SW-6	\$53,370	\$57,365		\$59,865	\$61,136
SW-7	\$54,086	\$57,465		\$59,965	\$62,288
SW-8	\$54,447	\$57,571		\$60,071	\$63,555
SW-9	\$54,928	\$58,293		\$60,793	\$64,707
SW-10	\$55,408	\$58,893		\$61,393	\$66,089
SW-11	\$56,900	\$61,380		\$63,880	\$67,472
SW-12	\$56,970	\$62,080		\$64,580	\$67,933
SW-13	\$57,211	\$62,230		\$64,730	\$68,279
SW-14	\$57,451	\$62,380		\$64,880	\$69,661
SW-15	\$57,692	\$62,530		\$65,030	\$70,006
SW-16	\$58,486	\$62,785		\$66,818	\$71,656
SW-17	\$58,639	\$63,477		\$67,854	\$73,039
SW-18	\$58,754	\$63,592		\$68,545	\$73,960
SW-19	\$58,983	\$63,707		\$68,891	\$74,075
SW-20	\$59,099	\$63,822		\$69,467	\$75,112
SW-21	\$60,942	\$65,781		\$71,310	\$77,070
SW-22	\$61,058	\$65,896		\$71,656	\$77,301
SW-23	\$61,173	\$66,011		\$71,771	\$77,531
SW-24	\$61,288	\$66,126		\$71,886	\$77,761
SW-25	\$61,519	\$66,241		\$72,001	\$77,992
SW-26	\$61,634	\$66,472		\$72,117	\$78,222
SW-27	\$61,863	\$66,587		\$72,347	\$78,568
SW-28	\$61,979	\$66,702		\$72,462	\$78,799
SW-29	\$62,094	\$66,818		\$72,578	\$79,029
SW-30	\$62,785	\$67,163		\$73,039	\$80,987

HICKMAN COUNTY SCHOOLS**FY 2027****Option B (Proposed July 6, 2026)****Nurses**

YEARS	LPN		RN
LPN - 0	\$34,863	RN - 0	\$50,000
LPN - 1	\$34,863	RN - 1	\$50,841
LPN - 2	\$34,863	RN - 2	\$51,683
LPN - 3	\$35,453	RN - 3	\$51,803
LPN - 4	\$35,453	RN - 4	\$51,923
LPN - 5	\$35,453	RN - 5	\$52,164
LPN - 6	\$36,064	RN - 6	\$53,370
LPN - 7	\$36,064	RN - 7	\$54,086
LPN - 8	\$36,064	RN - 8	\$54,447
LPN - 9	\$37,265	RN - 9	\$54,928
LPN - 10	\$37,265	RN - 10	\$55,408
LPN - 11	\$37,265	RN - 11	\$56,900
LPN - 12	\$38,409	RN - 12	\$56,970
LPN - 13	\$38,409	RN - 13	\$57,211
LPN - 14	\$38,409	RN - 14	\$57,451
LPN - 15	\$38,409	RN - 15	\$57,692
LPN - 16	\$38,409	RN - 16	\$58,486
LPN - 17	\$38,409	RN - 17	\$58,639
LPN - 18	\$38,409	RN - 18	\$58,754
LPN - 19	\$38,409	RN - 19	\$58,983
LPN - 20	\$38,409	RN - 20	\$59,099
LPN - 21	\$38,409	RN - 21	\$60,942
LPN - 22	\$38,409	RN - 22	\$61,058
LPN - 23	\$38,409	RN - 23	\$61,173
LPN - 24	\$38,409	RN - 24	\$61,288
LPN - 25	\$38,409	RN - 25	\$61,519
LPN - 26	\$38,409	RN - 26	\$61,634
LPN - 27	\$38,409	RN - 27	\$61,863
LPN - 28	\$38,409	RN - 28	\$61,979
LPN - 29	\$38,409	RN - 29	\$62,094
LPN - 30	\$38,409	RN - 30	\$62,785

**FY 2027
Central Office
Supervisors' Salary Formula**

Hickman County Certified Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.2

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

Academic Responsibility Supplement

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

Financial Responsibility Supplement

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

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

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

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

Additional Local Supplement – Supervisor

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

HICKMAN COUNTY SCHOOLS
FY 2027
Proposed July 6, 2026
Principal Salaries

12 Month Employment						
Years Exp.	Elementary		Middle	High		
0	\$	85,964	\$	89,402	\$	92,840
1	\$	89,648	\$	93,234	\$	96,820
2	\$	89,648	\$	93,234	\$	96,820
3	\$	89,648	\$	93,234	\$	96,820
4	\$	89,648	\$	93,234	\$	96,820
5	\$	89,648	\$	93,234	\$	96,820
6	\$	92,718	\$	96,427	\$	100,136
7	\$	92,718	\$	96,427	\$	100,136
8	\$	92,718	\$	96,427	\$	100,136
9	\$	92,718	\$	96,427	\$	100,136
10	\$	92,718	\$	96,427	\$	100,136
11	\$	95,174	\$	98,981	\$	102,788
12	\$	95,174	\$	98,981	\$	102,788
13	\$	95,174	\$	98,981	\$	102,788
14	\$	95,174	\$	98,981	\$	102,788
15	\$	97,631	\$	101,536	\$	105,441
Degree Supplement						
EdS	\$	1,500	\$	1,500	\$	1,500
PhD/EdD	\$	2,500	\$	2,500	\$	2,500

*11 Month Positions would be prorated

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

Hickman County Schools
FY 2027
Proposed July 6, 2026
High School Assistant Principals - Salary Schedule

12 Month		
Years Exp.	Steps	
0	\$83,507	
1	\$87,102	
2	\$87,102	
3	\$87,102	
4	\$87,102	
5	\$87,102	
6	\$90,097	
7	\$90,097	
8	\$90,097	
9	\$90,097	
10	\$90,097	
11	\$92,493	
12	\$92,493	
13	\$92,493	
14	\$92,493	
15	\$94,890	
Degree Supplement		
EdS	\$	1,500
PhD/EdD	\$	2,500

*11 Month Positions would be prorated

Hickman County Schools
FY 2027
Educational Assistants
Salary Schedule

Years of Experience	FY 2027 Step
TA - 0	\$20,887
TA - 1	\$21,710
TA - 2	\$21,927
TA - 3	\$22,132
TA - 4	\$22,348
TA - 5	\$22,554
TA - 6	\$22,725
TA - 7	\$22,885
TA - 8	\$23,057
TA - 9	\$23,226
TA - 10	\$23,386
TA - 11	\$23,558
TA - 12	\$23,717
TA - 13	\$23,889
TA - 14	\$24,049
TA - 15	\$24,208
TA - 16	\$24,379
TA - 17	\$24,550
TA - 18	\$24,710
TA - 19	\$24,881
TA - 20	\$25,064
TA - 21	\$25,224
TA - 22	\$25,394
TA - 23	\$25,554
TA - 24	\$25,725
TA - 25	\$25,907
TA - 26	\$26,079
TA - 27	\$26,239
TA - 28	\$26,411
TA - 29	\$26,571
TA - 30	\$26,764

Hickman County Schools
FY 2027
School Secretary/Bookkeeper
Salary Schedule

Years of Experience	FY 2027 Step
SSB - 0	\$21,230
SSB - 1	\$22,155
SSB - 2	\$22,531
SSB - 3	\$22,599
SSB - 4	\$22,828
SSB - 5	\$23,057
SSB - 6	\$23,226
SSB - 7	\$23,409
SSB - 8	\$23,591
SSB - 9	\$23,775
SSB - 10	\$23,969
SSB - 11	\$24,152
SSB - 12	\$24,334
SSB - 13	\$24,517
SSB - 14	\$24,699
SSB - 15	\$24,892
SSB - 16	\$25,075
SSB - 17	\$25,257
SSB - 18	\$25,429
SSB - 19	\$25,611
SSB - 20	\$25,816
SSB - 21	\$25,987
SSB - 22	\$26,170
SSB - 23	\$26,352
SSB - 24	\$26,535
SSB - 25	\$26,739
SSB - 26	\$26,922
SSB - 27	\$27,104
SSB - 28	\$27,287
SSB - 29	\$27,470
SSB - 30	\$27,666

Hickman County Schools
FY 2027
Proposed July 6, 2026
Supervisors-12 Month Non-Educational -
Salary Schedule

Years of Experience	FY 2027 Step
SNE - 0	\$59,778
SNE - 1	\$63,310
SNE - 2	\$65,665
SNE - 3	\$65,665
SNE - 4	\$65,665
SNE - 5	\$65,665
SNE - 6	\$69,196
SNE - 7	\$69,196
SNE - 8	\$69,196
SNE - 9	\$69,196
SNE - 10	\$69,196
SNE - 11	\$73,906
SNE - 12	\$73,906
SNE - 13	\$73,906
SNE - 14	\$73,906
SNE - 15	\$77,440
SNE - 16	\$77,440
SNE - 17	\$77,440
SNE - 18	\$77,440
SNE - 19	\$77,440
SNE - 20	\$77,440
SNE - 21	\$77,440
SNE - 22	\$77,440
SNE - 23	\$77,440
SNE - 24	\$77,440
SNE - 25	\$77,440
SNE - 26	\$77,440
SNE - 27	\$77,440
SNE - 28	\$77,440
SNE - 29	\$77,440
SNE - 30	\$77,440

Hickman County Schools
FY 2027
Proposed July 6, 2026
Bus Drivers - Salary Schedule

Years of Experience	FY 2027 Step
BUS - 0	\$17,561
BUS - 1	\$18,676
BUS - 2	\$18,767
BUS - 3	\$18,857
BUS - 4	\$18,946
BUS - 5	\$19,026
BUS - 6	\$19,116
BUS - 7	\$19,205
BUS - 8	\$19,296
BUS - 9	\$19,386
BUS - 10	\$19,477
BUS - 11	\$19,566
BUS - 12	\$19,657
BUS - 13	\$19,747
BUS - 14	\$19,837
BUS - 15	\$19,927
BUS - 16	\$20,018
BUS - 17	\$20,096
BUS - 18	\$20,186
BUS - 19	\$20,277
BUS - 20	\$20,367
BUS - 21	\$20,457
BUS - 22	\$20,547
BUS - 23	\$20,638
BUS - 24	\$20,727
BUS - 25	\$20,817
BUS - 26	\$20,908
BUS - 27	\$20,986
BUS - 28	\$21,088
BUS - 29	\$21,167
BUS - 30	\$21,358

Hickman County Schools
FY 2026
Proposed July 6, 2026
Central Office - 12 Month Salary Schedule

Administrative Assistant			Secretary	
Years	FY 2027 Step		Years	FY 2027 Step
AA - 0	\$27,209		SCO - 0	\$26,159
AA - 1	\$27,356		SCO - 1	\$26,308
AA - 2	\$27,516		SCO - 2	\$26,454
AA - 3	\$28,714		SCO - 3	\$26,604
AA - 4	\$29,467		SCO - 4	\$26,764
AA - 5	\$31,612		SCO - 5	\$26,911
AA - 6	\$32,284		SCO - 6	\$27,061
AA - 7	\$33,653		SCO - 7	\$27,209
AA - 8	\$34,486		SCO - 8	\$27,356
AA - 9	\$35,259		SCO - 9	\$27,516
AA - 10	\$36,759		SCO - 10	\$27,961
AA - 11	\$37,595		SCO - 11	\$28,110
AA - 12	\$37,988		SCO - 12	\$28,269
AA - 13	\$38,978		SCO - 13	\$28,418
AA - 14	\$39,968		SCO - 14	\$28,565
AA - 15	\$40,968		SCO - 15	\$29,022
AA - 16	\$42,042		SCO - 16	\$29,170
AA - 17	\$45,380		SCO - 17	\$29,319
AA - 18	\$47,097		SCO - 18	\$29,467
AA - 19	\$49,767		SCO - 19	\$29,615
AA - 20	\$50,768		SCO - 20	\$30,071
AA - 21	\$51,971		SCO - 21	\$30,220
AA - 22	\$52,830		SCO - 22	\$30,369
AA - 23	\$53,545		SCO - 23	\$30,528
AA - 24	\$54,308		SCO - 24	\$30,677
AA - 25	\$55,274		SCO - 25	\$31,121
AA - 26	\$56,703		SCO - 26	\$31,281
AA - 27	\$57,932		SCO - 27	\$31,429
AA - 28	\$58,492		SCO - 28	\$31,577
AA - 29	\$58,923		SCO - 29	\$31,726
AA - 30	\$60,877		SCO - 30	\$32,183

Human Resources Add \$6,000 To Scale

Hickman County Schools
FY 2027
Proposed July 6, 2026
Maintenance

Maintenance Mechanic		Certified/Licensed Maintenance Technician	
Years	FY 2027 Step	Years	FY 2027 Step
MM - 0	\$16.86	CMT - 0	\$42,820
MM - 1	\$17.63	CMT - 1	\$43,273
MM - 2	\$17.98	CMT - 2	\$43,725
MM - 3	\$18.38	CMT - 3	\$44,177
MM - 4	\$18.75	CMT - 4	\$44,629
MM - 5	\$19.12	CMT - 5	\$45,082
MM - 6	\$19.12	CMT - 6	\$45,533
MM - 7	\$19.53	CMT - 7	\$46,353
MM - 8	\$19.87	CMT - 8	\$47,274
MM - 9	\$20.26	CMT - 9	\$48,171
MM - 10	\$20.64	CMT - 10	\$47,342
MM - 11	\$21.00	CMT - 11	\$48,020
MM - 12	\$21.40	CMT - 12	\$48,699
MM - 13	\$21.75	CMT - 13	\$49,377
MM - 14	\$22.14	CMT - 14	\$50,055
MM - 15	\$22.49	CMT - 15	\$50,733
MM - 16	\$22.89	CMT - 16	\$55,254
MM - 17	\$23.27	CMT - 17	\$56,385
MM - 18	\$23.63	CMT - 18	\$57,514
MM - 19	\$24.03	CMT - 19	\$58,645
MM - 20	\$24.40	CMT - 20	\$59,774
MM - 21	\$24.76	CMT - 21	\$60,905
MM - 22	\$25.15	CMT - 22	\$62,036
MM - 23	\$25.52	CMT - 23	\$63,166
MM - 24	\$25.88	CMT - 24	\$64,296
MM - 25	\$26.28	CMT - 25	\$65,426
MM - 26	\$26.65	CMT - 26	\$66,557
MM - 27	\$27.38	CMT - 27	\$67,687
MM - 28	\$27.79	CMT - 28	\$68,817
MM - 29	\$28.17	CMT - 29	\$69,948
MM - 30	\$28.51	CMT - 30	\$71,077

Requires Electrical and/or HVAC/Refrigeration license and

FY 2027
Proposed July 6, 2026
Central Office - Programs/Grants 12 Months
Salary Schedule

Years	FY 2027 Step
PG - 0	\$36,308
PG - 1	\$36,701
PG - 2	\$37,095
PG - 3	\$37,487
PG - 4	\$37,882
PG - 5	\$38,275
PG - 6	\$38,668
PG - 7	\$39,061
PG - 8	\$39,456
PG - 9	\$39,847
PG - 10	\$40,122
PG - 11	\$40,635
PG - 12	\$41,027
PG - 13	\$41,421
PG - 14	\$41,814
PG - 15	\$42,207
PG - 16	\$42,602
PG - 17	\$42,996
PG - 18	\$43,388
PG - 19	\$43,782
PG - 20	\$44,175
PG - 21	\$44,570
PG - 22	\$44,962
PG - 23	\$45,356
PG - 24	\$45,750
PG - 25	\$46,142
PG - 26	\$46,535
PG - 27	\$46,930
PG - 28	\$47,322
PG - 29	\$47,716
PG - 30	\$48,109

**HICKMAN COUNTY SCHOOLS
FY 2027**

Option B (Proposed July 6, 2026)

HS Athletic Directors

YEARS	12 Months
0	\$47,924
1	\$48,731
2	\$49,538
3	\$49,653
4	\$49,768
5	\$49,999
6	\$51,150
7	\$51,841
8	\$52,187
9	\$52,648
10	\$53,108
11	\$54,261
12	\$54,606
13	\$54,837
14	\$55,067
15	\$55,298
16	\$57,486
17	\$58,639
18	\$58,754
19	\$58,983
20	\$59,099
21	\$60,942
22	\$61,058
23	\$61,173
24	\$61,288
25	\$61,519
26	\$61,634
27	\$61,863
28	\$61,979
29	\$62,094
30	\$62,785

Hickman County Schools
FY 2027
Proposed July 6, 2026
Mechanics

Full -Time Mechanic		Part -Time Mechanic	
Years	FY 2027 Step	Years	FY 2027 Step
FTM - 0	\$37,613	PT - 0	\$37,613
FTM - 1	\$38,183	PT - 1	\$38,183
FTM - 2	\$38,774	PT - 2	\$38,774
FTM - 3	\$39,358	PT - 3	\$39,358
FTM - 4	\$39,942	PT - 4	\$39,942
FTM - 5	\$40,529	PT - 5	\$40,529
FTM - 6	\$40,802	PT - 6	\$40,802
FTM - 7	\$41,310	PT - 7	\$41,310
FTM - 8	\$41,672	PT - 8	\$41,672
FTM - 9	\$42,040	PT - 9	\$42,040
FTM - 10	\$42,404	PT - 10	\$42,404
FTM - 11	\$42,766	PT - 11	\$42,766
FTM - 12	\$43,132	PT - 12	\$43,132
FTM - 13	\$43,496	PT - 13	\$43,496
FTM - 14	\$43,860	PT - 14	\$43,860
FTM - 15	\$44,225	PT - 15	\$44,225
FTM - 16	\$44,588	PT - 16	\$44,588
FTM - 17	\$44,954	PT - 17	\$44,954
FTM - 18	\$45,316	PT - 18	\$45,316
FTM - 19	\$45,680	PT - 19	\$45,680
FTM - 20	\$46,044	PT - 20	\$46,044
FTM - 21	\$46,408	PT - 21	\$46,408
FTM - 22	\$46,773	PT - 22	\$46,773
FTM - 23	\$47,137	PT - 23	\$47,137
FTM - 24	\$47,501	PT - 24	\$47,501
FTM - 25	\$47,867	PT - 25	\$47,867
FTM - 26	\$48,375	PT - 26	\$48,375
FTM - 27	\$48,881	PT - 27	\$48,881
FTM - 28	\$49,390	PT - 28	\$49,390
FTM - 29	\$49,897	PT - 29	\$49,897
FTM - 30	\$50,407	PT - 30	\$50,407

**Hickman County School
FY 2027
Proposed July 6, 2026
Food Service Employees**

Hourly		Cashier		Manager		Nutrition Coord.	
Years	FY 2027 Step	Years	FY 2027 Step	Years	FY 2027 Step	Years	FY 2027 Step
FSH - 0	\$14.53	FSC - 0	\$15.21	SNM - 0	\$26,517	NC - 0	\$27,209
FSH - 1	\$14.73	FSC - 1	\$15.35	SNM - 1	\$27,452	NC - 1	\$27,314
FSH - 2	\$15.01	FSC - 2	\$15.63	SNM - 2	\$28,388	NC - 2	\$27,462
FSH - 3	\$15.06	FSC - 3	\$15.74	SNM - 3	\$29,023	NC - 3	\$27,623
FSH - 4	\$15.13	FSC - 4	\$15.80	SNM - 4	\$29,658	NC - 4	\$28,826
FSH - 5	\$15.18	FSC - 5	\$15.82	SNM - 5	\$29,785	NC - 5	\$29,584
FSH - 6	\$15.23	FSC - 6	\$15.86	SNM - 6	\$29,890	NC - 6	\$30,340
FSH - 7	\$15.29	FSC - 7	\$15.93	SNM - 7	\$30,005	NC - 7	\$31,096
FSH - 8	\$15.34	FSC - 8	\$15.95	SNM - 8	\$30,109	NC - 8	\$31,853
FSH - 9	\$15.40	FSC - 9	\$16.03	SNM - 9	\$30,224	NC - 9	\$32,609
FSH - 10	\$15.46	FSC - 10	\$16.12	SNM - 10	\$30,327	NC - 10	\$33,365
FSH - 11	\$15.51	FSC - 11	\$16.19	SNM - 11	\$30,444	NC - 11	\$34,867
FSH - 12	\$15.54	FSC - 12	\$16.23	SNM - 12	\$30,548	NC - 12	\$35,634
FSH - 13	\$15.58	FSC - 13	\$16.26	SNM - 13	\$30,675	NC - 13	\$36,391
FSH - 14	\$15.61	FSC - 14	\$16.29	SNM - 14	\$30,814	NC - 14	\$37,148
FSH - 15	\$15.65	FSC - 15	\$16.32	SNM - 15	\$30,941	NC - 15	\$39,795
FSH - 16	\$15.68	FSC - 16	\$16.35	SNM - 16	\$31,068	NC - 16	\$40,872
FSH - 17	\$15.71	FSC - 17	\$16.39	SNM - 17	\$31,206	NC - 17	\$42,169
FSH - 18	\$15.75	FSC - 18	\$16.43	SNM - 18	\$31,332	NC - 18	\$44,014
FSH - 19	\$15.78	FSC - 19	\$16.46	SNM - 19	\$31,472	NC - 19	\$45,572
FSH - 20	\$15.81	FSC - 20	\$16.49	SNM - 20	\$31,611	NC - 20	\$48,874
FSH - 21	\$15.84	FSC - 21	\$16.53	SNM - 21	\$31,737	NC - 21	\$49,937
FSH - 22	\$15.87	FSC - 22	\$16.56	SNM - 22	\$31,875	NC - 22	\$50,752
FSH - 23	\$15.92	FSC - 23	\$16.59	SNM - 23	\$32,014	NC - 23	\$51,359
FSH - 24	\$15.95	FSC - 24	\$16.62	SNM - 24	\$32,152	NC - 24	\$52,219
FSH - 25	\$15.98	FSC - 25	\$16.65	SNM - 25	\$32,293	NC - 25	\$52,964
FSH - 26	\$16.01	FSC - 26	\$16.70	SNM - 26	\$32,430	NC - 26	\$53,697
FSH - 27	\$16.05	FSC - 27	\$16.73	SNM - 27	\$32,569	NC - 27	\$54,064
FSH - 28	\$16.08	FSC - 28	\$16.76	SNM - 28	\$32,708	NC - 28	\$54,442
FSH - 29	\$16.11	FSC - 29	\$16.79	SNM - 29	\$32,847	NC - 29	\$54,809
FSH - 30	\$16.14	FSC - 30	\$16.82	SNM - 30	\$32,984	NC - 30	\$55,864

Non-Certified	\$ 93.00
Certified	\$ 120.00

FY 2027 Part-Time Hourly Rate Schedule

\$ 13.00 per hour

Hickman County Board of Education
FY 2027 Budget Amendment No. 1
General Purpose (Fund 141)
July 6, 2026

Account	Description	Debit	Credit	Justification
46790 - - ISM	Revenue	764,425.57		Innovative School Model Grant
71300 - 429 - ISMC	Inst Supp & Mat (Consumables)		2,000.00	
71300 - 471 - ISM	Software		141,050.00	
71300 - 499 - ISM	Other Supplies & Materials		5,000.00	
71300 - 730 - ISM	Vocational Instruction Equip		354,704.97	
76100 - 304 - ISM	Architects		22,146.34	
76100 - 706 - ISM	Building Construction		197,313.71	
76100 - 707 - ISM	Building Improvements		42,210.55	
		\$ 764,425.57	\$ 764,425.57	

Approved:

Attest:

Board Chair

Marcy Tidwell

Hickman County Board of Education
Budget Amendment No. 2
General Purpose (Fund 141)
July 6, 2026

47114 - - DLT	Revenue	\$532,328.00		To DLT Grant that was approved in March 2026
71100 - 722 -	Instructional Equipment	71,134.00		
71100 - 722 - DLT	Instructional Equipment		\$546,158.00	
72120 - 399 -	Other Contracted Services	8,750.00		
72120 - 735 - DLT	Health Equipment		65,736.00	
72120 - 524 - DLT	Inservice/Training		320.00	
		\$ 612,212.00	\$ 612,214.00	

Approved:

Attest:

Board Chair

Marcy Tidwell

Hickman County Board of Education
Budget Amendment - 40
Fund 141 - General Purpose

Account	Description	Debit	Credit	Justification
72610 - 790 -	Other Equipment	\$ 5,000.00		Higher anticipated cost due to
72610 - 307 -	Communication		\$ 5,000.00	AT&T bill adj
72610 - 399	Other Contracted Svc	\$ 30,000.00		To cover excess cost relating to
72610 - 434	Natural Gas	\$ 30,000.00		electricity
72610 - 415	Electricity		\$ 60,000.00	
72620 - 336 -	Maint & Repairs - Equip	\$ 10,000.00		To cover excess cost in Maint &
72620 - 399 -	Other Contracted Svc	\$ 25,000.00		Repairs to Bldgs
72620 - 335 -	Maint & Repairs - Bldg		\$ 35,000.00	
72120 - 399 -	Other Contracted Svc	\$ 1,000.00		To cover excess exp in Travel
72120 - 355 -	Travel		\$ 1,000.00	line-item for Health Svc
71100 - 499 -	Other Supplies	\$ 1,411.00		To cover excess expenses for
71100 - 399 -	Other Contracted Svc		\$ 1,411.00	educational svc at outside
				facilities
72220 - 201 -	Social Security	\$ 861.27		To cover excess expenses in
72220 - 204 -	Pensions		\$ 552.54	line-items over Bdgt estimate
72220 - 336 -	Maint & Rep Svc		\$ 167.36	
72220 - 355 -	Travel		\$ 141.37	
72320 - 348 -	Postal	\$ 87.73		To cover excess expenses in
72320 - 307 -	Communication		\$ 10.53	line-items over Bdgt estimate
72320 - 499 -	Other Supplies		\$ 77.20	
73300 - 204 -	State Retirement	\$ 145.04		To budget expenditures to cost
73300 - 499 -	Other Supplies	\$ 4,854.96		centers
73300 - 499 - FRC	Other Supplies		\$ 2,500.00	
73300 - 499 - FRE	Other Supplies		\$ 2,500.00	
72310 - 204 -	State Retirement	\$ 15,800.00		To properly record Board Medical
72310 - 207 -	Medical Insurance		\$ 15,800.00	Insurance Benefit
71100 - 217 -	Retirement - Hybrid Stab	\$ 88,000.00		To budget and Record Stabilization
71100 - 204	Retirement		\$ 88,000.00	portion of Hybrid Paln
73400 - 201	Social Security	6,092.65		To allow recording VPK Medical
73400 - 204	State Retirement	7,644.88		Ins Cost
73400 - 207	Medical Ins		13,737.53	
	TOTALS	\$ 225,897.53	\$ 225,897.53	

Approved:



Board Chair

Attest:



