

**School Board Meeting  
September 10, 2026 5:30 PM  
HJSHS Library**

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
  - A. August 2026 Bills
  - B. August 2026 Financial Report
  - C. August 6, 2026 Regular Board Meeting
- IV. Agenda Approval
- V. Regular Agenda
  - A. Approval of new Special Education EA position
  - B. Introduction of Student Council
  - C. TSBA Superintendent Evaluation Instrument
  - D. Superintendent's Report
    - 1. Threat Assessment Report

VI. Public Comment

"Individuals speaking to the Board shall address remarks to the chairman and may direct questions to individual board members or staff members only upon approval of the chairman. Each person speaking shall state his/her name, address (must be a resident of Humboldt, TN), and subject of presentation. Remarks will be limited to five (5) minutes unless time is extended by the Board." **The School Board cannot take action on input/request(s), but the School Board may place an item on the agenda of a subsequent meeting for action by notifying School Board Chair, Ms. Valeria Smith-Wedley at [vswedley@icloud.com](mailto:vswedley@icloud.com).**

VII. Adjournment

**School Board Meeting**

August 6, 2026 5:30 PM

HJSHS Library

Attendance Taken at 5:30 PM.

Mr. Tommy Colvin: Present  
Rev. Mark Hodge: Present  
Mr. Terry Johnson: Absent  
Mr. Leon McNeal: Present  
Ms. Valeria Wedley: Present

Also present: Dr. Janice Epperson, Superintendent

**I. Call to Order**

**II. Roll Call**

**III. Consent Agenda**

**Motion passed:** Motion to approve the Consent Agenda as presented passed with a motion by Mr. Leon McNeal and a second by Rev. Mark Hodge.

Mr. Tommy Colvin: Yea  
Rev. Mark Hodge: Yea  
Mr. Terry Johnson: Absent  
Mr. Leon McNeal: Yea  
Ms. Valeria Wedley: Yea  
Yea: 4, Nay: 0, Absent: 1

- A. June 2026 Bills**
- B. June 2026 Financial Report**
- C. June 11, 2026 Regular Board Meeting**
- D. July 2026 Bills**
- E. July 2026 Financial Report**

**IV. Agenda Approval**

**Motion passed:** Motion to approve the agenda passed with a motion by Rev. Mark Hodge and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea  
Rev. Mark Hodge: Yea  
Mr. Terry Johnson: Absent  
Mr. Leon McNeal: Yea  
Ms. Valeria Wedley: Yea  
Yea: 4, Nay: 0, Absent: 1

**V. Regular Agenda**

**A. 2026 Fall District Meeting**

The 2026 TSBA Fall District meeting will be Tuesday, September 1, 2026 at Dyersburg Middle School.

**B. 2026 TSBA Leadership Conference & Convention**

The 2026 TSBA Leadership Conference & Convention will be held November 5-8, 2026 at the Gaylord Opryland Resort & Convention Center.

**C. Resolution for Federal Budget Amendments**

**Motion passed:** Motion to approve passed with a motion by Mr. Leon McNeal and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea

Rev. Mark Hodge: Yea

Mr. Terry Johnson: Absent

Mr. Leon McNeal: Yea

Ms. Valeria Wedley: Yea

Yea: 4, Nay: 0, Absent: 1

**D. Future usage of Ferrell St. property**

**E. Board Policy Updates**

**Motion passed:** Motion to approve passed with a motion by Mr. Leon McNeal and a second by Rev. Mark Hodge.

Mr. Tommy Colvin: Yea

Rev. Mark Hodge: Yea

Mr. Terry Johnson: Absent

Mr. Leon McNeal: Yea

Ms. Valeria Wedley: Yea

Yea: 4, Nay: 0, Absent: 1

1. 1.400 School Board Meeting
2. 1.403 Agendas
3. 1.404 Appeals to and Appearances Before the Board
4. 1.905 Charter School Renewal
5. 2.100 Fiscal Management Goals
6. 2.200 Annual Operating Budget
7. 4.213 Family Life Education
8. 4.215 Instructional Use of Digital Devices
9. 4.301 Interscholastic Athletics
10. 4.600 Grading System
11. 4.603 Promotion & Retention
12. 4.605 Graduation Requirements
13. 5.106 Application and Employment
14. 5.110 Compensation Guides & Contracts
15.
  - 5.200 Separation Practices for Tenured Teachers &
  - 5.201 Separation Practices for Non-Tenured Teachers
16.
  - 5.302 Sick Leave &
  - 5.303 Personal and Professional Leave
17. 5.600 Staff Rights & Responsibilities
18. 5.801 Director of Schools Recruitment and Selection
19. 6.200 Attendance
20. 6.202 Home Schools

