GCSSD Board of Trustees Regular Meeting
September 10, 2026 6:30 PM
Gibson County High School Library

Mission Statement: "The Gibson County Special School District provides learning experiences through which every student will be well prepared for their life, education, and career."

1. **PLEDGE OF ALLEGIANCE**

2. **CALL TO ORDER**

3. **ROLL CALL**

4. **CONSENT AGENDA**

4.A. ALC Report

4.B. Bullying/Harassment Report

4.C. Threat Assessment

4.D. Finance Reports

4.E. Funding Applications FY27 21st CCLC Remaining Funds
FY27 Access for All Learning Network AALN K-8
FY27 Literacy Materials Implementation Grant Support
FY27 Preschool Development Grant

4.F. Juvenile Court Referrals

4.G. Maintenance/Technology Reports

4.H. Minutes Approval

4.I. Overnight Field Trips

4.J. Policy Revisions — Second Readings

5. **RECOGNITION New Employees**
AP Students & Other Spring Awards

6. **PUBLIC COMMENT**

7. ****AMENDED AGENDA**

7.A. Director's Contract

7.B. Swear-In New Board Members

7.C. Election of School Board Officers:
Chairman, Vice-Chairman, and TLN Representative

7.D. Roof Assessment

7.E. Bus Bids

7.F. Video & Audio Recording of Board Meetings

7.G. Wage Comparison of School Nurses

7.H. Nursing position at Kenton

7.I. Director's Evaluation Results

7.J. Feasibility Study Information

7.K. **Special Education PreSchool Assistant Position at Dyer

7.L. **Land Purchase Update

7.M. Overview of the budget document

7.N. State Special Education Preschool Grant

7.O. FY27 Innovative School Model

7.P. Surplus Bus 15-09 (SPED Spare)

7.Q. Policy Revisions 1.400 School Board Meetings
5.110 Compensation Guides & Contracts
5.801 Director of Schools Recruitment and Selection

8. **DIRECTOR'S REPORT**

8.A. High School Updates

8.B. Upcoming Conferences: Board Chairman Seminar

9. **ADJOURN**

North GC current

School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
South GC current							
School	**Grade**	**DHA Results**	**Reason for DHA**	**Date of DHA**	**Appeal Date**	**Notes**	
SGCMS	8	30 days ALC	student threat	8/20/2026	none		
SGCMS	8	45 days ALC	student threat	8/20/2026	none		
SGCMS	8	180 days ALC	zero tolerance THC	8/27/2026		90 day appeal	
SGCMS	8	180 days ALC	zero tolerance THC	8/27/2026		90 day appeal	
SGCMS	8	180 days ALC	zero tolerance THC	8/28/2026		90 day appeal	

North GC for the year							
School	**Grade**	**DHA Results**	**Reason for DHA**	**Date of DHA**	**Appeal Date**	**Notes**	**Time Complete**
South GC for Year							
School	**Grade**	**DHA Results**	**Reason for DHA**	**Date of DHA**	**Appeal Date**	**Notes**	**Time Complete**
SGCMS	8	30 days ALC	student threat	8/20/2026	none		
SGCMS	8	45 days ALC	student threat	8/20/2026	none		
SGCMS	8	180 days ALC	zero tolerance THC	8/27/2026		90 day appeal	
SGCMS	8	180 days ALC	zero tolerance THC	8/27/2026		90 day appeal	
SGCMS	8	180 days ALC	zero tolerance THC	8/28/2026		90 day appeal	

HARASSMENT/BULLYING REPORT

August 3, 2026 to August 31, 2026

NOTE: Totals YTD column represents the cumulative # of incidents' reported thus far.

	VERBAL INCIDENT	WRITTEN INCIDENT	TECHNOLOGY INCIDENT	PHYSICAL INCIDENT	**TOTALS For Month**	**TOTALS YTD**	**Previous Year Total**
DYER	0	0	0	0	0	0	0
GCHS	0	0	0	0	0	0	0
KENTON	0	0	0	0	0	0	0
SGCES	0	0	0	0	0	0	0
SGCMS	0	0	0	0	0	0	3
RUTHERFORD	0	0	0	0	0	0	0
SGCHS	0	0	0	0	0	0	6
SPRING HILL	0	0	0	0	0	0	0
YORKVILLE	0	0	0	0	0	0	0

VERBAL OR WRITTEN (classified as one of the following)

- Name calling
- Threatening
- Taunting/ridiculing
- Demeaning comments

TECHNOLOGY (classified as)

Facebook Posting
Instagram Pic
Phone Texting
Twitter Messages
Snap Chat

PHYSICAL (classified as one of the following)

- Hitting/kicking/shoving/pushing
- Inappropriate touching
- Staring/Stalking
- Spitting

Age	School	Date	Type of Threat	Type of Weapon	Determination	Student Outcome	Safety Plan Developed	Notes
	Dyer	2026-08-12	Verbal	Other	Transient	ISS and stay away agreement put into place	No	
	SGCMS	8/14/2026	Verbal	Other	Substantive	Suspended pending DHA	No	
	SGCMS	8/17/2026	Verbal	Other	Substantive	Suspended pending DHA	No	

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	9202	8/17/2026	Paid	Partner Ed Solutions	$3,500.00
Gibson County Special Schools	9203	8/19/2026	Paid	Business Card	$262.20
Gibson County Special Schools	9204	8/19/2026	Paid	Business Card	$1,725.28
Gibson County Special Schools	9205	8/19/2026	Paid	Business Card	$1,401.03
Gibson County Special Schools	9206	8/19/2026	Paid	Colette Wilson	$572.75
Gibson County Special Schools	9207	8/19/2026	Paid	Gibson County School District/Gp Account	$2,063.22
Gibson County Special Schools	9208	8/19/2026	Paid	Gibson County School District/Gp Account	$51,369.96
Gibson County Special Schools	9209	8/19/2026	Paid	Gibson County School District/Gp Account	$220,472.74
Gibson County Special Schools	9210	8/19/2026	Paid	Gibson County School District/Gp Account	$11,767.14
Gibson County Special Schools	9211	8/19/2026	Paid	Gibson County School District/Gp Account	$5,018.04
Gibson County Special Schools	9212	8/19/2026	Paid	Gibson County School District/Gp Account	$87,464.53
Gibson County Special Schools	9213	8/19/2026	Paid	Gibson County School District/Gp Account	$34,495.57
Gibson County Special Schools	9214	8/19/2026	Paid	Gibson County School District/Gp Account	$70,728.91
Gibson County Special Schools	9215	8/19/2026	Paid	Gibson County School District/Gp Account	$21,233.70
Gibson County Special Schools	9216	8/19/2026	Paid	Gibson County School District/Gp Account	$500,000.00
Gibson County Special Schools	9217	8/19/2026	Paid	Kevin Turner	$386.95
Gibson County Special Schools	9218	8/19/2026	Paid	Lyndsey Norman	$103.00
Gibson County Special Schools	9219	8/26/2026	Paid	3P Learning	$140.00
Gibson County Special Schools	9220	8/26/2026	Paid	Business Card	$49.00
Gibson County Special Schools	9221	8/26/2026	Paid	Business Card	$168.00
Gibson County Special Schools	9222	8/26/2026	Paid	Business Card	$1,067.29
Gibson County Special Schools	9223	8/26/2026	Paid	Business Card	$940.00
Gibson County Special Schools	9224	8/26/2026	Paid	Business Card	$195.45
Gibson County Special Schools	9225	8/26/2026	Paid	LTC	$76.23
Gibson County Special Schools	9226	8/26/2026	Paid	Omega Labs, Inc	$749.85

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	9227	8/26/2026	Paid	West TN Directors of CTE	$100.00
Gibson County Special Schools	9228	8/26/2026	Paid	WTHC ECC TRAINING CENTER	$4.50
Gibson County Special Schools	9229	8/26/2026	Paid	WTHC ECC TRAINING CENTER	$9.00
Gibson County Special Schools	9230	8/28/2026	Paid	Business Card	$3.50
Gibson County Special Schools	9231	8/28/2026	Paid	First Choice Farm & Lawn	$111.47
Gibson County Special Schools	9232	8/28/2026	Paid	Wells Fargo Financial Leasing	$42.50
Gibson County Special Schools	9233	8/28/2026	Paid	Wells Fargo Financial Leasing	$42.50

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67697	8/3/2026	Business Card	Vendor	Outstanding	$96.84
67698	8/3/2026	Caymee Services	Vendor	Outstanding	$45.00
67699	8/3/2026	Emilee Cunningham	Vendor	Outstanding	$37.15
67700	8/3/2026	Keeling Company	Vendor	Outstanding	$129.52
67701	8/3/2026	Laura Oathout	Vendor	Outstanding	$375.00
67702	8/3/2026	Mollie Peery	Vendor	Outstanding	$404.85
67703	8/3/2026	South Gibson County High Sch.	Vendor	Outstanding	$289.27
67704	8/3/2026	Terri Mcdaniel	Vendor	Outstanding	$117.45
67705	8/3/2026	Ace Building Center	Vendor	Outstanding	$16.98
67706	8/3/2026	Alisha Owens	Vendor	Outstanding	$250.40
67707	8/3/2026	At&t Wireless	Vendor	Outstanding	$183.69
67708	8/3/2026	Br Supply, Inc.	Vendor	Outstanding	$2,007.08
67709	8/3/2026	CLASSLINK	Vendor	Outstanding	$15,406.60
67710	8/3/2026	Cooper Environmental Services, INC	Vendor	Outstanding	$900.00
67711	8/3/2026	Dyer Hayes Family Grocery	Vendor	Outstanding	$21.07
67712	8/3/2026	Ferguson Enterprises	Vendor	Outstanding	$197.55
67713	8/3/2026	Gibson County High School	Vendor	Outstanding	$1,353.22
67714	8/3/2026	HOWARD COMPUTERS	Vendor	Outstanding	$4,720.00
67715	8/3/2026	Marsha Yates	Vendor	Outstanding	$37.15
67716	8/3/2026	Steve Marsh Ford	Vendor	Outstanding	$984.31
67717	8/3/2026	Tennessee Bureau of Investigation	Vendor	Outstanding	$850.00
67718	8/3/2026	Townsend Door & Hardware	Vendor	Outstanding	$19,492.00
67719	8/3/2026	Trenton Industrial Laundry	Vendor	Outstanding	$157.93
67720	8/3/2026	Venita Conley	Vendor	Outstanding	$49.30
67721	8/3/2026	Wells Fargo Financial Leasing	Vendor	Outstanding	$85.00
67722	8/4/2026	Gibson Connect, LLC	Vendor	Outstanding	$4,389.19
67723	8/4/2026	Lowe's Credit Services	Vendor	Outstanding	$1,264.02

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Number	Date	Description	Check Type	Status	
67724	8/4/2026	South Gibson County Middle School	Vendor	Outstanding	$229.99
67725	8/4/2026	Toss	Vendor	Outstanding	$3,500.00
67726	8/4/2026	Wells Fargo Financial Leasing	Vendor	Outstanding	$399.00
67727	8/4/2026	Words For Life Speech & Language Center	Vendor	Outstanding	$1,785.00
67728	8/4/2026	Zayo Education, LLC	Vendor	Outstanding	$152.85
67729	8/4/2026	Amanda Callins	Vendor	Outstanding	$150.00
67730	8/4/2026	Cheryl Crocker	Vendor	Outstanding	$174.00
67731	8/4/2026	Gibson County Federal Accounts	Vendor	Outstanding	$704,480.00
67732	8/4/2026	Gibson County Food Service	Vendor	Outstanding	$24,591.49
67733	8/4/2026	RACHEL HICKS	Vendor	Outstanding	$84.00
67734	8/4/2026	Jacob King	Vendor	Outstanding	$30.00
67735	8/5/2026	Chasity Reasons	Vendor	Outstanding	$192.70
67736	8/5/2026	Deborah Reynolds	Vendor	Outstanding	$270.70
67737	8/5/2026	Dyer School	Vendor	Outstanding	$5,000.00
67738	8/5/2026	Gibson County High School	Vendor	Outstanding	$15,000.00
67739	8/5/2026	Morris Painting And Repair	Vendor	Void	$34,295.40
67740	8/5/2026	Penny Graves	Vendor	Outstanding	$19.00
67741	8/5/2026	South Gibson County High Sch.	Vendor	Outstanding	$15,000.00
67742	8/5/2026	South Gibson County Middle School	Vendor	Outstanding	$5,000.00
67743	8/5/2026	Travis Hendrix	Vendor	Outstanding	$30.00
67744	8/5/2026	Ashley Ware	Vendor	Outstanding	$69.18
67745	8/5/2026	Morris Painting And Repair	Vendor	Outstanding	$33,423.40
67746	8/5/2026	Dyer School	Vendor	Outstanding	$600.00
67747	8/5/2026	Kenton Elementary School	Vendor	Outstanding	$200.00
67748	8/5/2026	Rutherford Elementary School	Vendor	Outstanding	$200.00
67749	8/5/2026	South Gibson County Elementary School	Vendor	Outstanding	$1,400.00
67750	8/5/2026	South Gibson County Middle School	Vendor	Outstanding	$200.00
67751	8/5/2026	Spring Hill School	Vendor	Outstanding	$200.00