Marcy Tidwell

6-18-26

Hickman County Board of Education
Budget Amendment - 41
Fund 142 - Federal Programs
June 15, 2026

Account	Description	Debit	Credit	Justification
72210 - 105 - - 010	Supervisor	\$ 699.42		To bring Con Adm into agreement with ePlan
72210 - 161 - - 010	Secretary(s)		\$ 254.68	
72210 - 201 - - 010	Social Security	169.95		
72210 - 204 - - 010	Pension	474.71		
72210 - 207 - - 010	Medical Insurance		1,035.00	
72210 - 336 - - 010	Maint & Rep Svc - Equip		545.32	
72210 - 524 - - 010	In-Service	490.92		
71300 - 204 - - 801	Pension		49.30	To bring CTE Perkins Basic into agreement with ePlan
71300 - 429 - - 801	Instructional Supplies		2,330.31	
71300 - 499 - - 801	Other Supplies	240.00		
71300 - 730 - - 801	Instruction Equip	1,743.42		
72130 - 201 - - 801	Social Security	160.66		
72130 - 204 - - 801	Pension	178.08		
72230 - 162 - - 801	Clerical Pesonnel	0.04		
72230 - 201 - - 801	Social Security	62.89		
72230 - 204 - - 801	Pension		5.48	
71200 - 163 - - 901	Educational Assistants		5,000.00	To bring IDEA Part B into agreement with ePlan
71200 - 189 - - 901	Other Salaries	3,000.00		
71200 - 201 - - 901	Social Security	2,600.00		
71200 - 399 - - 901	Other Contracted Services		14,839.55	
71200 - 429 - - 901	Instructional Supplies	4,524.74		
71200 - 725 - - 901	SPED Instruction Equipment		482.81	
72220 - 201 - - 901	Social Security		400.00	
72220 - 212 - - 901	Employee Medicare		200.00	
72220 - 322 - - 901	Testing and Evaluation	4,733.05		
72220 - 355 - - 901	Travel	2,000.00		
72220 - 399 - - 901	Other Contracted Services	1,000.00		
72220 - 499 - - 901	Other Supplies	3,208.57		
72220 - 790 - - 901	Other SPED Equip	456.00		
72710 - 313 - - 901	Contracts with Parents		600.00	
71200 - 201 - - 911	Social Security	52.62		To bring IDEA PreK into agreement with ePlan
71200 - 204 - - 911	Pension		52.62	
	TOTALS	\$ 25,795.07	\$ 25,795.07	

Approved:


Board Chair

Attest:


Marcy Tidwell

Hickman County Board of Education
 Budget Amendment - 42
 Fund 142 - Federal Programs
 June 15, 2026

Account		Description		Debit	Credit		Justification
47189 -	-	- 201		Revenues			Add'l Revenues for Title II
71100 -	524	- 201		Inservice			
72210 -	524	- 201		Inservice			
TOTALS				\$	8,594.62		
					32.91		
						8,627.53	
				\$	8,627.53	\$	8,627.53

Approved:

Attest:

Board Chair

Marcy Tidwell

Hickman County Board of Education
 Budget Amendment - 43
 Fund 141 - Federal Programs
 June 30, 2026

Account	Description	Debit	Credit	Justification
141 - 71100 - 204 -	State Retirement	\$ 176,000.00		To correct BA 40 entry for Hybrid Stab
141 - 71100 - 217 -	Retirement - Hybrid Stab		\$ 176,000.00	
141 - 71100 - 429 -	Other Supplies & Materials	5,000.00		For Outside Agencies & Textbook purchases
141 - 71100 - 399 -	Other Contracted Svc		2,710.33	
141 - 71100 - 449 -	Textbooks		2,289.67	
141 - 72210 - 207	Medical	6,000.00		To cover State Retirement in Program
141 - 72210 - 204	State Retirement		6,000.00	
TOTALS		\$ 187,000.00	\$ 187,000.00	

Approved:

Attest:

Board Chair

Marcy Tidwell

FY 2027 CTE Perkins Basic - 142-801

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-801	47131		Revenue	\$ 70,564.65
Expenditures				
142-801	71300	163	Educational Assistants	\$ 21,545.20
142-801	71300	201	Social Security	\$ 1,671.71
142-801	71300	204	Pensions	\$ 2,534.61
142-801	71300	207	Medical Insurance	\$ 7,110.00
142-801	71300	429	Instructional Supplies Materials	\$ 4,574.68
142-801	71300	429C	Instructional Supplies Materials (Consumables)	\$ 3,528.23
142-801	71300	499	Other Supplies and Materials	\$ 11,307.55
142-801	71300	730	Vocational Instruction Equipment	\$ 2,500.00
142-801	72130	189PD	Other Salaries Wages (PD)	\$ 900.00
142-801	72130	201	Social Security	\$ 229.50
142-801	72130	204	Pensions	\$ 240.00
142-801	72130	524PD	In-Service / Staff Development (PD)	\$ 2,164.23
142-801	72130	599C	Other Charges (CTSO)	\$ 7,018.77
142-801	72230	162	Clerical Personnel	\$ 2,282.80
142-801	72230	201	Social Security	\$ 174.64
142-801	72230	204	Pensions	\$ 270.51
142-801	72230	207	Medical Insurance	\$ 790.00
142-801	72230	524	In-Service / Staff Development	\$ 1,722.22
			Total Expenditures	\$ 70,564.65

FY 2027 IDEA Part B 142-901

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-901	47143		Revenue	\$ 895,716.00
Expenditures				
142-901	71200	163	Educational Assistants	\$ 435,000.00
142-901	71200	171	Speech Pathologist	\$ 75,018.27
142-901	71200	189	Other Salaries Wages	\$ 0.01
142-901	71200	198	Non-certified Substitute Teachers	\$ 0.01
142-901	71200	201	Social Security	\$ 29,563.51
142-901	71200	204	Pensions	\$ 62,560.00
142-901	71200	207	Medical Insurance	\$ 0.01
142-901	71200	212	Employer Medicare	\$ 6,943.00
142-901	71200	429	Instructional Supplies Materials	\$ 0.01
142-901	71200	725	Special Education Equipment	\$ 0.01
142-901	72220	124	Psychological Personnel	\$ 178,057.00
142-901	72220	161	Secretary(s)	\$ 50,768.00
142-901	72220	201	Social Security	\$ 11,039.00
142-901	72220	201	Social Security	\$ 3,148.00
142-901	72220	204	Pensions	\$ 12,465.00
142-901	72220	204	Pensions	\$ 6,758.00
142-901	72220	207	Medical Insurance	\$ 0.01
142-901	72220	207	Medical Insurance	\$ 0.01
142-901	72220	212	Employer Medicare	\$ 2,566.00
142-901	72220	212	Employer Medicare	\$ 736.00
142-901	72220	322	Evaluation Testing	\$ 5,000.00
142-901	72220	355	Travel	\$ 3,000.00
142-901	72220	399	Other Contracted Services	\$ 6,000.00
142-901	72220	499	Other Supplies and Materials	\$ 3,594.14
142-901	72220	790	Other Equipment	\$ 3,500.00
142-901	72710	313	Contracts with Parents	\$ 0.01
Total Expenditures				\$ 895,716.00

FY 2027 IDEA PreK 142-911

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-911	47145		Revenue	\$ 28,498.00
Expenditures				
142-911	71200	163	Educational Assistants	\$ 22,152.17
142-911	71200	171	Speech Pathologist	\$ 1,461.44
142-911	71200	201	Social Security	\$ 1,373.43
142-911	71200	201	Social Security	\$ 90.61
142-911	71200	204	Pensions	\$ 2,961.02
142-911	71200	204	Pensions	\$ 116.92
142-911	71200	212	Employer Medicare	\$ 321.21
142-911	71200	212	Employer Medicare	\$ 21.19
142-911	72710	313	Contracts with Parents	\$ 0.01
			Total Expenditures	\$ 28,498.00

FY 2027 Consolidated Administration 142-010

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-010	47141		Revenue	\$ 204,970.00
Expenditures				
142-010	72210	105	Supervisor / Director	\$ 97,693.39
142-010	72210	161	Secretary(s)	\$ 45,041.48
142-010	72210	201	Social Security	\$ 10,610.22
142-010	72210	204	Pensions	\$ 11,124.91
142-010	72210	207	Medical Insurance	\$ 12,000.00
142-010	72210	336	Maintenance Repair Services - Equipment	\$ 2,500.00
142-010	72210	355	Travel	\$ 6,000.00
142-010	72210	499	Other Supplies and Materials	\$ 9,000.00
142-010	72210	524	In-Service / Staff Development	\$ 5,000.00
142-010	72210	790	Other Equipment	\$ 6,000.00
			Total Expenditures	\$ 204,970.00

FY 2027 Title-I 142-101

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-101	47141		Revenue	\$ 808,769.25
Expenditures				
142-101	71100	189	Other Salaries Wages	\$ 544,659.24
142-101	71100	198	Non-certified Substitute Teachers	\$ 1,600.00
142-101	71100	201	Social Security	\$ 43,882.56
142-101	71100	204	Pensions	\$ 33,098.35
142-101	71100	207	Medical Insurance	\$ 62,146.50
142-101	71100	429	Instructional Supplies Materials	\$ 4,000.00
142-101	71100	722	Regular Instruction Equipment	\$ 2,000.00
142-101	72130	499	Other Supplies and Materials	\$ 8,087.69
142-101	72130	599	Other Charges	\$ 4,500.00
142-101	72210	172	Instructional Coaches	\$ 73,879.30
142-101	72210	201	Social Security	\$ 5,651.77
142-101	72210	204	Pensions	\$ 4,262.84
142-101	72210	207	Medical Insurance	\$ 8,000.00
142-101	72210	336	Maintenance Repair Services - Equipment	\$ 5,000.00
142-101	72210	524	In-Service / Staff Development	\$ 1.00
142-101	72710	599	Other Charges	\$ 6,500.00
142-101	72710	599	Other Charges	\$ 1,500.00
			Total Expenditures	\$ 808,769.25

FY 2027 Title-II 142-201

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-201	47189		Revenue	\$ 175,617.42
Expenditures				
142-201	72210	189	Other Salaries Wages	\$ 99,925.42
142-201	72210	198	Non-certified Substitute Teachers	\$ 4,000.00
142-201	72210	201	Social Security	\$ 13,596.00
142-201	72210	204	Pensions	\$ 15,996.00
142-201	72210	207	Medical Insurance	\$ 16,000.00
142-201	72210	212	Employer Medicare	\$ 2,600.00
142-201	72210	355	Travel	\$ 6,000.00
142-201	72210	524	In-Service / Staff Development	\$ 16,000.00
142-201	72210	599	Other Charges	\$ 1,500.00
			Total Expenditures	\$ 175,617.42

FY 2027 Title-IV 142-401

Fund/Sub-Fund	Program	Line Item	Description	Amount
Revenue				
142-401	47590		Revenue	\$ 72,544.04
Expenditures				
142-401	72130	499	Other Supplies and Materials	\$ 6,805.19
142-401	72210	189	Other Salaries Wages	\$ 28,442.00
142-401	72210	189	Other Salaries Wages	\$ 16,000.00
142-401	72210	189	Other Salaries Wages	\$ 10,000.00
142-401	72210	201	Social Security	\$ 2,300.00
142-401	72210	201	Social Security	\$ 2,176.00
142-401	72210	201	Social Security	\$ 765.00
142-401	72210	204	Pensions	\$ 2,300.00
142-401	72210	204	Pensions	\$ 800.00
142-401	72210	204	Pensions	\$ 1.00
142-401	72210	499	Other Supplies and Materials	\$ 2,954.85
			Total Expenditures	\$ 72,544.04



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: July 2026

Policy 1.400 - School Board Meetings

Public Chapter 852 creates flexibility for Boards during a natural disaster or inclement weather event. It allows board members to join a meeting electronically when fewer than a quorum is physically present. This exception may be used three times per year.

Policy 2.100 - Fiscal Management Goals

Recent guidance from the Comptroller's office recommends that Boards require annual internal control reviews.

Policy 2.200 - Annual Operating Budget

The new guidance from the Comptroller's office also recommends that Boards include a provision on the fund balance and encourages Boards to select this amount in consultation with their local funding body. Additionally, new state laws require districts to annually provide: (1) a certified copy of the budget signed by both the Director and the funding body to the Commissioner; and (2) planning and budgetary reports to the Office of Research and Accountability in the Office of the Comptroller of the Treasury.

Policy 4.213 - Family Life Education

A recent change to state law updates the terminology for child trafficking instruction and requires that it be included as a component of health education. It also requires each district to develop a plan to implement this instruction by August 1, 2026.

NEW Policy 4.215 - Instructional Use of Digital Devices

TSBA created this new policy in response to a requirement in Public Chapter 808. This new state law requires Boards to adopt a policy prioritizing teacher-led instruction and the use of non-electronic instructional materials in grades K-5. There are several exceptions to the law, including, but not limited to, assessments, remediation, students with IEPs/504 plans, and virtual schools.

Policy 4.301 - Interscholastic Athletics

Students attending small private schools will now be permitted to participate in interscholastic athletics in accordance with TSSAA or TMSAA guidelines. If a school is a member with these organizations, private school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students, but only in athletic programs that are not offered by the private school. If a school is not a member with these organizations, private school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students.

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834



Policy 4.600 - Grading System

This new law clarifies that the high school grading system will apply to coursework completed by students in middle school. TSBA has added clarifying information to this policy. Please note that Public Chapter 901 also includes a requirement that will go into effect for the **2027-2028** school year. Beginning in that school year, districts are required to automatically enroll students who achieve a performance level of "exceeds expectations" on the math portion of the 7th-grade TCAP exam in Algebra I instead of an 8th-grade math course, unless a parent/guardian opts them out.

Policy 4.603 - Promotion & Retention

TSBA has updated policy 4.603 to include another pathway for students to be promoted to fourth grade. This is based on Public Chapter 1030, which permits this promotion if the student was administered a state-mandated assessment in third grade and demonstrated proficiency in ELA based on scoring in the **fiftieth percentile** on the most recently administered universal reading screener. This will apply to the schools selected for a pilot with the TDÖE.

Policy 4.605 - Graduation Requirements

Recent changes to state law alter the Move on When Ready early graduation requirements. Public Chapter 912 adds the Classic Learning Test as an option for students seeking to graduate early through this pathway. Additionally, Public Chapter 1040 requires the Director of Schools to annually report the total number of Move on When Ready requests to the Department of Education. TSBA has also updated this policy to clarify that students who successfully complete high school credit before grade nine shall receive graduation credit for that coursework.

Policy 5.106 - Application and Employment

State law now requires all school districts to use the E-Verify program to ensure that an employee is eligible to work in the U.S. Previously, this was an optional program. This is already a practice within our system.

Policy 5.200 - Separation Practices for Tenured Teachers &

Policy 5.201- Separation Practices for Non-Tenured Teachers

Previously, a teacher who resigned and breached their contract mid-year could have their license suspended by the State Board of Education if the local Board submitted a complaint. Public Chapter 898 removes the option for Boards to file these types of complaints.

Policy 5.302 - Sick Leave &

Policy 5.303 Personal and Professional Leave

Public Chapter 1022 is intended to shift flexibility from sick leave to the personal and professional leave category. Professional employees will now earn: 8 sick days a year for 10-month contracts; 9 sick days a year for 11-month contracts; and 10 sick days a year for 12-month contracts. Additionally, professional employees will now earn four days of personal and professional leave per year instead of two.

Policy 5.600 - Staff Rights & Responsibilities

An update to the Teacher Code of Conduct requires teachers to refrain from any sexually related behaviors with students, including students who have graduated or withdrawn in the immediately preceding twelve months.

Policy 5.801 - Director of Schools Recruitment and Selection

State law now permits Boards to conduct an executive session to interview candidates applying to serve as Director of Schools. The new change to state law allows boards to conduct interviews behind closed doors. This was previously not an option under state law. If Boards want to use this option, TSBA recommends updating the corresponding policy. Please note that voting and deliberation must be done in an open meeting, and the new law requires minutes of the executive

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834



session to be published. Additionally, candidates now have the option to request that their applications remain confidential if the Board chooses to use an executive session. **If you would like to keep the current process, no change is needed.**

Policy 6.200 - Attendance

Public Chapter 844 requires districts to determine whether a mid-year transfer student was previously enrolled in a public school in the same school year and request the student's attendance records. The receiving district must then include the unexcused absences from the previous school district in the student's current total to implement the appropriate truancy intervention tier, if applicable.

Policy 6.202 - Home Schools

Previously, state law required certain actions if a homeschool student fell below grade level. Public Chapter 912 has removed this portion of the statute. Additionally, this new law changes the types of tests that may be administered to homeschool students and permits the parent to select a standardized test.

Policy 6.205 - Student Assignments

State law now requires that principals create a safety plan for a student with an order of protection against another student.

Policy 6.303 - Questioning Students and Searches

Public Chapter 1040 expands on last year's legislation regarding who may conduct searches of students. This new law adds school employees who have completed the required orientation and training to the list of individuals who may conduct searches authorized by the principal.

Policy 6.306 - Interference/Disruption of School Activities

A recent change to state law requires Boards to have a policy on alerting parents when a classroom evacuation occurs in response to another student's behavior.

Policy 6.318 - Admission of Suspended or Expelled Students

Public Chapter 760 permits school districts to continue an investigation of a student disciplinary incident even if the student withdraws. Further, it clarifies that the investigation and/or disciplinary consequences may resume if the student re-enrolls.

Policy (6.412aTSBA) HCSS 6.4051 - Emergency Allergy Response Plan

The policy contains a provision on schools storing epinephrine in case of emergency. TSBA recommends updating it with the new version. Public Chapter 947 updates state law to clarify that epinephrine may be purchased in a variety of forms, not solely as an auto-injector. We have updated the relevant model policy to align with that language.

NEW Policy 6.4053 - Outside Applied Behavior Analysis Therapy

Boards are required to adopt a policy on outside applied behavior analysis therapy per Public Chapter 1112. This new state law requires Boards to adopt a policy allowing these private pay providers access to school property if they are under contract with parents/guardians and have signed a memorandum of understanding with the district. The Department of Education will be issuing guidance on this topic. TSBA will send out an update to the model policy, if needed.

Policy 6.506 - Students from Military Families

Public Chapter 834 updates requirements for school districts regarding students from military families. Previously, state law allowed Boards to choose how much time these students had to provide documentation of relocation to the district. Per this recent change, students must now provide this information within one calendar year of the date of enrollment. The new law further clarifies that districts must take appropriate steps to assist any of these students with IEPs, 504 plans, or individualized family service plans. Additionally, Public Chapter 834 states that if a military

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834



family relocates outside of the district, any students enrolled in grades 11 or 12 must be allowed to remain enrolled in the same high school until they either graduate or withdraw.

Policies 4.100 4.300 4.301 5.104 5.501 6.100 6.301 6.303 6.304 6.3041 Changes Per Public Chapter 938

Public Chapter 938 requires any policy that "includes a reference to a natural person's sex or gender to state that those terms are defined as the immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth." These changes **must be in place by January 1, 2027**.

Informational Items

New legal requirements to share that do not necessarily need a policy change.

Public Chapter 533 - TSSAA Transfers

This change to state law allows transfer students to immediately participate in athletics. It specifies that this new practice does not apply to mid-year transfers and can only be used once.

Public Chapter 710 - Prayer at Board Meetings

Public Chapter 710 allows Boards the option of opening a meeting with a prayer given by a member. This is permissible if: (1) the prayer does not require participation of anyone in attendance; and (2) no person is harassed or coerced to participate in the prayer.

Public Chapter 764 - Viewing Bus Footage

A recent change to state law requires school districts to either: (1) enter into a memorandum of understanding with local law enforcement regarding access to exterior bus camera footage; or (2) allow school safety personnel to review video evidence from exterior bus cameras. This is aimed at helping enforce traffic laws near school buses.

Public Chapter 868 - Drones and School Property

Public Chapter 868 makes it a criminal offense for an individual to fly a drone over the grounds of a public school with the intent to conduct surveillance without the permission of a school administrator or the Director of Schools/designee.

Public Chapter 924 - Displaying the Ten Commandments

This new law allows school districts to display a specific version of the Ten Commandments as listed in Public Chapter 924.

Up for Review:

- 3.218 Use of Emotional Support Dogs
- 3.219 Use of Unmanned Aircraft Systems
- 3.220 Access to Private Facilities
- 3.300 Equipment and Supplies Management
 - 3.3001 Use of Phones and Faxes
 - 3.301 Equipment and Supplies: Leasing and Renting
- 3.400 Student Transportation Management
 - 3.401 Scheduling and Routing
 - 3.402 Special Use of School Vehicles
 - 3.403 Traffic and Parking Controls

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: School Board Meetings	Descriptor Code: 1.400	Issued Date: 01/12/26
		Rescinds: 1.400	Issued: 11/06/23

- 1 The Board will transact all business at official meetings which may be either regular or special.
- 2 Every meeting of the Board, except those allowed to be closed by law, will be open to the public.¹
- 3 Open meetings will be physically accessible to all students, employees, and interested citizens.²
- 4 Cameras, camcorders or other photographic equipment may be used during Board meetings. The
- 5 Board has the right to limit the use of such equipment if it interferes with the conducting of Board
- 6 business by motion and majority vote.³
- 7 Board, Special Called, Budget, Work sessions or any meeting where public notice is to be give will be
- 8 recorded via livestream.

9 **REGULAR MEETINGS**

- 10 Regular meetings of the Board shall be held on the first (1st) Monday of each month at 6:30 p.m.
- 11 When appropriate, the meeting shall be rescheduled by the chairman.

12 **SPECIAL MEETINGS**

- 13 The Board shall hold such special meetings as necessary to transact the business of the Board. Such
- 14 meetings shall be called by the chairman whenever, in his/her judgment, the interests of the schools
- 15 require it, or when requested to do so by a majority of the Board.⁴

- 16 Special meetings may be called for either of the following purposes:

- 17 1. To enable the Board to concentrate and take action on a single problem or set of problems;
- 18 or
- 19
- 20 2. To enable the Board to take emergency action between regular meetings.

- 21 Only business related to the call of the meeting, and details related to agenda items shall be discussed
- 22 or transacted by the Board at a special meeting.

23 **ELECTRONIC ATTENDANCE⁵**

- 24 Absent board members may attend a regular or special meeting by electronic means if the member is
- 25 absent because of work, a family emergency, or the member's military service. If a board member is
- 26 absent due to military service, he/she may participate electronically as often as he/she is able to do so.

- 1 However, a board member may not participate electronically more than two (2) times per year for
- 2 absences due to work and/or family emergencies.

3 *General Requirements*

- 4 The following requirements apply to all electronic attendance, regardless of the reason for the
- 5 member's absence:

- 6 1. A quorum of the Board must be physically present at the meeting in order for any member to
- 7 attend electronically, except in the case of inclement weather or natural disasters (permitted for
- 8 a maximum of three times per year);
- 9 2. Any member wishing to participate electronically must do so using technology that allows the
- 10 chair to visually identify the member.
- 11 3. The responsibility for the connection lies with the member wishing to participate electronically.
- 12 No more than three (3) attempts to connect shall be made unless the Board chooses to make
- 13 additional attempts.

14 *Work-Related Absence*

- 15 The following requirements apply to electronic attendance due to a work-related absence:

- 16 1. The Board member must be absent from the county due to work.
- 17 2. The member wishing to participate must give the chair and Director of Schools at least five (5)
- 18 days' notice prior to the meeting of the member's desire to participate electronically.

19 *Sickness or Period of Convalescence*

- 20 A board member may attend a meeting by electronic means if sick or in a period of convalescence on
- 21 the advice of a healthcare professional; however, he/she may only participate electronically three (3)
- 22 times per year for this reason.

23 *Inclement Weather or Natural Disaster*

- 24 A board member may attend a meeting by electronic means due to inclement weather or natural
- 25 disaster if the schools in the school district are closed; however, he/she may only participate
- 26 electronically three (3) times per year for this reason.

27 *Family Emergency*

- 28 The following requirement applies to electronic attendance due to a family emergency:

- 29 1. The member must be absent due to the hospitalization of the member or the death or
- 30 hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-
- 31 law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law, or
- 32 sister-in-law.

Legal References

1. [TCA 8-44-102; TCA 49-6-804\(c\)](#)
2. [28 CFR § 36.201\(a\); 28 CFR § 36.202](#)
3. [Tenn. Att'y Gen. Op. No. 95-126 \(December 28, 1995\)](#)
4. [TCA 49-2-202\(c\)\(1\)](#)
5. [TCA 49-2-203\(c\)](#)

Cross References

School Board Legal Status and Authority 1.100
Board Committees 1.300
Notification of Meetings 1.402
Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802

Hickman County Board of Education

Descriptor Term:

Fiscal Management Goals

Descriptor Code:

2.100

Issued Date:

03/02/26

Rescinds:

2.100

Issued:

02/05/24

General

The Board shall practice sound fiscal management procedures which guarantee maximum use of all resources provided. The Board assumes responsibility, within its financial capabilities, for providing at public expense all items of equipment, supplies and services that may be required in the interest of education in the schools under its jurisdiction.¹

In fiscal management, the Board seeks to achieve the following goals:

1. To engage in advance planning, with broad-based staff and community involvement;
2. To establish levels of funding which will provide quality education for the system's students;
3. To use the available techniques for budget development and management;
4. To provide timely and appropriate information to all staff with fiscal management responsibilities; and
5. ~~To establish efficient procedures for accounting, reporting, purchasing and delivery, payroll, payment of vendors and contractors, and all other areas of fiscal management.~~ Require the Director of Schools to develop procedures for accounting, reporting, purchasing and delivery, payroll, payment of vendors and contractors, internal controls, and all other areas of fiscal management. Financial policies and accompanying procedures shall be reviewed annually to ensure ongoing compliance.²

Legal References

1. [Internal School Funds Manual, Section 3-1](#)
2. [Tenn. Comptroller of the Treasury, Fiscal Health Principles for Tenn. School Districts and Local Governments \(2026\)](#)

Cross References

School District Goals 1.700

Hickman County Board of Education

	Descriptor Term: Annual Operating Budget	Descriptor Code: 2.200	Issued Date: 03/02/26
		Rescinds: 2.200	Issued: 02/05/24

General

All school system budgets are the operational plans stated in financial terms which describe the programs to be conducted during the fiscal year beginning July 1 ending June 30 the following year.¹

Central Office

PREPARATION PROCEDURES

Budget planning shall include an analysis of previous staffing, curriculum and facilities, and projections requiring additional staffing, curriculum modifications, and additional facilities.