21. 6.205 Student Assignments
22. 6.303 Questioning Students and Searches
23. 6.306 Interference/Disruption of School Activities
24. 6.318 Admission of Suspended or Expelled Students
25. 6.4053 Outside Applied Behavior Analysis Therapy
26. 6.506 Students from Military Families
27. 4.100 Instructional Program
28. 4.300 Extracurricular Activities
29. 5.104 Equal Opportunity Employment
30. 5.501 Complaints & Grievances
31. 6.100 Student Goals
32. 6.301 Rights and Responsibilities of Students
33. 6.304 Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation
34. 6.3041 Title IX & Sexual Harassment

**F. Superintendent's Report**

- Mission and Vision Statement
- Attendance Rate Data
- Achievement Data
- Leadership Retreat 2026
- Poverty Simulation for HCS Faculty and Staff
- Reinhausen Donation Supplies to Art Dept.

**1. Personnel Report**

The Board was updated as to the personnel changes that have taken place since the June Board Meeting.

**VI. Public Comment**

"Individuals speaking to the Board shall address remarks to the chairman and may direct questions to individual board members or staff members only upon approval of the chairman. Each person speaking shall state his/her name, address (must be a resident of Humboldt, TN), and subject of presentation. Remarks will be limited to five (5) minutes unless time is extended by the Board." The School Board cannot take action on input/request(s), but the School Board may place an item on the agenda of a subsequent meeting for action by notifying School Board Chair, Ms. Valeria Smith-Wedley at [vswedley@icloud.com](mailto:vswedley@icloud.com).

**VII. Adjournment**

**Motion passed:** Motion to adjourn passed with a motion by Rev. Mark Hodge and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea  
Rev. Mark Hodge: Yea  
Mr. Terry Johnson: Absent  
Mr. Leon McNeal: Yea  
Ms. Valeria Wedley: Yea  
Yea: 4, Nay: 0, Absent: 1

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Valeria Smith-Wedley, Chairman

Date

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Dr. Janice Epperson, Superintendent

Date

**Humboldt DOS Performance Evaluation –  
Board Observational Data**

| <b>Board Observational Data</b>                                                                                                                                                                                                                                                                                           | <b>5 – Significantly<br/>Above Expectations</b> | <b>4 –Above<br/>Expectations</b> | <b>3 – At<br/>Expectations</b> | <b>2 – Below<br/>Expectations</b> | <b>1 – Significantly<br/>Below Expectations</b> | <b>0 – I Don't Know</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------|--------------------------------|-----------------------------------|-------------------------------------------------|-------------------------|
| <b>BOARD RELATIONSHIPS</b>                                                                                                                                                                                                                                                                                                |                                                 |                                  |                                |                                   |                                                 |                         |
| 1. Keeps all board members informed on issues, needs and operation of the school system.                                                                                                                                                                                                                                  |                                                 |                                  |                                |                                   |                                                 |                         |
| 2. Keeps board informed of employment, promotion, and dismissal of personnel.                                                                                                                                                                                                                                             |                                                 |                                  |                                |                                   |                                                 |                         |
| 3. Has a harmonious relationship with the board.                                                                                                                                                                                                                                                                          |                                                 |                                  |                                |                                   |                                                 |                         |
| 4. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.                                                                                                                                                                        |                                                 |                                  |                                |                                   |                                                 |                         |
| 5. Maintains a high degree of understanding and respect between staff and the board.                                                                                                                                                                                                                                      |                                                 |                                  |                                |                                   |                                                 |                         |
| 6. Interprets and executes the intent of board policy.                                                                                                                                                                                                                                                                    |                                                 |                                  |                                |                                   |                                                 |                         |
| 7. Seeks and accepts constructive criticism of work.                                                                                                                                                                                                                                                                      |                                                 |                                  |                                |                                   |                                                 |                         |
| 8. Supports board policy and actions to the public and staff.                                                                                                                                                                                                                                                             |                                                 |                                  |                                |                                   |                                                 |                         |
| 9. Remains impartial toward the board, treating all board members alike.                                                                                                                                                                                                                                                  |                                                 |                                  |                                |                                   |                                                 |                         |
| 10. Refrains from criticism of individual or group members of the board.                                                                                                                                                                                                                                                  |                                                 |                                  |                                |                                   |                                                 |                         |
| 11. Goes immediately and directly to the board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the board, in an earnest effort to resolve such difference immediately.                                                                                      |                                                 |                                  |                                |                                   |                                                 |                         |
| 12. Bases position with regard to matters discussed by the board upon principle, and is willing to maintain that position without regard for its popularity until an official position has been reached, after which time the superintendent supports the decision of the board, as long as he/she remains in its employ. |                                                 |                                  |                                |                                   |                                                 |                         |
| <b>Total Mean Score for Board Relationships</b>                                                                                                                                                                                                                                                                           |                                                 |                                  |                                |                                   |                                                 |                         |