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Number	Date	Description	Check Type	Status	
67752	8/5/2026	Yorkville Elementary School	Vendor	Outstanding	$200.00
67753	8/6/2026	Amy M. Richardson	Vendor	Outstanding	$100.05
67754	8/6/2026	Area Wide Communications	Vendor	Outstanding	$331.66
67755	8/6/2026	Amanda Bell	Vendor	Outstanding	$29.00
67756	8/6/2026	Anthony Bogue	Vendor	Outstanding	$30.00
67757	8/6/2026	Carissa Burkett	Vendor	Outstanding	$193.85
67758	8/6/2026	City Lumber Company	Vendor	Outstanding	$217.58
67759	8/6/2026	Sherry Dodson	Vendor	Outstanding	$397.00
67760	8/6/2026	Ewell Educational Services	Vendor	Outstanding	$390.00
67761	8/6/2026	Grainger	Vendor	Outstanding	$23.08
67762	8/6/2026	Holston Gases	Vendor	Outstanding	$98.58
67763	8/6/2026	Jackson Restaurant Supply, Inc.	Vendor	Outstanding	$26,939.43
67764	8/6/2026	Medina Auto Farm Supply	Vendor	Outstanding	$10.38
67765	8/6/2026	Stage 4 Media	Vendor	Outstanding	$7,764.00
67766	8/6/2026	Tammie Floersh	Vendor	Outstanding	$94.98
67767	8/6/2026	Tennessee Attendance Supervisors	Vendor	Outstanding	$300.00
67768	8/6/2026	Teresa Newell	Vendor	Outstanding	$174.00
67769	8/6/2026	Townsend Door & Hardware	Vendor	Outstanding	$210.00
67770	8/6/2026	Volunteer Technology Systems	Vendor	Outstanding	$550.12
67771	8/7/2026	WTHC ECC TRAINING CENTER	Vendor	Outstanding	$270.00
67772	8/7/2026	Amro Music Stores	Vendor	Outstanding	$9,360.00
67773	8/7/2026	Asms	Vendor	Outstanding	$775.00
67774	8/7/2026	Batteries Plus	Vendor	Outstanding	$657.39
67775	8/7/2026	Bytespeed, Llc	Vendor	Outstanding	$24,100.00
67776	8/7/2026	Central Technologies, Inc.	Vendor	Outstanding	$6,748.80
67777	8/7/2026	Cooperative Financial Solutions	Vendor	Outstanding	$9,283.56
67778	8/7/2026	Dyer Hayes Family Grocery	Vendor	Outstanding	$19.99
67779	8/7/2026	Economy Siding & Gutter Co	Vendor	Outstanding	$3,300.00

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Number	Date	Description	Check Type	Status	
67780	8/7/2026	Gibson County Bus Garage	Vendor	Outstanding	$29,313.45
67781	8/7/2026	Grainger	Vendor	Outstanding	$122.31
67782	8/7/2026	Matthew Hamby	Vendor	Outstanding	$37.15
67783	8/7/2026	HOWARD COMPUTERS	Vendor	Outstanding	$23,940.00
67784	8/7/2026	Jennifer Sansing	Vendor	Outstanding	$37.15
67785	8/7/2026	Stanford Electric	Vendor	Outstanding	$630.00
67786	8/7/2026	Tennessee Book Company	Vendor	Outstanding	$1,485.00
67787	8/7/2026	Total Health Chiropractic	Vendor	Outstanding	$100.00
67788	8/7/2026	Trenton Special School District	Vendor	Outstanding	$515.53
67789	8/7/2026	Yorkville Elementary School	Vendor	Outstanding	$139.99
67790	8/10/2026	Alexander,Thompson And Arnold	Vendor	Outstanding	$10,000.00
67791	8/10/2026	Quadient Finance	Vendor	Outstanding	$500.00
67792	8/10/2026	Tennessee Book Company	Vendor	Outstanding	$1,835.38
67793	8/10/2026	TSBA	Vendor	Outstanding	$6,478.00
67794	8/10/2026	Waste Management	Vendor	Outstanding	$3,193.69
67795	8/11/2026	Bytespeed, Llc	Vendor	Outstanding	$23,857.00
67796	8/11/2026	Bryan Poole	Vendor	Outstanding	$5,750.00
67797	8/11/2026	Quill	Vendor	Outstanding	$318.40
67798	8/11/2026	School Outfitters	Vendor	Outstanding	$2,540.39
67799	8/11/2026	Stanford Electric	Vendor	Outstanding	$315.00
67800	8/11/2026	Teta C/O TETA CFO	Vendor	Outstanding	$550.00
67801	8/11/2026	Volunteer Technology Systems	Vendor	Outstanding	$1,558.52
67802	8/12/2026	Kyle Coday	Vendor	Outstanding	$37.15
67803	8/12/2026	Printco	Vendor	Outstanding	$761.00
67804	8/12/2026	South Gibson County Elementary School	Vendor	Outstanding	$2,395.00
67805	8/12/2026	Zoho Corp	Vendor	Outstanding	$275.21
67806	8/13/2026	Dyer School	Vendor	Outstanding	$750.00
67807	8/13/2026	Kenton Elementary School	Vendor	Outstanding	$600.00

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Number	Date	Description	Check Type	Status	
67808	8/13/2026	Rutherford Elementary School	Vendor	Outstanding	$600.00
67809	8/13/2026	South Gibson County Elementary School	Vendor	Outstanding	$2,600.00
67810	8/13/2026	South Gibson County Middle School	Vendor	Void	$1,500.00
67811	8/13/2026	Spring Hill School	Vendor	Outstanding	$600.00
67812	8/13/2026	Yorkville Elementary School	Vendor	Outstanding	$1,000.00
67813	8/13/2026	Amy Baker	Vendor	Outstanding	$37.15
67814	8/13/2026	Bethany Page	Vendor	Outstanding	$37.15
67815	8/13/2026	Caleb Black	Vendor	Outstanding	$37.15
67816	8/13/2026	Anthony Bogue	Vendor	Outstanding	$37.15
67817	8/13/2026	Bryan Cory Brewer	Vendor	Outstanding	$37.15
67818	8/13/2026	MICHELLE CARNRIKE	Vendor	Outstanding	$37.15
67819	8/13/2026	Allison Cooper	Vendor	Outstanding	$37.15
67820	8/13/2026	Alicia Cox	Vendor	Outstanding	$37.15
67821	8/13/2026	James Ronald Cox II	Vendor	Outstanding	$37.15
67822	8/13/2026	Shelby Croom	Vendor	Outstanding	$37.15
67823	8/13/2026	Shera Culp	Vendor	Outstanding	$37.15
67824	8/13/2026	Dyer Hayes Family Grocery	Vendor	Outstanding	$27.03
67825	8/13/2026	STACY HALE	Vendor	Outstanding	$37.15
67826	8/13/2026	ERIN LANNOM KEMP	Vendor	Outstanding	$37.15
67827	8/13/2026	Annetta Kirk	Vendor	Outstanding	$37.15
67828	8/13/2026	Ronica Lopez	Vendor	Outstanding	$37.15
67829	8/13/2026	Medina Auto Farm Supply	Vendor	Outstanding	$7.22
67830	8/13/2026	Emily Pitt	Vendor	Outstanding	$37.15
67831	8/13/2026	Carly Robinson	Vendor	Outstanding	$37.15
67832	8/13/2026	Misty Smith	Vendor	Outstanding	$37.15
67833	8/13/2026	Timothy Trimble	Vendor	Outstanding	$37.15
67834	8/13/2026	Victoria Leslie	Vendor	Outstanding	$37.15
67835	8/13/2026	Elaine West	Vendor	Outstanding	$37.15

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Number	Date	Description	Check Type	Status	
67836	8/13/2026	Kimberly Gittermann Wilson	Vendor	Outstanding	$37.15
67837	8/13/2026	Jennafer Winter	Vendor	Outstanding	$37.15
67838	8/13/2026	Kennedy Yergin	Vendor	Outstanding	$37.15
67839	8/14/2026	Ace Building Center	Vendor	Outstanding	$23.27
67840	8/14/2026	Alford's Tire Center	Vendor	Outstanding	$1,055.85
67841	8/14/2026	Greene Things Floral & Gift	Vendor	Outstanding	$155.00
67842	8/14/2026	JC SUPPLIES	Vendor	Outstanding	$16,127.00
67843	8/14/2026	Morris Painting And Repair	Vendor	Outstanding	$1,523.20
67844	8/14/2026	Volunteer Technology Systems	Vendor	Outstanding	$537.26
67845	8/17/2026	Business Card	Vendor	Outstanding	$2,833.16
67846	8/17/2026	April Martin	Vendor	Outstanding	$377.00
67847	8/17/2026	Joy Archer	Vendor	Outstanding	$150.00
67848	8/17/2026	Business Card	Vendor	Outstanding	$5,842.91
67849	8/17/2026	Tammie Floersh	Vendor	Outstanding	$225.00
67850	8/17/2026	Tom Lannom	Vendor	Outstanding	$275.82
67851	8/17/2026	Dyer Hayes Family Grocery	Vendor	Outstanding	$84.58
67852	8/17/2026	Premier Family Medicine	Vendor	Outstanding	$500.00
67853	8/17/2026	Quill	Vendor	Outstanding	$139.64
67854	8/17/2026	Stellar Therapy Services	Vendor	Outstanding	$997.95
67855	8/19/2026	Samantha Boatright	Vendor	Outstanding	$119.80
67856	8/19/2026	Taylor Clegg	Vendor	Outstanding	$37.15
67857	8/19/2026	Maria Droy	Vendor	Outstanding	$37.15
67858	8/19/2026	Dyer Hayes Family Grocery	Vendor	Outstanding	$127.75
67859	8/19/2026	Gibson County Utility District	Vendor	Outstanding	$40.00
67860	8/19/2026	Henry Schein, Inc	Vendor	Outstanding	$1,727.00
67861	8/19/2026	JC SUPPLIES	Vendor	Outstanding	$602.91
67862	8/19/2026	Matlock Mechanical	Vendor	Outstanding	$9,327.00
67863	8/19/2026	Steve Marsh Ford	Vendor	Outstanding	$725.11

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Number	Date	Description	Check Type	Status	
67864	8/19/2026	Volunteer Technology Systems	Vendor	Outstanding	$406.00
67865	8/19/2026	Autumn Williams	Vendor	Outstanding	$37.15
67866	8/19/2026	WTHC ECC TRAINING CENTER	Vendor	Outstanding	$25.00
67867	8/20/2026	Cev Multimedia	Vendor	Outstanding	$875.00
67868	8/20/2026	Dyer Hayes Family Grocery	Vendor	Outstanding	$58.49
67869	8/20/2026	JC SUPPLIES	Vendor	Outstanding	$125.00
67870	8/20/2026	Lisa Siler	Vendor	Outstanding	$190.00
67871	8/20/2026	Workcare Resource Inc,	Vendor	Outstanding	$180.00
67872	8/25/2026	Business Card	Vendor	Outstanding	$681.82
67873	8/25/2026	Business Card	Vendor	Outstanding	$257.05
67874	8/25/2026	Business Card	Vendor	Outstanding	$385.00
67875	8/25/2026	Business Card	Vendor	Outstanding	$384.00
67876	8/25/2026	ABM	Vendor	Outstanding	$119,089.17
67877	8/25/2026	Area Wide Communications	Vendor	Outstanding	$341.70
67878	8/25/2026	Business Card	Vendor	Outstanding	$30.46
67879	8/25/2026	Cheryl Crocker	Vendor	Outstanding	$150.00
67880	8/25/2026	Environ Pest Services	Vendor	Outstanding	$780.00
67881	8/25/2026	Taylor King	Vendor	Outstanding	$99.00
67882	8/25/2026	Medina Auto Farm Supply	Vendor	Outstanding	$3.12
67883	8/25/2026	Quill	Vendor	Outstanding	$251.19
67884	8/25/2026	UNITED REFRIGERATION, INC	Vendor	Outstanding	$1,489.94
67885	8/25/2026	Verizon Wireless	Vendor	Outstanding	$455.65
67886	8/25/2026	Workcare Resource Inc,	Vendor	Outstanding	$135.00
67887	8/26/2026	Alford's Tire Center	Vendor	Outstanding	$113.65
67888	8/26/2026	Business Card	Vendor	Outstanding	$978.54
67889	8/26/2026	Brooke Davis	Vendor	Outstanding	$50.00
67890	8/26/2026	Hickerson Automotive Group, Inc	Vendor	Outstanding	$18.68
67891	8/26/2026	Key Fire Protection	Vendor	Outstanding	$2,680.65

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67892	8/26/2026	Ncs Pearson, Inc.	Vendor	Outstanding	$65.67
67893	8/26/2026	The Tri City Reporter	Vendor	Outstanding	$550.00
67894	8/26/2026	Tyler's Locksmith	Vendor	Outstanding	$598.00
67895	8/26/2026	Business Card	Vendor	Void	$797.46
67896	8/26/2026	Business Card	Vendor	Outstanding	$7.23
67897	8/26/2026	J.D.Distributors, Inc.	Vendor	Outstanding	$16.90
67898	8/26/2026	Ladd's Golf & Turf	Vendor	Outstanding	$24,250.00
67899	8/26/2026	Diana Luckey	Vendor	Outstanding	$37.15
67900	8/26/2026	Turf Equipment Specialists	Vendor	Outstanding	$1,316.75
67901	8/27/2026	Business Card	Vendor	Outstanding	$391.90
67902	8/27/2026	C.C. IMEX	Vendor	Outstanding	$3,038.00
67903	8/27/2026	Caymee Services	Vendor	Outstanding	$45.00
67904	8/27/2026	CodeHS	Vendor	Outstanding	$13,935.00
67905	8/27/2026	Gibson County Federal Accounts	Vendor	Outstanding	$11,003.21
67906	8/27/2026	Volunteer Technology Systems	Vendor	Outstanding	$241.00
67907	8/28/2026	Aflac	Vendor	Outstanding	$125.54
67908	8/28/2026	Boston Mutual Whole Life	Vendor	Outstanding	$30.34
67909	8/28/2026	Chapter 13 Trustees	Vendor	Outstanding	$285.00
67910	8/28/2026	CHLIC	Vendor	Outstanding	$2,515.70
67911	8/28/2026	Gibson County Imagination Library	Vendor	Outstanding	$24.00
67912	8/28/2026	Life Investors	Vendor	Outstanding	$16.30
67913	8/28/2026	MANHATTANLIFE ASSURANCE COMPANY OF AMERIC	Vendor	Outstanding	$311.03
67914	8/28/2026	Superior Vision Services, Inc	Vendor	Outstanding	$501.57
67915	8/28/2026	Tasc Pvr	Vendor	Outstanding	$1,360.82
67916	8/28/2026	TRUSTMARK VOLUNTARY BENEFIT SOLUTIONS, INC	Vendor	Outstanding	$450.67
67917	8/28/2026	TSACG	Vendor	Outstanding	$4,175.00
67918	8/28/2026	Usable Life	Vendor	Outstanding	$2,250.42
67919	8/28/2026	Usable Life	Vendor	Outstanding	$1,609.42