The budget proposal should be balanced, consistent with Board policy and contract conditions, to include provisions for:

- Programs to meet the needs of the entire student body
- Staffing arrangements adequate for proposed programs
- Maintenance of the district's equipment and facilities
- Efficiency and economy
- An unrestricted fund balance of _____ (enter percentage, at least two months (approximately 16.7%) of budgeted operating revenues of expenditures). The Board shall determine the fund balance percentage that meets fiscal health standards and expectations of both school board members and takes into consideration feedback from the County Commission.²

Budget preparation shall be the responsibility of the director of schools² and the chairman of the Board. The director of schools will establish procedures for the involvement of staff, including requests from department heads and principals, all of whom shall seek advice and suggestions from other staff and faculty members.

The director of schools and the chairman of the Board shall develop a budget preparation calendar no later than February 15 of the current school year.⁴ The calendar shall be used as a guide for coordinating

the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems, and making budget decisions.

HEARING AND REVIEWS

The proposed budget will be available for inspection by various interested citizens or groups in the office of the director of schools.

FINAL ADOPTION PROCEDURE

The Board shall adopt a budget and submit it to the County Commission no later than forty-five (45) days prior to the actual date the budget is to be adopted by the county commissioners.³

If the proposed budget is rejected, the board shall submit a revised budget proposal within ten (10) business days after receiving notice of the rejection.⁴

Within ten (10) days of adoption of the final budget, the director of schools shall file a copy with the Commissioner of Education.³

Within thirty (30) days of the beginning of each fiscal year, the Director of Schools shall submit to the Commissioner a complete and certified copy of its entire school budget for the school year that is signed by the Director of Schools and the County Commission.⁵

Beginning in 2027, the Director of Schools/designee shall annually provide the following to the Office of Research and Accountability in the office of the Comptroller of the Treasury by August 1:

1. A planning and budgetary report for the upcoming school year; and

2. An expenditure report for the immediately preceding school year.⁶

Legal References

1. [*Internal School Funds Manual, Section 4-35*](#)
2. [TCA 49-2-203\(a\)\(9\); Tenn. Comptroller of the Treasury, *Fiscal Health Principles for Tenn. School Districts and Local Governments \(2026\)*](#)
3. [TCA 5-9-402\(d\)\(4\)](#)
4. [TCA 5-9-402\(d\)\(5\)\(C\)](#)
5. [TCA 49-2-301\(b\)\(1\)\(X\); TRR/MS 0520-01-02-.13\(2\)\(a\); Public Acts of 2026, Chapter No. 1012](#)
6. [Public Acts of 2026, Chapter No. 1007](#)

Cross References

Role of the Board of Education 1.101
Executive Committee 1.301

Hickman County Board of Education

	Descriptor Term: Family Life Education	Descriptor Code: 4.2013	Issued Date: 08/05/24
		Rescinds: 4.2013	Issued: 06/03/24

1 A family life education program shall be implemented within the school district in compliance with state
2 law.¹

3 The Board shall annually evaluate the program and shall conduct public hearings and parental
4 conferences at least once (1) each September as part of the evaluation.

5 A parent who chooses not to have a student participate in the family life education program shall
6 submit such request in writing to the director of schools. A student who is excused from family life
7 instruction shall be assigned alternative activities and shall not be penalized academically.

8 Prior to implementing the family life education curriculum, the Board shall conduct at least one (1)
9 public hearing at which the plan will be explained and parents and community members shall be given
10 the opportunity to express their opinions.

11 FAMILY LIFE INSTRUCTION

12 The curriculum for the family life education program shall, in a manner that is age-appropriate and
13 factually and medically accurate, include the following:²

14 1. Teach the skills needed to make healthy decisions in all aspects of marriage and family life;

15 2. Encourage sexual health by helping students understand how the whole person is affected by sexual
16 activity as well as other risk behaviors;

17 3. Provide information about human reproduction, including conception, birth, and prenatal care, as well
18 as the process of adoption and its benefits;

19 4. Provide information on the family unit and the responsibilities and consequences related to sexual
20 activity, including the challenges of single teen parenting;

21 5. Promote only sexual risk avoidance through abstinence and the positive results of avoiding sexual
22 activity;

23 6. Provide instruction on the detection, intervention, prevention, and treatment of child sexual abuse,
24 including such abuse that may occur in the home, human trafficking in which a victim is the child, and
25 internet crimes against children;

- 1 7. Provide instruction on the prevention of dating violence;
- 2 8. Encourage communication between parent(s)/guardian(s) and students;
- 3 9. Address the legal aspects of sexual activity with emphasis on the rights of the student; and
- 4 10. Include the presentation of a high-quality, computer-generated animation or high-definition
5 ultrasound of a least three (3) minutes in duration that shows the development of the brain, heart, and
6 other vital organs in early fetal development per state academic standards.³
- 7 Instruction in topics related to sexual activity are not age-appropriate for students in grades kindergarten
8 through five (K-5) and shall not be taught as part of the family life curriculum. This does not prohibit
9 instruction on detection, -intervention, prevention, and treatment of child sexual abuse and human
10 trafficking of children.⁴
- 11 Instruction on family life education shall emphasize that abstinence from sexual relations is the only
12 method of protection that is 100% effective.
- 13 The family life education program shall be reviewed annually to ensure that the prohibited items of
14 instruction, as provided for in state law,⁵ are not included in the curriculum.

15 **TRAINING ON INSTRUCTION**

- 16 Personnel involved in instruction regarding human sexuality will conduct such instruction with
17 maturity and discretion. Personnel providing family life instruction shall receive in-service training
18 prior to presenting such instruction.

19 **CHILD TRAFFICKING PREVENTION EDUCATION**

- 20 Instruction on child trafficking prevention and awareness shall be provided for all students in grades K-
21 12 in a manner that is age-appropriate, grade-appropriate, and advances each year through
22 developmentally appropriate instruction and skill building.⁶

- 23 The Director of Schools/designee shall develop a plan to implement child trafficking prevention
24 education into the district's health education instruction and present it to the Board for approval.

25 **REPORTING²**

- 26 At the beginning of each school year, the Director of Schools shall provide the contact information to
27 the Department of Children's Services of each employee or trained professional providing instruction
28 on family life curriculum related to child sex abuse, human trafficking, and internet crimes. The
29 Director shall also report on the curriculum selected by the Board of Education.

Legal References

1. [TCA 49-6-1302](#)
2. [TCA 49-6-1304; Public Acts of 2024, Chapter No. 571](#)
3. [Public Acts of 2024, Chapter No. 795](#)
4. [Public Acts of 2024, Chapter No. 970](#)
5. [TCA 49-6-1304\(b\)](#)
6. [Public Acts of 2026, Chapter No. 744](#)
- 7.

New Policy

Hickman County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Use of Digital Devices	Descriptor Code: 4.215	Issued Date:
		Rescinds:	Issued:

1 General¹

2 In-person, teacher led instruction shall be the primary mode of instruction for students in grades
3 kindergarten through five (K-5).

4 Digital devices shall be utilized in these grades only when there is a clear educational benefit,
5 including use for remediation purposes. Further, electronic assessments and instructional tools shall be
6 developmentally appropriate and aligned with state academic standards.

7 The Director of Schools shall provide guidance to staff on appropriate use of technology for these
8 grades. The academic tech specialist shall create a process for ensuring that digital instruction complies
9 with this framework and state law.

10 SOCIAL MEDIA USE

11 Students in grades kindergarten through five (K-5) are prohibited from accessing social media
12 platforms using district provided internet during the school day.

13 COMMUNICATION WITH PARENTS/GUARDIANS

14 At the beginning of each school year, the Director shall ensure that principals provide
15 parent(s)/guardian(s) with information on digital device use in the classroom. This shall include the
16 types of devices used and the instructional purposes for such use.
17

Legal References

1. [Public Acts of 2026, Chapter No. 808](#)

Cross References

Use of the Internet 4.406

Hickman County Board of Education

Descriptor Tenn:

Interscholastic Athletics

Descriptor Code:
4.301

Issued Date:
07/07/25

Rescinds:
4.301

Issued:
08/05/24

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated differently from another person or otherwise be discriminated against in any athletic program of the school. Equal athletic opportunities shall be provided for members of both sexes.¹

Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth”.²

Student athletes shall only be allowed to participate in athletic activities or events that align with the student’s sex indicated on his/her original birth certificate.² The Director of Schools/designee shall require the parent/guardian to provide the student’s original birth certificate prior to participation in any interscholastic athletics. If the original birth certificate is not available or does not indicate the student’s sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of the student’s sex at birth.

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

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

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

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

No principal or teacher of any school under the control of the Board shall dismiss his/her school or any group of students for the purpose of attending the practice of any interscholastic sport during the school

day without written permission from the Board.⁷ This does not prevent the inclusion of regular physical training lessons in the daily school program.

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

SEVERE WEATHER⁴

Severe weather is any type of weather that could impede the safety of any athlete by compromising the playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder, lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be discussed with all players, coaches, and officials, if applicable.

All coaches who oversee or participate in outdoor training, practice, or competition shall annually complete a heat illness prevention course approved by the Tennessee Department of Health as well as receive training on activity modifications based on environmental conditions.

Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or tolerate hazing activities.⁹

HOME SCHOOL STUDENT PARTICIPATION¹⁰

Home school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines. If a school is not a member with these organizations, home school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹

Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines. If a school is not a member with these organizations, virtual school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

Legal References

1. [34 CFR § 106.41](#); [20 USCA § 1681 et seq.](#)
2. [TCA 49-6-310\(a\)](#); [Public Acts of 2026, Chapter No. 938](#)
3. [TRR/MS 0520-01-02-.08\(1\)](#)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\)](#); [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)

Cross References

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

9. [TCA 49-2-120](#)
10. [TCA 49-6-3050\(e\)\(1\)\(B\)](#)
11. [Public Acts of 2025, Chapter No. 173](#)

Hickman County Board of Education

	Descriptor Term: Grading System	Descriptor Code: 4.600	Issued Date: 03/03/25
		Rescinds: 4.600	Issued: 10/21/24

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

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

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

Schools teaching grades nine (9) through twelve (12) shall use the uniform grading system established by the State Board of Education. This shall also apply to students enrolled in eighth grade for the grades achieved on high school courses. 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.³ This grading system shall be uniform throughout the school district for each grade.

The following high school courses will have weighted grades:

Honors English (Grades 9-12)	Trigonometry
Honors Biology I and II	Honors Algebra II
Honors Physical Science	Honors Geometry
Honors Chemistry	Dual Enrollment College Courses

1	Honors Physics	Honors American History
2	Honors Anatomy	Honors Algebra I
3	Calculus	
4	SDC SAILS Statistics	Dual Enrollment TCAT
5	SDC Pre-Calculus	

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

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

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

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

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

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

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

31	E	Excellent
32	S	Satisfactory
33	U	Unsatisfactory

34 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 SCHOLARSHIPS³

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

- 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 Board of Education

	Descriptor Term: Promotion and Retention	Descriptor Code: 4.603	Issued Date: 03/03/25
		Rescinds: 4.603	Issued: 08/05/24

PROMOTION¹

The director of schools/designee shall promote students to the next grade level based on the successful completion of required academic work and on the satisfactory progress in each of the relevant academic areas. However, no student enrolled in the third grade shall be promoted unless the student has shown a basic understanding of curriculum and the ability to perform the skills required in the subject of reading as demonstrated by the student's grades or standardized test results. This requirement shall not apply to students who are participating in a board-approved, research-based intervention prior to the beginning of the next school year or to students who have an individualized education program (IEP).²

Students who have difficulty in achieving the requirements for promotion may be considered for retention. Schools shall identify these students by February 1st. Factors used to identify students for retention shall include:¹

1. The student's ability to perform at the current grade level;
2. The results of local assessments, if applicable;
3. State assessments, as applicable;
4. Home Literacy Reports;³
5. The overall academic achievement of the student;
6. The student's chance for success with more difficult material if promoted to the next grade;
7. Attendance; and
8. Social and emotional maturity.

Students may be identified for retention after the February 1st deadline if the delay in identifying a student is due to:⁴

1. Date of enrollment;

2. Additional information acquired after results of local assessment, screening, or monitoring are released; or
3. Decisions made by a student's IEP team or extenuating medical or psychological information on a case by case basis.

VOLUNTARY RETENTION

A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain his/her student in the current grade level if:

1. The student has a documented academic or behavioral delay; and
2. The parent/guardian believes that retention may benefit the student.⁵

This information shall be submitted in writing within thirty (30) days of the end of the school year. The district shall send written notice to the parent/guardian confirming whether the student is eligible for retention under state law.

PROMOTION PLANS⁶

When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school counselor, or other appropriate school personnel.

Promotion plans shall incorporate evidence-based strategies, including expectations and measurements that will verify whether a student has made sufficient progress to be promoted to the next grade level, and be tailored to the student's learning needs. Promotion plans for students in third and fourth grade will include additional requirements for promoting students in these grades. A copy of the plan will be provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a parent-teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the promotion plan.

A student who demonstrates sufficient academic progress according to his/her promotion plan shall be promoted to the next grade level unless retention is required per additional requirements for students in third and fourth grade.⁷

If a student has not demonstrated sufficient academic progress according to his/her promotion plan by the end of the school year, the student shall be eligible to enroll in a summer reading or learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar days prior to the start of the next school year if the student was enrolled in a summer program. However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school year.⁸

1 **RETENTION⁷**

2 A student may be retained when, in the judgment of the student's teacher and/or the student's IEP
3 team, such retention is in the best interest of the student or when retention is required per additional
4 requirements for students in third and fourth grade. However, a student shall not be retained more than
5 once in any grade.

6 *Decision of Retention⁹*

7 If a student is retained, the director of schools/designee shall develop an individualized academic
8 remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of
9 the plan shall be provided to the student's parent/guardian within ten (10) days of its development.
10 This plan shall include at least one of the following strategies:

- 11 1. Adjustment to the current instructional strategies or materials;
- 12
- 13 2. Additional instructional time;
- 14
- 15 3. Individual tutoring outside of school hours;
- 16
- 17 4. Modification to the student's classroom assignment to ensure the student receives
- 18 instruction from a highly effective teacher; or
- 19
- 20 5. Attendance or truancy interventions.

21 The director of schools shall develop procedures to ensure proper monitoring of students who are
22 retained and appropriate recordkeeping.

23 For the purpose of determining the effectiveness of retention toward improving student achievement,
24 the progress of retained students shall be closely monitored and reported to parent(s)/guardian(s) at
25 least three (3) times during the school year in which the student is retained.

26 *Decision of Retention – Third Grade¹⁰*

27 Third grade students shall not be promoted to the next grade unless they are determined to be
28 proficient (i.e., receive a performance level rating of "Met" or "Exceeded") in English language arts
29 (ELA) based on the student's most recent TCAP test.

30 Students who are not proficient in ELA may still be promoted if the following conditions are met:

- 31 1. A student in third grade receiving a performance level rating of "approaching" on the ELA
32 portion of the student's most recent TCAP test may be promoted if:
 - 33 a. The student is an English language learner and has received less than two (2) full years
34 of ELA instruction;
 - 35 b. The student was previously retained in grades K-3;

- c. The student is retested before the next school year and scores proficient in ELA;
- d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-test at the end of the camp; or
- e. The student receives tutoring for the entirety of the next school year in accordance with state law.
- f. Beginning with the 2023-2024 school year, the student demonstrates proficiency in ELA standards by scoring within the fiftieth percentile on the most recently administered state-provided benchmark assessment and the district provides tutoring services to the student during the entire fourth grade school year and notifies the student's parent/guardian, in writing, of the benefits of enrolling the student in summer programming.
- g. The student was administered a state-mandated assessment pursuant to TCA 49-1-616(d) as a third-grade student and the student demonstrates proficiency in ELA based on the student scoring within the fiftieth percentile on the most recently administered universal reading screener approved by the State Board of Education or the Tennessee universal reading screener.¹¹

2. A student in third grade receiving a performance level rating of "below" on the ELA portion of the student's most recent TCAP test may be promoted if:

- a. The student is an English language learner and has received less than two (2) full years of ELA instruction;
- b. The student was previously retained in grades K-3;
- c. The student is retested before the next school year and scores proficient in ELA; or
- d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with state law.

Decision of Retention – Fourth Grade¹⁰

Students in the following categories shall show adequate growth in the following ways before being promoted to the fifth grade:

- 1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the next school year; and
- 2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the fourth grade school year.

If a student that was promoted to fourth grade under one of the provisions above does not demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test, then the following shall occur:

1. The student's principal shall convene a conference consisting of the following parties: the student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.

2. The conference shall review the student's fourth grade ELA performance to determine if the student should be promoted to fifth grade.

3. At the conclusion of the conference, a majority of the parties shall agree to one of the following:

a. The student will be promoted to fifth grade and be assigned a tutor for the entirety of the student's fifth-grade year; or

b. The student will be retained in fourth grade. A student shall not be retained more than once in fourth grade.

A student shall not be retained more than once in fourth grade.

Decision of Retention – Students with Disabilities¹¹

Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of TCAP was due to the student's disability. The school district shall not retain a student with a disability or a suspected disability that impacts their ability to read.

APPEALS^{8,12}

When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision to retain the student and provided with information on the right to appeal the decision. Appeals shall be made to the assistant principal or principal of the school within (5) business days. The student and his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the assistant principal or principal. They shall conduct a hearing within (5) business days to determine if the student will be promoted and issue such decision within (5) business days. Upon notification of the committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s).

For students where retention is required per the additional requirements for students in third and fourth grade, parent(s)/guardian(s) may appeal this decision directly to the Department of Education in accordance with state law.¹³

Legal References

1. [20 USCA § 1400 et seq.](#); [29 U.S.C. § 794 \(Section 504\)](#); [TRR/MS 0520-01-03-.16](#); [TCA 49-6-3115](#)
2. [TRR/MS 0520-01-03-.16\(5\)](#)
3. [TCA 49-1-905\(e\)](#)
4. [TRR/MS 0520-01-03-.16\(4\)](#)
5. [Public Acts of 2024, Chapter No. 829](#)
6. [TRR/MS 0520-01-03-.16\(6\)](#)
7. [TRR/MS 0520-01-03-.16\(6\)\(f\)](#)
8. [TRR/MS 0520-01-03-.16\(6\)\(e\)](#)
9. [TRR/MS 0520-01-03-.16\(6\)\(g\)](#)
10. [TRR/MS 0520-01-03-.16\(7\)](#)
11. [29 U.S.C. § 794 \(Section 504\)](#); [20 USCA § 1400 et seq.](#); [TRR/MS 0520-01-03-.16\(7\)\(e\)](#); [Public Acts of 2024, Chapter No. 989](#); [Public Acts of 2026, Chapter No. 1030](#)
12. [TRR/MS 0520-01-03-.16\(3\)](#); [TRR/MS 0520-01-02-.17\(7\)](#); [TCA 49-6-3102\(e\)\(1\)](#)
13. [TRR/MS 0520-01-03-.16\(7\)\(f\)](#)

Cross References

Credit Recovery 4.210
Grading System 4.600
Reporting Student Progress 4.601
Attendance 6.200
Student Assignments 6.205
Homeless Students 6.503
Student Records 6.600

Hickman County Board of Education

Descriptor Term:

Graduation Requirements

Descriptor Code:
4.605

Issued Date:
09/09/24

Rescinds:
4.605

Issued:
11/07/22

General

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

Before high school graduation, every student shall:¹

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

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

SPECIAL EDUCATION STUDENTS⁴

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

Special Education Diploma

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

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

Occupational Diploma

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

1. Completed at least four (4) years of high school;
2. Made satisfactory progress on their IEP;
3. Maintained satisfactory records of attendance and conduct;
4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment (SKEMA); and
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 or Classic Learning Test (CLT) 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, including reporting the total number of requests to
37 graduate early to the TN Department of Education.⁹

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\(18\)](#)
7. [TCA 49-6-8103; State Board of Education Policy 2.103](#)
8. [Public Acts of 2026, Chapter No. 912](#)
9. [Public Acts of 2026, Chapter No. 1040](#)

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:

Application and Employment

Descriptor Code:

5.106

Issued Date:

11/05/24

Rescinds:

5.106

Issued:

08/07/23

APPLICATION

An individual desiring a position shall make application to the Director of Schools on forms developed by his/her office. To ensure the safety and welfare of students and staff, the district shall require criminal history background checks and fingerprinting of applicants for teaching positions and any other positions that require proximity to children.¹ If applying for a teaching position, the Director of Schools shall also check the applicant's license status in the State Board of Education's database to determine if there is a hold on that applicant's license, and if so, the reasoning behind the hold.²

Knowingly falsifying information shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor which shall be reported to the District Attorney General for prosecution.³

Any costs incurred to perform these background checks and fingerprinting shall be paid by the applicant. The Board shall reimburse the applicant if a position is offered and accepted.⁴

Professional Employees

The application shall include a transcript of credits earned at the colleges or universities attended along with references from persons such as previous employers, college professors, and supervisors of student teachers. Other information shall include whether such applicant has been dismissed for cause from a school district.⁵ If previously employed by a local board of education, the applicant shall provide evidence of acceptable resignation.

No person shall be employed:

1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board of Education;⁶
2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;⁷
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health, or on a similar registry in another jurisdiction;⁷
4. Who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children;⁸
5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;⁹

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰
8. Who has not had their information verified using E-Verify¹⁰

Support Employees

No person shall be employed:

1. Who has any contagious or communicable disease in such form that might endanger the health of school children;⁸
2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;⁷
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
4. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
5. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
6. Who does not receive a satisfactory background check.¹⁰
7. Who has not had their information verified using E-Verify¹⁰

EMPLOYMENT

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Initial Employment for Professional Employees

The Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.¹² From the date of the written acceptance, such person is considered to be under employment with the district and is subject to all rights, privileges, and duties.

Legal References

1. [TCA 49-5-406; TCA 49-5-413](#)
2. [State Board of Education Policy 5.501](#)
3. [TCA 49-5-406\(a\)\(2\)\(A\)](#)
4. [TCA 49-5-413\(c\)](#)
5. [TCA 49-2-131](#)
6. [TCA 49-5-403; TCA 49-5-101; TCA 49-5-106](#)
7. [TCA 49-5-413\(e\)](#)
8. [TCA 49-5-404](#)
9. [TCA 49-5-405](#)
10. [TCA 49-5-413\(a\), \(f\); Public Acts of 2026, Chapter No. 772](#)

Cross References

Orientation and Probation 5.107
 Compensation Guides & Contracts 5.110
 Background Investigations 5.118
 Recommendations and File Transfers 5.203
 Interim Employees 5.700
 Qualifications and Duties of the Director of Schools 5.802

11. Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*
12. TCA 49-5-406(b)

Hickman County Board of Education

Descriptor Term:

Separation Practices for Tenured Teachers

Descriptor Code:

5.200

Issued Date:

05/04/26

Rescinds:

5.200

Issued:

02/03/25

1 ALTERNATIVE WORK ASSIGNMENT

2 During an investigation of any accusations that may lead to further disciplinary action, the Director of
3 Schools or his/her designee, may choose to reassign the impacted employee to a different work
4 location and/or duties. This alternative work assignment would last until the investigation is complete
5 and any findings are used to determine what, if any, further action is necessary. Alternative work
6 assignments may be designated in lieu of suspending an employee without pay, as deemed appropriate
7 by the Director of Schools or his/her designee.

8 SUSPENSION PENDING AN INVESTIGATION ¹

9 The director of schools may suspend a teacher at any time that may seem necessary, pending
10 investigation or final disposition of a case before the board or an appeal. If the matter under investigation
11 is not the subject of an ongoing criminal investigation or a department of children's services
12 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
13 not exceed ninety (90) days in duration. Under no circumstances shall the director of schools suspend a
14 teacher with pay. If vindicated or reinstated, the teacher shall be paid full salary for the period of
15 suspension.

16 SUSPENSION OF THREE DAYS OR LESS ^{2,3}

17 A director of schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,
18 unprofessional conduct and insubordination. Before an employee is suspended he/she shall be: (1)
19 provided with written notice, including the reasons for the suspension along with an explanation of the
20 evidence; (2) given an opportunity to respond to the director at a conference, if requested within five
21 (5) days; and (3) given a written decision of the suspension within ten (10) days. Both parties may be
22 represented by counsel at the conference, which shall be recorded.

23 Under no circumstances shall a director of schools suspend a tenured teacher with pay. If reinstated, the
24 tenured teacher shall be paid full salary for the period of suspension, unless suspension without pay is
25 deemed to be an appropriate penalty.

26 DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS⁴

27 The Board shall maintain a list of qualified individuals who have indicated a willingness to act as
28 impartial hearing officers, as defined under Tennessee law.

29 When charges are made against a tenured teacher, charging the teacher with offenses which may justify
30 dismissal or a suspension greater than three days, the charges shall be made in writing, specifically stating
31 the offenses which are charged and shall be signed by the party or parties making the charges.

If, in the opinion of the Board, the charges are of such nature as to warrant the release or a suspension greater than three days of the teacher, the director of schools shall give the teacher a written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the Commissioner of Education advising the teacher of his/her legal duties, rights and recourse.

A tenured teacher who has been given notice of charges against him/her may within thirty (30) days after receipt of notice give written notice to the director of schools of his/her request for a hearing.

The director of schools shall, within five (5) days after receipt of request, assign a hearing officer from the list maintained by the Board.

The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any prehearing conference may be conducted by telephone if each participant has an opportunity to participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered to issue appropriate orders and to regulate the conduct of the proceedings.

Either party may appeal to the Board of Education an adverse ruling by giving written notice of appeal within ten (10) working days of the hearing officer's delivery of the hearing officer's written findings and conclusions. The director of schools shall prepare a copy of the proceedings, including all transcripts and evidence, documentary or otherwise, and transmit the same to the Board within twenty (20) days of the receipt of the notice of appeal.

The Board shall hear the appeal on the record, and no new evidence may be submitted by either party. The appealing party may appear before the Board to argue why the adverse ruling should be over-turned. In no event should such argument last more than fifteen (15) minutes, unless the Board should vote to extend additional time. At the conclusion of the hearing, any member of the Board may vote to sustain the decision of the Hearing officer, send the record back for additional evidence, revise the penalty or reverse the decision. The Board shall render its decision within ten (10) working days after the conclusion of the hearing. In the event that the decision of the Board is appealed to the Chancery court, the Board shall transmit the entire record prepared by the director and reviewed by the Board to the Chancery court for its review.

RESIGNATION

A teacher shall give the director of schools notice of resignation at least thirty (30) days before the effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days' notice requirement and permit a teacher to resign in good standing.⁵

The conditions under which it is permissible to break a contract with the Board are as follows:⁶

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board;

2. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.

Any teacher on leave shall notify the director of schools in writing at least thirty (30) days prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.⁷

~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a teacher's certificate. After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the State Board of Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-five (365) days.⁸~~

RETIREMENT

Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits from retirement plans and/or social security benefits. Employees eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist employees in securing retirement benefits; however, it shall be the responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the central office. It shall be the responsibility of the retiring employee to file for benefits.