|                                                                                                                                                                  | 5 – Significantly Above Expectations | 4 – Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------|---------------------|------------------------|--------------------------------------|------------------|
| <b>COMMUNITY RELATIONSHIPS</b>                                                                                                                                   |                                      |                        |                     |                        |                                      |                  |
| 1. Is an effective spokesperson for the school system.                                                                                                           |                                      |                        |                     |                        |                                      |                  |
| 2. Models the highest professional standards to the community.                                                                                                   |                                      |                        |                     |                        |                                      |                  |
| 3. Builds public support for the school district.                                                                                                                |                                      |                        |                     |                        |                                      |                  |
| 4. Develops cooperative relationships with the news media.                                                                                                       |                                      |                        |                     |                        |                                      |                  |
| 5. Works effectively with public and private agencies.                                                                                                           |                                      |                        |                     |                        |                                      |                  |
| 6. Uses information about family and community concerns, expectations, and needs regularly.                                                                      |                                      |                        |                     |                        |                                      |                  |
| 7. Secures available community resources to help the school district solve problems and achieve goals.                                                           |                                      |                        |                     |                        |                                      |                  |
| 8. Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals. |                                      |                        |                     |                        |                                      |                  |
| 9. Treats community stakeholders equitably.                                                                                                                      |                                      |                        |                     |                        |                                      |                  |
| 10. Recognizes and values diversity.                                                                                                                             |                                      |                        |                     |                        |                                      |                  |
| 11. Uses public resources and funds appropriately and wisely.                                                                                                    |                                      |                        |                     |                        |                                      |                  |
| 12. Models community collaboration for staff.                                                                                                                    |                                      |                        |                     |                        |                                      |                  |
| 13. Encourages parental involvement.                                                                                                                             |                                      |                        |                     |                        |                                      |                  |
| <b>Total Mean Score for Community Relationships</b>                                                                                                              |                                      |                        |                     |                        |                                      |                  |
|                                                                                                                                                                  | 5 – Significantly Above Expectations | 4 – Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
| <b>STAFF AND PERSONNEL RELATIONSHIPS</b>                                                                                                                         |                                      |                        |                     |                        |                                      |                  |
| 1. Develops good staff morale and loyalty to the system.                                                                                                         |                                      |                        |                     |                        |                                      |                  |
| 2. Treats all personnel fairly.                                                                                                                                  |                                      |                        |                     |                        |                                      |                  |
| 3. Delegates authority to staff members appropriately.                                                                                                           |                                      |                        |                     |                        |                                      |                  |
| 4. Recruits and assigns the best available personnel.                                                                                                            |                                      |                        |                     |                        |                                      |                  |
| 5. Organizes a planned program of staff evaluation.                                                                                                              |                                      |                        |                     |                        |                                      |                  |
| 6. Offers professional development that is focused on student learning consistent with the school districts vision and goals.                                    |                                      |                        |                     |                        |                                      |                  |
| 7. Considers diversity in developing learning experiences.                                                                                                       |                                      |                        |                     |                        |                                      |                  |
| 8. Uses technologies in teaching and learning.                                                                                                                   |                                      |                        |                     |                        |                                      |                  |
| <b>Total Mean Score for Staff and Personnel Relationships</b>                                                                                                    |                                      |                        |                     |                        |                                      |                  |