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67920	8/28/2026	Usable Life	Vendor	Outstanding	$846.77
67921	8/28/2026	Edutech, Inc.	Vendor	Outstanding	$250.00
67922	8/28/2026	Devin Keeler	Vendor	Outstanding	$37.15
67923	8/28/2026	Quill	Vendor	Outstanding	$65.57
67924	8/28/2026	UNITED REFRIGERATION, INC	Vendor	Outstanding	$771.25
67925	8/28/2026	Volunteer Technology Systems	Vendor	Outstanding	$612.00
67926	8/28/2026	Workcare Resource Inc,	Vendor	Outstanding	$135.00

Totals for Vendor

Number of Checks:	230
Total Checks:	$1,364,896.49
Reconciled Checks:	$0.00
Outstanding Checks:	$1,328,303.63
Void Checks:	$36,592.86

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Totals for 141- -11130

Number of Checks:	230
Total Checks:	$1,364,896.49
Reconciled Checks:	$0.00
Outstanding Checks:	$1,328,303.63
Void Checks:	$36,592.86

141 General Purpose School

Account	Description	Year-To-Date Budget Estimate	Year-To-Date Actual	Year-To-Date % of Budget	Month-To-Date Estimate Avg/Mth	Month-To-Date Actual	Month-To-Date % of Avg
Revenues							
40125	Trustee's Collections - Bankruptcy	0.00	(793.78)	0.00%	0.00	(793.78)	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	70,000.00	(384.46)	0.55%	5,833.33	(384.46)	6.59%
40162	Payments In Lieu Of Taxes-Local	70,000.00	0.00	0.00%	5,833.33	0.00	0.00%
40210	Local Option Sales Tax	4,700,000.00	(410,081.08)	8.73%	391,666.67	(410,081.08)	104.70%
40350	Interstate Telecommunications Tax	20,000.00	(1,989.59)	9.95%	1,666.67	(1,989.59)	119.38%
40610	Current Property Tax	7,711,537.87	0.00	0.00%	642,628.16	0.00	0.00%
40620	Prior Year's Property Tax	138,000.00	(17,169.73)	12.44%	11,500.00	(17,169.73)	149.30%
40630	Interest And Penalty	20,000.00	(1,463.18)	7.32%	1,666.67	(1,463.18)	87.79%
41110	Marriage Licenses	900.00	(108.62)	12.07%	75.00	(108.62)	144.83%
43570	Receipts From Individual Schools	88,500.00	(23,614.72)	26.68%	7,375.00	(3,268.54)	44.32%
43990	Other Charges For Services	25,000.00	(4,311.69)	17.25%	2,083.33	(319.90)	15.36%
44110	Investment Income	175,000.00	(58,422.72)	33.38%	14,583.33	(27,531.78)	188.79%
46510	Tennessee Investment in Student	30,749,813.73	(3,072,571.87)	9.99%	2,562,484.48	(3,072,571.87)	119.91%
46513	TISA - On-behalf Payments	23,841.76	0.00	0.00%	1,986.81	0.00	0.00%
46515	Early Childhood Education	468,183.13	0.00	0.00%	39,015.26	0.00	0.00%
46590	Other State Education Funds	323,377.26	(24,534.63)	7.59%	26,948.11	(24,534.63)	91.04%
46610	Career Ladder Program	18,800.00	0.00	0.00%	1,566.67	0.00	0.00%
48900	Other	0.00	(1,200.00)	0.00%	0.00	(1,200.00)	0.00%
49700	Insurance Recovery	0.00	(56,490.00)	0.00%	0.00	(56,490.00)	0.00%
	Total Revenues	**44,602,953.75**	**(3,673,136.07)**	**8.24%**	**3,716,912.81**	**(3,617,907.16)**	**97.34%**
Expenditures							
71100	Regular Instruction Program	(20,220,203.06)	636,355.12	3.15%	(1,685,016.92)	316,207.25	18.77%
71200	Special Education Program	(3,799,815.67)	18,417.90	0.48%	(316,651.31)	5,617.90	1.77%
71300	Career and Technical Education	(1,893,889.17)	88,317.08	4.66%	(157,824.10)	28,234.44	17.89%
72110	Attendance	(47,051.11)	6,873.45	14.61%	(3,920.93)	3,436.73	87.65%
72120	Health Services	(762,141.01)	21,898.68	2.87%	(63,511.75)	13,170.10	20.74%
72130	Other Student Support	(1,146,215.62)	66,714.46	5.82%	(95,517.97)	10,220.67	10.70%
72210	Regular Instruction Program	(1,708,755.18)	157,749.34	9.23%	(142,396.27)	68,712.68	48.25%
72220	Special Education Program	(505,319.59)	344,156.24	68.11%	(42,109.97)	19,154.77	45.49%
72230	Career and Technical Education	(75,610.63)	0.00	0.00%	(6,300.89)	0.00	0.00%
72250	EDUCATION TECHNOLOGY	(1,022,260.40)	318,995.72	31.20%	(85,188.37)	92,527.50	108.62%
72310	Board Of Education	(588,735.76)	261,810.56	44.47%	(49,061.31)	5,681.56	11.58%
72320	Office Of The Superintendent	(334,563.77)	51,975.38	15.54%	(27,880.31)	24,847.30	89.12%
72410	Office Of The Principal	(2,809,308.01)	272,664.73	9.71%	(234,109.00)	136,674.38	58.38%
72510	Fiscal Services	(308,271.69)	73,815.40	23.94%	(25,689.31)	19,995.02	77.83%
72610	Operation Of Plant	(3,114,724.00)	753,211.18	24.18%	(259,560.33)	237,231.15	91.40%
72620	Maintenance Of Plant	(1,128,199.67)	184,338.95	16.34%	(94,016.64)	92,143.93	98.01%

141 General Purpose School

Account	Description	Year-To-Date Budget Estimate	Year-To-Date Actual	Year-To-Date % of Budget	Month-To-Date Estimate Avg/Mth	Month-To-Date Actual	Month-To-Date % of Avg
72710	Transportation	(1,817,532.35)	342,124.11	18.82%	(151,461.03)	57,262.95	37.81%
73400	Early Childhood Education	(428,117.83)	8,154.54	1.90%	(35,676.49)	2,669.54	7.48%
76100	Regular Capital Outlay	(1,985,930.50)	64,495.67	3.25%	(165,494.21)	11,257.02	6.80%
82130	Education	(1,435,000.00)	0.00	0.00%	(119,583.33)	0.00	0.00%
82230	Education	(526,400.00)	0.00	0.00%	(43,866.67)	0.00	0.00%
	Total Expenditures	**(45,658,045.02)**	**3,672,068.51**	**8.04%**	**(3,804,837.09)**	**1,145,044.89**	**30.09%**
Total 141	General Purpose School	**(1,055,091.27)**	**(1,067.56)**	**-0.10%**	**(87,924.27)**	**(2,472,862.27)**	-

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - 21st CCLC Remaining Funds - Rev 0 - FY27 21st CCLC Supplemental Funds

Go To

Indirect Cost Guide

Total Allocation	$80,000.00
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$80,000.00
Indirect Cost Rate	3.48%
Max Available Budget In Categories Eligible for Indirect Cost	$77,309.63
Max Indirect Cost	$2,690.37

Filter by Location: All - $80,000.00

Show Unbudgeted Categories

Account Number	73300 - Community Services	Total
Line Item Number		
105 - Supervisor / Director	17,784.00	17,784.00
116 - Teachers	18,060.00	18,060.00
163 - Educational Assistants	18,090.00	18,090.00
201 - Social Security	3,343.90	3,343.90
204 - State Retirement	2,752.46	2,752.46
207 - Medical Insurance	3,600.00	3,600.00
212 - Employer Medicare	782.04	782.04
355 - Travel	1,000.00	1,000.00
429 - Instructional Supplies & Materials	2,890.00	2,890.00
524 - In-Service / Staff Development	11,697.60	11,697.60
Total	80,000.00	80,000.00
	Adjusted Allocation	80,000.00
	Remaining	0.00

Go To

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - 21st CCLC Remaining Funds - Rev 0 - CCLC Cohort 2024

Go To

Indirect Cost Guide

Total Allocation	$100,000.00
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$100,000.00
Indirect Cost Rate	3.48%
Max Available Budget In Categories Eligible for Indirect Cost	$96,637.04
Max Indirect Cost	$3,362.96

Filter by Location: All - $100,000.00

Show Unbudgeted Categories

Account Number	73300 - Community Services	Total
Line Item Number		
105 - Supervisor / Director	17,043.00	17,043.00
116 - Teachers	46,233.96	46,233.96
163 - Educational Assistants	13,432.50	13,432.50
201 - Social Security	4,755.98	4,755.98
204 - State Retirement	2,919.91	2,919.91
207 - Medical Insurance	4,760.00	4,760.00
212 - Employer Medicare	1,112.29	1,112.29
355 - Travel	1,750.00	1,750.00
422 - Food Supplies	400.00	400.00
429 - Instructional Supplies & Materials	3,350.00	3,350.00
499 - Other Supplies and Materials	3,350.00	3,350.00
524 - In-Service / Staff Development	382.36	382.36
599 - Other Charges	510.00	510.00
Total	100,000.00	100,000.00
	Adjusted Allocation	100,000.00
	Remaining	0.00

Go To

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - 21st CCLC Remaining Funds - Rev 0 - CCLC Cohort 2023

Go To

Indirect Cost Guide

Total Allocation	$165,000.00
Existing Budget In Categories Not Eligible for Indirect Cost	$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	$165,000.00
Indirect Cost Rate	3.48%
Max Available Budget In Categories Eligible for Indirect Cost	$159,451.11
Max Indirect Cost	$5,548.89

Filter by Location: All - $165,000.00
Show Unbudgeted Categories

Account Number / Line Item Number	73300 - Community Services	Total
105 - Supervisor / Director	25,564.50	25,564.50
116 - Teachers	93,423.96	93,423.96
163 - Educational Assistants	16,650.00	16,650.00
201 - Social Security	8,409.58	8,409.58
204 - State Retirement	4,000.04	4,000.04
207 - Medical Insurance	6,440.00	6,440.00
212 - Employer Medicare	1,966.75	1,966.75
355 - Travel	1,500.00	1,500.00
422 - Food Supplies	395.17	395.17
429 - Instructional Supplies & Materials	2,000.00	2,000.00
499 - Other Supplies and Materials	3,300.00	3,300.00
524 - In-Service / Staff Development	600.00	600.00
599 - Other Charges	750.00	750.00
Total	165,000.00	165,000.00
	Adjusted Allocation	165,000.00
	Remaining	0.00

Go To

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - Access for All Learning Network (AALN K-8) - Rev 0 - AALN K8

Go To

Filter by Location: All - $50,000.00

Show Unbudgeted Categories

Account Number	72220 - Support Services/Special Education Program	Total
Line Item Number		
189 - Other Salaries & Wages	31,000.00	31,000.00
201 - Social Security	2,381.00	2,381.00
212 - Employer Medicare	557.00	557.00
499 - Other Supplies and Materials	300.00	300.00
790 - Other Equipment	15,762.00	15,762.00
Total	50,000.00	50,000.00
	Adjusted Allocation	50,000.00
	Remaining	0.00

Go To

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - Literacy Materials Implementation Support Grant - Rev 0 - Literacy Materials Implementation Support Grant

Go To

Filter by Location: All - $90,000.00

Show Unbudgeted Categories

Account Number / Line Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
399 - Other Contracted Services	0.00	80,000.00	80,000.00
429 - Instructional Supplies & Materials	10,000.00		10,000.00
Total	10,000.00	80,000.00	90,000.00
		Adjusted Allocation	90,000.00
		Remaining	0.00

Go To

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - Preschool Development Grant - Rev 0 - Preschool Development Grant

Go To

Filter by Location: All - $5,486.15

Show Unbudgeted Categories

Account Number	73400 - Early Childhood Education	Total
Line Item Number		
499 - Other Supplies and Materials	5,486.15	5,486.15
Total	5,486.15	5,486.15
	Adjusted Allocation	5,486.15
	Remaining	0.00

Go To

Juvenile Court Referrals for GCSSD										
School	**Grade**	**Date Referred to Juvenile Court**	**Reason for Referral**	**Person Requesting Referral**	**Persons Involved**	**Incident Notes**	**Previous Remediation**	**Y/N Bullying**	**Y/N IEP**	**Y/N Behavior Plan**
GCHS	9	8/24/2026	Truancy	Todd Sheppard	Megan Sanford	hasn't attended one day of school this year		N	N	N

	A	B	C	D	E	F
1	***Monthly Work Order Recap***					
2	***Period: December 1 through December 31***					
3						
4			***Beginning of Month***	***New***	***Closed***	***End of Month***
5	***Technology***	***Assigned To:***	***Open Work Orders***	***Work Orders***	***Work Orders***	***Open Work Orders***
6		Jamie Barr	3	26	23	6
7		Jacob King	3	88	84	7
8		Alisha Owens	2	103	97	8
9		Anthony Bogue	10	116	118	8
10						
11	***Grand Totals***		***18***	***333***	***322***	***29***
12						
13						
14			***Beginning of Month***	***New***	***Closed***	***End of Month***
15	***Maintenance***	***Assigned To:***	***Open Work Orders***	***Work Orders***	***Work Orders***	***Open Work Orders***
16		Travis Hendrix	3	28	30	1
17		Glen Collins	2	60	60	2
18		Caleb Black	0	24	24	0
19		Kyle Cody	0	4	4	0
20		Brad Reynolds	0	76	76	0
21	***Grand Totals***		***5***	***192***	***194***	***3***
22						
23						
24	***Notes*** :					
25	1. ***Assigned To*** : The person who was assigned the work order.					
26	2. ***Beginning of the Month Work Orders*** : The number of work orders open for the Assigned To for time frame selected.					
27	3. ***New Work Orders*** : New work orders received by the Assigned To during the time frame selected.					
28	4. ***Closed Work Orders*** : Closed work orders closed by the Assigned To during the time frame selected.					
29	5. ***End of Month Open Work Orders*** : Work orders still open for the Assigned To for the time frame selected.					