Legal References

1. [TCA 49-5-511\(a\)\(3\)](#)
2. [TCA 49-2-301\(b\)\(1\)\(EE\)](#), [TCA 49-5-512\(d\)](#)
3. [TCA 49-5-511\(a\)\(2\)](#)
4. [TCA 49-5-511; 512; 513](#)
5. [TCA 49-5-508\(a\)](#); [Public Acts of 2026, Chapter No. 898](#)
6. [TCA 49-5-508\(c\)](#)
7. [TCA 49-5-706](#)
8. [TCA 49-5-411\(b\)](#)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Hickman County Board of Education

Descriptor Term:

Separation Practices for Non-Tenured Teachers

Descriptor Code:

5.201

Issued Date:

05/04/26

Rescinds:

5.201

Issued:

02/03/25

1 ALTERNATIVE WORK ASSIGNMENT

2 During an investigation of any accusations that may lead to further disciplinary action, the Director of
3 Schools or his/her designee, may choose to reassign the impacted employee to a different work
4 location and/or duties. This alternative work assignment would last until the investigation is complete
5 and any findings are used to determine what, if any, further action is necessary. Alternative work
6 assignments may be designated in lieu of suspending an employee without pay, as deemed appropriate
7 by the Director of Schools or his/her designee.

8 SUSPENSION PENDING AN INVESTIGATION¹

9 The director of schools may suspend a teacher at any time that may seem necessary, pending
10 investigation or final disposition of a case before the board or an appeal. If the matter under investigation
11 is not the subject of an ongoing criminal investigation or a department of children's services
12 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
13 not exceed ninety (90) days in duration. Under no circumstances shall the director of schools suspend a
14 non-tenured teacher with pay. If vindicated or reinstated, the non-tenured teacher shall be paid full salary
15 for the period of suspension.

16 SUSPENSION OF THREE DAYS OR LESS²

17 A director of schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,
18 unprofessional conduct and insubordination. Before an employee is suspended he/she shall be: (1)
19 provided with written notice, including the reasons for the suspension along with an explanation of the
20 evidence; (2) given an opportunity to respond to the director at a recorded conference, if requested within
21 five (5) days; and (3) given a written decision of the suspension within ten (10) days. Both parties may
22 be represented by counsel at the conference, which shall be recorded.

23 DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²

24 The director of schools may dismiss or suspend for more than three days any non-tenured teacher **during**
25 **the contract year** for incompetence, inefficiency, insubordination, improper conduct or neglect of duty
26 after giving the non-tenured teacher, in writing, due notice of the charges.

27 The director of schools shall give the non-tenured teacher an opportunity for a full and complete hearing
28 before an impartial hearing officer.

29 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
30 hear the case and the employee shall have the right to:

1. be represented by counsel;
2. call and subpoena witnesses;
3. examine all witnesses; and
4. require that all testimony be given under oath.

Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the affected employee within ten (10) working days following the close of the hearing. The employee may appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written decision to the employee. Written notice of appeal to the Board shall be given to the director of schools. Within twenty (20) days' of receipt of notice, the director shall prepare a copy of the proceedings, transcript, documentary and other evidence presented and provide the Board a copy of the same.

The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may appear in person or be represented by counsel and argue why the decision should be modified or reversed. The Board shall take one of the following actions:

1. sustain the decision;
2. send the record back if additional evidence is necessary; or
3. revise the penalty or reverse the decision.

Before any decision to dismiss is made, a majority of the membership of the Board shall concur in sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days after the conclusion of the hearing.

The director of schools shall also have the right to appeal any adverse ruling by the Hearing Officer in same manner as the non-tenured teacher.

Within twenty (20) days after receipt of notice of the decision of the Board, either party may appeal to the chancery court in the county where the school system is located. The Board shall provide the entire record of the hearing to the court.

NONRENEWAL

Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of employment enjoyed by tenured teachers except that they have no claim upon continuing employment or tenure protections.

The principal is responsible for discussing deficiencies as part of the evaluation process with the non-tenured teacher and providing assistance for overcoming these deficiencies.

The director of schools is under no obligation to re-employ non-tenured teachers at the end of their contract period. If the director of schools determines not to renew the contract of a non-tenured teacher, the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be sent to the teacher by certified mail or overnight carrier, or by email within five (5) business days following the last instructional day for the school

year.³ If the reason for nonrenewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for nonrenewal.⁴

RESIGNATION

A teacher shall give the director of schools notice of resignation at least thirty (30) days before the effective date of the resignation.⁵ The Board may waive the thirty (30) days-notice requirement and permit a teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:⁶

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board;
2. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.

Any teacher on leave shall notify the director of schools in writing at least thirty (30) days' prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.⁷

~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a teacher's certificate. After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the State Board of Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-five (365) days.⁸~~

RETIREMENT

Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits from retirement plans and/or social security benefits.

Employees eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist employees in securing retirement benefits; however, it shall be the responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the central office. It shall be the responsibility of the retiring employee to file for benefits.

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal procedures outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal procedures outlined in this policy.)

Legal References

1. [TCA 49-5-511\(a\)\(3\)](#)
2. [TCA 49-2-301\(b\)\(1\)\(EE\)](#); [TCA 49-5-512](#)
3. [TCA 49-5-409](#)
4. [TCA 49-5-409\(b\)\(2\)](#)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

5. [TCA 49-5-508; Public Acts of 2026, Chapter No. 898](#)
6. [TCA 49-5-411\(a\)](#)
7. [TCA 49-5-706](#)
8. [TCA 49-5-411\(b\)](#)

Hickman County Board of Education

Descriptor Term:

Sick Leave

Descriptor Code:
5.302

Issued Date:
05/04/26

Rescinds:
5.302

Issued:
02/03/25

LICENSED PERSONNEL

~~The time allowed for sick leave for professional personnel shall be one (1) day for each month employed during the school year and shall accumulate for an unlimited number of days.¹~~

Professional personnel shall earn sick leave as outlined below and these days shall accumulate for an unlimited number of days.¹

- 10-month contract = 8 sick days earned per year
- 11-month contract = 9 sick days earned per year
- 12-month contract = 10 sick days earned per year

Sick leave shall be defined as: illness of a teacher from natural causes or accident, quarantine, or illness or death of a member of the immediate family of a teacher, including the teacher's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, and sister-in-law.²

A signed statement listing the cause of absence shall be provided by the employee on forms furnished by the director of schools and shall promptly be given to the immediate supervisor in support of all claims for sick leave pay. A falsified statement shall be grounds for dismissal. An employee absent for five (5) consecutive working days shall submit a doctor's statement verifying illness or injury of the employee or immediate family member.

Frequent use and/or suspected misuse of sick leave by an employee are sufficient grounds for requiring a physician's certificate stating the reason for absence.

A certificate from the physician on forms furnished by the Board may be required in support of any claim for sick leave pay.

In case of doubt, the Board of Education shall have final authority as to who is entitled to leave under this section and the time for which the leave may be allowed.

A teacher in need of sick leave shall be allowed to use unearned sick leave up to the amount of days which such teacher may accumulate during the remainder of the school year in which he is employed. Such advance use of sick leave shall be charged to sick leave accumulated in the same school year.

Upon termination of the employment of such teacher-before-such-days are earned or at the end of the school year, there shall be deducted from the final salary of each teacher an amount based on his daily rate of pay sufficient to cover the excess sick leave days used by him and if such final salary is

1 insufficient for this purpose the teacher shall be liable for reimbursement of any amount in excess of
2 his final salary.

3 The principal shall notify the director of schools' office at once if an employee is sick beyond the limit
4 of his/her sick leave accumulation. The substitute teacher, beyond this point, must have a certificate or
5 permit and must be paid according to the state salary scale.

6 Permanent, cumulative sick leave records for each active professional employee shall be kept in the
7 director of schools' office.

8 A teacher, upon employment, may transfer his/her accumulated sick leave from another Tennessee
9 school system, provided that the director of schools of the system in which the accumulated leave was
10 held provides notarized verification.³

11 **SUPPORT PERSONNEL**

12 Sick leave shall be the same for support personnel as for certified employees.

13 The time allowed (days earned) for sick leave shall be one (1) day for each month an employee is
14 employed except bus drivers, who shall earn one half (1/2) day for each month employed.

15 Sick leave shall be cumulative for all earned days not used.

16 At the termination of the employment of any employee, all unused sick leave accumulated by the
17 employee shall be terminated.

18 The immediate supervisor may require a physician's certificate stating the reason for absence.

19 Frequent and misuse of sick leave by an individual are sufficient grounds for requiring a physician's
20 certificate stating the reason for absence.

21 A teacher, upon employment, may transfer his/her accumulated sick leave from another Tennessee
22 school system, provided that the director of schools of the system in which the accumulated leave was
23 held provides notarized verification.

1. [TCA 49-5-710\(a\)\(1\); Public Acts of 2026, Chapter No. 1022](#)
2. [TRR/MS 0520-01-02-.04\(2\)](#)
3. [TCA 49-5-710\(a\)\(5\)](#)

Workers' Compensation 3.602
Orientation and Probation 5.107
Short Term Leaves of Absence 5.300
Family and Medical Leave 5.305
Physical Assault Leave 5.307

Hickman County Board of Education

Descriptor Term:

Personal and Professional Leave

Descriptor Code:

5.303

Issued Date:

02/03/25

Rescinds:

5.303

Issued:

12/05/22

Personal and professional leave shall be granted in accordance with laws of the State of Tennessee and rules and regulations of the State Board of Education.

~~Certified employees shall earn personal and professional leave at the rate of one day for each half-year employed for a total of two (2) days per year.~~ Professional employees shall earn personal and professional leave at the rate of two (2) days for each half-year employed for a total of four (4) days per year. Employees may have their days of personal leave prior to having earned it. Any personal and professional leave remaining unused at the end of a year shall be credited to sick leave.¹

If, at the termination of services, any employee has been absent for more days than leave has been earned, an amount sufficient to cover the excess days used shall be deducted from the employee's final salary payment.²

Subject to the following conditions, personal leave may be taken at the discretion of the employee:

1. Except in emergency, each employee shall give the principal at least one day's notice in writing of intent to take leave;
2. The approval of the principal of the school shall be required:³
 - a. If more than ten percent (10%) of the teachers in any given school request its use on the same day;
 - b. If requested during any prior established student examination period;
 - c. If requested on the day immediately preceding or following a holiday or vacation period.
 - d. If personal leave is requested for days scheduled for professional development or in-service training, according to a school calendar adopted by the Board prior to the commencement of the school year; or
 - e. If personal leave is requested for days scheduled for parent-teacher conferences, according to a school calendar adopted by the Board prior to the commencement of the school year.

Professional leave is a short, temporary absence for the purpose of attending workshops and other meetings relating to school business or serving on boards and commissions which meet during daytime hours when appointed by a mayor, city council, county executive or county commission.⁴

Requests shall be submitted to the principal at least five (5) days prior to requested leave of absence.

- 1 In addition, certified employees shall be granted leave to serve on any board or commission of the state
2 when the appointment is made by the Governor or General Assembly. Such leave shall not be counted
3 against any other accumulated leave credits. The employee shall notify the principal at least five (5)
4 days prior to leave being taken.
- 5 Support Personal may use two (2) leave days per school year as "personal leave". Personal leave may
6 be used for religious holidays, deaths not covered by sick leave, civic duties, personal business, or for
7 attendance of professional meetings excluding optional in-service meetings).

Legal References

1. [TCA 49-5-711\(a\); TRR/MS 0520-01-02-.04\(3\);
Public Acts of 2026, Chapter No. 1022](#)
2. [TCA 49-5-711\(b\)](#)
3. [TCA 49-5-711\(c\)\(1\)](#)
4. [TCA 49-5-205](#)

Cross References

Short Term Leaves of Absence 5.300
Legislative Leave 5.309

Hickman County Board of Education

Descriptor Term:

Staff Rights & Responsibilities

Descriptor Code:

5.600

Issued Date:

03/03/25

Rescinds:

5.600

Issued:

08/07/23

In fulfilling any citizenship rights and responsibilities, employees shall give proper consideration to the educational welfare of students and ensure that no conflict exists with their actual duties.

Each staff member has the right to:

1. A work environment free from sexual, racial, ethnic, and religious discrimination/harassment;¹
2. Academic freedom within the confines of state law and board policy in order to create an atmosphere of freedom in the classroom;

Educators have the right to:²

1. Be treated with civility and respect as well as having his/her professional judgement and discretion respected;
2. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or appropriate agencies;
3. Provide students with a safe environment;
4. Defend themselves and their students from physical violence or harm;³
5. Share information regarding a student's educational experience, health, or safety with the student's parent(s)/guardian(s) unless otherwise prohibited;⁴
6. Review all instructional material or curriculum before being utilized by students; and
7. Not be required to use his/her personal money to appropriately equip a classroom.

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the policies of the board and the procedures designed to implement them;
2. To adhere to the Teacher Code of Ethics;⁷
3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know;

- 1 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the
2 public;
- 3 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
4 state board regulations, board policy and administrative procedures; and
- 5 6. Wear appropriate dress for work according to board guidelines and local school rules.
- 6
- 7 7. Report students who commit offenses of assault and battery or vandalism on school property
8 endangering the life, health, or safety of others pursuant to state law;⁵ and
9
- 10 8. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to
11 a physical assault or other violent criminal act committed during the course of employment.⁶
12
- 13 9. Refrain from any sexually related behavior with students, including students who have graduated
14 or withdrawn in the immediately preceding twelve (12) months;⁸
15

Legal References

1. [42 USCA § 2000e-2\(a\), \(b\); TCA 49-6-8004](#)
2. [TCA 49-5-209](#)
3. [TCA 49-6-2802](#)
4. [20 USCA § 1232g](#)
5. [TCA 49-6-4301](#)
6. [TCA 49-5-714](#)
7. [TCA 49-5-1001](#)
8. [Public Acts of 2026, Chapter No. 898](#)

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Hickman County Board of Education

	Descriptor Term: Director of Schools Recruitment and Selection	Descriptor Code: 5.801	Issued Date: 04/07/25
		Rescinds: 5.801	Issued: 02/06/23

1 When a vacancy occurs, the appointment of a director of schools is a function of the Board.¹ The Board
2 is responsible for finding the person it believes can most effectively translate into action the policies of
3 the Board and the goals of the community and the professional staff.

4 The Board may employ a consultant to advise and assist the Board in the search and selection process.
5 However, final selection shall rest with the Board after a thorough consideration of qualified
6 applicants. An interim director of schools appointed during the time of a search shall not become a
7 candidate unless the Board expressly permits such inclusion in the selection procedures. A board
8 member may not apply for or in any other way be considered for the position of director of schools.²

9 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the
10 following:

11 1. A job description

12 2. A timeline

13 3. A process for accepting and reviewing applications, including a process for handling public
14 versus non-public material (Note: Per state law, records of all applicants are public unless
15 candidates request their records be made private); and

16 4. Selection procedures which shall include, but not be limited to, the following:³

17 a. The Board may invite the community, including board employees, to participate in the
18 process of selecting a director of schools. Resumes of persons interviewed by the Board
19 shall be available in the central office for public inspection.

20 b. The interview process for each finalist shall include at least one interview with the
21 entire board.

22 c. Candidates shall be interviewed by the Board in an open session. Only board members
23 will be allowed to ask questions during the interview. The Board may additionally
24 choose to conduct closed-session one-on-one interviews between individual board
25 members and individual candidates. The Board may additionally choose to conduct
26 "town hall" type meetings where the public can engage the candidates with questions
27 via an appropriate moderator.

28 d. Candidates shall be interviewed by the Board in an executive session. All deliberation

1 shall occur during public meetings and requires minutes of the executive session to be
2 published..

- 3
- 4 e. The Board shall attempt to select a director by unanimous vote, but a simple majority
5 vote of the membership of the board shall be required for the appointment of a director
6 of schools.

Legal References

1. [TCA 49-2-203\(a\)\(13\)](#)
2. [TCA 49-2-203\(a\)\(1\)\(D\)](#)
3. [TCA 49-2-203\(a\)\(13\)\(B\); Public Acts of](#)
[2026, Chapter No. 1048](#)

Hickman County Board of Education

	Descriptor Term: Attendance	Descriptor Code: 6.200	Issued Date: 09/08/25
		Rescinds: 6.200	Issued: 07/07/25

Attendance is a key factor in student achievement and therefore, students are expected to be present each day school is in session. The official school day for students begins at 8:00 a.m. and concludes at 3:00 p.m. unless so noted on the Board approved calendar.

The attendance supervisor shall oversee the entire attendance program which shall include: ¹

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school;
4. Providing documentation of enrollment status upon request for students applying for new or reinstatement of driver's permit or license; and
5. Notifying the Department of Safety whenever a student with a driver's permit or license withdraws from school.²

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent/guardian.³

Absences shall be classified as either excused or unexcused as determined by the principal/designee. Excused absences shall include:⁴

1. Personal illness;
2. Illness of immediate family member;
3. Death in the family;
4. Extreme weather conditions;
5. Religious observances;⁵
6. Pregnancy;

7. School-endorsed activities;

8. Summons, subpoena, or court order; or

9. Circumstances which in the judgment of the principal create emergencies over which the student has no control.

The principal shall be responsible for ensuring that:⁶

1. Attendance is checked and reported daily for each class;

2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for the majority of the day;

3. All student absences are verified;

4. Written excuses are submitted for absences and tardiness;

5. System-wide procedures for accounting and reporting are followed.

TRUANCY

General

Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days, alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes. If a student is required to participate in a remedial instruction program outside of the regular school day where there is no cost to the parent(s) and the school system provides transportation, unexcused absences from these programs shall be reported in the same manner.⁷

Students who are absent five (5) days without adequate excuse shall be reported to the director of schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's absence. If a parent does not provide documentation within adequate time excusing those absences, or request an attendance hearing, then the Director of Schools shall implement the progressive truancy intervention plan described below prior to referral to juvenile court.

The director of schools/designee shall develop appropriate administrative procedures to implement this policy.

*Progressive Truancy Intervention Plan*⁸

Prior to referral to juvenile court, the following progressive truancy intervention plan will be implemented.

Tier I

Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to,

1. School-wide strategy to promote regular daily attendance with plans of action to prevent chronic absence, truancy, late arrivals, and early dismissals.
2. An attendance expectation letter to be sent to parents/guardians during the first week of school to communicate clear school level expectations.
3. Identify students who have been chronically absent from the previous year.
4. Take and submit accurate attendance in SMS (Skyward) for each class, every day, and on-time during the first fifteen minutes of class.
5. Run daily absentee report to find discrepancies.
6. Make personal contact with the student's parent/guardian to investigate the reason for unexcused absences at three (3) days of unexcused absences.

If the student accumulates additional unexcused absences in violation of the attendance contract, in Tier I, he/she shall be subject to Tier II.

Tier II

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before referral to juvenile court, and includes the following:

1. A conference with the student and the student's parent/guardian;
2. An attendance contract, based on the conference, signed by the student, the parent/guardian, and an attendance officer. The contract shall include:
 - a. A specific description of the school's attendance expectations for the student;
 - b. The period for which the contract is effective.
 - c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court; and
3. Regularly scheduled follow-up meetings to discuss the student's progress.
4. An individualized assessment by a school employee of the reasons a student has been absent from school. This may result in referral to counseling, community-based services, or other services to address the student's attendance problems.

Tier III

This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

Tier III interventions must include a review of the previous individualized assessment and an amended attendance contract but may also result in further action including but not limited to a review of grades

1 and the discipline record, a referral to restorative justice programs, a referral to community-based
2 services, or a referral to the Department of Children's Services.

3 These interventions shall be determined by a team formed at each school. The interventions shall
4 address student needs in an age-appropriate manner. Finalized plans shall be approved by the Director
5 of Schools/designee.

6 *Transfer Students and Truancy Tracking*

7 The district shall request attendance records for students enrolling after the start of the school year
8 from the previous public school district. Unexcused absences accumulated at a previous district for the
9 current school year shall be factored into the student's placement on the truancy intervention plan tiers,
10 if applicable.⁹

11 **NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY⁹**

12 A principal/designee may excuse a student to participate in non-school sponsored extracurricular
13 activities. The principal shall document the approval in writing and shall excuse no more than ten (10)
14 absences each school year. No later than seven (7) business days prior to the student's absence, the
15 student shall provide documentation to the school as proof of the student's participation along with a
16 written request for the excused absence from the student's parent/guardian. The request shall include
17 the following:

- 18 1. Student's name and personal identification number;
- 19
- 20 2. Student's grade;
- 21
- 22 3. The dates of the student's absence;
- 23
- 24 4. The reason for the student's absence; and
- 25
- 26 5. The signatures of the student and parent/guardian.

27 **RELEASED TIME COURSE¹⁰**

28 A principal/designee may excuse a student to attend a course in religious moral instruction for up to
29 one (1) class period per school day. Students shall not be excused during any class which requires an
30 examination for state or federal accountability purposes.

31 Students shall only be permitted to attend courses provided by entities that certify in writing that they
32 have complied with the background check requirements outlined in state law.¹¹ The student shall
33 submit a written consent form signed by the student's parent/guardian prior to participation in the
34 released time course. The principal/designee shall document the approval in writing. The student shall
35 provide documentation to the principal/designee as proof of the student's participation in the released
36 time course.

37 The district shall not be responsible for transporting students to and from the place of instruction.

1 Upon submission of the student's transcript from the entity that provided the released time course, the
2 student may be awarded one-half (1) unit of elective credit.

3 The Director of Schools shall develop procedures with secular criteria for determining whether credit
4 shall be awarded.

5 **MAKE-UP WORK**

6 All missed class work or tests (whether from excused or unexcused absence) may be made up provided
7 the student makes the request immediately upon returning to school and provided instruction time is not
8 taken from other students.

9 A grade of incomplete will be received for any work missed until the work is completed. A student may
10 have up to three (3) days to make up work from a single absence and up to five (5) days to make up work
11 from an absence longer than a single day. It is the student's responsibility to make arrangements for
12 make-up work, and if not completed in the allotted time, a grade of zero (0) will be recorded for the
13 assignments.

14 For school-sponsored activities, the student will be required to make up all work missed and will receive
15 full credit for the assignment or upon completion of a test. The student will not be counted absent for a
16 school sponsored event (school planned, school-directed, and teacher supervised).

17 **STATE-MANDATED TESTS/END OF COURSE EXAMS**

18 Students who are absent the day of the scheduled End of Course Exams must present a signed doctor's
19 excuse or must have been given an excused release by the principal prior to testing to receive an excused
20 absence. Students who have excused absences will be allowed to take a make-up exam that will count
21 as 15% of their grade. Excused students will receive an incomplete in the course until they have taken
22 the End of Course Exam.

23 Students who have an unexcused absence shall receive a failing grade on the course exam which shall
24 be averaged into their final grade at 15%.

25 **CREDIT/PROMOTION DENIAL**

26 Credit/promotion denial determinations may include student attendance, however, student attendance
27 may not be the sole criterion.¹¹ However, if attendance is a factor, prior to credit/promotion denial, the
28 following shall occur:

29
30 1. Parents and students shall be advised if a student is in danger of credit/promotion denial due
31 to excessive absenteeism.

32 2. Procedures in due process are available to the student when credit or promotion is denied.

33 **DRIVER'S LICENSE REVOCATION²**

34 More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any
35 semester renders a student ineligible to retain a driver's permit or license, or to obtain such if of age.

1 ATTENDANCE HEARING¹²

- 2 Students with excessive (more than 5) unexcused absences or those in danger of credit/promotion denial
3 shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If
4 the student chooses to appeal, the student or their parent/guardian shall be provided written or actual
5 notice of the appeal hearing and shall be given the opportunity to address the committee. The committee
6 will conduct a hearing to determine if any extenuating circumstances exist or to determine if the student
7 has met attendance requirements that will allow him/her to pass the course or be promoted. Upon
8 notification of the attendance committee decision, the principal shall send written notification to the
9 director of schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding
10 the excessive unexcused absences. The notification shall advise parents/guardian(s) of their right to
11 appeal such action within two (2) school days to the director of schools/designee.
- 12 The appeal shall be heard no later than ten (10) school days after the request for appeal is received.
- 13 Within five (5) school days of the director of schools/designee rendering a decision, the student's
14 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
15 Following the review, the Board may affirm or overturn the decision of the director of schools/designee.
16 The action of the Board shall be final.
- 17 The director of schools/designee shall ensure that this policy is posted in each school building and
18 disseminated to all students, parents, teachers and administrative staff.

Legal References

1. [TCA 49-6-3006](#)
2. [TCA 49-6-3017\(c\)](#)
3. [20 USCA § 1232g](#)
4. [TRR/MS 0520-01-02-.17\(5\); State Board of Education Policy 4.100](#)
5. [TCA 49-6-2904\(b\)\(5\)](#)
6. [TCA 49-6-3007](#)
7. [TCA 49-6-3021](#)
8. [TCA 49-6-3007; TCA 49-6-3009](#)
9. [TCA 49-6-3022; Public Acts of 2026, Chapter No. 844](#)
10. [TCA 49-2-130](#)
11. [TCA 49-2-203\(b\)\(7\); TCA 49-6-3002\(b\); Public Acts of 2025, Chapter No. 401](#)
12. [TRR/MS 0520-01-02-.17\(7\)](#)

Cross References

School Calendar 1.800
Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Reporting Student Progress 4.601
Promotion and Retention 4.603
Recognition of Religious Beliefs, Customs, & Holidays 4.803
Voluntary Pre-K Attendance 6.2011
Homeless Students 6.503
Students in Foster Care 6.505
Students from Military Families 6.506
Student Records 6.600

Hickman County Board of Education

	Descriptor Term: Home Schools	Descriptor Code: 6.202	Issued Date: 05/05/25
		Rescinds: 6.202	Issued: 08/07/23

A "home school" is a school conducted or directed by parent or parents or legal guardian or guardians for their own children. Home schools which teach K-12 where the parents are associated with an organization that conducts church-related schools (*as defined by §49-50-801*) which are supervised by such organization and which administer standardized achievement tests at the same time tests are given in their regular day schools are exempt from the following provisions, but must follow procedures issued by the State Department of Education.¹

A parent wishing to conduct a home school shall meet the following requirements:²

1. Provide annual notice to the director of schools before the commencement of each school year of the intent to conduct a home school;
2. Submit to the director of schools the name, number, age, grade level of children involved, location of the school, curriculum to be offered, proposed hours of instruction, qualifications of the parent/teacher, whether a college preparatory or general course of education will be taught in grades 9-12, and a description of the courses to be taught each year;
3. Maintain attendance records, subject to inspection of the local director of schools;
4. Submit attendance records to the director of schools at the end of each school year;
5. Provide instruction for at least four (4) hours per day for the same number of instructional days as are required by state law for public schools;³
6. Possess a high school diploma, GED, or HiSET;⁴
7. ~~Cooperate in the administration to home school students of appropriate tests by the Commissioner of Education, his/her designee or by a professional testing service;~~ Ensure the administration to home school students of appropriate tests approved by the State Board of Education or a standardized test selected by the parent-teacher that provides nationally normed analytics in English and math in grades five (5), seven (7), and nine (9);⁵
8. ~~Take action according to state law if home school student falls behind appropriate grade level;~~
9. Submit proof to the director of schools that the home school student has been vaccinated as required by law;⁵

10. Submit proof to the director of schools that other health services and examinations as required by law have been received by the home school student; and

11. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject, employ a tutor having the same qualifications as required of parent/teacher.