|                                                                                                                                  | 5 – Significantly Above Expectations | 4 – Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------|---------------------|------------------------|--------------------------------------|------------------|
| <b>FACILITIES AND FINANCE</b>                                                                                                    |                                      |                        |                     |                        |                                      |                  |
| 1. Demonstrates knowledge of school facilities and develops a process that builds support for buildings' needs.                  |                                      |                        |                     |                        |                                      |                  |
| 2. Ensures the maintenance of school property and the safety of personnel and property.                                          |                                      |                        |                     |                        |                                      |                  |
| 3. Provides accurate and timely reports to the board on the financial condition of the school system.                            |                                      |                        |                     |                        |                                      |                  |
| 4. Ensures that expenditures are within the limits approved by the board.                                                        |                                      |                        |                     |                        |                                      |                  |
| 5. Evaluates financial needs and makes recommendations for adequate financing.                                                   |                                      |                        |                     |                        |                                      |                  |
| 6. Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.                    |                                      |                        |                     |                        |                                      |                  |
| 7. Uses technology effectively to manage school operations.                                                                      |                                      |                        |                     |                        |                                      |                  |
| 8. Manages fiscal resources of the school responsibly, efficiently, and effectively.                                             |                                      |                        |                     |                        |                                      |                  |
| 9. Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.                                   |                                      |                        |                     |                        |                                      |                  |
| <b>Total Mean Score for Facilities and Finance</b>                                                                               |                                      |                        |                     |                        |                                      |                  |
|                                                                                                                                  | 5 – Significantly Above Expectations | 4 – Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
| <b>VISION</b>                                                                                                                    |                                      |                        |                     |                        |                                      |                  |
| 1. Works effectively with board, staff, and community to develop long- range strategic plans.                                    |                                      |                        |                     |                        |                                      |                  |
| 2. Keeps board and community informed of progress towards long- range goals.                                                     |                                      |                        |                     |                        |                                      |                  |
| 3. Facilitates a community informed of progress towards long-range plans.                                                        |                                      |                        |                     |                        |                                      |                  |
| 4. Clearly articulates system's vision, mission and priorities to community and media.                                           |                                      |                        |                     |                        |                                      |                  |
| 5. Inspires others to achieve the vision of the school system.                                                                   |                                      |                        |                     |                        |                                      |                  |
| 6. Recognizes and celebrates the contributions of school community members to the realization of the vision.                     |                                      |                        |                     |                        |                                      |                  |
| 7. Ensures that the vision shapes the educational programs, plans, and activities.                                               |                                      |                        |                     |                        |                                      |                  |
| 8. Uses assessment data related to student learning to develop the school district vision and goals.                             |                                      |                        |                     |                        |                                      |                  |
| 9. Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals. |                                      |                        |                     |                        |                                      |                  |
| 10. Seeks and obtains needed resources to support the implementation of the school district mission and goals.                   |                                      |                        |                     |                        |                                      |                  |
| 11. Monitors, evaluates and advises the vision, mission, and implementation plans regularly.                                     |                                      |                        |                     |                        |                                      |                  |
| <b>Total Mean Score for Vision</b>                                                                                               |                                      |                        |                     |                        |                                      |                  |

|                                                                                                                                                     | 5 – Significantly Above Expectations | 4 –Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------------------|---------------------|------------------------|--------------------------------------|------------------|
| <b>STUDENT ACHIEVEMENT</b>                                                                                                                          |                                      |                       |                     |                        |                                      |                  |
| 1. Develops, implements, promotes and monitors continuous improvement in student achievement.                                                       |                                      |                       |                     |                        |                                      |                  |
| 2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement.                                                |                                      |                       |                     |                        |                                      |                  |
| 3. Promotes academic rigor and excellence for students so that they are college and career ready.                                                   |                                      |                       |                     |                        |                                      |                  |
| 4. Maintains a current knowledge of developments in curriculum and instruction and ensures that the instructional program is rigorous and relevant. |                                      |                       |                     |                        |                                      |                  |
| 5. Reviews, reports and reacts appropriately to state accountability measures.                                                                      |                                      |                       |                     |                        |                                      |                  |
| 6. Identifies, clarifies and addresses barriers to student learning.                                                                                |                                      |                       |                     |                        |                                      |                  |
| 7. Recognizes and celebrates student accomplishments.                                                                                               |                                      |                       |                     |                        |                                      |                  |
| <b>Total Mean Score for Student Achievement</b>                                                                                                     |                                      |                       |                     |                        |                                      |                  |
|                                                                                                                                                     | 5 – Significantly Above Expectations | 4 –Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
| <b>MANAGEMENT AND OPERATIONS</b>                                                                                                                    |                                      |                       |                     |                        |                                      |                  |
| 1. Recognizes, studies and applies emerging trends as appropriate.                                                                                  |                                      |                       |                     |                        |                                      |                  |
| 2. Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.                               |                                      |                       |                     |                        |                                      |                  |
| 3. Manages time to maximize attainment of organizational goals.                                                                                     |                                      |                       |                     |                        |                                      |                  |
| 4. Identifies potential problems and opportunities.                                                                                                 |                                      |                       |                     |                        |                                      |                  |
| 5. Confronts and resolves problems in a timely manner.                                                                                              |                                      |                       |                     |                        |                                      |                  |
| 6. Aligns financial, human, and material resources to the goals of school district.                                                                 |                                      |                       |                     |                        |                                      |                  |
| 7. Involves stakeholders in decisions affecting schools.                                                                                            |                                      |                       |                     |                        |                                      |                  |
| 8. Uses effective problem-framing and problem-solving skills.                                                                                       |                                      |                       |                     |                        |                                      |                  |
| 9. Uses effective conflict resolution skills.                                                                                                       |                                      |                       |                     |                        |                                      |                  |
| 10. Uses effective group-process and consensus building skills.                                                                                     |                                      |                       |                     |                        |                                      |                  |
| 11. Uses effective communication skills.                                                                                                            |                                      |                       |                     |                        |                                      |                  |
| 12. Participates in professional learning that is aligned with strategic plan and enhances leadership skills.                                       |                                      |                       |                     |                        |                                      |                  |
| <b>Total Mean Score for Management and Operations</b>                                                                                               |                                      |                       |                     |                        |                                      |                  |