Gibson County Special School District
Board of Trustees
GCSSD Board of Trustees Regular Meeting
Gibson County High School Library
August 13, 2026

Members Present: Dr. Richard Addo, Mr. Benny Boals, Mr. John Campbell II, Mr. Tom Lannom, Ms. Treva Maitland, Mr. Eddie Watkins. Also in attendance were Student Board Members, Mr. Conner Simpson and Mr. Isaac Scherer

PLEDGE OF ALLEGIANCE
Mr. Eddie Watkins led the Pledge of Allegiance.

CALL TO ORDER
Mr. Tom Lannom called the meeting to order.

ROLL CALL

CONSENT AGENDA
A motion was made by Mr. Eddie Watkins to approve the consent agenda, with a second by Mr. Benny Boals. *Motion passed.*
Finance Reports
Maintenance/Technology Reports
Minutes Approval
Overnight Field Trips
Policy Revisions - Second Readings

RECOGNITION
Best Communities for Music Education
TN Teen Institute (TTI)
New Student Board Representative — Mr. Conner Simpson
Mr. Jeremy Tate presented Mr. Eddie Pruett and the Board with the Best Communities for Music Education Award.
Ms. Amy Richardson, the Director of CSH, introduced Maci Sanford and Anna Hutchison, who participated in the Tennessee Teen Institute (TTI) summer camp and shared their experiences.
Mr. Tom Lannom acknowledged the new student board member, Mr. Conner Simpson.

PUBLIC COMMENT
Ms. Jennifer Brown requested to move her discussion to the bussing of students for the CTE and Activity agenda item.
Ms. Heather Patterson thanked Mr. Pruett for his response regarding fundraising for Project Graduation.
Mr. Brian Hall shared his thoughts on the importance of maintaining small schools within their communities.

****AMENDED AGENDA**
A motion was made by Mr. Benny Boals to approve the amended agenda, with a second by Dr. Richard Addo. *Motion passed.*

Property by SGCHS
Mr. Eddie Pruett mentioned that he spoke with the owners of the property adjacent to SGCHS. The owner has agreed to sell the 66.96 acres for $17,500 per acre. Acquiring this land would secure additional space for future expansion needs, and until that time comes, the land can be utilized in other ways.
A motion was made by Mr. Benny Boals to approve the purchase of the 66.96 acres at $17,500 an acre for a total of $1,171,800 and amend the budget, with a second by Dr. Richard Addo. *Motion passed.*

Prioritizing facility needs for GCSSD.
Mr. Eddie Pruett requested that the board discuss next steps following input from community representatives during the special work session and prioritize the information gathered. The board considered scheduling monthly or quarterly work sessions to review finances, maintenance, updates, and expansion plans. Then it was suggested that the district set a date first to receive feedback from community representatives who needed more time to present their information. Dyer and Yorkville Schools, along with the board, agreed to meet on August 20th at GCHS, starting at 6:00 PM.

Bussing students to Yorkville for CTE/Activity
Mr. Sam Green, Ms. Carrie Joyner, and Ms. Jennifer Brown addressed the board about their concerns regarding the bussing of students from Spring Hill School to Yorkville School for CTE & Activity. Several board members discussed and agreed that taking a step back might be needed.
A motion was made by Ms. Treva Maitland to stop bussing Spring Hill students to Yorkville for CTE & Activity effective immediately for the whole school year, with a second by Dr. Richard Addo. *Motion unseconded.*
A motion was made by Ms. Treva Maitland to pause transporting students for CTE & Activity, excluding preschool & band, for the entire school year, effective immediately, with a second by Mr. Tom Lannom. *Motion passed.*

Board Meeting Audio Recordings
Mr. Eddie Watkins proposed sending board meeting recordings to all members with the board packet. Ms. Treva Maitland suggested live-streaming or video recordings. Mr. Eddie Pruett mentioned that additional equipment may be required. The topic of live-streaming or video recording of the board meeting will be added to next month's agenda.
A motion was made by Mr. Eddie Watkins to have the recordings sent to all board members when the board packet goes out, with a second by Mr. Tom Lannom. *Motion passed.*

Nursing Salaries & Job Duties
Mr. Eddie Watkins requested additional information at the next board meeting regarding nursing salaries, job descriptions, and duties, as well as what neighboring districts or facilities offer.

Food Service Companies
Mr. Eddie Watkins recommended that we contact the two remaining food service companies to schedule presentations and aim to submit a Request for Proposal (RFP) by October or November. Mr. Pruett will gather the necessary information and present it at next month's meeting.
Ms. Erica DuRall, the Food Service Director, along with several cafeteria employees, voiced their concerns. Additionally, Mr. Tom Lannom suggested meeting with the cafeteria staff to collect their input and feedback.

****2026 Summer Programming Extension Grant**
Mr. Rory Hinson presented the 2026 Summer Programming Extension Grant. This year, the grant allows the district to use leftover funds from the summer camps to hire an additional staff member for tutoring during the school year. Ms. Michelle Goad emphasized that this grant is specifically designated for students in 3rd, 4th, and 5th grades and can only be allocated for tutoring purposes. SGCMS, which has the largest population of 5th-grade students in need of tutoring, will be the primary recipient of these funds. Additionally, there is the potential to hire a second tutor for the next largest grade in need, if sufficient funds are available.
A motion was made by Mr. Eddie Watkins to approve the summer programming extension grant, which includes hiring one additional staff member for tutoring, and amend the budget revenues and expenditures for $92,633.01, with a second by Mr. Benny Boals. *Motion passed.*

****Maintenance Van Purchase**
Mr. Rory Hinson presented the Maintenance Van Purchase. Since hiring a new maintenance employee this year, the district needs another maintenance van.
A motion was made by Mr. Eddie Watkins to approve the state bid from Ford of Murfreesboro for $49,124.69, with a second by Dr. Richard Addo. *Motion passed.*

Director's Evaluation
Mr. Eddie Pruett requested that the board complete his evaluation by the end of the month via the link. They will review the results at the next board meeting.

State & Federal Legislation
Mr. Eddie Pruett reviewed the state and federal legislation, highlighting key points for the board.

Child Trafficking Instruction Plan
Mr. Eddie Pruett outlined the district's strategy to prevent child trafficking and provide age-appropriate awareness education.
A motion was made by Mr. Tom Lannom to approve the child trafficking prevention and awareness education plan, with a second by Dr. Richard Addo. *Motion passed.*

Policy Revisions
Mr. Eddie Pruett presented the policy revision.

1.403 Agendas—adds that the final agenda must be published on the school website at least 48 hours before the regular board meeting, and items to be considered on the agenda must be received in the Director of Schools' office 10 days before the meeting.
1.404 Appeals to and Appearances Before the Board — adds that comments shall be limited to topics on the agenda and matters relevant to the school board's jurisdiction. Individuals must submit a written request at least 10 days before the board meeting to appear before the Board.
1.905 Charter School Renewal—adds that the Director of Schools notifies the charter school if it is "on track" or "off-track" for renewal.
2.100 Fiscal Management Goals—requires annual internal control reviews.
2.200 Annual Operating Budget—requires budget documents to be presented online, and the fund balance will be determined in consultation with the local funding body. GCSSD's unrestricted fund balance is 25%, representing at least three months of budgeted operating revenues or expenditures.
4.213 Family Life Education—updates the terminology related to child trafficking education and mandates its inclusion as a component of health education, and requires the development of a plan for implementing this instruction.
4.215 Instructional Use of Digital Devices —new guidelines require teacher-led lessons and traditional, non-electrical materials for grades K-5.
4.301 Interscholastic Athletics —students enrolled in virtual or private institutions are restricted to competing within their local school zone.
4.600 Grading System—schools must apply the uniform grading scale to 8th graders completing high school courses.
4.603 Promotion and Retention—adds another pathway for students to be promoted to fourth grade.
4.605 Graduation Requirements—clarifies that students who complete high school credit before ninth grade will receive graduation credit, and schools must report all early graduation requests to the TDOE.
5.106 Application and Employment—all school districts must use the E-Verify program to ensure that an employee is eligible to work in the US.
5.200 Separation Practices for Tenured Teachers—removes the option that the board can request the suspension of a teacher's license for a breach of contract.
5.201 Separation Practices for Non-Tenured Teachers—removes the option that the board can request the suspension of a teacher's license for a breach of contract.
5.302 Sick Leave—leave flexibility has shifted from sick leave to the personal and professional category
5.303 Personal and Professional Leave—leave flexibility has shifted from sick leave to the personal and professional category, allowing up to two days per half-year for a maximum of four days annually.
5.600 Staff Rights & Responsibilities—staff must refrain from any sexually related behavior with students, including those who graduated or withdrew within the previous 12 months.
6.200 Attendance —districts may now request current-year attendance records from a student's previous public school district and factor unexcused absences into placement decisions.
6.202 Home Schools—updates the testing options for homeschool students, granting parents the authority

to select the standardized test administered.

6.205 Student Assignments—requires that principals create a safety plan for a student with an order of protection.

6.303 Questioning Students and Searches—school staff who complete the required training and orientation are now allowed to conduct searches when authorized by the principal.

6.306 Interference/Disruption of School Activities—authorizes classroom evacuations in response to violent, aggressive, or severely disruptive student behavior and mandates immediate parent notification.

6.318 Admission of Suspended or Expelled Students—establishes formal disciplinary investigations and consequences, clarifying that a student's withdrawal will not halt an investigation and any resulting penalties will resume if they re-enroll

6.4053 Outside Applied Behavior Analysis Therapy—new policy requires external applied behavior analysis providers to work with students if they are contracted directly by the parents or legal guardians.

6.412 Emergency Allergy Response Plan—schools may purchase EPINEPHrine in multiple forms, which must be stored in at least two unlocked but secure locations.

6.506 Students from Military Families—Students must provide relocation documentation within one calendar year, and the district must take appropriate steps to assist students with IEPs, 504 plans, or individualized family service plans.

A motion was made by Ms. Treva Maitland to publish the budget on the website by the next board meeting in accordance with Policy 2.200 Annual Operating Budget, with a second by Dr. Richard Addo. *Motion passed.*
A motion was made by Mr. Tom Lannom to approve the list of policy revisions, with a second by Mr. Benny Boals. *Motion passed.*

Maintenance/Technology Report
Ms. Treva Maitland requested that a detailed monthly maintenance report be provided once items are prioritized.

DIRECTOR'S REPORT

High School Updates
Mr. Conner Simpson reported that Gibson County High School has an exciting lineup of upcoming events, including the student council elections, Meet the Players, the Homecoming Game, and the homecoming dance. Additionally, the "Gibson County Kind" initiative has officially launched, with students breaking into small groups to discuss and promote kindness across the campus.
Meanwhile, Mr. Isaac Scherer shared that the South Gibson County High School Senior Sunrise was a great success. Fall sports are also in full swing as both the football and golf teams kick off their respective seasons.

Upcoming Conference:

Fall District Meeting — September 1st — Dyersburg Middle School
Mr. Eddie Pruett reminded the Board of the Fall District Meeting at Dyersburg Middle School on September 1st.

ADJOURN
A motion was made by Ms. Treva Maitland to adjourn, with a second by Mr. Tom Lannom. *Motion passed.*

Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/20/2026
Teacher: Joseph Agee Class: band
Number of Students Involved: 14 Cost Per Student: $45
Date of Trip: 02/04/2027 Alternate Date: _____
Overnight Trip: YES Date of Return: 02/06/2027
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 1 Teacher Assists _____
Parents _____ Others _____
Destination: University of Memphis
Time of Departure: 11am Time of Return: 5pm

Purpose of Trip:

For students to play in an honor band with the top students in the area.

Field Trip Activities:

Students will rehearse and perform with the top students in the state.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 08/20/2026
Supervisor: [signature] Date: 08/20/2026
Director of Schools: Eddie Pruett Date: 08/28/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

THE UNIVERSITY OF MEMPHIS

Rudi E. Scheidt School of Music
University of Memphis Bands

116 Communication Fine Arts Bldg
Memphis, TN 38152-3200

Office: 901.678.2263
Fax: 901.678.5546

2027 Honor Band Festival Schedule

Thursday, February 4

3:00 pm	Registration, CFA Lobby
3:00-6:00 pm	Auditions
	Dinner on your own
7:00-8:00 pm	UofM Wind Ensemble & Southern Comfort Concert Harris Concert Hall, Music Building
8:00-9:00 pm	Announcement of Results/Seating Rehearsal Blue Band – Rose Theatre Gray Band – CFA 137

Friday, February 5

9:00-11:20 am	Rehearsal
11:20-12:20 am	Lunch on your own – Tiger Den and UC Food Court Lunch provided for Directors at Holiday Inn
12:35- 1:35 pm	Master Classes for all participants.
1:45- 5:30 pm	Rehearsal
5:30- 6:45 pm	Banquet dinner for all participants

Saturday, February 6

9:00-11:30 am	Rehearsal
11:30- 1:30 pm	Lunch on your own STUDENTS: change into concert wear

1:30 pm Report to Rose Theater for performance
GRAY BAND – on stage
2:00 pm Concert Performance – Rose Theatre
2:00 Gray Band
2:45 Blue Band
3:15 Concert concludes

THANK YOU FOR PARTICIPATING!

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Joseph Agee) self-assigned the task at 08/20/2026 11:22:06.
- Primary Person (Joseph Agee) submitted changes to the task at 08/20/2026 11:25:45.
- Recipient 1 (Todd Sheppard) submitted changes to the task at 08/20/2026 17:57:47.
- Recipient 2 (Kevin Turner) submitted changes to the task at 08/20/2026 18:10:53.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/28/2026 13:28:59.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/31/2026 08:45:07.
- The Task was completed at 08/31/2026 08:45:07.

Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/20/2026
Teacher: Joseph Agee Class: band
Number of Students Involved: 15 Cost Per Student: $50
Date of Trip: 01/28/2027 Alternate Date: _____
Overnight Trip: YES Date of Return: 01/30/2027
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 3 Teacher Assists _____
Parents _____ Others _____
Destination: University of TN at Martin
Time of Departure: 11am Time of Return: 4pm

Purpose of Trip:

For students to participate in the UTM honor band

Field Trip Activities:

Students will rehearse and perform with the top students in northern Tn and lower KY.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 08/20/2026
Supervisor: [signature] Date: 08/20/2026
Director of Schools: Eddie Pruett Date: 08/28/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

University of Tennessee at Martin Honor Band

Hampton Inn
5575 Skyhawk Parkway
Martin, TN 38237
January 28-30, 2027

Thursday, January 28, 2027

10:30 a.m.	Bus arrives @ South Gibson County • Load luggage & equipment
10:35 a.m.	Bus departs SGC for Gibson County
11:00 a.m.	Bus arrives @ Gibson County • Load luggage & equipment
11:10 a.m.	Bus departs GC for Dyer
11:15 a.m.	Bus arrives at Dyer • Load luggage & equipment
11:20 a.m.	Bus departs Dyer for Rutherford
11:30 a.m.	Bus arrives at Rutherford • Rules Meeting ~15-20 minutes • Load luggage & equipment
12:00 p.m.	Bus departs Rutherford for El Vallarta
12:30 p.m.	Arrive at El Vallarta for lunch
1:15 p.m.	Depart Greenfield for Martin
1:45 p.m.	Arrive at Hampton Inn for check-in and/or drop off luggage
2:00 p.m.	Depart Hampton Inn for UTM for auditions • Warm-up • Audition
~4:00 p.m.	Load bus to depart for dinner
4:15 p.m.	Arrive at Tractor Supply Parking Lot for dinner
5:45 p.m.	Load bus and depart for UT Martin
6:15 p.m.	Audition results announced

7:00 – 9:00 p.m.	Rehearsal begins
9:00 p.m.	Rehearsal ends • Load bus
9:15 p.m.	Depart for Wal-Mart to pick-up snacks
9:20 p.m.	Arrive at Wal-Mart
9:45 p.m.	Depart Wal-Mart for Hotel
9:50 p.m.	Arrive at Hotel
10:30 p.m.	Curfew
<u>Friday, January 29, 2027</u>	
7:00 a.m.	Wake-up Call • Eat free breakfast in hotel
8:00 a.m.	Depart hotel for UT Martin
8:30am-12:00pm	Rehearsal
12:00-1:30 pm	Lunch in the UC Food Court
1:30-5:30 pm	Rehearsals resume
5:30 p.m.	Load bus to depart for dinner
5:45 p.m.	Arrive at Tractor Supply Parking Lot for dinner
6:45 p.m.	Load bus and depart for UT Martin
7:00 p.m.	Arrive at University Center for UTM Concert
7:30 p.m.	UTM Concert
~9:00 p.m.	Concert Ends • Load bus to depart for the hotel
9:15 p.m.	Arrive at hotel • Visit in the lobby
10:00 p.m.	Curfew

Saturday, January 30, 2027

7:30 a.m.	Wake-up Call • Eat free breakfast at hotel • Load luggage • Check-out of the hotel
8:30 a.m.	Depart hotel for UT Martin
9:00-11:45 a.m.	Rehearsal
11:45am-1:00 pm	Lunch in the UC Food Court
1:00 p.m.	UTM Honor Band Concerts begin • Parents can check students out immediately following their student(s) concert

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Joseph Agee) self-assigned the task at 08/20/2026 11:32:35.
- Primary Person (Joseph Agee) submitted changes to the task at 08/20/2026 11:34:57.
- Recipient 1 (Todd Sheppard) submitted changes to the task at 08/20/2026 17:55:22.
- Recipient 2 (Kevin Turner) submitted changes to the task at 08/20/2026 18:08:59.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/28/2026 13:29:48.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/31/2026 08:45:47.
- The Task was completed at 08/31/2026 08:45:47.

Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/20/2026
Teacher: Joseph Agee Class: band
Number of Students Involved: 10 Cost Per Student: $50
Date of Trip: 02/11/2027 Alternate Date: _____
Overnight Trip: YES Date of Return: 02/13/2027
Number of Buses needed: 0 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? N/A
Is Personal Vehicle being used? Yes
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 2 Teachers _____ Teacher Assists _____
Parents 1 Others _____
Destination: Memphis Cannon Center
Time of Departure: 8am Time of Return: 3pm

Purpose of Trip:

For students to perform with the top students in west tn

Field Trip Activities:

Students will rehearse and perform with the top auditioned students in west tn

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 08/20/2026
Supervisor: [signature] Date: 08/20/2026
Director of Schools: Eddie Pruett Date: 08/28/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

All-West High School agenda

Thursday, February 11

8:00	Depart GC
10:00	Arrive at Wolfchase Galleria for lunch
11:30	Depart Wolfchase Galleria to Cannon Center
12:00-1:00	Registration of All Bands and Orchestras
1:00-4:00	Rehearsal for All Bands and Orchestras
4:00-6:30	Dinner Break for All Groups
6:30-9:30	Rehearsal for All Groups
7:00-8:00	WTSBOA Meeting – Heritage Ballroom 4

Friday, February 12

8:00-11:30	Rehearsal for All Bands and Orchestras
11:30-1:30	Lunch Break
1:30-4:00	Rehearsal for All Bands and Orchestras
4:00	Dinner and Orchestra Concert

Saturday, February 13

8:00	Middle red band on stage. Middle Blue Band seated in audience.
8:30-9:00	Middle Red Band performance
9:00-9:00	Middle Blue Band performance
10:30-11:00	9-10 Red Band Performance
11:00-11:30	9-10 Blue Band Performance
12:00-12:30	11-12 Red Band Performance
12:30-1:00	11-12 Blue Band Performance

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Joseph Agee) self-assigned the task at 08/20/2026 11:26:12.
- Primary Person (Joseph Agee) submitted changes to the task at 08/20/2026 11:30:22.
- Recipient 1 (Todd Sheppard) submitted changes to the task at 08/20/2026 17:56:40.
- Recipient 2 (Kevin Turner) submitted changes to the task at 08/20/2026 18:09:48.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/28/2026 13:29:34.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/31/2026 08:45:36.
- The Task was completed at 08/31/2026 08:45:36.

Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/18/2026
Teacher: Joseph Agee Class: Band
Number of Students Involved: 60 Cost Per Student: n/a
Date of Trip: 11/06/2026 Alternate Date: _____
Overnight Trip: YES Date of Return: 11/08/2026
Number of Buses needed: 2 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? N/A
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 1 Teachers 3 Teacher Assists _____
Parents 15 Others _____
Destination: Independance High School
Time of Departure: 4:15pm Time of Return: 5pm

Purpose of Trip:

To compete for the division 1 state championship

Field Trip Activities:

Band will compete for state title.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 08/18/2026
Supervisor: [signature] Date: 08/20/2026
Director of Schools: Eddie Pruett Date: 08/20/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

Division I State Band Competition
Itinerary 11/06/26-11/08/26

Friday November 6, 2026

3:45 In your seats in the band room

4:00 Load bus

4:10 Leave Gibson County High School

7:00 Arrive at Cool Springs mall for dinner

8:15 Load Bus for Embassy Suite

8:25 Arrive at Embassy Suite

10:00 Tape rooms/Curfew

Saturday November 7, 2026

8:30 Wake up/Breakfast in lobby

11:15 Load Bus

11:30 Leave for Independence

11:50 Arrive/Unload

1:30 Visual Warm-UP

2:30 Travel to Warm-Up

2:20 Warm-Up

2:50 Travel to Gate

2:55 Gate

3:00 Perform “FROM THE ASHES”

3:15 Exit and Wait for Awards

4:00 Drum majors/Captains dressed

4:15 Prelims Awards

If we make finals we will perform some time after 6pm

8:30 Pass and Review (we need Banner)

8:45 Finals Awards

9:30 Leave for Hotel

9:50 Arrive at hotel

10:15 Pizza!!!

11:00 Tape rooms/Curfew

Sunday November 6, 2026

8:30 Wake up/ Breakfast in lobby

9:30 Devotional

11:00 Load Bus to go to Cool Springs For lunch

11:10 Lunch at Cool Springs

12:15 Load Bust to head home

3:00 Arrive at GC

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Joseph Agee) self-assigned the task at 08/18/2026 13:00:33.
- Primary Person (Joseph Agee) submitted changes to the task at 08/18/2026 13:02:38.
- Recipient 1 (Todd Sheppard) submitted changes to the task at 08/18/2026 16:21:54.
- Recipient 2 (Kevin Turner) submitted changes to the task at 08/20/2026 11:11:35.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/20/2026 12:28:29.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/24/2026 14:43:53.
- The Task was completed at 08/24/2026 14:43:53.

Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/20/2026
Teacher: Joseph Agee Class: band
Number of Students Involved: 5 Cost Per Student: undetermined
Date of Trip: 01/13/2027 Alternate Date: _____
Overnight Trip: YES Date of Return: 01/16/2027
Number of Buses needed: 0 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? N/A
Is Personal Vehicle being used? Yes
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 2 Teacher Assists _____
Parents _____ Others _____
Destination: Opry land hotel in Nashville
Time of Departure: 11am Time of Return: 4pm

Purpose of Trip:

To participate in the all state music conference

Field Trip Activities:

Students will rehearse and perform with the top students in the state.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 01/01/0001
Supervisor: [signature] Date: 08/20/2026
Director of Schools: Eddie Pruett Date: 08/28/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

All-State

Nashville, TN

January 13-16, 2027

Wed. Jan. 13, 2027

10:00 a.m.	Departs GCHS
10:40 a.m.	Arrive in Jackson for lunch
2:00 p.m.	Arrive at Opryland Hotel for check in
3:00 p.m.	Auditions/Results
7:00 – 9:00 p.m.	Rehearsal
10:30 p.m.	Tape in

Thursday, Jan. 14, 2027

7:00 a.m.	Wake-up Call
8:30am-12:00pm	Rehearsal
12:00-1:30 pm	Lunch in the Food Court
1:30-5:30 pm	Rehearsals resume
5:30 p.m.	Dinner in Food Court
7:00 p.m.-9:00 p.m.	Rehearsal Resumes
10:00 p.m.	Curfew

Friday, Jan. 15,2027

7:00 a.m.	Wake-up Call
8:30am-12:00pm	Rehearsal
12:00-1:30 pm	Lunch in the Food Court
1:30-5:30 pm	Rehearsals resume
5:30 p.m.	Dinner in Food Court
7:00 p.m.-9:00 p.m.	Rehearsal Resumes
10:00 p.m.	Curfew

Saturday, Jan. 16,2027

7:30 a.m.	Wake-up Call
8:30 a.m.	Rehearsal
10:30 a.m.	Concert
12:00 p.m.	Depart Nashville
2:40 p.m.	Arrive at GC

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Joseph Agee) self-assigned the task at 08/20/2026 11:38:22.
- Primary Person (Joseph Agee) submitted changes to the task at 08/20/2026 11:40:34.
- Recipient 1 (Todd Sheppard) submitted changes to the task at 08/20/2026 17:54:33.
- Recipient 2 (Kevin Turner) submitted changes to the task at 08/20/2026 18:07:59.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/28/2026 13:30:06.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/31/2026 08:45:57.
- The Task was completed at 08/31/2026 08:45:57.

Gibson County Special School District

Field Trip Request

School: SGCHS Date of Request: 08/20/2026
Teacher: Cassie M Lewis Class: FFA
Number of Students Involved: 8-10 Cost Per Student: 400
Date of Trip: 10/21/2026 Alternate Date: 10/21/2026
Overnight Trip: YES Date of Return: 10/24/2026
Number of Buses needed: 0 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 2 Teacher Assists _____
Parents _____ Others _____
Destination: 5815 Rockvale Rd Indianapolis In
Time of Departure: 8am Time of Return: 5pm

Purpose of Trip:

Attend National FFA Convention and expo

Field Trip Activities:

Attend sessions, workshops, and ag tourism. Gain leadership knowledge and skills to bring back to the chapter.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Amber Harris Date: 08/24/2026
Supervisor: [signature] Date: 08/24/2026
Director of Schools: Eddie Pruett Date: 08/28/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

National Itinerary SGCHS FFA National Convention Itinerary

Adults - Ms. Lewis and Mr. Booker
Students - (8-12) depending on the number of applicants

Oct 21, 2026
Depart SGCHS @8am

Ag Tourism
Botanical Gardens in IN

We will be getting a tour of the campus and the Agriculture facilities.

Arrive at Hotel
5151 South East st Indianapolis, In

Oct 22, 2026
Leave hotel @5am

Attend 1st General Session @8:00

Attend Educational Workshops from 11:30-5:30

Example Workshops:

- Leadership is Influence
- Lights, Camera, Action: #TeachAg
- Mentorship Matters
- Cultivating your Path: After the Blue Jacket

Dinner on the way back to the hotel @6:00

Oct 23, 2026
Leave hotel @5am

Attend 3rd General Session @8:00

Attend Educational Workshops from 11:30-5:30

Example Workshops:

Leadership is Influence
Lights, Camera, Action: #TeachAg
Mentorship Matters
Cultivating your Path: After the Blue Jacket

Attend 4th General Session @1:00

Dinner on the way back to the hotel @6:00

Oct 24, 2026
Leave hotel for SGCHS @8:30

Arrive back at SGCHS

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Cassie Lewis) self-assigned the task at 08/20/2026 11:24:36.
- Primary Person (Cassie Lewis) submitted changes to the task at 08/20/2026 11:42:57.
- Recipient 1 (Amber Harris) submitted changes to the task at 08/24/2026 09:06:53.
- Recipient 2 (Kevin Turner) submitted changes to the task at 08/24/2026 10:07:52.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/28/2026 13:29:18.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/31/2026 08:45:19.
- The Task was completed at 08/31/2026 08:45:19.

Gibson County Special School District

Field Trip Request

School: SGCMS Date of Request: 08/28/2026
Teacher: Ryan Bateman Class: All Band + Color Guard Students
Number of Students Involved: 70-100 Cost Per Student: $700
Date of Trip: 03/29/2027 Alternate Date: _____
Overnight Trip: YES Date of Return: 03/31/2027
Number of Buses needed: N/A Is Handicap bus required? No
Has the Transportation Supervisor been contacted? No
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? N/A

Has the Cafeteria been contacted? N/A
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 1 Teacher Assists _____
Parents 15 Others _____
Destination: Pigeon Forge/Dollywood
Time of Departure: 6:30AM Time of Return: 5PM

Purpose of Trip:

To celebrate the hard work of all of our band and color guard students who provide so much service to our community.