If one or more of these requirements are not met, the Board authorizes the director of schools to take formal action to bring the child into compliance with the Compulsory Attendance Law (until the child has reached age 17), either in the home school or in a public, private or church-related school.

It shall be the policy of this Board that public school facilities shall be available for home school instruction only when *all* of the following conditions exist:

1. Special needs courses are being taught which require services unavailable to the home school student;
2. These services cannot be provided through any means other than the public schools;
3. Requests for services are made known by the home school parent when notice is given to the director of schools of the intent to conduct a home school;
4. The director of schools investigates request and make recommendations to the Board;
5. No overcrowding, additional expenses, including providing transportation, or other special situations which interfere with the normal operation of the school system shall be incurred; and
6. Approval by the Board on a case-by-case basis.

The director of schools, through the attendance supervisor, shall have the attendance records of the home school inspected at least two (2) times each school year in order to provide assistance in implementing the Compulsory Attendance Law.

Student Performance⁶

~~If a home school student falls more than one (1) year behind his appropriate grade level in his/her comprehensive test score for two (2) consecutive tests, and if a certified teacher who would have taught the child at his/her grade level determines through appropriate means that the student is not learning disabled, the director of schools shall require the parents to enroll the child in a public, private or church-related school.~~

Legal References

1. [TCA 49-50-801\(a\)](#)
2. [TCA 49-6-3050\(b\), \(c\)](#)
3. [TCA 49-6-3004\(a\); TCA 49-6-3050\(b\)\(3\)](#)
4. [TCA 49-6-3050\(b\)\(4\)](#)
5. [TCA 49-6-5001; Public Acts of 2026, Chapter No. 912](#)
6. [TCA 49-6-3050\(b\)\(6\)](#)

Cross References

Compulsory Attendance Ages 6.201

Hickman County Board of Education			
	Descriptor Term: Student Assignments	Descriptor Code: 6.205	Issued Date: 05/05/25
		Rescinds: 6.205	Issued: 03/06/23

1 **TO SCHOOLS**

2 Students, including those in kindergarten, shall attend the school to which they are assigned.¹

3 Parents who are dissatisfied with the assignment of their children may, within ten (10) days after the
4 assignment, make application to the Board for a hearing requesting a transfer to another school.²

5 **TO CLASSES**

6 The principal shall be responsible for assigning all students to classes.

7 Students who enter the system from another school system are to be placed by the principal in the
8 grade and/or level as indicated by records from the former school. If the student's placement is
9 inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade
10 level. Parents shall be kept advised.

11 The principal shall separate an alleged victim of child sexual abuse from an alleged perpetrator if the
12 abuse allegedly occurred while the child was under the supervision or care of the school. If available
13 and appropriate, a child shall be reassigned if a request is made by the child's parent or custodian and
14 the perpetrator has been: (1) substantiated by the department of children's services; (2) adjudicated by
15 a juvenile court to have committed the child sexual abuse; or (3) criminally charged.³

16 If an order of protection is issued to protect a student from another student enrolled in the same school,
17 then the principal shall develop a student safety plan and implement it for the student who is named as
18 the petitioner. This shall occur as soon as possible, but no later than five (5) school days from the date
19 on which the school receives a copy of the order of protection. When reasonably practicable and
20 appropriate, the building-level school safety team and the parent(s)/guardian(s) of the student named as
21 the petitioner shall provide input into the plan. The Director of Schools shall develop administrative
22 procedures to implement this process.⁴

Legal References

1. [TCA 49-6-3102, 3103](#)
2. [TCA 49-6-3201](#)
3. [TCA 49-6-3102\(h\), \(i\)](#)
4. [Public Acts of 2026, Chapter No. 862](#)

Cross References

Transfers Within the System 6.206
Homeless Students 6.503
Students in Foster Care 6.505

Hickman County Board of Education

Descriptor Term:

Interrogations and Searches

Descriptor Code:
6.303

Issued Date:
07/07/25

Rescinds:
6.303

Issued:
05/05/25

INTERROGATIONS BY SCHOOL PERSONNEL

School personnel have a duty to report any reasonable suspicion that a student is carrying, or has carried, a weapon or is violating, or has violated, a provision of the Tennessee Drug Control Act to the principal, the principal's designee or, if the principal and the principal's designee are unavailable and the offense was committed on school property, to the appropriate authorities.¹

Students may be questioned by teachers or principals about any matter pertaining to the operation of a school and/or the enforcement of its rules. Questioning must be conducted discreetly and under circumstances which will avoid unnecessary embarrassment to the student being questioned. Any student answering falsely, evasively or refusing to answer a proper question may be subject to disciplinary action, including suspension.

If a student is suspected or accused of misconduct or infraction of the student code of conduct, the principal may interrogate the student, without the presence of parent(s)/guardian(s) or legal custodians and without giving the student constitutional warnings.

INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

If the principal has requested assistance by the police department to investigate a crime involving his/her school, the police shall have permission to interrogate a student suspect in school during school hours. The principal shall first attempt to notify the parent(s)/guardian(s) or legal custodians of the student of the intended interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her designee shall be present during the interrogation.

The use of police women or female staff members is desirable in the interrogation of female students.

POLICE-INITIATED INTERROGATIONS

If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated crimes committed outside of school hours, the police department shall first contact the principal regarding the planned interrogation, inform him/her of the probable cause to investigate within the school. The principal shall make reasonable effort to notify the parent(s)/guardian(s) or legal custodians of the interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her designee shall be present during the interrogation.

1 SEARCHES BY SCHOOL PERSONNEL

2 In order to ensure a safe and secure learning environment, the Director of Schools shall develop
3 procedures regarding the searching of students' lockers, vehicles, and containers which are consistent
4 with state law. The Director of Schools shall develop additional procedures to ensure compliance with
5 all of the provisions of the School Security Act of 1981.^{1,6}

6 The school principal shall authorize all searches at the outset per state law.² All principal initiated
7 searches shall be conducted by a school security officer or a school administrator or school employee
8 designated by the Director of Schools who has completed the state required orientation and training.³
9 The following conditions shall apply to principal initiated searches:

10 1. All the following standards of reasonableness must be met:

- 11 a. A particular student has violated policy;
- 12 b. The search could be expected to yield evidence of the violation of school policy or
13 disclosure of a dangerous weapon or drug;
- 14 c. The search is in pursuit of legitimate interests of the school in maintaining order,
15 discipline, safety, supervision and education of students;
- 16 d. The primary purpose of the search is not to collect evidence for a criminal prosecution;
17 and
- 18 e. The search shall be reasonably related to the objectives of the search and not
19 excessively intrusive considering the age and sex of the student, (Sex shall be defined as
20 the "immutable characteristics of the person's reproductive system that identify the
21 person as male or female, as determined by anatomy and genetics existing at the time of
22 birth.") as well as the nature of the infraction alleged to have been committed.⁴

23
24 2. A school administrator shall be on-site at any principal-initiated search;

25
26 3. A school administrator shall oversee the search and may end the search at any time; and

27
28 4. If a student is under the age of eighteen (18), the principal must notify the student's parent or
29 guardian within a reasonable time of the search³

30 School officials may conduct hand-held or walk-through metal detector checks of a student's person or
31 personal effects.

32 If a school resource officer searches a student, based on having probable cause, the principal shall
33 notify the Director of Schools/designee.⁵

34 USE OF ANIMALS

35 When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in
36 conducting searches, but the animals shall be used only to pinpoint areas which need to be searched
37 and shall not be used to search the persons of students or visitors.

38 SEARCHES BY POLICE

If public health or safety is involved, upon request of the principal who shall be present, police officers may make a general search of students' lockers and desks, or students' or nonstudents' automobiles for drugs, weapons or items of an illegal or prohibited nature.

If the principal has received reliable information which he/she believes to be true that evidence of a crime or of stolen goods, not involving school property of members of the school staff or student body, is located on school property and that any search for such evidence or goods would be unrelated to school discipline or to the health and safety of a student or the student body, he/she shall request police assistance; and procedures to obtain and execute a search warrant shall thereafter be followed.

Anything found in the course of the search conducted in accordance with this policy which is evidence of a violation of the law or a violation of student conduct standards may be:

1. Seized and admitted as evidence in any hearing, trial, suspension or dismissal proceeding. It should be tagged for identification at the time it is seized and kept in a secure place by the principal or the principal's designee until it is presented at the hearing. At the discretion of the principal, the items seized may be returned to the parent or guardian of a student or, if it has no significant value, the item may be destroyed, but only with the express written permission of the director of schools.
2. Any seized item may be turned over to any law enforcement officer. Any dangerous weapon or drug as defined in TCA 49-6-4202 shall be turned over to an appropriate law enforcement official after completion of an administrative proceeding at which its presence is reasonably required.

Whenever the possibility of uncovering evidence of a criminal nature exists, the principal or his/her designee may request the assistance of a law enforcement officer to:

1. Search any area of the school premises, any student or any motor vehicle on the school premises; or
2. Identify or dispose of anything found in the course of a search conducted in accordance with this policy.

The involvement of law enforcement officials is encouraged when there is reasonable cause to suspect that criminal evidence is about to be uncovered.

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#); [Public Acts of 2026, Chapter No. 1040](#)
4. [TCA 49-6-4205\(b\)](#); [Public Acts of 2026, Chapter No. 938](#)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409

5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Hickman County Board of Education

Descriptor Term:

Interference/Disruption of School Activities

Descriptor Code:
6.306

Issued Date:
06/02/25

Rescinds:
6.306

Issued:
04/03/23

Employees are authorized to take reasonable measures to establish appropriate school behavior. Any professional employee shall have the authority to control the conduct of any student while under the supervision of the school system.¹ This authority shall extend to all activities of the school, including all games and public performances of athletic teams and other school groups, trips, excursions and all other activities under school sponsorship and direction.

Such measures may include the use of reasonable force to restrain or correct students and maintain order.

A student shall not use violence, force, noise, coercion, threat, intimidation, fear, passive resistance or any other conduct which causes the disruption, interference or obstruction of any school purpose while on school property, in school vehicles or buses, or at any school-sponsored activity, function or event, whether on or off campus. Neither shall s/he urge other students to engage in such conduct.

Harassment, intimidation and other conduct that may be considered "bullying" will not be tolerated. Students shall not engage in conduct that has the effect of unreasonably interfering with another student's academic development or that creates a hostile or offensive learning environment.

A student found guilty of misbehavior may receive punishment ranging from verbal reprimand to suspension and/or expulsion dependent on the severity of the offense and the offender's prior record.²

REMOVAL OF STUDENT¹

If a student repeatedly or substantially interferes with the learning environment, the teacher may submit a written request along with the required documentation to the principal/designee to remove the student from the teacher's classroom. The student will be given notice of the rationale for the request as well as the opportunity to offer an explanation.

The principal/designee will investigate the request and make a decision regarding the student's placement. The principal will notify the teacher as to his/her decision.

If a teacher abuses or overuses the student removal process, the principal/designee shall address the abuse or overuse with the teacher and may require the teacher to complete additional professional development to improve the teacher's classroom management skills.

Appeal Process

If the teacher's request for removal is denied, he/she may file an appeal with the Director of Schools/designee. He/she will review the teacher's request for removal as well as the decision of the principal/designee and make a determination as to the student's placement.

1 CLASSROOM EVACUATION

2 Some or all students may be removed from a classroom or instructional area due to violent, aggressive,
3 or severely disruptive behavior of another student that creates a safety concern or substantially
4 interrupts classroom instruction.³

5 *Parental Notification*

6 The principal/designee shall provide notification to the parent(s)/guardian(s) of each student in the
7 classroom or instructional area at the time of the classroom evacuation. The notification shall be
8 provided by the end of the day in which the classroom evacuation took place unless the event that
9 prompted the evacuation is an ongoing emergency or is otherwise under investigation by state or local
10 law enforcement.

11 Notification to the parent(s)/guardian(s) must include:³

- 12 1. The fact that a classroom evacuation occurred;
- 13
- 14 2. A brief description of the general nature of the incident sufficient to explain why the classroom
15 evacuation occurred; and
- 16
- 17 3. Any steps taken by the school to ensure the continued safety and supervision of students.

18 Parental notification provided in compliance with the Family Education Rights and Privacy Act
19 (FERPA) and other applicable privacy laws.⁴ No information shall be disclosed about the student
20 whose conduct caused the classroom evacuation, or any other student, if the disclosure would violate
21 privacy laws.

22 *Recordkeeping*

23 Each school shall maintain records of:

- 24 1. The date and time of the classroom evacuation;
- 25
- 26 2. The number of students evacuated;
- 27
- 28 3. The time and manner of parental notification; and
- 29
- 30 4. The staff member responsible for issuing parental notifications.

Legal References

1. [TCA 49-6-2804](#)
2. [TCA 49-6-3401](#)
3. [Public Acts of 2026, Chapter No. 850](#)
4. [20 USCA § 1232g](#); [TCA 10-7-504](#)

Cross References

Code of Conduct 6.300
Suspension 6.316
Safe Relocation of Students 6.4081

Hickman County Board of Education

	Descriptor Term: Admission of Suspended or Expelled Students	Descriptor Code: 6.318	Issued Date: 07/07/25
		Rescinds: 6.318	Issued: 08/05/23

1 **STUDENT READMISSION TO DISTRICT¹**

2 The district may continue a disciplinary investigation of a student who withdraws from the district
3 during the investigation. If the student later reenrolls in the district, then the disciplinary investigation
4 and/or consequences shall resume.

5 The Board may deny admission of any student (except those in state custody) who has been expelled
6 or suspended from another school district in Tennessee or another state even though the student has
7 established residency in the district in which he/she seeks enrollment.

8 After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding
9 the suspension/expulsion from the former school district. The principal may ask the
10 parent(s)/guardian(s) in writing if their student has been adjudicated delinquent for an offense listed in
11 TCA 49-6-3051 and submit any records to the Director of Schools.¹ Based on the results of the
12 investigation, the Director of Schools shall make a recommendation to the Board to approve or deny
13 the request.

14 The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

15 A student may be dismissed if it is determined subsequent to the enrollment that the student has been
16 suspended or expelled from the former school district.²

1. [Public Acts of 2026, Chapter No. 760](#)
2. [TCA 49-6-3051\(a\)](#)
3. [TCA 49-6-3401\(f\); 20 USCA § 1232g\(b\)\(4\), \(h\)](#)

School Admissions 6.203
Student Records 6.600

Hickman County Board of Education

	Descriptor Term: Emergency Medication	Descriptor Code: 6.4051	Issued Date: 08/04/25
		Rescinds: 6.4051	Issued: 06/05/23

1 This policy addresses those instances when students need to receive medication in an emergency
2 situation. Board Policy 6.405 addresses instances wherein students take medicine during the school
3 day in non-emergency situations.

4 School personnel, who volunteer, under no duress or pressure and have been properly trained by a
5 registered nurse, are permitted to administer glucagon in emergency situation to a student based on
6 physician's order and/or the student's Individual Health Plan (IHP). If the school nurse is on site, the
7 nurse shall provide the service to the student.¹

8 The school nurse shall be responsible for updating and maintaining each IHP. There must be a
9 parent/guardian signature on file giving permission prior to training school personnel to administer
10 glucagon.

11 Following are specifics relating to glucagon and diazepam. Volunteer personnel, trained by a
12 registered nurse, may administer emergency medication to a student based on that student's Individual
13 Health Plan (IHP) or a physician's standing order. A call to 911 will be made in the event of these
14 emergencies.

15 DEFINITION OF GLUAGON

16 Glucagon is a hormone that helps the liver release sugar, thus increasing the level of sugar in the blood.
17 It must be injected with a syringe into the body like insulin.

18 WHEN TO USE GLUCAGON

19 Glucagon is administered when the student has low blood sugar and is unable to take liquid or food by
20 mouth because of unconsciousness or seizure activity as per a medical provider's written instructions.

21 TRAINING

- 22 1. Review physicians' orders for glucagon and parent/guardian permission on file.
- 23 2. The volunteer must complete an initial in-depth diabetes-related training recognizing
24 signs and symptoms of hypoglycemia and respond with student-specific interventions.
- 25 3. The volunteer trainee must be able to state glucagon's action and the need for its use.
- 26 4. The volunteer trainee must be able to state how glucagon should be prepared, the
27 dosage, and side effects as well as follow-up care after the administration of glucagon.

5. The volunteer trainee must be able to identify where glucagon will be stored (must be kept in a secure location away from heat and direct light) and readily available to the student.
6. The volunteer trainee will notify or delegate notification of EMS/911 personnel, parents/guardian, and the school nurse any time glucagon is administered to any student.
7. The volunteer trainee must document observations, administration of glucagon, and follow-up care on the appropriate diabetic and medication forms.
8. Training will be provided until competency is demonstrated, and retraining shall be completed on a yearly basis. Training will be documented and include a skills checklist, instructor's name, trainee's name, date of training, and documentation of competency of trainee to administer glucagon. A copy of the trainee's competency training form will be kept in the employee's personnel file.

DEFINITION OF DIAZEPAM (DIASTAT)

Diastat works to stop seizure activity by acting on brain cell interactions that inhibit the seizure discharges. This special formulation of diazepam is administered rectally as a gel.

School personnel who volunteer under no duress or pressure and who have been properly trained by a registered nurse or employed or contracted by the Hickman County School System may administer anti-seizure medication, including diazepam gel to a student in an emergency situation based on the student's IHP. If the school nurse is available, on site, and able to reach the student within the time limit for administration specified in the IHP, then the school nurse shall provide this service to the student.

WHEN TO USE DIASTAT

Upon the decision of a trained volunteer to administer diazepam gel (Diastat), school officials shall immediately summon local emergency medical services to the school to provide necessary monitoring of transport to safeguard the health and condition of the student.

Trained volunteer school personnel administering anti-seizure medications, any registered nurse who provides training to administer such medications, and any local board of education shall not be liable in any court of law for injury resulting from the reasonable and prudent assistance in the administration of such medications, if performed pursuant to the policies and guidelines developed by the departments of health and education and approved by applicable regulatory or governing boards or agencies.

The Hickman County School System shall not assign a student with epilepsy or other seizure disorder to a school other than the school for which the student is zoned or would otherwise regularly attend because the student has a seizure disorder.

A student's parent/guardian, who has given the student's school written authorization to administer anti-seizure medication, shall, in accordance with the student's IHP, notify the school administrator or school nurse if anti-seizure medication or prescription over-the-counter medicines are administered at a

time at which the student is not present in school. The student's IHP shall set forth with specificity the requirements of reporting administration of medication and for the dissemination of such information to volunteer school personnel trained to administer anti-seizure medication. Such notification shall be given after administration of medication before or at the beginning of the next school day in which the student is in attendance.

TRAINING

Prior to administration of an anti-seizure medication to a student by volunteer school personnel or a school nurse in an emergency situation, the student's parent/guardian shall provide:

1. The school with a written authorization to administer the medication at school;
2. A written statement from the student's health care practitioner, which shall contain the student's name, the name and purpose of the medication, the prescribed dosage, the route of administration, the frequency that the medication may be administered, and the circumstances under which the medication may be administered;
3. Prior to its date of expiration, the prescribed medication to the school is in its unopened, sealed package with the intact label affixed by the dispensing pharmacy.

EMERGENCY ALLERGY RESPONSE PLAN

The director of schools shall develop and maintain an Emergency Allergy Response Plan that meets state guidelines for managing students with life-threatening allergies. The Plan shall include measures to reduce exposure to allergens and procedures to treat allergic reactions. Components of the plan shall include, but are not limited to: education and training of personnel, record keeping/documentation, development and reviews of the allergy action plan, and protocols for classrooms and cafeterias that include strategies to reduce exposure to allergens.²

Using the state food allergy guidelines plan as a guide, the direction shall also develop a process to identify all students with food allergies and develop and implement an Individualized Health Care Plan (IHCP) with an Allergy Action Plan for each specific student.³

EPINEPHRINE³

Each school shall maintain epinephrine, either as auto-injectors, nasal sprays, or other forms, in at least two (2) unlocked, secure locations including, but not limited to, the school office and the school cafeteria.

In the event of such a reaction, the school nurse or other trained school personnel shall utilize epinephrine to respond, under a standing protocol from a physician.

The Director of Schools/designee is authorized to seek epinephrine through a prescription written to Hickman County School District. Upon the issuance of the auto-injectors, the Director of Schools shall ensure that they are placed within each school and that any needed trainings are conducted for staff.

Legal References

1. [TCA 49-50-1602\(b\)](#)
2. [TCA 49-50-1602\(g\)](#)
3. [Public Acts of 2026, Chapter No. 947](#)

Cross References

Medicines 6.405

New Policy

Hickman County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Outside Applied Behavior Analysis Therapy	Descriptor Code: 6.4053	Issued Date: draft
		Rescinds:	Issued:

1 *General*

2 This policy applies to “private pay providers”, which include licensed behavior analysts, registered
3 behavior technicians, and licensed assistant behavior analysts, who are under contract with
4 parent(s)/guardian(s) of students with autism spectrum disorder or developmental delays.¹

5 Private pay providers shall adhere to the memorandum of understanding (“MOU”), board policies, and
6 state and federal laws while assisting students on school property and/or at school functions. This
7 includes adhering to student confidentiality laws for any student the private pay provider encounters.
8 The school district shall require a background check and fingerprinting of all private pay providers.

9 A private pay provider accompanying a student on campus shall be responsible for attending to the
10 ongoing needs of the student they are contracted to assist. The school district shall not request the
11 private pay provider to provide services to any other students, staff, or visitors.

12 The Director of Schools shall develop administrative procedures to implement this policy.

13 **IEP TEAM COORDINATION**

14 Private pay providers shall coordinate with the student’s IEP team by:

- 15 • Attending an onboarding session;
- 16
- 17 • Defining roles and communication channels;
- 18
- 19 • Conducting a review of relevant student records;
- 20
- 21 • Ensuring documentation is accurate and promptly provided to all parties; and
- 22
- 23 • Coordinating with the IEP team prior to each meeting.

24 **TERMINATION OF SERVICES**

25 Services of the private pay provider may be terminated for cause. Termination shall be based on
26 violation of the terms of the MOU. If termination is necessary, the Director of Special Programs shall
27 provide the parent/legal guardian with a letter outlining the reason for the termination.

1 APPEALS PROCESS

2 [Note: The Bord may insert an alternate appeal process.]

3 If a parent/legal guardian disagrees with the school district on the provision of services, a complaint
4 may be filed in writing with the Director of Schools. The Director shall appoint a panel to make a
5 decision on the appeal. The panel shall be composed of three individuals: a building level
6 administrator, a special education staff member, and one other school employee. The panel shall
7 review the complaint from the parent/legal guardian along with information provided by district staff
8 and make a determination on the matter within ten (10) business days.

Legal References

1. [Public Acts of 2026, Chapter No. 1112; 20 U.S.C. § 1401](#)

Hickman County Board of Education

	Descriptor Term: Students from Military Families	Descriptor Code: 6.506	Issued Date: 10/20/25
		Rescinds: 6.503	Issued: 07/10/23

1 General

2 The Director of Schools shall develop the necessary administrative procedures to ensure that students
3 with parent(s)/guardian(s) in the armed services are identified and that appropriate and available
4 services are provided for these students.¹

5 RELOCATION OF MILITARY SERVICE MEMBER²

6 A student who does not currently reside within the school district shall be allowed to enroll if he/she is
7 a dependent child of a service member who is being relocated to Tennessee on military orders. To be
8 eligible for enrollment, the student will need to provide documentation that he/she will be a resident of
9 the school district on relocation. This documentation must be provided to the school district within one
10 (1) calendar year from the date of enrollment.

11 ~~Within fifteen (15) days of enrollment, the parent(s)/guardian(s) of the student shall provide proof of~~
12 ~~residency within the school district.~~

13 If the child of a military member enrolls per this policy and has an active 504 plan, IEP, or an
14 individualized family service plan, then the district shall take the necessary steps to ensure that services
15 are in place when the student enrolls.

16 ABSENCES

17 Principals shall provide students with a one (1) day excused absence prior to the deployment of and a
18 one (1) day excused absence upon the return of a parent/guardian serving active military service.

19 Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a
20 parent/guardian during a deployment cycle. The student shall provide documentation to the school as
21 proof of his/her parent's/guardian's deployment. Students shall be permitted to make up school work
22 missed during these absences.³

23 REMAINING IN THE DISTRICT⁴

24 If a student is enrolled in grades eleven (11) through twelve (12) and is a dependent child of a service
25 member who relocates on military orders resulting in the student no longer residing in the school
26 district due to relocation, the student shall have the option to remain enrolled in the same high school
27 until the student graduates or withdraws.

Legal References

1. [State Board of Education Policy 2.103](#)
2. [TCA 49-6-3101; Public Acts of 2026, Chapter No. 834](#)
3. [TCA 49-6-3019](#)
4. [Public Acts of 2026, Chapter No. 834](#)

Cross References

Attendance 6.200
School Admissions 6.203

Hickman County Board of Education

	Descriptor Term: Instructional Goals	Descriptor Code: 4.100	Issued Date: 07/07/25
		Rescinds: 4.100	Issued: 06/03/24

General

The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability in its instructional program or activities.¹

Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth.”²

Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.³

The Board approves the following broad-based instructional goals for students:

- To acquire the knowledge and attitude necessary to achieve and maintain good physical and mental health;
- To develop the skills necessary to function as a self-directed person;
- To develop the capacity to cope with change through an understanding of the arts, humanities and scientific processes;
- To know the principles involved in making moral and ethical choices;
- To develop the basic skills of reading, writing, computation, spelling, speaking and problem solving;
- To develop a positive attitude toward learning as a lifelong endeavor;
- To learn to identify personal talents and interests, make appropriate career choices, and develop career skills;

- 1 • To acquire knowledge and to develop skills in the management of personal and public
2 resources necessary for meeting obligations to self, family and society;
- 3
- 4 • To learn to act in a responsible manner;
- 5
- 6 • To learn of the rights and responsibilities of citizens of the community, state, nation and world;
7 and
- 8
- 9 • To learn to understand, respect and interact with people of different cultures, generations and
10 races.