|                                                                                                                                                               | 5 – Significantly Above Expectations | 4 – Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------|---------------------|------------------------|--------------------------------------|------------------|
| <b>INTEGRITY, FAIRNESS AND ETHICS</b>                                                                                                                         |                                      |                        |                     |                        |                                      |                  |
| 1. Examines personal and professional values.                                                                                                                 |                                      |                        |                     |                        |                                      |                  |
| 2. Demonstrates a personal and professional code of ethics.                                                                                                   |                                      |                        |                     |                        |                                      |                  |
| 3. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.                                                           |                                      |                        |                     |                        |                                      |                  |
| 4. Serves as a role model.                                                                                                                                    |                                      |                        |                     |                        |                                      |                  |
| 5. Accepts responsibility for school operations.                                                                                                              |                                      |                        |                     |                        |                                      |                  |
| 6. Considers the impact of one's administrative practices on others.                                                                                          |                                      |                        |                     |                        |                                      |                  |
| 7. Uses the influence of the office to enhance the educational program rather than for personal gain.                                                         |                                      |                        |                     |                        |                                      |                  |
| 8. Treats people fairly, equitably, and with dignity and respect.                                                                                             |                                      |                        |                     |                        |                                      |                  |
| 9. Protects the rights and confidentiality of students and staff.                                                                                             |                                      |                        |                     |                        |                                      |                  |
| 10. Demonstrates appreciation for and sensitivity to the diversity in the school community.                                                                   |                                      |                        |                     |                        |                                      |                  |
| 11. Recognizes and respects the legitimate authority of others.                                                                                               |                                      |                        |                     |                        |                                      |                  |
| 12. Examines and considers the prevailing values of the diverse school community.                                                                             |                                      |                        |                     |                        |                                      |                  |
| 13. Expects that others in the school community will demonstrate integrity and exercise ethical behavior.                                                     |                                      |                        |                     |                        |                                      |                  |
| 14. Fulfills legal and contractual obligations.                                                                                                               |                                      |                        |                     |                        |                                      |                  |
| 15. Applies laws and procedures fairly, wisely, and considerately.                                                                                            |                                      |                        |                     |                        |                                      |                  |
| <b>Total Mean Score for Integrity, Fairness and Ethics</b>                                                                                                    |                                      |                        |                     |                        |                                      |                  |
|                                                                                                                                                               | 5 – Significantly Above Expectations | 4 – Above Expectations | 3 – At Expectations | 2 – Below Expectations | 1 – Significantly Below Expectations | 0 – I Don't Know |
| <b>POLITICAL/SOCIAL/CULTURAL CONTEXT</b>                                                                                                                      |                                      |                        |                     |                        |                                      |                  |
| 1. Ensures that the environment in which schools operate is influenced on behalf of students and their families.                                              |                                      |                        |                     |                        |                                      |                  |
| 2. Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate. |                                      |                        |                     |                        |                                      |                  |
| 3. Ensures that there is ongoing dialogue with representatives of diverse community groups.                                                                   |                                      |                        |                     |                        |                                      |                  |
| 4. Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.          |                                      |                        |                     |                        |                                      |                  |
| 5. Ensures that lines of communication are developed with decision- makers outside the school community.                                                      |                                      |                        |                     |                        |                                      |                  |
| <b>Total Mean Score for Political/Social/Cultural Context</b>                                                                                                 |                                      |                        |                     |                        |                                      |                  |

Signature: \_\_\_\_\_

Date: \_\_\_\_\_