Field Trip Activities:

The Island Pigeon Forge, Pirates Voyage Dinner, Dollywood

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Cory L Collins Date: 09/02/2026
Supervisor: Michelle Goad Date: 09/02/2026
Director of Schools: Eddie Pruett Date: 09/03/2026

All OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Revised 01/2025

xz

2027 South Gibson Co MS Band
Pigeon Forge TN
Custom Proposal

STUDENT GROUP TOURS INC.
12624 LAKE RIDGE CIRCLE
CLERMONT FL 34711
1-888-245-2983

INTRODUCING *We Travel*

A NEW OPTION TO HELP MANAGE YOUR TRIP

Leave the money collection to us!

What is WeTravel?

WeTravel is a third-party vendor that handles all the money collection for your group! SGT will setup your trip's WeTravel page, all you have to do is send the link out to the participants of your trip. Everyone can make an account, book their trip, and pay, all through the same portal. Are you tired of finding new ways to fundraise? WeTravel offers students the ability to setup a contributions page where friends and family can pay towards their trip balance!

Why use WeTravel?

WeTravel takes a lot of the pressure off of you when it comes to managing your trip. Trip participants can ask questions through the portal that will come directly to us at SGT to answer them. We can also accept payments, process cancellations, and issue refunds all through WeTravel.

So you can focus on what really matters!

How do I start?

If you'd like more information on how to use WeTravel for your next trip, contact your SGT sales representative or contact us at the phone number or email address below!

South Gibson Co MS Band
2027 Dollywood Pigeon Forge Custom Proposal
Your 3 day/ 2-night package will include:
March 29 – 31, 2027

- Currently holding two (2) motorcoaches with First Class Charters; however, this equipment is not yet confirmed and remains pending until signed contract and deposit are received. Subject to change based on availability at time of booking. The total cost for the motorcoaches is $15,030 inclusive, with a per-seat rate of $167 based on a minimum of (90) filled seats. This rate includes tolls, parking fees, driver lodging, and driver gratuity. The motorcoaches will accommodate a minimum of 90 and a maximum of 110 total travelers, with all individuals riding the bus—including students, adults, and complimentary packages—counted toward the total number of filled seats. Should the group travel with fewer than 90 travelers, empty-seat fees will be applied until the minimum seat requirement is met. Land-only packages are excluded from the traveler count used to determine filled seats.
- TWO nights lodging in area hotel
- One Day Admission to Dollywood Theme Park
- One Unlimited Ride Wristband at The Island or similar
- Two Breakfasts at the hotel
- One dinner and show (Hatfield and McCoys/Dolly's Pirate Adventure or Dolly Stampede or similar) based on availability at time of booking
- One $50 bill for use at Dollywood for meals in the park
- One $20 bill for lunch on the way home
- One complimentary package per 20 paying passengers (Credited at Double Rate)
- 3 Million Dollar Liability Insurance Policy
- Services of our staff –*including a SGT rep to check your group in and out of the hotel, accompany group to performance & SGT booked meals, distribute admission tickets & meal coupons, and meet with director of group every morning to review the day's events.*

Room Rates: Indoor Corridor off-site property

This will be an indoor corridor property with extended continental breakfast included. Priced per person:

QUAD RATE: $740 DOUBLE/ADULT RATE: $890 SINGLE ROOM RATE: $1,090

Prices are based on a minimum of 90 travelers

Student rate will be majority quad occupancy, with a maximum allowance of 4 triple occupancy rooms. Adult Rate will be double occupancy, with a maximum allowance of 1 single occupancy rooms per 15 rooms booked. **Prices DO include transportation**. Please call for additional motor coach information.

In the event your rooming accommodations change your balance due, amount owed will be based on final rooming list received OR rooming list on file 14 days before arrival date. Any changes made to rooming list 13 (OR LESS) days before travel may incur additional fees of $25 per rooming list change.

Student Group Tours, Inc
12624 Lake Ridge Circle
Clermont FL 34711
1-888-245-2983

- $2500 NONREFUNDABLE Trip Initiation Fee PER BUS BOOKED if SGT is booking transportation
  OR: $50 PER PERSON (minimum of 50 people x 50 = $2500) if SGT is not handling transportation due NO LATER THAN 10/1/2026 to ensure pricing without increase nothing will be reserved for your trip until this payment is received and pricing is subject to change if payment isn't received in a timely manner.
- Additional payment of $250 per person due: 60 days prior to trip arrival date
- Rooming list will be due 75 days prior to trip arrival date
  Completed form is used to confirm tickets and meal counts/housing forms for hotels and other forms as needed.
- Final Balance will be due 45 days prior to trip arrival date
  These payments need to be on time to ensure proper planning for theme park admission policies in place at time of travel and completion of your bookings and reservations processes.

** We strongly recommend Travel Protection. Individual Travel Protection policies are available for purchase on own through several online insurance retailers. Check out www.insuremytrip.com for comprehensive comparisons and options.

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Ryan Bateman) self-assigned the task at 08/28/2026 19:45:32.
- Primary Person (Ryan Bateman) submitted changes to the task at 08/28/2026 19:53:41.
- Recipient 1 (Cory Collins) submitted changes to the task at 09/02/2026 14:27:22.
- Recipient 2 (Sonya Goad) submitted changes to the task at 09/02/2026 15:47:44.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 09/03/2026 12:10:03.
- Recipient 4 (Laura Ward) submitted changes to the task at 09/03/2026 12:34:51.
- The Task was completed at 09/03/2026 12:34:51.

Gibson County Special School District

Field Trip Request

School: SGCMS Date of Request: 08/11/2026
Teacher: Callie Patton Class: SGCMS Beta Club
Number of Students Involved: 50-75 Cost Per Student: ~350.00 with fundraising opportunties
Date of Trip: 11/22/2026 Alternate Date: _____
Overnight Trip: YES Date of Return: 11/24/2026
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? Yes
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 5 Teacher Assists _____
Parents 5-10 Others _____
Destination: Gaylord Opryland Hotel and Convention Center
Time of Departure: 8 am Time of Return: 4:30 pm

Purpose of Trip:

Students will attend the state Jr Beta Club convention to attempt to qualify to compete at nationals.

Field Trip Activities:

Students will compete against other students in the state in academic and the arts. They will also attend general sessions for National Beta Club at the state level.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Cory L Collins Date: 08/13/2026
Supervisor: Michelle Goad Date: 08/13/2026
Director of Schools: Eddie Pruett Date: 08/18/2026

All OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Revised 01/2025

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Callie Patton) self-assigned the task at 08/11/2026 06:48:42.
- Primary Person (Callie Patton) submitted changes to the task at 08/12/2026 15:13:46.
- Recipient 1 (Cory Collins) submitted changes to the task at 08/13/2026 08:05:23.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/13/2026 15:05:09.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/18/2026 07:51:16.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/18/2026 09:49:42.
- The Task was completed at 08/18/2026 09:49:42.

Gibson County Special School District

Field Trip Request

School: SGCMS Date of Request: 08/12/2026
Teacher: Callie Patton Class: Beta Club
Number of Students Involved: 10-15 Cost Per Student: $150
Date of Trip: 10/11/2026 Alternate Date: _____
Overnight Trip: YES Date of Return: 10/13/2026
Number of Buses needed: 0 Is Handicap bus required? N/A
Has the Transportation Supervisor been contacted? N/A
Is Personal Vehicle being used? Yes
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 0 Teachers 3 Teacher Assists _____
Parents 0-2 Others _____
Destination: Bowling Green, KY
Time of Departure: 2:00 PM Time of Return: 4:30 PM

Purpose of Trip:

Beta leadership students to attend leadership sessions to grow and learn from others.

Field Trip Activities:

Students will attend sessions on leadership and compete against other students from around the United States to try to qualify for Nationals. These competitions are team building, presenting ideas for service projects, and working together to better our leadership.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Cory L Collins Date: 08/13/2026
Supervisor: Michelle Goad Date: 08/13/2026
Director of Schools: Eddie Pruett Date: 08/18/2026

All OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

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Revised 01/2025

Beta Leadership Trip Tentative Schedule 26-27

Junior Daily Agenda

October 11

2:00 PM	Leave SGCMS to go to Bowling Green
5:45 PM	Arrive at Hotel and Check in
6:30 PM	Dinner
8:00 PM	Work on Projects/Homework
9:00 PM	Room Checks

October 12

10:00 AM - 11:00 AM	Registration
10:30 AM	Judges Meeting
11:00 AM - 12:30 PM	Leadership Session 1
1:15 PM - 2:15 PM	Leadership Representative Interviews
1:15 PM - 2:15 PM	Being Better Betas
3:15 PM - 4:15 PM	Collaboration Connection
4:30 PM	Project Proposal
5:30 PM	Dinner
7:00 PM	Homework Time
9:00 PM	Practice for Competitions
10:00 PM	Room Checks

October 13

Time	Activity
8:00 AM - 9:30 AM	Leadership Session 2
8:15 AM - 9:15 AM	Sponsor Meeting
9:45 AM - 10:45 AM	All the World is a Stage
11:30 AM - 12:30 PM	Beta Blitz
12:45 PM	Lunch
4:30 PM	Arrive at SGCMS

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Callie Patton) self-assigned the task at 08/11/2026 15:02:54.
- Primary Person (Callie Patton) submitted changes to the task at 08/12/2026 15:40:17.
- Recipient 1 (Cory Collins) submitted changes to the task at 08/13/2026 08:36:40.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/13/2026 15:04:30.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/18/2026 07:51:51.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/18/2026 09:49:33.
- The Task was completed at 08/18/2026 09:49:33.

Gibson County Special School District

Field Trip Request

School: SGCMS Date of Request: 08/25/2026
Teacher: Catherine Nicole Keener Hilton Class: Unified Champion School
Number of Students Involved: 6 Cost Per Student: 0
Date of Trip: 10/15/2026 Alternate Date: _____
Overnight Trip: YES Date of Return: 10/16/2026
Number of Buses needed: 0 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? N/A
Is Personal Vehicle being used? Yes
Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? N/A
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 0 Teachers 1 Teacher Assists 0
Parents 1 Others _____
Destination: Symrna Bowling Center
Time of Departure: 3:30 pm Time of Return: 6:00 pm

Purpose of Trip:

State Special Olympics Bowling

Field Trip Activities:

State Special Olympics Bowling

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Cory L Collins Date: 08/26/2026
Supervisor: Chasity Reasons Date: 08/26/2026
Director of Schools: Eddie Pruett Date: 08/28/2026

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Received by District Office Administrative Assistant LH

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Assignment History and User Actions

- Employee (Catherine Hilton) self-assigned the task at 08/25/2026 15:58:02.
- Primary Person (Catherine Hilton) submitted changes to the task at 08/25/2026 16:03:04.
- Recipient 1 (Cory Collins) submitted changes to the task at 08/26/2026 08:35:38.
- Recipient 2 (Chasity Reasons) submitted changes to the task at 08/26/2026 08:42:01.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/28/2026 13:34:47.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/31/2026 08:49:39.
- The Task was completed at 08/31/2026 08:49:39.

Gibson County Special School District

Field Trip Request

School: Spring Hill Date of Request: 08/27/2026
Teacher: Jenifer C. Clark Class: Beta 6-8th
Number of Students Involved: 12 Cost Per Student: 24.00
Date of Trip: 11/22/2026 Alternate Date: _____
Overnight Trip: YES Date of Return: 11/24/2026
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? N/A

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 2 Teacher Assists _____
Parents _____ Others _____
Destination: Opry Land Hotel, Nashville
Time of Departure: 6:30am Time of Return: 4:30pm

Purpose of Trip:

6th-8th Beta Convention

Field Trip Activities:

Beta Convention

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Jenifer Clark Date: 08/27/2026
Supervisor: Michelle Goad Date: 08/27/2026
Director of Schools: Eddie Pruett Date: 08/31/2026

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Received by District Office Administrative Assistant LH

Revised 01/2025

LEGENDS
IN THE MAKING

TENNESSEE
JUNIOR

SUNDAY, NOVEMBER 22, 2026

12:00 PM - 12:45 PM	***Check-in:*** Performing Arts Preliminaries - Solo, Duo, Trio - Dancers and Instrumentalist
12:00 PM - 1:30 PM	**Registration**
1:00 PM	Academic Testing
1:00 PM	Performing Arts Preliminaries - Solo, Duo, Trio - Dancers and Instrumentalist
2:00 PM	Engineering
2:00 PM	Speech Preliminaries (Group A) Speech Finals - Monday, Nov. 23, 2026 @ 1:00 PM - Report to Ryman Studios 12)
2:00 PM	Speech Preliminaries (Group B) Speech Finals - Monday, Nov. 23, 2026 @ 1:00 PM - Report to Ryman Studios 12)
2:30 PM - 3:30 PM	State Officer Meeting
3:30 PM - 4:30 PM	Candidate Meeting
4:00 PM	Songfest Preliminaries
5:00 PM - 6:00 PM	**Registration**
5:00 PM - 6:00 PM	Coordinator Meeting
7:00 PM	**FIRST GENERAL SESSION** Campaign Rally
11:00 PM	Curfew begins at 11:00 PM

MONDAY, NOVEMBER 23, 2026

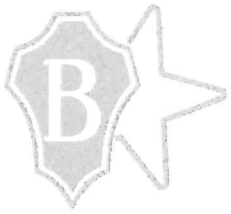
8:00 AM - 9:30 AM	Sponsor Breakfast/Meeting
9:30 AM	Performing Arts Preliminaries - Large Group