Legal References

1. [42 USCA § 2000d *et seq.*](#)
2. [Public Acts of 2026, Chapter No. 938](#)
3. [Public Acts of 2025, Chapter No. 293](#); [TCA § 49-50-1801](#); [TCA § 49-50-1802](#)

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305

Hickman County Board of Education

	Descriptor Term: Extracurricular Activities	Descriptor Code: 4.300	Issued Date: 08/07/23
		Rescinds: 4.300	Issued: 06/05/22

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

1. The Board shall initially approve each specific extracurricular activity so that proper support and supervision may be assured.
2. The principal, after obtaining the recommendation of the faculty and the director of schools, shall determine which clubs and organizations will be permitted.
3. Each student activity must be under the guidance and direction of a certificated staff member.
4. All student activities must have the approval of the principal.
5. Student activities occurring before or after regularly scheduled school hours must be under the supervision of the principal or his/her designee.
6. Secret organizations shall not be operated in any school.
7. A student shall not be required to attend a school-sponsored student activity that is scheduled at a time which conflicts with his religious practices.¹
8. School-sponsored student activities during vacation periods shall be restricted to regularly scheduled athletic programs and major events which cannot be scheduled otherwise.
9. Student groups shall not participate in state or national activities which are not listed as approved activities by regional accrediting associations or state and national principals' associations without the approval of the director of schools.
10. A student on out-of-school suspension shall not be permitted to participate in school-sponsored activities.

Activities which restrict participation because of race, color, religion, sex, disabilities, or national origin are forbidden.² "Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth."²

11.

12. Activities sponsored by outside groups or agents will be approved only if they are co-sponsored by the school.

STUDENT CLUBS & ORGANIZATIONS³

All students under the age of eighteen (18) shall present a signed and dated statement from their parent/guardian before joining any club or organization or participating in activities of a club or organization. The Director of Schools shall develop administrative procedures outlining this recordkeeping process.

Legal References

1. TCA 49-6-1002(c)
2. 34 CFR § 106.41; [Public Acts of 2026, Chapter No. 938](#)
3. Public Acts of 2023, Chapter No. 353

Cross References

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

Hickman County Board of Education

	Descriptor Term: Equal Opportunity Employment	Descriptor Code: 5.104	Issued Date: 11/05/24
		Rescinds: 5.104	Issued: 10/03/22

- 1 Opportunity for employment, as well as continuation and advancement in employment, shall be
2 afforded equally to members of all races, creeds, colors, sexes (Sex shall be defined as the “immutable
3 characteristics of the person’s reproductive system that identify the person as male or female, as
4 determined by anatomy and genetics existing at the time of birth” unless otherwise required by federal
5 law); religions, ages, national origins, and individuals with disabilities or veteran status with regard
6 only for qualifications for the positions involved.¹

Legal References

- I. [U.S. Constitution, Amendment XIV](#); [Title VII, Civil Rights Act of 1964](#); [Public Acts of 2026, Chapter No. 938](#); [Bostock v. Clayton Cnty., Georgia, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 \(2020\)](#); [Title VI, Civil Rights Act of 1964](#); [Title IX, Education Amendments of 1972](#); [Age Discrimination Act of 1967](#); [Section 504 of the Rehabilitation Act of 1973](#); [42 USCA § 12101-12213](#); [TCA 50-10-101](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501

Hickman County Board of Education

Descriptor Term:

Complaints and Grievances

Descriptor Code:

5.501

Issued Date:

05/05/25

Rescinds:

5.501

Issued:

03/06/23

EMPLOYMENT-RELATED COMPLAINTS/GRIEVANCES

The Board believes that differences of opinions arising in the course of employment should be resolved as quickly as possible and at the lowest supervisory level.

In instances of questions by an individual staff member concerning the interpretation of policies and procedures to that staff member, administrative practices within his/her particular school, and relationships with other employees, the staff member concerned must consult the administrative or supervisory personnel to whom he/she is responsible. If a satisfactory resolution of the problem cannot be reached after ample opportunity for consideration of the matter, the staff member concerned may discuss the matter with the next level of supervision up to and including the director of schools.

In instances where an individual staff member feels for personal reasons that he/she cannot discuss a problem with his/her immediate superior, he/she may take the problem directly to the director of schools. After review of the case, the director of schools shall take action as he/she deems appropriate and within a prompt, reasonable time shall notify all parties concerned of his decision.

HARASSMENT/DISCRIMINATION GRIEVANCES

Employees should notify any district complaint manager if they believe the Board, its employees or agents have violated their rights guaranteed by the State or federal Constitution, State or federal statute or board policy including:^{1,2,3}

1. Age Discrimination Employment Act;¹

2. Title II of the Americans with Disabilities Act⁴

3. Title IX of the Education Amendments of 1972⁵

4. Section 504 of the Rehabilitation Act of 1973⁶

5. Claims of sexual harassment under Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972^{7,5}

The complaint manager will endeavor to respond and resolve complaints without resorting to this grievance procedure and, if a complaint is filed, to address the complaint promptly and equitably. The right of a person to prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies. Use of this grievance procedure is not a prerequisite to the pursuit

1 of other remedies and use of this grievance procedure does not extend any filing deadline related to the
2 pursuit of other remedies.

3 1. **Filing a Complaint** — An employee who wishes to avail himself or herself of this grievance
4 procedure may do so by filing a complaint with any district complaint manager. The employee
5 may request a complaint manager of the same sex. Sex shall be defined as the “immutable
6 characteristics of the person’s reproductive system that identify the person as male or female,
7 as determined by anatomy and genetics existing at the time of birth” unless otherwise required
8 by federal law.⁸ The complaint manager may assist the employee in filing a grievance.
9

10 2. **Investigation** — The complaint manager will investigate the complaint or appoint a qualified
11 person to undertake the investigation on his or her behalf. The complaint and identity of the
12 complainant will not be disclosed except (1) as required by law or this policy; or (2) as
13 necessary to fully investigate the complaint; or (3) as authorized by the complainant. The
14 complaint manager shall file a written report within ten (10) days of the filing of the grievance,
15 of his or her findings with the director of schools. If a complaint of sexual harassment contains
16 allegations involving the director of schools, the written report shall be filed with the Board.
17 The director of schools shall keep the Board informed of all complaints.
18

19 3. **Decision and Appeal** — After receipt of the complaint manager's report, the director of schools
20 shall render a written decision within five (5) days of the receipt of the report which shall be
21 provided to the employee. If the employee is not satisfied with the decision, the employee may
22 appeal the decision to the Board by making a written request to the complaint manager. The
23 complaint manager shall be responsible for promptly forwarding all materials relative to the
24 complaint and appeal to the Board. Thereafter, the Board shall render within thirty (30) days
25 from the date the appeal was received, review the report and affirm, overrule or modify the
26 decision and render a written finding which shall be provided to the complainant. This
27 grievance procedure shall not be construed to create an independent right to a Board hearing.

28 **APPOINTING COMPLAINT MANAGERS**

29 The director of schools shall appoint at least two complaint managers, one of each gender. The Federal
30 Rights Coordinator may be appointed as a complaint manager. The director of schools shall insert into
31 this policy the names, addresses and telephone numbers of current complaint managers. (see note)

32 *(Note: Title IX regulations require districts to identify the name, address and telephone number of the*
33 *person who is responsible for coordinating the district's compliance efforts. A policy should not be*
34 *adopted with a person's name in it; rather, the identifying information can be added and amended as*
35 *necessary.)*

Legal References

1. [Age Discrimination Employment Act, 29 USCA § 621; 42 USCA § 6101; 34 CFR § 110.25](#)
2. [Equal Pay Act, 29 USCA § 206\(d\)](#)
3. [Immigration Reform and Control Act, 8 USCA § 1324](#)
4. [Americans with Disabilities Act, 42 USCA § 12101](#)
5. [Title IX of the Education Amendments, 20 USCA § 1681](#)
6. [Section 504 of the Rehabilitation Act, 29 USCA § 701](#)
7. [Title VII of Civil Rights Act, 42 USCA § 2000e](#)
8. [Public Acts of 2026, Chapter No. 938; *Bostock v. Clayton Cnty., Georgia*, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 \(2020\)](#)

Cross References

Appeals to and Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802
Equal Opportunity Employment 5.104
Discrimination/Harassment of Employees 5.500
Title IX & Sexual Harassment 6.3041

Hickman County Board of Education

Descriptor Term:

Student Goals

Descriptor Code:

6.100

Issued Date:

04/07/25

Rescinds:

6.100

Issued:

03/06/23

In order to establish an environment conducive to learning for each student, the Board establishes the following goals:

1. To assure all students the same educational opportunities regardless of race, color, creed, religion, ethnic origin, sex or disabilities. ¹ Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth”;²
2. To protect and observe the legal rights of students;
3. To promote a learning environment which provides opportunities for all students without regard to race, creed, ethnic origin, sex or disabilities;
4. To enhance the self-image of each student by helping him/her feel respected and worthy through a learning environment which provides positive encouragement from frequent success;
5. To provide an environment of reality in which students can learn personal and civic responsibility for their actions through meaningful experiences as school citizens;
6. To deal with students in matters of discipline in a fair and constructive manner;
7. To provide for the safety, health and welfare of students; and
8. To promote faithful attendance and good work.

Legal References

1. [20 USCA § 1703; TCA 49-6-3109](#)
2. [Public Acts of 2026, Chapter No. 938](#)

Cross References

School District Goals 1.700
Instructional Program 4.100

Student Discrimination, Harassment, Bullying, Cyber-
bullying, and Intimidation 6.304

Hickman County Board of Education

Descriptor Term:

Rights and Responsibilities of Students

Descriptor Code:

6.301

Issued Date:

05/05/25

Rescinds:

6.301

Issued:

04/03/23

The Board expects all school staff, students and parents to assume the responsibility for appropriate behaviors in the school.

Each student has the right to:

1. Have the opportunity for a free education in the most appropriate learning environment;
2. Be secure in his/her person, papers and effects against unreasonable searches and seizure;
3. Expect that the school will be a safe place;
4. Have an appropriate environment conducive to learning;
5. Not be discriminated against on the basis of sex, race, color, creed, religion, national origin or disabilities¹; Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth”;¹ and
6. Be fully informed of school rules and regulations.

Each student has the responsibility to:

1. Know and adhere to reasonable rules and regulations established by the Board;
2. Respect the human dignity and worth of every other individual;
3. Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
4. Study and maintain the best possible level of academic achievement;
5. Be punctual and present in the regular school program;
6. Dress and groom in a manner that meets reasonable standards of health, cleanliness, modesty and safety;
7. Maintain and/or improve the school environment, preserve school and private property, and exercise care while using school facilities;
8. Refrain from behavior which would lead to physical or emotional harm or disrupts the educational process;

- 1 9. Respect the authority of school administrators, teachers and other authorized personnel in
2 maintaining discipline in the school and at school-sponsored activities;
- 3 10. Obey the law and school rules as to the possession or the use of alcohol, illegal drugs and other
4 unauthorized substances or materials; and
- 5 11. Possess on school grounds only those materials which are acceptable under the law and accept
6 the consequences for articles stored in one's locker.

Legal References

1. [20 USCA § 1703; Public Acts of 2026, Chapter No. 938](#)

Hickman County Board of Education

Descriptor Term:

Interrogations and Searches

Descriptor Code:
6.303

Issued Date:
07/07/25

Rescinds:
6.303

Issued:
05/05/25

INTERROGATIONS BY SCHOOL PERSONNEL

School personnel have a duty to report any reasonable suspicion that a student is carrying, or has carried, a weapon or is violating, or has violated, a provision of the Tennessee Drug Control Act to the principal, the principal's designee or, if the principal and the principal's designee are unavailable and the offense was committed on school property, to the appropriate authorities.¹

Students may be questioned by teachers or principals about any matter pertaining to the operation of a school and/or the enforcement of its rules. Questioning must be conducted discreetly and under circumstances which will avoid unnecessary embarrassment to the student being questioned. Any student answering falsely, evasively or refusing to answer a proper question may be subject to disciplinary action, including suspension.

If a student is suspected or accused of misconduct or infraction of the student code of conduct, the principal may interrogate the student, without the presence of parent(s)/guardian(s) or legal custodians and without giving the student constitutional warnings.

INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

If the principal has requested assistance by the police department to investigate a crime involving his/her school, the police shall have permission to interrogate a student suspect in school during school hours. The principal shall first attempt to notify the parent(s)/guardian(s) or legal custodians of the student of the intended interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her designee shall be present during the interrogation.

The use of police women or female staff members is desirable in the interrogation of female students.

POLICE-INITIATED INTERROGATIONS

If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated crimes committed outside of school hours, the police department shall first contact the principal regarding the planned interrogation, inform him/her of the probable cause to investigate within the school. The principal shall make reasonable effort to notify the parent(s)/guardian(s) or legal custodians of the interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her designee shall be present during the interrogation.

1 SEARCHES BY SCHOOL PERSONNEL

2 In order to ensure a safe and secure learning environment, the Director of Schools shall develop
3 procedures regarding the searching of students' lockers, vehicles, and containers which are consistent
4 with state law. The Director of Schools shall develop additional procedures to ensure compliance with
5 all of the provisions of the School Security Act of 1981.^{1,6}

6 The school principal shall authorize all searches at the outset per state law.² All principal initiated
7 searches shall be conducted by a school security officer or a school administrator or school employee
8 designated by the Director of Schools who has completed the state required orientation and training.³
9 The following conditions shall apply to principal initiated searches:

10 1. All the following standards of reasonableness must be met:

- 11 a. A particular student has violated policy;
- 12 b. The search could be expected to yield evidence of the violation of school policy or
13 disclosure of a dangerous weapon or drug;
- 14 c. The search is in pursuit of legitimate interests of the school in maintaining order,
15 discipline, safety, supervision and education of students;
- 16 d. The primary purpose of the search is not to collect evidence for a criminal prosecution;
17 and
- 18 e. The search shall be reasonably related to the objectives of the search and not
19 excessively intrusive considering the age and sex of the student, (Sex shall be defined as
20 the "immutable characteristics of the person's reproductive system that identify the
21 person as male or female, as determined by anatomy and genetics existing at the time of
22 birth.") as well as the nature of the infraction alleged to have been committed.⁴

23
24 2. A school administrator shall be on-site at any principal-initiated search;

25
26 3. A school administrator shall oversee the search and may end the search at any time; and

27
28 4. If a student is under the age of eighteen (18), the principal must notify the student's parent or
29 guardian within a reasonable time of the search³

30 School officials may conduct hand-held or walk-through metal detector checks of a student's person or
31 personal effects.

32 If a school resource officer searches a student, based on having probable cause, the principal shall
33 notify the Director of Schools/designee.⁵

34 USE OF ANIMALS

35 When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in
36 conducting searches, but the animals shall be used only to pinpoint areas which need to be searched
37 and shall not be used to search the persons of students or visitors.

38 SEARCHES BY POLICE

If public health or safety is involved, upon request of the principal who shall be present, police officers may make a general search of students' lockers and desks, or students' or nonstudents' automobiles for drugs, weapons or items of an illegal or prohibited nature.

If the principal has received reliable information which he/she believes to be true that evidence of a crime or of stolen goods, not involving school property of members of the school staff or student body, is located on school property and that any search for such evidence or goods would be unrelated to school discipline or to the health and safety of a student or the student body, he/she shall request police assistance; and procedures to obtain and execute a search warrant shall thereafter be followed.

Anything found in the course of the search conducted in accordance with this policy which is evidence of a violation of the law or a violation of student conduct standards may be:

1. Seized and admitted as evidence in any hearing, trial, suspension or dismissal proceeding. It should be tagged for identification at the time it is seized and kept in a secure place by the principal or the principal's designee until it is presented at the hearing. At the discretion of the principal, the items seized may be returned to the parent or guardian of a student or, if it has no significant value, the item may be destroyed, but only with the express written permission of the director of schools.
2. Any seized item may be turned over to any law enforcement officer. Any dangerous weapon or drug as defined in TCA 49-6-4202 shall be turned over to an appropriate law enforcement official after completion of an administrative proceeding at which its presence is reasonably required.

Whenever the possibility of uncovering evidence of a criminal nature exists, the principal or his/her designee may request the assistance of a law enforcement officer to:

1. Search any area of the school premises, any student or any motor vehicle on the school premises; or
2. Identify or dispose of anything found in the course of a search conducted in accordance with this policy.

The involvement of law enforcement officials is encouraged when there is reasonable cause to suspect that criminal evidence is about to be uncovered.

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#); [Public Acts of 2026, Chapter No. 1040](#)
4. [TCA 49-6-4205\(b\)](#); [Public Acts of 2026, Chapter No. 938](#)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409

5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Hickman County Board of Education

	Descriptor Term:	Descriptor Code: 6.304	Issued Date: 07/07/25
	Student Discrimination/Harassment and Bullying/Intimidation and Cyberbullying	Rescinds: 6.304	Issued: 06/02/25

The Hickman County Board of Education has determined that a safe, civil, and supportive environment in school is necessary for students to learn and achieve high academic standards. In order to maintain that environment, acts of bullying, cyber-bullying, discrimination (including the definition of antisemitism found in policy 4.100), harassment, hazing or any other victimization of students, based on any actual or perceived traits or characteristics, are prohibited.¹

This policy shall be disseminated annually to all school staff, students, and parents.² This policy shall cover employees, employees' behaviors, students and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop. If the act takes place off school property or outside of a school-sponsored activity, this policy is in effect if the conduct is directed specifically at a student or students and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.

Building administrators are responsible for educating and training their respective staff and students as to the definition and recognition of violations of this policy.³

DEFINITIONS⁴

Bullying/Intimidation/Harassment - An act that substantially interferes with a student's educational benefits, opportunities, or performance, and the act has the effect of:

- Physically harming a student or damaging a student's property;
- Knowingly placing a student or students in reasonable fear of physical harm to the student or damage to the student's property;
- Causing emotional distress to a student or students; or
- Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, ~~gender~~ sex (Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth.")⁵, age, disability, religion,) that is severe, pervasive, or persistent and creates a hostile environment.

Cyber-bullying - A form of bullying undertaken through the use of electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices, text messaging, emails, social networking sites, instant messaging, videos, web sites or fake profiles.

1 *Hazing* - An intentional or reckless act by a student or group of students that is directed against any other
2 student(s) that endangers the mental or physical health or safety of the student(s) or that induces or
3 coerces a student to endanger his/her mental or physical health or safety. Coaches and other employees
4 of the school district shall not encourage, permit, condone or tolerate hazing activities.

5 "Hazing" does not include customary athletic events or similar contest or competitions and is limited to
6 those actions taken and situations created in connection with initiation into or affiliation with any
7 organization.⁵

8 **COMPLAINTS AND INVESTIGATIONS**

9 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
10 promptly report such information to the principal/designee.⁶

11 Alleged victims of the above-referenced offenses shall report these incidents immediately to a teacher,
12 counselor or building administrator.³ All school employees are required to report alleged violations of
13 this policy to the principal/designee. All other members of the school community, including students,
14 parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy.

15 While reports may be made anonymously, an individual's need for confidentiality must be balanced with
16 obligations to cooperate with police investigations or legal proceedings, to provide due process to the
17 accused, to conduct a thorough investigation or to take necessary actions to resolve a complaint, and the
18 identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a
19 need to know.

20 The principal/designee at each school shall be responsible for investigating and resolving complaints.
21 Once a complaint is received, the principal/designee shall initiate and investigation within forty-eight
22 (48) hours of receipt of the report.⁴ If a report is not initiated within forty-eight (48) hours, the
23 principal/designee shall provide the director of schools with appropriate documentation detailing the
24 reasons why the investigation was not initiated within the required timeframe.⁷

25 The principal/designee shall notify the parent/legal guardian when a student is involved in an act of
26 discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall
27 provide information on district counseling and support services. Students involved in an act of
28 discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate
29 school counselor by the principal/designee when deemed necessary.⁸

30 The principal/designee is responsible for determining whether an alleged act constitutes a violation of
31 this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

- 32 • It places the student in reasonable fear or harm for the student's person or property;
- 33 • It has a substantially detrimental effect on the student's physical or mental health;
- 34 • It has the effect of substantially interfering with the student's academic performance; or
- 35 • It has the effect of substantially interfering with the student's ability to participate in or benefit
- 36 from the services, activities, or privileges provided by a school.

37 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and
38 complete investigation of each alleged incident. All investigations shall be completed and appropriate

intervention taken within twenty (20) calendar days from the receipt of the initial report.⁷ If the investigation is not complete or intervention has not taken place within twenty (20) calendar days, the principal/designee shall provide the director of schools with appropriate documentation detailing the reasons why the investigation has not been completed or the appropriate intervention has not taken place.⁷

RESPONSE AND PREVENTION¹⁰

School administrators shall consider the nature and circumstances of the incident, the age of the violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as appropriate to properly respond to each situation.

A substantiated charge against an employee shall result in disciplinary action up to and including termination. A substantiated charge against a student may result in corrective or disciplinary action up to and including suspension.

An employee disciplined for violation of this policy may appeal the decision by contacting the Federal Rights Coordinator or Director of Schools. Any student disciplined for violation of this policy may appeal the decision in accordance with disciplinary policies and procedures.

REPORTS

When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of physical harm to a student or a student's property, the principal/designee of each middle school, junior high school, or high school shall report the findings and any disciplinary actions taken to the director of schools and the chair of the board of education.¹¹

By July 1 of each year, the director of schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. This report shall be presented to the board of education at its regular July meeting, and it shall be submitted to the state department of education by August 1.¹²

The director of schools shall develop forms and procedures to ensure compliance with the requirements of this policy and TCA 49-6-1016.

RETALIATION AND FALSE ACCUSATIONS

Retaliation against any person who reports or assists in any investigation of an act alleged in this policy is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.¹³

False accusations accusing another person of having committed an act prohibited under this policy are prohibited. The consequences and appropriate remedial action for a person found to have falsely accused another may range from positive behavioral interventions up to and including suspension and expulsion.¹⁴

Legal References

1. [TCA 49-6-4503\(a\), \(b\)\(3\); 20 USCA §§ 1681 to 1686; Public Acts of 2025, Chapter No. 293](#)
2. [TCA 49-6-4503\(b\)\(11\)](#)
3. [TCA 49-6-4503\(b\)\(12\)](#)
4. [TCA 49-6-4503\(b\)\(2\), \(13\)](#)
5. [TCA 49-2-120; Public Acts of 2026, Chapter No. 938](#)
6. [TCA 49-6-4503\(b\)\(5\)](#)
7. [TCA 49-6-4503\(b\)\(6\)](#)
8. [TCA 49-6-4503\(b\)\(14\)](#)
9. [20 USCA § 1232g](#)
10. [TCA 49-6-4503\(b\)\(4\), \(7\)-\(8\)](#)
11. [TCA 49-6-4503\(d\)\(3\)](#)
12. [TCA 49-6-4503\(c\)\(2\)\(B\)](#)
13. [TCA 49-6-4503\(b\)\(9\)](#)
14. [TCA 49-6-4503\(b\)\(10\)](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Instructional Programs 4.100
Staff-Student Relations 5.610
Student Goals 6.100
Title IX & Sexual Harassment 6.3041
Code of Conduct 6.300
Student Concerns 6.305
Reporting Child Abuse 6.409
Emergency Contact Information 6.410
Student Suicide Prevention 6.415

Hickman County Board of Education

	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 06/02/25
		Rescinds: 6.3041	Issued: 04/03/23

General

In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination on the basis of sex are prohibited.¹ Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth”.² This policy shall cover employees, employees’ behaviors, students, and students’ behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop in accordance with federal law. This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the grievance process shall not have a conflict of interest against any party of the complaint.³ These individuals shall receive training as to how to promptly and equitably resolve student and employee complaints.³

All employees shall receive training on complying with this policy and federal law.⁴

TITLE IX COORDINATOR⁵

The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and shall provide input on an ongoing basis as appropriate.

Any individual may contact the Title IX Coordinator at any time using the information below:

115 Murphree Ave.

931-729-3391

mike.elkins@hickmank12.org

DEFINITIONS⁴

“Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

“Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute sexual harassment.

“Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

1. A school district employee conditioning an aid, benefit, or service of an education program or activity on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity; or
3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined in state and federal law.

Behaviors that constitute sexual harassment may include, but are not limited to:

1. Sexually suggestive remarks;
2. Verbal harassment or abuse;
3. Sexually suggestive pictures;
4. Sexually suggestive gesturing;
5. Harassing or sexually suggestive or offensive messages that are written or electronic;
6. Subtle or direct propositions for sexual favors; and
7. Touching of a sexual nature.

Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

"Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered to the complainant and the respondent, as appropriate. These measures may include, but are not limited to, the following:

1. Counseling;
2. Course modifications;
3. Schedule changes; and
4. Increased monitoring or supervision.

The measures offered to the complainant and the respondent shall remain confidential to the extent that maintaining such confidentiality would not impair the ability of the school district to provide the supportive measures.

GRIEVANCE PROCESS

Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the Title IX Coordinator shall:

1. Promptly contact the complainant to discuss the availability of supportive measures;
2. Consider the complainant's wishes with respect to supportive measures;
3. Inform the complainant of the availability of supportive measures; and
4. Explain the process for filing a formal complaint.¹⁰

While the school district will respect the confidentiality of the complainant and the respondent as much as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall be consistent with the school district's legal obligations and the necessity to investigate allegations of harassment and take disciplinary action.

Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance process has been completed. Unless there is an immediate threat to the physical health or safety of any student arising from the allegation of sexual harassment that justifies removal, the respondent's placement shall not be changed.¹¹ If the respondent is an employee, he/she may be placed on administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall keep the Director of Schools informed of any employee respondents so that he/she can make any necessary reports to the State Board of Education in compliance with state law.¹³

Complaints

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall immediately report such information to the Title IX Coordinator, however, nothing in this policy requires a complainant to either report or file a formal complaint within a certain timeframe. If the complaint involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate notification shall be made per the board policy on reporting child abuse.

Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

1. Provide written notice of the allegations, and the grievance process to all known parties to give the respondent time to prepare a response before an initial interview;
2. Inform the parties of the prohibition against making false statement or knowingly submitting false information;
3. Inform the parties that they may have an advisor present during any subsequent meetings; and
4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
2 shall be provided to both parties simultaneously.¹⁵

3 **Investigations**¹⁶

4 The Complaint Manager shall serve as the investigator and be responsible for investigating complaints
5 in an equitable manner that involves an objective evaluation of all relevant evidence. The burden for
6 obtaining evidence sufficient to reach a determination regarding responsibility rests on the school district
7 and not the complainant or respondent.

8 Once a complaint is received, the investigator shall initiate an investigation within forty-eight (48) hours
9 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
10 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons
11 why the investigation was not initiated within the required timeframe.

12 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
13 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall
14 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
15 investigation has not been completed.