MONDAY, NOVEMBER 23, 2026

10:00 AM	Robotics Showcase
10:00 AM - 11:30 AM	***Check-in:*** Visual Arts and Club Trading Pin, Check-in: Accessorized Design, Apparel Design, Scrapbook, Service Learning Showcase, Three Dimensional Design and Two Dimensional Design
10:00 AM - 11:00 AM	Onsite Cake Decorating
10:00 AM - 10:30 AM	Musicology Finals Team Meeting - (Mandatory Team Members and Sponsor/ Representative attend)
10:30 AM	Performing Arts Preliminaries - Small Group
10:30 AM - 12:00 PM	Musicology Finals (Oral Rounds)
11:00 AM - 12:00 PM	New Sponsor Meeting
11:30 AM	Marketing and Communications
12:00 PM - 12:30 PM	***Pick-up:*** Onsite - Cake Decorating (Items left behind are not the responsibility of National Beta)
12:00 PM - 2:00 PM	Junior Convention Statewide Service Project
1:00 PM	Speech Finals
1:30 PM - 2:30 PM	Onsite Art - Drawing and Painting
1:00 PM - 1:45 PM	***Check-in:*** Performing Arts Preliminaries - Solo, Duo, Trio - Variety and Vocalist
2:00 PM	Performing Arts Preliminaries - Solo, Duo, Trio - Variety and Vocalist
2:00 PM - 4:00 PM	Sponsor Hospitality (Club Sponsors Only)
2:30 PM - 4:30 PM	Living Literature - Set-up (2:30 PM - 3:30 PM); Judging (3:30 PM - 4:30 PM); Take Down (Upon Completion of Judging.)
3:30 PM	***Pick-Up:*** Visual Arts and Club Trading Pin, Check-in: Accessorized Design, Apparel Design, Scrapbook, Service Learning Showcase, Three Dimensional Design and Two Dimensional Design (Items left behind are not the responsibility of National Beta)
3:30 PM - 4:00 PM	***Pick-up:*** Onsite Art - Drawing and Painting (Items left behind are not the responsibility of National Beta)
2:00 PM - 2:30 PM	Quiz Bowl Finals Team Meeting - (Mandatory Team Members and Sponsor/ Representative attend)
2:30 PM - 5:00 PM	Quiz Bowl
7:00 PM	**SECOND GENERAL SESSION** Introduction of Candidates Voting 1 hour Performing Arts Finals - Group (Top 3) Awards Presentation - Academic and Individual
11:00 PM	Curfew begins at 11:00 PM

TUESDAY, NOVEMBER 24, 2026

9:00 AM	**THIRD GENERAL SESSION** Installation of New State Officers and State Sponsor Elect Songfest Finals (Top 5) Performing Arts Finals - Solo, Duo, Trio (Top 3) Awards Presentation - Team and Club



Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Jenifer Clark) self-assigned the task at 08/27/2026 11:30:25.
- Primary Person (Jenifer Clark) submitted changes to the task at 08/27/2026 11:37:16.
- Recipient 1 (Jenifer Clark) submitted changes to the task at 08/27/2026 11:42:48.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/27/2026 11:52:07.
- Recipient 3 (Eddie Pruett) rolled back the task to previous owner at 08/28/2026 13:47:00.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/31/2026 09:25:03.
- Recipient 3 (Eddie Pruett) rolled back the task to previous owner at 08/31/2026 09:32:04.
- Recipient 2 (Sonya Goad) rolled back the task to previous owner at 08/31/2026 09:35:48.
- Recipient 1 (Jenifer Clark) submitted changes to the task at 08/31/2026 10:15:11.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/31/2026 11:10:22.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/31/2026 12:41:11.
- Recipient 4 (Laura Ward) submitted changes to the task at 09/01/2026 13:47:37.
- The Task was completed at 09/01/2026 13:47:37.

Gibson County Special School District

Field Trip Request

School: Yorkville Date of Request: 08/27/2026
Teacher: Jenifer C. Clark Class: 6-8th Beta
Number of Students Involved: 13 Cost Per Student: 24.00
Date of Trip: 11/22/2026 Alternate Date: _____
Overnight Trip: YES Date of Return: 11/24/2026
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? N/A

Has the Cafeteria been contacted? Yes
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 2 Teacher Assists _____
Parents _____ Others _____
Destination: Opry Land Hotel, Nashville
Time of Departure: 6:30am Time of Return: 4:30pm

Purpose of Trip:

6th-8th Beta Convention

Field Trip Activities:

6th-8th Beta Convention

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Sharon Sewell Date: 08/27/2026
Supervisor: Michelle Goad Date: 08/27/2026
Director of Schools: Eddie Pruett Date: 08/31/2026

All OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Revised 01/2025

LEGENDS
IN THE MAKING

TENNESSEE
JUNIOR

SUNDAY, NOVEMBER 22, 2026

12:00 PM - 12:45 PM	***Check-in:*** Performing Arts Preliminaries - Solo, Duo, Trio - Dancers and Instrumentalist
12:00 PM - 1:30 PM	**Registration**
1:00 PM	Academic Testing
1:00 PM	Performing Arts Preliminaries - Solo, Duo, Trio - Dancers and Instrumentalist
2:00 PM	Engineering
2:00 PM	Speech Preliminaries (Group A) Speech Finals - Monday, Nov. 23, 2026 @ 1:00 PM - Report to Ryman Studios 12)
2:00 PM	Speech Preliminaries (Group B) Speech Finals - Monday, Nov. 23, 2026 @ 1:00 PM - Report to Ryman Studios 12)
2:30 PM - 3:30 PM	State Officer Meeting
3:30 PM - 4:30 PM	Candidate Meeting
4:00 PM	Songfest Preliminaries
5:00 PM - 6:00 PM	**Registration**
5:00 PM - 6:00 PM	Coordinator Meeting
7:00 PM	**FIRST GENERAL SESSION** Campaign Rally
11:00 PM	Curfew begins at 11:00 PM

MONDAY, NOVEMBER 23, 2026

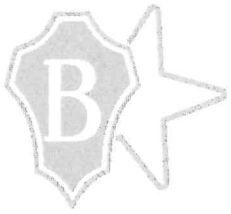
8:00 AM - 9:30 AM	Sponsor Breakfast/Meeting
9:30 AM	Performing Arts Preliminaries - Large Group

MONDAY, NOVEMBER 23, 2026

10:00 AM	Robotics Showcase
10:00 AM - 11:30 AM	***Check-in:*** Visual Arts and Club Trading Pin, Check-in: Accessorized Design, Apparel Design, Scrapbook, Service Learning Showcase, Three Dimensional Design and Two Dimensional Design
10:00 AM - 11:00 AM	Onsite Cake Decorating
10:00 AM - 10:30 AM	Musicology Finals Team Meeting - (Mandatory Team Members and Sponsor/ Representative attend)
10:30 AM	Performing Arts Preliminaries - Small Group
10:30 AM - 12:00 PM	Musicology Finals (Oral Rounds)
11:00 AM - 12:00 PM	New Sponsor Meeting
11:30 AM	Marketing and Communications
12:00 PM - 12:30 PM	***Pick-up:*** Onsite - Cake Decorating (Items left behind are not the responsibility of National Beta)
12:00 PM - 2:00 PM	Junior Convention Statewide Service Project
1:00 PM	Speech Finals
1:30 PM - 2:30 PM	Onsite Art - Drawing and Painting
1:00 PM - 1:45 PM	***Check-in:*** Performing Arts Preliminaries - Solo, Duo, Trio - Variety and Vocalist
2:00 PM	Performing Arts Preliminaries - Solo, Duo, Trio - Variety and Vocalist
2:00 PM - 4:00 PM	Sponsor Hospitality (Club Sponsors Only)
2:30 PM - 4:30 PM	Living Literature - Set-up (2:30 PM - 3:30 PM); Judging (3:30 PM - 4:30 PM); Take Down (Upon Completion of Judging.)
3:30 PM	***Pick-Up:*** Visual Arts and Club Trading Pin, Check-in: Accessorized Design, Apparel Design, Scrapbook, Service Learning Showcase, Three Dimensional Design and Two Dimensional Design (Items left behind are not the responsibility of National Beta)
3:30 PM - 4:00 PM	***Pick-up:*** Onsite Art - Drawing and Painting (Items left behind are not the responsibility of National Beta)
2:00 PM - 2:30 PM	Quiz Bowl Finals Team Meeting - (Mandatory Team Members and Sponsor/ Representative attend)
2:30 PM - 5:00 PM	Quiz Bowl
7:00 PM	**SECOND GENERAL SESSION** Introduction of Candidates Voting 1 hour Performing Arts Finals - Group (Top 3) Awards Presentation - Academic and Individual
11:00 PM	Curfew begins at 11:00 PM

TUESDAY, NOVEMBER 24, 2026

9:00 AM	**THIRD GENERAL SESSION** Installation of New State Officers and State Sponsor Elect Songfest Finals (Top 5) Performing Arts Finals - Solo, Duo, Trio (Top 3) Awards Presentation - Team and Club



Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Jenifer Clark) self-assigned the task at 08/27/2026 11:37:25.
- Primary Person (Jenifer Clark) submitted changes to the task at 08/27/2026 11:40:23.
- Recipient 1 (Sharon Sewell) submitted changes to the task at 08/27/2026 13:19:11.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/27/2026 13:40:32.
- Recipient 3 (Eddie Pruett) rolled back the task to previous owner at 08/28/2026 13:47:39.
- Recipient 2 (Sonya Goad) rolled back the task to previous owner at 08/31/2026 09:36:06.
- Recipient 1 (Sharon Sewell) submitted changes to the task at 08/31/2026 10:21:02.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/31/2026 11:10:35.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/31/2026 12:41:23.
- Recipient 4 (Laura Ward) submitted changes to the task at 09/01/2026 13:47:47.
- The Task was completed at 09/01/2026 13:47:47.

Gibson County Special School District

Field Trip Request

School: Yorkville Date of Request: 08/11/2026
Teacher: Sharon P. Sewell Class: 8th
Number of Students Involved: ~17 Cost Per Student: 0
Date of Trip: 05/10/2027 Alternate Date: 05/11/2027
Overnight Trip: YES Date of Return: 05/11/2027
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? N/A

Has the Cafeteria been contacted? N/A
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 0 Teachers 2 Teacher Assists 2
Parents 0 Others 0
Destination: Nashville, TN
Time of Departure: 6 a.m. Time of Return: 6 p.m.

Purpose of Trip:

Annual 8th Grade Trip for 8th Grade Class.

Field Trip Activities:

See attached tentative itinerary

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Sharon Sewell Date: 08/11/2026
Supervisor: Michelle Goad Date: 08/12/2026
Director of Schools: Eddie Pruett Date: 08/13/2026

All OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Revised 01/2025

2027 Yorkville School

Eighth Grade Trip

Monday, May 10

- 5:00 a.m.-Depart from Yorkville School
- 6:30-Arrive @ **McDonald's-**Exit 143
- 7:00-Depart McDonald's
- 8:30-Arrive @ **Tennessee State Capitol** (estimated time)
- 9:00-**Tour Tennessee State Capitol**
    - You can wear jeans-**NO HOLES IN JEANS-NO EXCEPTIONS**- with a collared shirt. NO t-shirts for this tour. Be sure not to wear sandals due to a lot of walking.
- 10:15-Depart Capitol
- 10:30-**Farmer's Market** for lunch
    - https://www.nashvillefarmersmarket.org/
- 11:20-Depart Farmer's Market
- 11:50-Arrive @ **Grayline Tours**
- 12:00-1:00-**Grayline Open Air Tour**
    - https://graylinetn.com/nashvillecitytour/
- 2:00-**K1 Speed**
    - https://www.k1speed.com/nashville-location/groups-and-parties.html
- 4:00-Meet at bus and Depart to **Embassy Suites Hotel Airport**
- 4:45-Check in Hotel
- 5:00-6:10-Free Time
- 6:10-Depart **Embassy Suites**
- 7:00-Dinner @ **Demos' in Lebanon**
    - https://demosrestaurants.com/
    - **Reservation made**
    - **$40 per person -**
- 8:20-Depart for **Embassy Suites**
- 9:00-10:00-Swim Time or Free Time @ hotel
- 10:20-Everyone **IN THEIR OWN ROOMS**
- 11:30-Lights out!

Tuesday, May 11

- 7:30-Wake up and Breakfast @ the Hotel-paid.
    - Breakfast includes eggs, biscuits, bacon, sausage links, gravy, hashbrowns, fruit, grits, bagels, pastries, juices, coffee, milk. There is also an omelet station where you can order an omelet just like you want!

- 9:00-Depart **Embassy Suites**
- 9:30-Arrive **Country Music Hall of Fame**
- 9:45-11:45-Tour **Country Music Hall of Fame**
- 12:15-Depart for **Opry Mills Mall**
- 12:30-**Opry Mills Mall** to shop, game and eat lunch.
- 3:00-Depart **Opry Mills Mall** for home.
    - Rest stop along the way for restroom. Each student will receive $6 for a snack on the way home.
- 6:00-Arrive @ Yorkville School

  Eighth Grade Trip Rules
    - If food and drink are allowed on the bus, you must clean up all trash-no exceptions. No trash is allowed on the bus seats or floors. NO CAN DRINKS ALLOWED ON THE BUS-ONLY DRINKS WITH A SCREW TOP. PLEASE DO NOT BRING YOUR PERSONAL WATER BOTTLES (SWIG, YETI, ETC…)
    - You may bring your electronics with your own chargers. You are responsible for each of these items and if they are lost, broken, or stolen, it is not the responsibility of GCSSD to repair or replace them.
    - Phones may be taken into the **Tennessee State Capitol**, but they are NOT to be out unless taking a picture during the tour. **DO NOT use your phone unless taking a picture with NO FLASH.**
    - Phones can be used at all other places.
    - Money-all your meals, admission fees and hotel are paid for through your fundraising! You will need money for snacks and any souvenirs you want to buy as well as shopping at the mall. You will have the opportunity to purchase souvenirs at some places.

Version Creation Date: 09/24/2025 13:46:05

Assignment History and User Actions

- Employee (Sharon Sewell) self-assigned the task at 08/11/2026 13:08:07.
- Primary Person (Sharon Sewell) submitted changes to the task at 08/11/2026 13:10:43.
- Recipient 1 (Sharon Sewell) submitted changes to the task at 08/11/2026 13:11:45.
- Recipient 2 (Sonya Goad) submitted changes to the task at 08/12/2026 09:08:34.
- Recipient 3 (Eddie Pruett) submitted changes to the task at 08/13/2026 10:07:23.
- Recipient 4 (Laura Ward) submitted changes to the task at 08/17/2026 15:05:04.
- The Task was completed at 08/17/2026 15:05:04.