16 All investigations shall:

- 17 1. Provide an equal opportunity for the parties to present witnesses and evidence;
18
- 19 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
20 and present relevant evidence;
21
- 22 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
23 seek disclosure of information protected under a legally recognized privilege unless such
24 privilege has been waived;¹⁷
25
- 26 4. Provide the parties with the same opportunities to have others present during any grievance
27 proceeding;
28
- 29 5. Provide to parties whose participation is requested written notice of the date, time, location,
30 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
31 for the party to prepare to participate;
32
- 33 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
34 the allegations in the formal complaint; and
35
- 36 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
37
 - 38 a. Prior to the completion of the investigative report, the investigator shall send to each
39 party the evidence subject to inspection and review. All parties shall have at least ten
40 (10) days to submit a written response which shall be taken into consideration in
41 creating the final report.

Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX Coordinator shall keep the complainant and the respondent informed of the status of the investigation process. At the close of the investigation, a written final report on the investigation will be delivered to the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the Director of Schools.

Determination of Responsibility¹⁹

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of evidence standard shall be used in making this determination.²¹

The Director of Schools shall act as the decision-maker. He/she shall receive the final report of the investigation and allow each party the opportunity to submit written questions that he/she wants asked of any party or witness prior to the determining responsibility.

The decision-maker shall make a determination regarding responsibility and provide the written determination to the parties simultaneously along with information about how to file an appeal.

A substantiated charge against a student may result in corrective or disciplinary action up to and including expulsion. A substantiated charge against an employee shall result in disciplinary action up to and including termination.

After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine whether any other actions are necessary to prevent reoccurrence of the harassment.

APPEALS²²

Either party may appeal from a determination of responsibility based on a procedural irregularity that affected the outcome, new evidence that was not reasonably available at the time of the determination that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX Coordinator within ten (10) days of a determination of responsibility.

Upon receipt of an appeal, the Title IX Coordinator shall:

1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
2. Notify the parties in writing.

During the appeal process, the parties shall have a reasonable, equal opportunity to submit written statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing the result of the appeal and the rationale for the result. The written decision shall be provided simultaneously to both parties.

1 RETALIATION²³

- 2 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
3 participate in any investigation of an act alleged in this policy is prohibited.

Legal References

1. [34 CFR § 106.1](#)
2. 34 CFR § 106.8(b),(c); [Public Acts of 2026, Chapter No. 938](#)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. [20 USCA 1092\(f\)\(6\)\(A\)\(v\)](#); [TCA 36-3-601\(10\)](#); [TCA 71-6-302](#)
7. [34 USCA 12291\(a\)\(10\)](#)
8. [34 USCA 12291\(a\)\(8\)](#); [TCA 40-14-109](#)
9. [34 USCA 12291\(a\)\(30\)](#); [TCA 39-17-315](#); [TCA 36-3-601\(11\)](#)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. [TRR/MS 0520-02-03-.09\(2\)](#); [TCA 49-5-417\(c\)](#)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. [20 USCA § 1232g](#)
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

Cross References

Section 504 and ADA Grievance Procedures 1.802
 Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) 5.500
 Complaints and Grievances 5.501
 Staff-Student Relations 5.610
 Code of Conduct 6.300
 Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation 6.304
 Student Concerns 6.305
 Reporting Child Abuse 6.409

Hickman County Board of Education

	Descriptor Term: Use of Emotional Support Dogs	Descriptor Code: 3.218	Issued Date: 03/03/25
		Rescinds:	Issued:

1 General

2 The Hickman County School District recognizes the importance of creating a positive and supportive
3 learning environment for all students, staff members, and visitors. We believe that the presence of a
4 trained dog can provide numerous benefits to our school community, including enhancing the school
5 culture, increasing attendance, and boosting morale among students and staff members. This policy
6 outlines the guidelines for the use of a trained dog in each school in the Hickman County School
7 District.

8 Policy

- 9 1. Each school in the Hickman County School District may have a trained dog on the premises to
10 support the school culture, encourage attendance, and boost morale among students and staff
11 members. There shall be a limit of one dog per school campus.
- 12 2. The dog must be trained and certified by an agency approved by The American Kennel Club as
13 a good citizen.
- 14 3. The dog handler must complete a dog safety training program approved by the school district.
- 15 4. The dog must be current on all vaccinations and have regular check-ups by a licensed
16 veterinarian. The dog must be at least two years of age.
- 17 5. The dog must be clean, well groomed, in good health, and housebroken.
- 18 6. The dog must be on a leash at all times while on school premises.
- 19 7. The dog may only interact with students or staff members with permission from the dog
20 handler and under the supervision of the dog handler or a designated school staff member.
- 21 8. A letter will be sent home for parents and guardians to opt out or alert the school of allergies
22 and to express any concerns regarding the school dog.
- 23 9. The dog handler will be responsible for any damages caused by the dog.
- 24 10. The use of all trained dogs in the Hickman County School System will be managed and
25 overseen by the Coordinated School Health Program. The dog handler must apply to the
26 Principal and Director of Schools for approval and reapply every 3 years. The Director of
27 Schools shall approve each dog on a case by case basis, and provide notification to the Board
28 when approved.

29 Supervision and Care

The Handler is solely responsible for the supervision and care of the dog, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The school district is not responsible for providing any care, supervision, or assistance for a trained dog.

Authorized Area(s)

The Handler shall only allow the dog to be in areas in school buildings or on school property that are authorized by Coordinated School Health and shall not be in areas where a parent noted a concern or an allergy.

Insurance

The Hickman County School system provides liability coverage for injuries sustained by the dog through HCSS insurance provider.

Exclusion and Removal from School

A school dog may be excluded from school property and buildings if:

1. A Handler does not have control of the dog;
2. The dog is not housebroken;
3. The dog presents a direct and immediate threat to others in the school; or
4. The animal's presence otherwise interferes with the educational process. The Handler shall be required to remove the dog from school premises immediately upon such determination by the Principal and/or Director of Schools.

Allergic Reactions

If any student or school employee assigned to a room in which a dog is permitted suffers an allergic reaction, the Handler will be required to remove the animal to a different location.

Conclusion

The use of a trained emotional support dog in the Hickman County, TN school district will provide a positive and welcoming environment for students and staff members, while also complying with all applicable laws and regulations. The district will take all necessary steps to ensure the proper care and training of the dog, as well as provide accommodations for students with disabilities who require the assistance of a Service Dog.

Hickman County Board of Education

Descriptor Term:

Use of Unmanned Aircraft Systems (Drones)

Descriptor Code:
3.219

Issued Date:
05/06/24

Rescinds:
3.219

Issued:
03/07/22

1 An unmanned aircraft system (Drone) means a powered, aerial vehicle that:

- 2 1. Does not carry a human operator and is operated without the possibility of direct human
3 intervention from within or on the aircraft;
- 4 2. Uses aerodynamic forces to provide vehicle lift;
- 5 3. Can fly autonomously or be piloted remotely; and
- 6 4. Can be expendable or recoverable.¹

10 Appropriate Use

11 Visitors and unsupervised students are prohibited from operating drones on district property. District
12 personnel are authorized to use aerial drones.

13 Staff members, students, coaches, sponsors, or parents representing the district or any of its affiliated
14 clubs shall operate any and all district drones in accordance with this policy and all applicable Federal
15 Aviation laws and regulations such as the FAA Modernization and Reform Act of 2012.² This includes
16 any additional certifications or authorizations that may be required from the Federal Aviation
17 Administration based on the drone's intended use.³

18 The following guidelines must be adhered to by anyone flying a drone on district property:

- 19 1. All drones operating on district property must weigh no more than 55 lbs.
- 20 2. Operators must not operate a drone within five (5) miles of any airport without prior
21 notification and confirmation from airport authorities.
- 22 3. Operators must not operate a drone above an altitude of 400 feet above ground level and remain
23 clear of surrounding obstacles.
- 24 4. Operators must maintain safe control and line of sight with the drone during all stages of
25 operation.
- 26
- 27
- 28
- 29
- 30

5. Operators must maintain a safe operating distance from crowds and ensure drone operations do not interfere with manned aircraft operations.
6. Data collected by a drone can only be used for hobby (educational) purposes and may not be sold for profit.
7. If there is a plan to fly drones over property that is not owned by the district, the director of schools shall first obtain written permission from the owner of the property at issue. District personnel operating drones on property not owned by the district must adhere to all requirements of this policy.³
8. Operators assume all risk of damage to property and bodily injuries that may occur due to unsafe operation of district owned drones.

Inappropriate Use

Inappropriate use of drones includes, but is not limited to, the following:

1. Violating any local, state, or federal statutes or regulations;⁴
2. Taking pictures of property or persons without consent;⁵
3. Violating safe operating protocols as defined in drone user manual and classroom guidelines;
4. Failing to follow a district policy while using the district's drone technology or failing to follow any other policies or guidelines established by district administrators or their designees; and
5. Harassing, defined as persistently annoying of another, interfering with another's work, insulting, or attacking others.

Violations

District staff shall monitor for inappropriate use of district drone technology as defined by this policy. Violators may be subject to disciplinary action, up to and including suspension and/or expulsion for students or suspension and/or termination for employees.

Legal References

1. [TCA 39-13-609\(b\)](#)
2. [FAA Modernization and Reform Act of 2012, 49 USCA § 40101; 49 USCA § 44801](#)
3. [FAA Modernization and Reform Act of 2012, 49 USCA § 40101; 14 CFR § 21.1](#)
4. [TCA 39-13-903; TCA 39-14-405](#)
5. [TCA 39-13-903\(a\)\(3\)](#)

Hickman County Board of Education

	Descriptor Term: Access to Private Facilities	Descriptor Code: 3.220	Issued Date: 05/06/24
		Rescinds: 3.220	Issued: 03/07/22

- 1 Students, employees, or teachers may request reasonable accommodations if they desire greater
- 2 privacy when using multi-occupancy restrooms or changing facilities located in the school building or
- 3 when using multi-occupancy sleeping quarters while attending a school-sponsored activity.¹
- 4 Such requests shall be submitted in writing to the principal, and any appeals regarding the principal's
- 5 decision shall be in accordance with state law.¹
- 6 The Director of Schools shall develop an administrative procedure on access to private facilities.

Legal References

1. [TCA 49-2-803](#)

Hickman County Board of Education

	Descriptor Term: Equipment and Supplies Management	Descriptor Code: 3.300	Issued Date: 05/06/24
		Rescinds: 3.300	Issued: 04/04/22

General

All equipment and materials placed in school buildings by any group or organization become the property of the Board. The Board reserves the right to transfer property to other schools if the school in which it was originally placed is discontinued or if there is no longer any need for the equipment or materials where originally placed.

The director of schools shall develop procedures promoting the useful life of equipment and supplies by establishing a thorough, effective and economical operations and maintenance program and providing adequate insurance coverage. Equipment management shall be in accordance with federal and state laws, regulations and guidelines.¹

Each employee of the system shall be responsible for the materials, equipment and supplies assigned to him. In addition, he/she is responsible for the preservation and protection of materials, equipment and supplies not under his/her direct control when such are endangered and when the system employee having direct control is not present or is otherwise unable to act.

Technology

All technology hardware and related technology peripherals must remain within the school to which it has been assigned, except when a principal makes a request to take technology hardware and/or peripherals off campus for a specific school related purpose, and the request is approved by the appropriate supervisor and by the technology coordinator.

Legal References

1. [Tennessee Internal School Funds Manual, Section 4-21 - Section 4-23; 2 CFR § 200.311-315](#)

Cross References

Inventories 2.702

Hickman County Board of Education

	Descriptor Term: Use of Phones and Faxes	Descriptor Code: 3.3001	Issued Date: 05/06/24
		Rescinds: 3.3001	Issued: 06/05/22

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

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

Hickman County Board of Education

Descriptor Term:

Equipment and Supplies: Leasing and Renting

Descriptor Code:

3.301

Issued Date:

05/06/24

Rescinds:

3.301

Issued:

04/04/22

- 1 Equipment and/or supplies shall be lent or rented only with the prior permission of the principal. Parties
2 in whose name the equipment is lent or rented will be responsible for any damage to the equipment.
- 3 Staff members may borrow school equipment and materials at no cost when such use is related to their
4 employment.
- 5 Students may borrow school equipment and materials at no cost when used in connection with their
6 studies or extracurricular activities.
- 7 The general public may rent audio-visual equipment such as movie, filmstrip or public address systems
8 when requested by responsible parties or organizations.
- 9 Staff members borrowing school equipment for personal use will be subject to the same regulations,
10 including fees, as for non-school usage.
- 11 School machinery, vehicles, all vocational-type equipment (e.g., typewriters, sewing machines and shop
12 tools), and cleaning and maintenance equipment are not for personal use by anyone.
- 13 The principal shall establish proper controls to assure the return of all borrowed and rented equipment.
- 14 The Board will approve and periodically review a rental fee for the use of school equipment.

Hickman County Board of Education

	Descriptor Term: Student Transportation Management	Descriptor Code: 3.400	Issued Date: 08/05/24
		Rescinds: 3.400	Issued: 05/06/24

1 *General*

2 School buses shall be maintained and operated in accordance with state law and State Board Rules and
3 Regulations.¹

4 Each bus shall be equipped with the phone number for reporting safety complaints. This number shall
5 appear on the rear bumper.² Buses shall also include notice in a conspicuous place that only authorized
6 persons shall enter the bus. This notice shall include appropriate contact information in case of an issue
7 on the bus.³

8 To avoid the financial burden of replacing an aging bus fleet at any one time, the board shall attempt to
9 replace a certain number of buses each year on a rotating basis.

10 All accidents, regardless of the damage involved, must be reported to the transportation supervisor,
11 including incidents in which any part of the bus contacts any other object or vehicle.

12 The director of schools shall develop procedures to ensure compliance with the statutory and
13 regulatory requirements for the transportation program.

14 **SCHOOL BUS DRIVERS**

15 Each school bus driver shall receive a certificate from the Board prior to operating a school bus for the
16 school district. The issuance of a certificate to a school bus driver shall be based on the qualifications
17 of school bus drivers as determined by the Director of Schools.⁴

18 Annually, the Board shall require each school bus driver to have a physical and mental examination.
19 The Board shall revoke the certificate of any school bus driver found to be physically, mentally, or
20 morally unfit to operate a school bus. Additionally, a certificate shall be revoked if the school bus
21 driver is convicted of driving under the influence, vehicular assault, vehicular homicide, aggravated
22 vehicular homicide, or the manufacture, delivery, sale, or possession of a controlled substance or
23 analogue.⁵

24 **TRANSPORTATION SUPERVISOR⁶**

25 The director of schools shall appoint a transportation supervisor for the system. He/she shall be
26 responsible for the monitoring and oversight of transportation services for the district.

27 The transportation supervisor shall complete a student transportation management training program
28 upon appointment. Every year the transportation supervisor shall complete a minimum of four (4)
29 hours of training annually.

The director of schools shall ensure that training is completed and provide the state department of education with appropriate documentation.

COMPLAINT PROCESS⁷

The following procedure will govern how students, teachers, staff, and community members shall submit bus safety complaints:

1. All complaints shall be submitted to the transportation supervisor; and
2. Forms may be submitted in person, via phone, mail, or email.
 - a. Written complaints shall be submitted on forms located on the district's website. In the case of a complaint received via phone, the person receiving the phone call shall be responsible for filling out the form and submitting it to the transportation supervisor.

The transportation supervisor shall begin an investigation of all bus safety complaints within twenty-four (24) hours of receipt.

Within forty-eight (48) hours of receipt of the initial complaint, the transportation supervisor shall submit a preliminary report to the director of schools. This report shall include:

1. The time and date the complaint was received;
2. The name of the bus driver;
3. A copy or summary of the complaint; and
4. Any prior complaints or disciplinary actions taken against the driver.

Within sixty (60) school days of receiving the initial complaint, the transportation supervisor shall submit a final written report to the director of schools that details the investigation's findings as well as the action taken in response to the complaint.

An annual notice of this complaint process shall be provided to parents and students. This information shall be made available in the student handbook.

RECORDKEEPING⁸

The transportation supervisor shall be responsible for the collection and maintenance of the following records:

1. Bus maintenance and inspections forms;
2. Bus driver credentials, including required background checks, health records to include annual DOT medical/mental examinations on an approved FMCSA Medical Report, Motor Vehicle Reports and performance reviews

3. Driver training records; and

4. Complaints received and any records related to the investigation and complaints.

SCHOOL BUS SAFETY RESTRAINT SYSTEMS

The Hickman County Board of Education operates some school buses with three-point lap/shoulder seat restraint systems (and integrated child restraint systems).

Use of seat restraint systems shall be mandatory for all student riders on buses equipped with this safety technology.

SEAT RESTRAINT NON-COMPLIANCE

Students who forget to put on their seat restraint will be given a verbal reminder/warning. Students removing their seat restraint during the route or refusing to wear their seat restraint will be issued a written discipline referral. The local school authority will discipline the student in a manner consistent with other safety-related behavioral infractions.

SEAT RESTRAINT TRAINING

The transportation supervisor will conduct annual training for all school bus drivers on the implementation and use of seat restraints.

School bus drivers will train students on the proper implementation and use of seat restraints annually at the start of each school year to ensure each passenger is familiar with the operation of seat restraints. The driver will emphasize that each rider remains secured in their seat with their seat restraint fastened at all times during their ride.

All students will receive additional instruction on the proper use of seat restraints at least two (2) additional times per year.

Bus drivers will instruct students to put on their seat restraints at three time periods:

1. Morning: When students board the bus, the driver will inform student to buckle up.

2. On Route: If a student takes their restraint off (visibly) while riding.

3. Afternoon: The driver will walk from the front to the back of the bus one time prior to departure.

Note: Drivers and attendants are not responsible (i.e., liable) for students wearing their seat restraints while riding. Drivers and attendants are responsible for instructing students to put on the seat restraint and/or referring the student for discipline if the student refuses to be compliant with seat restraint utilization.

1 SEAT RESTRAINT MALFUNCTION

- 2 If the seat restraint cannot be disengaged while in use, the driver is required to assist the passenger and,
3 if necessary, cut the belt to relieve the restraint and safely remove the passenger.

4 SCHOOL BUS IDLING POLICY

- 5 This policy applies to the operation of every district-owned and/or contracted school bus.

6 Rationale: Exhaust from idling school buses can accumulate in and around the bus and pose a health
7 risk to children, drivers and the community at large. Exposure to exhaust can cause lung damage and
8 respiratory problems. Exhaust may exacerbate asthma and existing allergies. Idling buses also waste
9 fuel and financial resources.

10 Purpose: Eliminate unnecessary idling by Hickman County Board of Education school buses
11 (including activity buses) and minimize idling time in all aspects of school bus operation.

12 Guidance:

- 13 1. If there is a wait time of more than fifteen (15) minutes when arriving at a loading/unloading
14 zone to pick up or drop off students, school bus drivers shall turn off their buses as soon as
15 possible to eliminate idling time and reduce harmful emissions. The school bus should not be
16 restarted until it is ready to depart and there is a clear path to exit the pick-up area. Exceptions
17 include conditions that would compromise passenger safety, such as extreme weather, idling in
18 direct traffic, or necessary idling for use of bus safety lights/equipment or wheelchair type lifts.
19
- 20 2. Limit idling time during early morning warm-up to what is recommended by the manufacturer
21 (3-5 minutes) in all but the coldest weather. Exceptions include idling necessary for pre-trip
22 inspection and idling necessary to defrost windows and mirrors for safe operation of the school
23 bus.
24
- 25 3. Buses should not idle while waiting for students during field trips, extracurricular activities, or
26 other events where students are transported off school grounds.
27
- 28 4. In cold weather, schools are directed to provide a space inside the school where bus drivers can
29 wait if they have shut down their bus.
30
- 31 5. In colder weather, if the warmth of the bus is an issue, idling is to be at a very minimum and
32 occur outside the school zone. The "warmed" bus is to enter the school zone as close to pick-up
33 time as possible to maintain warmth and then shut down if there is a wait time of more than
34 fifteen (15) minutes.
35
- 36 6. All currently employed drivers shall receive a copy of this policy and be trained regarding the
37 policy's requirements. As a part of the onboarding and/or new hire process, all new drivers
38 shall receive a copy of this policy and be trained regarding the policy's requirements.
39

7. Excessive idling by the driver may result in disciplinary action.

General Exemptions: The actions outlined in the guidance section above need not apply for the period(s) during which idling is necessary:

1. While stopped:

- a. For an official traffic control device;
- b. For an official traffic control signal;
- c. For traffic conditions over which the driver has no control, including, but not limited to, stopped in a line of traffic; or
- d. At the direction of a law enforcement officer;

2. To ascertain that the school bus is in safe operating condition and equipped as required by all provisions of law, and all equipment is in good working order, either as part of the driver's daily vehicle inspection, or as otherwise needed;

3. For testing, servicing, repairing, or diagnostic purposes by maintenance staff;

4. To cool down a turbo-charged diesel engine for turning the engine off, for a period not to exceed 5 minutes (as per the recommendation of the manufacturer);

5. To operate:

- a. A lift or other piece of equipment designed to ensure safe loading, unloading, or transport of persons with one or more disabilities; or
- b. A heater or an air conditioner of a bus or vehicle that has, or will have, one or more children with exceptional medical needs aboard whose IEP requires such;

6. To operate defrosters, heaters, air conditioners, or other equipment to ensure the safety or health of the driver or passengers;

7. To recharge a battery or other energy storage unit of a hybrid electric bus.

Additionally, zero emission electric buses are exempt from this policy as they do not emit harmful exhaust while at idle. Non-electric buses may also be exempt from this policy as they do not emit harmful exhaust while at idle. Non-electric buses may also be exempt from this policy in the instance that they are equipped with onboard anti-idling technologies (e.g., fuel operated heaters / direct fired heaters).

Legal References

1. TCA 49-6-2109; TRR/MS 0520-01-05
2. TCA 49-6-2116(d)(3)
3. TCA 49-6-2116(a)-(c)
4. TCA 49-6-2116(d)(1)-(2)
5. TCA 49-6-2116(d)(5)
6. Public Acts of 2024, Chapter No. 548
7. TCA 49-6-2107
8. TCA 49-6-2109 (c) (1); Public Acts of Chapter No. 122

Cross References

Bus Safety and Conduct 6.308
Homeless Students 6.503

Hickman County Board of Education

Descriptor Term:

Scheduling and Routing

Descriptor Code:

3.401

Issued Date:

05/06/24

Rescinds:

3.401

Issued:

04/04/22

All school bus routes shall be arranged in such a way as to travel the shortest possible distance from the time the first student is picked up until the trip is complete.

The transportation supervisor will be responsible for surveying all bus routes and scheduling bus transportation, including the determination of bus stops and the assignment of students. Deleting or establishing new bus routes is the responsibility of the Board. Bus stops will be reviewed annually by the bus driver and transportation supervisor. Concerns regarding bus stop locations and bus routes should be addressed through the transportation supervisor.

Appeals of transportation decisions shall be made to the director of schools. The following procedure will govern how students, teachers, staff, and community members shall submit bus safety complaints:

1. All complaints shall be submitted to the transportation supervisor; and

2. Forms may be submitted in person, via phone, mail, or email.

a. Written complaints shall be submitted on forms located on the district's website. In the case of a complaint received via phone, the person receiving the phone call shall be responsible for filling out the form and submitting it to the transportation supervisor.

The transportation supervisor shall begin an investigation of all bus safety complaints within twenty-four (24) hours of receipt.

Within forty-eight (48) hours of receipt of the initial complaint, the transportation supervisor shall submit a preliminary report to the director of schools. This report shall include:

1. The time and date the complaint was received;

2. The name of the bus driver;

3. A copy or summary of the complaint; and

4. Any prior complaints or disciplinary actions taken against the driver.

Within sixty (60) school days of receiving the initial complaint, the transportation supervisor shall submit a final written report to the director of schools that details the investigation's findings as well as the action taken in response to the complaint.

An annual notice of this complaint process shall be provided to parents and students. This information shall be made available in the student handbook.

- 1 All children living within legal boundaries of Hickman County who are legally enrolled in Hickman
2 County Schools and who are eligible may be transported from their home to school. However, it
3 should be understood that transporting children within one and one-half miles (1-1/2) of a school is
4 done without reimbursement from the State Department of Education and will be continued only as
5 long as it is economically feasible.
- 6 Students shall not be in transit to and from school more than one and one-half hours each way.¹ Under
7 no circumstances shall students be transported past their assigned school.
- 8 Where practical, transfers may be made from one bus to another. Both buses shall be present while the
9 transfer is in process, unless the transfer point is a school campus. Leaving students at a home or place
10 of business for transfer shall be permitted only after approval has been obtained from the Board.
- 11 Bus routes shall not overlap unless necessary to reach some other portion of each respective route or
12 unless overlapping results from the necessity to travel the main highway to school centers. When more
13 than one bus travels a main highway and each bus picks up some students along such routes, each bus
14 shall be assigned a certain portion of the route and all students within this section shall ride the bus to
15 which assigned.
- 16 Every bus driver, at the beginning of the school year or, in the event that the driver is hired during the
17 school year, at the time of hire, shall be informed of all the policies and procedures in place regarding
18 the transportation of students.²
- 19 Once the official route is begun, stops shall only be made to take on, discharge or transfer students.
20 Buses are not to stop at stores (or make any other nondesignated stops except for emergencies) when
21 transporting students.
- 22 No student may exit the bus at a destination other than that student's designated bus stop. The Director
23 may adopt, with the approval of the Board, procedures that would allow a student to exit the school bus
24 at an alternative location. If the Director adopts procedures, such procedures shall include, at a
25 minimum, the following:³
- 26 1. No school bus driver shall require or permit a student to exit the bus in violation of the School
27 System's policies and procedures. The Director shall immediately review the fitness to drive of
28 a driver who permits or requires a student to exit a bus in violation of the School System's
29 policies and procedures.
30
 - 31 2. No student shall be allowed to exit the bus at a stop other than the student's regular bus stop
32 unless the student provides the driver with a signed note from the parent or guardian informing
33 the driver of the change in the student's bus stop for the day. The driver shall turn the note
34 over to the principal as soon as practical after the completion of the route.
35
 - 36 3. In the event that the driver finds it necessary for a student to exit the bus at a stop other than the
37 student's designated stop in order to preserve the safety of other student passengers or the
38 driver, the driver may remove the offending student from the bus provided that the driver
39 secures the safety of the student for the uncompleted trip.
40

- 1 4. A driver shall report to school authorities as soon as possible, but no later than the end of the
2 route, any student refusing to obey the driver or exiting the bus without the driver's permission
3 at a point other than the student's destination for that trip.⁴
- 4 Students who ride school buses shall attend the school designated unless the Board designates an
5 alternate school. If a parent chooses to send his/her child to another school in the system, the parent
6 must provide transportation to and from that school.

Legal References

1. TCA 49-6-2105
2. TCA 49-6-2118(b)
3. TCA 49-6-2118(a)
4. TCA 49-6-2118(c)-(d)

Cross References

Bus Safety and Conduct 6.308

Hickman County Board of Education

Descriptor Term:

Special Use of School Vehicles

Descriptor Code:

3.402

Issued Date:

05/06/24

Rescinds:

3.402

Issued:

04/04/22

SCHOOL BUSES

All standard rules of student and driver conduct shall apply to all extracurricular trips.

System-owned buses may be used by athletic teams and other school groups, provided such trips are recommended by the principal.

The principal will make all transportation arrangements with the director of transportation and the director of schools.

The Board shall be reimbursed by the individual school for the use of buses for extracurricular activities. However, the Board may establish special rates for extended trips or in special cases. Forms for reporting extra use of buses will be furnished to each school principal.

Only qualified bus drivers duly elected by the Board may drive school buses for extracurricular activity trips during the regular school year.

School buses may be used only for the transportation of school personnel on authorized school business. No other individual or group may rent a school bus without written request to the director of schools' office.

BOARD-OWNED VEHICLES

The director of schools shall recommend for board approval a list of Board-owned vehicles to be assigned to positions requiring full-time use. Such use shall be restricted to commuting to and from job-related sites and must comply with IRS requirements, including implications for reporting taxable income. Employees assigned full-time use of Board-owned vehicles shall be on call twenty-four (24) hours a day to perform services required by their job responsibilities. Other than commuting to and from work, use of these vehicles for personal use is prohibited.

Cross References

Extracurricular Activities 4.300

Interscholastic Athletics 4.301

Field Trips and Excursions 4.302

Hickman County Board of Education

Descriptor Term:

Traffic and Parking Controls

Descriptor Code:

3.403

Issued Date:

05/06/24

Rescinds:

3.403

Issued:

04/04/22

1 The principal of each school shall develop and implement a plan to ensure maximum vehicular and
2 pedestrian safety for his/her campus and shall submit it to the director of schools for approval. The plan
3 shall include a sketch showing various parking areas, traffic flow, areas reserved for school bus loading
4 and unloading; the location of any safety hazards as areas to be avoided by vehicles or students; and
5 dismissal times for car and bus students.

6 Students who ride bicycles or drive motor vehicles to school must leave the vehicles parked in designated
7 areas until the end of the school day, unless permission is obtained from the principal to use said vehicle.

8 Parking regulations for each school will be developed by the principal and published in the school
9 handbook.

Cross References

Code of Conduct 6.300

Interrogations and Searches 6.303

Suspension/Expulsion/Remand 6.316

PROPOSED FUNDRAISING ACTIVITIESFund/Account Name: Boys BasketballProposed Fundraising Activities: Banner/Tshirt/Score TableProposed Uses of Funds Raised: team gear, equipment, & food

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

boys basketball teamMethod by which school will receive profit: cash and/or checkRequested by (Name/Title): Justin Walton/coach Date: 6/22/26Approved by (Principal): Jana Willis Date: 6-23-26Approved by
(Director of Schools): Marcy Fiddell Date: JUN 24 2026

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Cheerleading

Proposed Fundraising Activities: Selling Butter Braid

Proposed Uses of Funds Raised: Uniforms. Comp Fees.
Jerseys. Pink out.

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

Cheerleaders

Method by which school will receive profit: From Butter Braid

Requested by (Name/Title): Tia Overmy Date: 6/15/26

Approved by (Principal):  Date: 6-18-26

Approved by (Director of Schools):  Date: 6-18-26

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name HCMS Football

Proposed fundraising activities: selling bulldog apparel

Purposed Uses of funds raised

Support Middle School Football Equip, Banquet, etc.

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

Football Team

Method by which school will receive profit currency (cash or check)

Requested by Amanda Mayberry / Assistant Date 6/22/26
Name/Title

Approved by Jina S. Higgins Date 6/22/26
Principal

Approved by Nancy Tidwell Date 6-22-26
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.

Exhibit 1

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Hickman County Middle School Girls & Boys Golf

Proposed fundraising activities: We would like to sell sponsorships to businesses, families, etc
by means of hole signs, banners, and social media posts thanking them for their support.

Purposed Uses of funds raised
Uniforms, Tournament Fees, Practice & Training, and Equipment

Expected student involvement (school-wide or specific school organization) Members of the
golf team, their families, and the coaching staff, will ask local businesses and individuals for their
financial support.

Method by which school will receive profit Funds will be made payable via cash or check to
Hickman County Middle School

Requested by Harper Shelton, Girls Golf Coach
Name/Title

Date 06/15/2026

Approved by 
Principal

Date 6/16/24

Approved by 
Director of Schools*

Date JUN 16 2026

* 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.

SUPPORT THE FUTURE. BUILD OUR TEAM.

★ HCMS GOLF SPONSORSHIPS ★

The Hickman County Middle School Golf Team is working hard to build a strong program and compete at our best. We need the support of our community to help our student-athletes succeed on and off the course!

EVERY SPONSORSHIP MAKES A DIFFERENCE!



EAGLE SPONSOR

\$500

- ✓ Sponsor yard sign displayed at a hole during home matches
- ✓ Large logo featured on team sponsor banner
- ✓ Dedicated social media thank-you video featuring team members
- ✓ Recognition throughout the season on social media



BIRDIE SPONSOR

\$250

- ✓ Medium logo featured on team sponsor banner
- ✓ Dedicated Facebook thank-you post
- ✓ Recognition during the season on social media



PAR SPONSOR

\$100

- ✓ Small logo featured on team sponsor banner
- ✓ Included in a large season-long thank-you post recognizing all Par Sponsors

≡ FAMILY & FRIENDS ≡ — SPONSORSHIPS —



FAMILY SPONSOR

\$50

- Name listed on team sponsor banner
- Included in a "Thank You Families" Facebook post



FRIENDS OF HCMS GOLF

ANY
AMOUNT

Every dollar helps! All supporters will be recognized in a season-long thank-you post.

★ THANK YOU ★

FOR SUPPORTING OUR
STUDENT-ATHLETES AND HELPING
US BUILD A STRONG FOUNDATION
FOR THE FUTURE!



EQUIPMENT



PRACTICE &
TRAINING



TOURNAMENT &
TRAVEL EXPENSES



TEAM
GEAR



TOGETHER, WE CAN
MAKE A DIFFERENCE!

INTERESTED IN SPONSORING?



Contact Harper | 629-333-6408



Contact Andrew | 931-996-3506



Find us on Facebook @HCMSGolf

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name

General Athletics

Account Number

602

Proposed fundraising activities:

School on line Store
"BSN"

Purposed Uses of funds raised:

Fund General Athletics Account

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

None

Method by which school will receive profit:

Cash

Requested by:

Cayle Moulton / Principal
Name/Title

6-15-24
Date

Acknowledge by:

ggw

Bookkeeper

6/15/24
Date

Approved by:

[Signature]
Principal

Date

6-15-24
Date

Approved by:

Marcy Tidwell
Director of Schools*

JUN 16 2024
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 cheer

Account Number 1014

Proposed fundraising activities: double good

Purposed Uses of funds raised: cheer account

Expected Student involvement (school-wide or specific school organization): Cheerleaders (19)

Method by which school will receive profit: check via mail from Double Good

Requested by: Rebecca Campbell
Name/Title

6/15/20
Date

Acknowledge by: [Signature]
Bookkeeper

6/15/20
Date

Approved by: [Signature]
Principal

6-15-20
Date

Approved by: [Signature]
Director of Schools*

JUN 16 2020
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.



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ.,
OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY
FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A
MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL
SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: EHHS Eagles Soccer

DATE OF PROPOSED FUNDRAISING 7/11/2026

PROPOSED FUNDRAISING ACTIVITY: Car Wash

PROPOSED USES OF FUNDS RAISED: Supplies

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Wendell Gordon DATE 6/8/2026

REVIEWED BY Cayle Montto DATE 6/9/26
School Principal/Designee

APPROVED BY Mary Fidele DATE 6-10-26
Director of Schools/Designee

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Boys Basketball

Account Number _____

Proposed fundraising activities: Tune calendar

Purposed Uses of funds raised: to help support Boys Basketball Program

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

Method by which school will receive profit: Cash/Check

Requested by: Zach Holt
Name/Title

6/1/2026
Date

Acknowledge by: [Signature]
Bookkeeper

6/1/26
Date

Approved by: [Signature]
Principal

6/1/26
Date

Approved by: Marcy Frawell
Director of Schools*

6-8-26
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.



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,

To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: East Hickman 1st and Goal Football Booster Club

DATE OF PROPOSED FUNDRAISING 7/1/26 - 12/31/26

PROPOSED FUNDRAISING ACTIVITY: Raffle for home games. We plan to get donations from local businesses and use part of the proceeds to have raffle items that we will raffle at each home game with large ticket item to be drawn and given out at the last game.

PROPOSED USES OF FUNDS RAISED: funds raised will go to support the EHHS football team - meals, uniforms, equipment, facilities, or other needs of the team.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Sarah Sawett DATE 5/20/26
Signature/Title

REVIEWED BY Cayle Moulth DATE _____
School Principal/Designee

APPROVED BY Nancy Tidwell DATE 6-1-26
Director of Schools/Designee



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ.,
OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY
FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A
MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL
SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: East Hickman 1st and 6th Football Booster Club

DATE OF PROPOSED FUNDRAISING 7/1/26 - 12/30/26

PROPOSED FUNDRAISING ACTIVITY: Seeking sponsorships from local businesses by asking for donations of money or to volunteer to provide pre-game meals for the EHS football team. Also, getting "sponsorships" through membership fees in the booster club and priority parking passes for home games.

PROPOSED USES OF FUNDS RAISED: We are going to use the funds to support the EHS football team by providing pre game meals, equipment, helping with costs to improve facilities, uniforms, and other miscellaneous team needs.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Joseph Barrett / President

DATE 5/20/26

Signature/Title

REVIEWED BY [Signature]

DATE _____

School Principal/Designee

APPROVED BY [Signature]

DATE 6-1-26

Director of Schools/Designee



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: East Hickman 1st and Goal Football Booster Club

DATE OF PROPOSED FUNDRAISING 7/1/26 - 12/30/26

PROPOSED FUNDRAISING ACTIVITY: Selling Concession at the home games and events

PROPOSED USES OF FUNDS RAISED: funds raised will go to support the EHS Football team - meals, uniforms, equipment, facility, or other needs of the team

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Jacob Garrett DATE 5/20/26
Signature/Title

REVIEWED BY Caryl Martin DATE _____
School Principal/Designee

APPROVED BY Marcy Tidwell DATE 10-1-26
Director of Schools/Designee

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 High School Golf

Account Number _____

Proposed fundraising activities: Putt-a-thon Fundraiser

Players will putt 40 putts at 4 feet away from the hole. They will collect pledges or flat donations.

Purposed Uses of funds raised: _____

The funds will be used to purchase team uniforms, pay for matches and tournaments, buy any items the team needs such as balls, tees, drinks, ball markers, etc.

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

This fundraiser will only affect the golf team.

Method by which school will receive profit: Cash or check

Requested by: Valerie King EHHS Assistant Golf Coach
Name/Title

5/25/2026
Date

Acknowledge by: _____

JGN
Bookkeeper

5/26/26
Date

Approved by: _____

C. L. Moulth
Principal

5-27-26
Date

Approved by: _____

Nancy Stowell
Director of Schools*

6-1-26
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.



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 7-24-26

PROPOSED FUNDRAISING ACTIVITY: Annual Fish Fry with Silent/
live auction. We will sell fish plates and have
a silent/ live auction. we will sell apparel and parking
spaces.

PROPOSED USES OF FUNDS RAISED: Provide equipment, meals and needs
for the team throughout the year.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY B. Cuffl
Signature/Title

DATE 6-4-26

REVIEWED BY Robt Emerson
School Principal/Designee

DATE 6-10-26

APPROVED BY Mary Tidwell
Director of Schools/Designee

DATE JUN 16 2026



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 6-15-26

PROPOSED FUNDRAISING ACTIVITY: Dog bone fundraiser - players will fill their dog bone paper with \$20 sponsors to pay for their player package.

PROPOSED USES OF FUNDS RAISED: Funds will purchase shirts, shorts hoodies, sweatpants, backpacks for each player.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY B. C. Craft
Signature/Title

DATE 6-5-26

REVIEWED BY Robyn Emerson
School Principal/Designee

DATE 6-10-26

APPROVED BY Nancy Tidwell
Director of Schools/Designee

DATE JUN 16 2026



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 6-15-26 through out football season
ending approx 12-1-26

PROPOSED FUNDRAISING ACTIVITY:
Selling Program Ads for program to sell @ games.
Selling banners for sponsorships to hang on fence.
Selling parking spaces to park near field

PROPOSED USES OF FUNDS RAISED: Provide equipment, meals and
Needs for the football team throughout the year.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY

B. Craft
Signature/Title

DATE

6-5-26

REVIEWED BY

Ruby Emerson
School Principal/Designee

DATE

6-10-26

APPROVED BY

Mary Tidwell
Director of Schools/Designee

DATE

JUN 16 2026



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ.,
OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY
FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A
MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL
SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 6-18-25

PROPOSED FUNDRAISING ACTIVITY: Annual Triстан James Memorial Workout and Parents Breakfast.
This is not a fundraiser. It is a gathering during practice to remember Triстан James and feed the players breakfast after practice.

PROPOSED USES OF FUNDS RAISED: _____

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY BCraft
Signature/Title

DATE 6-5-26

REVIEWED BY Koby Emerson
School Principal/Designee

DATE 6-10-26

APPROVED BY Mary Tidwell
Director of Schools/Designee

DATE 6-16-26



Debbie Breece <debbie.breece@hickmank12.org>

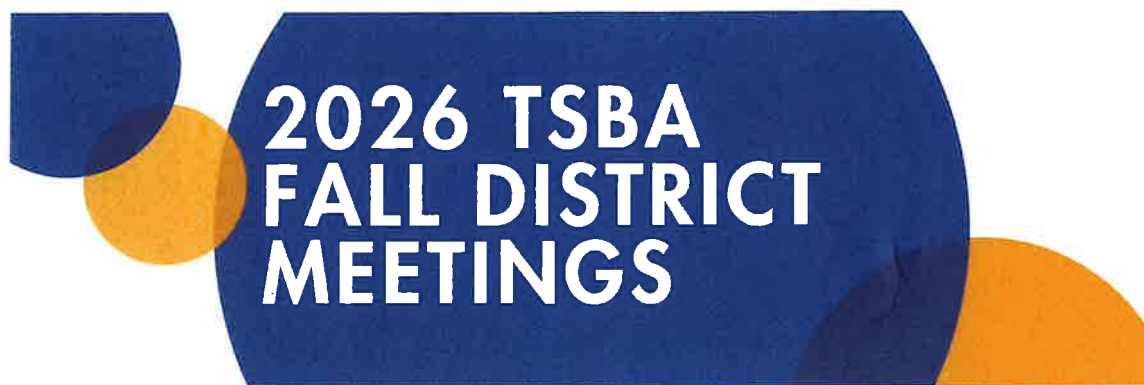
TSBA 2026 Fall District Meetings: Don't Miss Out

1 message

TSBA <communications@tsba.net>
Reply-To: TSBA <communications@tsba.net>
To: debbie.breece@hickmank12.org

Wed, Apr 8, 2026 at 11:30 AM

TSBA 2026 Fall District Meetings



Please join us in August/September for the TSBA Fall District Meetings. We have developed an engaging and informative session where participants will discuss topics for the 2027 legislative session. During the "Ignite Session" there will be fast-paced style presentations on key issues, providing insights and sparking discussions to drive impactful decision-making.

Registration and reception, provided with food and drinks, will begin at 4:30 p.m. Meeting will be from 5:00-7:00 p.m. Click below for a detailed meeting agenda.

[**Download The Agenda**](#)

Registration Fee:

\$75 per person.

Locations/Dates:

- **Delta** – Tipton County; Covington Middle School – August 31, 2026
- **Northwest** – Dyersburg; Dyersburg Middle School – September 1, 2026
- **Upper Cumberland** – Overton County; Livingston Academy – September 3, 2026
- **Southwest** – Henderson County; Lexington High School – September 8, 2026
- **Southeast** – Dayton; Dayton City School – September 10, 2026
- **Northeast** – Greeneville; The General Morgan Inn – September 14, 2026
- **East** – Union County; Horace Maynard Middle School – September 15, 2026
- **South Central** – Lawrence County; E.O. Coffman Middle School – September 17, 2026
- **Mid Cumberland** – Lebanon Special; Jones Brummett Elementary School – September 24, 2026

Register Online 

Once registration has been confirmed, TSBA will send your system an invoice. Cancellations must be emailed to the TSBA Director of Finance and Member Services at bweinstein@tsba.net two weeks prior to the event to receive a refund. For any registration questions, please contact TSBA at registrar@tsba.net or call 615-815-3900.

We look forward to seeing you at this year's Fall District Meetings!

Copyright © 2026 TSBA, All rights reserved.

You are receiving this email because you are a TSBA member, or have been added to our directory list.

Our mailing address is:

TSBA

525 Brick Church Park Dr

Nashville, TN 37207-3219

[Add us to your address book](#)

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#)



Fall District Meeting Agenda

- | | | |
|-----------|---|--|
| 4:30 p.m. | Registration and Reception | |
| 5:00 p.m. | Welcome <ul style="list-style-type: none">• <i>Roll Call of Boards</i>• <i>100% Boards</i>• <i>Introduction of Guests</i> | TSBA District Director |
| 5:10 p.m. | Awards Ceremony <ul style="list-style-type: none">• <i>Student Achievement Award</i>• <i>School Volunteer Recognition Award</i>• <i>Levels I, II, III and IV Boardsmanship Awards</i>• <i>Recognition of Boards of Distinction and Master School Board Members</i>• <i>District Director Elections in Delta, East, Mid Cumberland, and Southeast</i> | Dr. Tammy Ganger, TSBA
Executive Director |
| 5:20 p.m. | Preparing For Your 2027 Legislative Session | Nolan Combs, TSBA
Director of Government Relations |
| 5:50 p.m. | Ignite Session <ul style="list-style-type: none">• <i>Graduation Requirements</i>• <i>TSBA Tennessee Testing Dashboard</i>• <i>PECCA</i>• <i>TSBA Frequently Asked Questions</i> | Ben Torres, TSBA
Assistant Executive Director &
General Counsel

Nolan Combs

Dr. Tammy Ganger |
| 6:30 p.m. | Share the Success
<i>(Each district will share one new program or service implemented in the last year)</i> | Dr. Tammy Ganger |
| 6:59 p.m. | Wrap Up | |
| 7:00 p.m. | Adjourn | |



Debbie Breece <debbie.breece@hickmank12.org>

2026 TSBA Leadership Conference and Annual Convention

1 message

Brittany Weinstein <bweinstein@tsba.net>
To: Brittany Weinstein <bweinstein@tsba.net>
Cc: Claire Kastelic <ckastelic@tsba.net>

Tue, May 12, 2026 at 10:45 AM

Good morning,

Please read this email in its entirety, as it explains the process for our Leadership Conference and Annual Convention registration.

We will be opening registration for our 2026 Leadership Conference and Annual Convention on **Wednesday, May 13 at 9:00 a.m. CST**. There will be an e-blast sent to our membership outlining all events. After you register, you will receive a confirmation email. However, our room block at the Gaylord Opryland Resort and Convention Center will not open until **Friday, May 15 at 9:00 a.m. CST**. You will not be able to make reservations before that date. The TSBA portal may run a little slower than normal with everyone logging into register so please be patient.

To make room reservations, you will need to complete the sub-block form (which will be sent out Friday morning). Please note, Sub-block forms are required if you will be using the same method of payment to cover all nights of all rooms being booked. Whether you are paying by check or by credit card, the sub-block form is needed to process payment that will not be present upon arrival. You will not be able to call-in to make your room reservations. For those board members who will be paying individually for their rooms, a link will also be sent. You will only be able to make room reservations for the people who are registered for the conference through TSBA. For those who will have new board members, please go ahead and register the outgoing board members so you can make a room reservation. After the new members are elected/sworn in, we can swap out the names on their registrations and change their names on the room reservations.

The Leadership Conference agenda and Convention Schedule are attached. When registering, you will have the following options to select:

- Leadership Conference (Thursday, November 5 – Friday, November 6) - \$250; includes breakfast on Friday Morning (this event counts towards required board member training for 2026-2027)
- Pre-Convention Workshop (Friday, November 6) - \$100; this year, we have combined the workshops into one option
- Annual Convention (Friday, November 6 – Sunday, November 8) - \$450; includes general sessions, the exhibit hall, clinic sessions, Saturday and Sunday Breakfast, and Saturday Lunch
- Delegate Assembly (Saturday, November 7) - \$0; the 2026 Delegate Assembly Allowance sheet is attached. This will tell you how many delegates your system gets based on 2024-2025 enrollment numbers
- Board Secretaries' Workshop (Saturday, November 7) - \$0

If you have any questions, please let me know. We are excited to see everyone at Convention!

Brittany (Massey) Weinstein

Director of Finance and Member Services

Tennessee School Boards Association

525 Brick Church Park Drive

Nashville, TN 37207

Phone: (615) 815-3908



Tennessee School Boards Association
2026 Annual Convention Schedule
Gaylord Opryland Resort and Convention Center

Thursday, November 5

12:00-6:30 p.m. Registration
2:00-6:00 p.m. Leadership Conference

Friday, November 6

7:00 a.m.-6:15 p.m. Registration
7:15-8:15 a.m. Leadership Conference Breakfast
8:30-11:30 a.m. Leadership Conference
11:30 a.m. Lunch (*on your own*)
11:30 a.m.-4:00 p.m. TSBA Trade Show/Reception
1:15-3:15 p.m. Pre-Convention Legal and Advocacy Workshop
3:15-4:00 p.m. Networking Session
4:15-5:45 p.m. Opening General Session

Speaker: Willie Spears

Saturday, November 7

7:00 a.m.-5:00 p.m. Registration
7:00-10:30 a.m. TSBA Trade Show Open
7:00-8:15 a.m. TSBA Trade Show and Networking Session Breakfast
8:30-9:30 a.m. Clinic Session A
9:45-10:15 a.m. TSBA Trade Show Door Prizes
10:30-11:30 a.m. Clinic Session B
11:45 a.m.-1:15 p.m. Awards Ceremony and Convention Luncheon
1:45-2:45 p.m. Clinic Session C
3:15-4:45 p.m. Delegate Assembly
3:15-4:45 p.m. Board Secretaries' Workshop

Sunday, November 8

7:00-10:00 a.m. Registration
7:15-8:15 a.m. Convention Breakfast
8:30-9:45 a.m. Closing General Session
Speaker: Mark Perna
9:45 a.m. Adjourn

**TSBA Leadership Conference
November 5-6, 2026
Gaylord Opryland Resort and Convention Center
AGENDA**

November 5, 2026

2:00 p.m.	Welcome and Introductions	David Baker, TSBA President, Hardin County
2:01 p.m.	Enhancing Public Confidence Through Exceptional Service and Strong Leadership	Nathaniel Provencio, Consultant
3:30 p.m.	BREAK	
4:00 p.m.	Enhancing Public Confidence Through Exceptional Service and Strong Leadership	
5:00 p.m.	Leadership and Student Success Through the Tiger Tutoring Program	Hardin County
5:30 p.m.	Board and Superintendent Leadership in Elevating District Image and Career-Ready Pathways	Jackson-Madison County
5:58 p.m.	Announcements	
6:00 p.m.	Adjourn	

November 6, 2026

7:15-8:15 a.m.	Leadership Conference Breakfast	
8:30 a.m.	Welcome and Introductions	David Baker
8:31 a.m.	Becoming the Ultimate Board Member & Framing Your Leadership Legacy	Derek Young, Consultant
9:45 a.m.	BREAK	
10:15 a.m.	Data Counts: Using Data to Drive Leadership Decisions	Nolan Combs, TSBA Director of Government Relations
10:45 a.m.	Board Leadership Trivia	Ben Torres, TSBA Assistant Executive Director & General Counsel
11:25 a.m.	Wrap Up	David Baker
11:30 a.m.	Adjourn	

MEMORANDUM

TO: All County Officials and Department Heads

FROM: Jim Bates, County Mayor



DATE: January 9, 2026

RE: Travel Reimbursement Rates

The State of Tennessee has made some changes regarding travel rates. The following travel reimbursement rates are now in effect until further notice

The Milage Reimbursement Rate will go up to \$0.725 a mile.

Current Lodging Rates are **\$110.00** with the exceptions of the counties listed:

Williamson: \$130.00

Hamilton: \$117.00

Knox: \$119.00

Shelby: \$129.00

Davidson (Nashville)

September-October: \$ 248.00

November-August: \$217.00

***(See attached Lodging breakdown for more information)**

The rate of Reimbursement for Meals while traveling inside the State of Tennessee is now **\$68.00** with the exceptions of counties listed:

Williamson: \$86.00

Hamilton: \$74.00

Knox: \$74.00

Davidson: \$86.00

***(see attached Meals & Incidentals breakdown for more information)**

These rates took effect **January 1, 2026** and will remain until the State of Tennessee revises their policy. There are other rate changes pertaining to travel outside of the state.

NAME OF EMPLOYEE _____ DEPARTMENT _____ SUPERVISOR _____
OBJECT OF TRIP _____ DATE(S) OF TRAVEL _____ TO _____

TRAVEL EXPENSE REIMBURSEMENT FORM

PAGE _____ OF _____

NAME OF EMPLOYEE _____ DEPARTMENT _____ SUPERVISOR _____

OBJECT OF TRIP _____ DATE(S) OF TRAVEL _____ TO _____

[illegible]

Approved: _____ Date: _____

Accounting Code: _____ - _____ Warrant No: _____

TOTAL \$ _____

updated 01-01-2010



Meals and incidental expenses (M&IE) rates and breakdown



The M&IE total is the full daily amount for a single calendar day when that day is neither the first nor last day of travel. The amount received on the first and last day of travel equals 75% of the M&IE total. See [M&IE breakdowns](#) for information related to the individual meal amounts.

Filter results... 75%

Primary destination ⓘ	County ⓘ	M&IE total	Breakfast	Lunch	Dinner	Incidental expenses	First and last day of travel
Standard Rate	Applies for all locations without specified rates	\$68	\$16	\$19	\$28	\$5	\$51.00
Brentwood / Franklin	Williamson	\$86	\$22	\$23	\$36	\$5	\$64.50
Chattanooga	Hamilton	\$74	\$18	\$20	\$31	\$5	\$55.50
Knoxville	Knox	\$74	\$18	\$20	\$31	\$5	\$55.50
Memphis	Shelby	\$74	\$18	\$20	\$31	\$5	\$55.50
Nashville	Davidson	\$86	\$22	\$23	\$36	\$5	\$64.50