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in September~~Review: Annually, in July	**Agendas**	1.403	~~06/13/96~~
		Rescinds:	Issued:

The executive committee of the Board ~~of Trustees~~ shall be responsible for developing an agenda for each board meeting. Any board member may place items on the agenda for discussion. The particular order may vary from meeting to meeting in keeping with the business at hand.

For a regular board meeting, ~~the~~ a draft agenda (which shall include the consent agenda), together with supporting materials, shall be distributed to board members at least five (5) days prior to the scheduled date of the meeting. The draft agenda shall be available for public inspection and/or distribution on the school district website when it is distributed to the board members. The final agenda, together with supporting materials, shall be published on the school district website no later than forty-eight (48) hours prior to the regular board meeting.

At the beginning of each meeting, the Board shall, by a majority vote, approve the agenda for the meeting, which may involve the addition ~~to~~ or deletion of items previously included on the agenda. The Board, however, shall not revise board policies or adopt new ones~~,~~ unless such action has been scheduled.

Staff members or citizens of the district may suggest items for the agenda.

For items to be considered on the agenda, they must be received in the Director of Schools' office ten (10) days prior to the scheduled date of the meeting. The person(s) requesting an item on the agenda shall forward any background information to the Director of Schools' office so that the material will be included in the delivery to the board members prior to the meeting.

CONSENT AGENDA

While developing the agenda, the Chair and Director of Schools shall identify routine or noncontroversial items to be placed on the consent agenda, which shall become a part of the regular agenda. If any member objects to including an item on the consent agenda, that item shall be moved to the regular agenda as an action item requiring discussion. The remaining consent items shall be adopted in a single vote without discussion.

TIMED AGENDA

The executive committee shall assign ~~to each item~~ a ~~certain~~ sufficient amount of time ~~determined to be sufficient~~ for ~~disposing of~~ each item on the agenda.

ANNUAL AGENDA

At the beginning of each fiscal year, the Board shall adopt an annual planning calendar, stating month-by-month actions required by law and those required to carry out the Board's annual goals. ~~and~~

~~objectives and the State Board of Education's performance standards.~~ In addition, the annual agenda shall designate dates to review designated sections of the board policy manual and to evaluate progress of programs for student achievement.

Legal References	Cross References
1. Public Acts of 2026, Chapter No. 699	Duties of Officers 1.201 Executive Committee 1.301 Appearances Before the Board 1.404

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in July~~ Review: Annually, in July	Click here to enter the policy title. Appeals to and Appearances Before the Board	1.404	10/16/25
		Rescinds: 1.404	Issued: 06/13/96

APPEALS TO THE BOARD

Any matter relating to the operation of the school system may be appealed to the Board. However, the parties shall attempt to settle all matters at the lowest level of responsibility, and the Board shall not hear complaints or concerns which have not advanced through the proper administrative procedure. ~~.~~ If all steps of the administrative procedure have been pursued and there is still a desire to appeal to the Board, the matter shall be referred in writing to the office of the Director of Schools, and the Board shall determine whether to hear the appeal.

APPEARING BEFORE THE BOARD

Individuals speaking to the Board shall address remarks to the Chair and may direct questions to individual board members or staff members only upon approval of the Chair. Each person speaking shall state his/her name and subject of presentation. The Chair shall have the authority to terminate the remarks of any individual who violates state law or does not adhere to board rules.[1]

Public Comment Period[2]

There shall be a public comment period for each meeting with actionable items on the agenda, with the exception of teacher disciplinary hearings. If an individual wishes to address the Board, he/she shall sign up on the form provided before four o'clock on the ~~beginning~~ day of the board meeting to request time to speak. Each speaker shall be given no more than three minutes. Comments shall be limited to topics listed on the agenda and matters that are germane to the school board's jurisdiction. Delegations shall select only one (1) individual to speak on their behalf unless otherwise determined by the Board.

Adding an Item to the Agenda

Individuals desiring to appear before the Board shall submit a written request with descriptive materials to the office of the Director of Schools ten days before the meeting. If the request is approved by the executive committee, the item will be placed on the agenda. Individuals placed on the agenda will be recognized at the beginning of the meeting and given time to speak when their item is addressed on the agenda. All requests submitted will be included in the board packet.

Legal References

1. TCA 39-17-306
2. ~~TCA 8-44-112; Public Acts of 2026, Chapter No. 620~~
2.

Cross References

School Board Meetings 1.400
Public Hearings 1.401
Agendas 1.403
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Student Concerns 6.305

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in August	**Charter School Renewal**	**1.905**	~~**07/10/25**~~
		Rescinds: ~~**1.905**~~	Issued: ~~**10/12/23**~~

ANNUAL NOTICE[1]

The Director of Schools/designee shall annually notify the charter school of whether the charter school is "on-track" or "off-track" for renewal. The status of each charter school shall be published in the annual authorizing report.

INTERIM REVIEW

The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year of a charter term in accordance with guidelines developed by the State Board of Education. As part of this process, the charter school shall submit a report on the progress of the school in achieving the goals and objectives set forth in the charter agreement.~~1~~[2]

CUMULATIVE PERFORMANCE REPORT

Three (3) months prior to the date on which a charter school is required to submit a renewal application, the Director of Schools/designee shall submit a performance report to the charter school that summarizes the school's performance record over the charter term and states the summative findings concerning the school's performance and prospects for renewal.~~2~~[3]

APPLICATION AND EVALUATION

No later than April 1st of the year prior to the year in which the charter school agreement expires, the governing body of a charter school shall submit a renewal application to the Board.~~3~~[4] The Director of Schools/designee shall report each renewal application received to the Tennessee Public Charter School Commission ("the Commission") within ten (10) days of receipt.~~3~~[4]

The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school that submits a charter school renewal application.

The Board will make renewal decisions by February 1st in the year the charter school agreement expires.

RENEWAL ~~CRITERIA~~[4] CRITERIA[5]

The Board shall define and communicate with schools the criteria for renewal that is consistent with the charter agreement. The Board shall make its renewal decision based on the renewal application, annual authorizer reports, and renewal performance report.

Within ten (10) days of the Board voting by resolution on a renewal application, the Director of Schools/designee shall promptly notify a school of its renewal recommendation and decision, including the reasons for the decision and any rights to an appeal. The Director of Schools/designee shall promptly communicate renewal decisions to the school community and public as well as the Department of Education and the Commission.

High-Performing Charters

High-performing charter school renewal applications shall be automatically approved for renewal. A charter school will be deemed high-performing if it:[1]

1. Has met or exceeded standards on at least seventy-five percent (75%) of the indicators in each section of the school performance framework in each of the three (3) immediately preceding school years;

2. Has attained a school composite level of "above expectations" or "significantly above expectations" as represented by the Tennessee Value-Added Assessment System (TVAAS) in each of the three (3) immediately preceding school years; and

3. Has had no significant audit findings during the term of the current charter agreement.

Within ten (10) days of the Board approving a high-performing charter school for renewal, the Director of Schools/designee shall report the approval to the Department of Education and the Commission.

Legal References

~~1. TCA 49-13-121(k); Public Acts of 2025, Chapter No. 275~~
1. Public Acts of 2026, Chapter No. 1012
2. TCA 49-13-121(k)
~~2.~~3. State Board of Education Policy 6.111
~~3. TCA 49-13-121(a); Public Acts of 2025, Chapter No. 275~~
4.
4.5. TCA 49-13-121; ~~State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275~~State Board of Education Policy 6.111

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in January~~Review: Annually, in September	**Fiscal Management Goals**	**2.100**	~~05/13/02~~
		Rescinds: ~~2.100~~	Issued: ~~06/13/96~~

~~*General*~~

The Board ~~of Trustees~~ shall practice sound fiscal management ~~procedures~~ which ~~guarantee~~ guarantees 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~~ shall achieve the following goals:

~~To engage~~

~~1.~~ 1.Engage in advance planning~~,~~ with ~~broad-based staff and~~ the Director of Schools that incorporates community ~~involvement;~~ feedback;

~~2.~~ ~~To establish~~ 2. Establish levels of funding which will provide quality education for the ~~system's~~ district's students; and

~~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~~ 3.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

~~1.~~ ~~TCA 49-3-314 (C)(1); *Tennessee Internal School Uniform Accounting Policy Manual*;~~ ~~Section 4-19~~School District Goals 1.700

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Annual Operating Budget**	**2.200**	~~**10/13/16**~~
		Rescinds: ~~**2.200**~~	Issued: ~~**06/13/96**~~

General

All school ~~system~~ district budgets are the operational plans stated in financial terms ~~which describe the programs to be conducted during~~ for the fiscal year beginning July ~~1~~ 1st ending June ~~30~~ 30th the following year. The Director of Schools is tasked with ensuring that the budget documents are presented in a clear and understandable manner. This may include providing narrative and visual tools that assist the public in understanding why the funds are needed and how they will be used.[2]

Central Office

BUDGET 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~~ shall be balanced, consistent with board policy and contract conditions, ~~to~~ and include provisions for:

1. Programs to meet the needs of the entire student body;

2. Staffing arrangements adequate for proposed programs;

3. Maintenance of the district's equipment and facilities; ~~and~~

4. Efficiency and economy~~.~~;[1] and

5. An unrestricted fund balance of 25%, at least three (3) months of budgeted operating revenues of expenditures].

Budget preparation shall be the responsibility of the ~~director~~ Director of ~~schools~~ Schools. The ~~director~~ Director of ~~schools~~ 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~~ Director of ~~schools~~ Schools and the ~~chairman of the board~~ Board Chair shall develop a budget preparation calendar no later than January ~~1 of the current school year.~~[2] 1st.[3] 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~~ Budget documents, including the proposed budget ~~will be~~, financial reports, and spending details shall be posted online and made available for inspection by various interested citizens or groups in the office of the ~~director~~ Director of ~~schools.~~ Schools.

Public feedback shall be gathered by the week prior to the scheduled budget work session in June

ADOPTION PROCEDURE

The ~~director~~ Director of ~~schools~~ Schools shall file with the Commissioner of Education a copy of the budget within ten (10) days after its adoption.[34] 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.[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

~~1.~~2. An expenditure report for the immediately preceding school year.[6]

Legal References

~~1. *Tennessee Internal School Uniform Accounting Policy Manual*; Section 4-19~~
~~2. *See* TCA 49-2-203(a)(10)~~
~~1. TCA 49-2-301(b)(1)(Z); TRR/MS 0520-1-2-.13(2)(a)~~*Internal School Funds Manual*, Section 4-35
2. Tenn. Comptroller of the Treasury, *Fiscal Health Principles for Tenn. School Districts and Local Governments* (2026)
3. TCA 49-2-203(a)(9)
4. TCA 49-2-301(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)
5. Public Acts of 2026, Chapter No, 1012
6. Public Acts of 2026, Chapter No. 1007

~~3.~~

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Family Life Education**	**4.213**	~~09/12/24~~Click here to enter a date.
		Rescinds: ~~4.213~~	Issued: ~~11/09/21~~

General

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

A parent/guardian who chooses not to have a student participate in the family life education program shall submit such request in writing to the principal. A student who is excused from the program shall be assigned alternative health activities and shall not be penalized academically.

FAMILY LIFE INSTRUCTION

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

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

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

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

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

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

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

7. Provide instruction on the prevention of dating violence;

8. Encourage communication between parent(s)/guardian(s) and students;

9. Address the legal aspects of sexual activity with emphasis on the rights of the student; and

10. Include the presentation of a high-quality, computer-generated animation or high-definition ultrasound of a least three (3) minutes in duration that shows the development of the brain, heart, and other vital organs in early fetal development per state academic standards.[3]

Instruction in topics related to sexual activity are not age-appropriate for students in grades kindergarten through five (K-5) and shall not be taught as part of the family life curriculum. This does not prohibit instruction on detection, intervention, prevention, and treatment of child sexual abuse ~~and human trafficking of children.~~[4].[4]

The family life education program shall be reviewed annually to ensure that the prohibited items of instruction, as provided for in state law,[5] are not included in the curriculum.

TRAINING ON INSTRUCTION

Personnel providing family life instruction shall receive training prior to presenting such instruction. Personnel shall conduct such instruction with maturity and discretion.

CHILD TRAFFICKING PREVENTION EDUCATION

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

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

REPORTING[2]

At the beginning of each school year, the Director of Schools shall provide the contact information to the Department of Children's Services of each employee or trained professional providing instruction on family life curriculum related to child sex abuse, ~~human~~ child trafficking, and internet crimes. The 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~~
2. TCA 49-6-1304(a); TCA 49-6-1601(g)(2)
3. TCA 49-6-1304(c)

4. TCA 49-6-1304(d)
5. TCA 49-6-1304(b)
6. Public Acts of 2026, Chapter No. 744

Gibson County Board of Education

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

General[1]

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

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

The Director of Schools shall provide guidance to staff on appropriate use of technology for these grades. The Technology Coordinator shall create a process for ensuring that digital instruction complies with this framework and state law.

SOCIAL MEDIA USE

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

COMMUNICATION WITH PARENTS/GUARDIANS

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

Legal References	Cross References
1. Public Acts of 2026, Chapter No. 808	Use of the Internet 4.406

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Interscholastic Athletics**	**4.301**	~~07/10/25~~Click here to enter a date.
		Rescinds: ~~4.301~~	Issued: ~~09/12/24~~

General

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]~~[3] 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 principal's office. The principal/designee shall 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]

INSURANCE & PHYSICAL EXAMINATIONS

In the event that the school's insurance provider does not extend coverage to an athlete, the athlete shall provide proof of independently secured catastrophic coverage and liability coverage, with the school district as a named insured, of not less than the limits set forth in state law.[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 shall complete an annual physical examination.[6] The parent(s)/guardian(s) 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.

SCHEDULING CONFLICTS

No principal or teacher 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 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/guardian shall notify the coach in writing three (3) full school days prior to the event.[8]

SEVERE WEATHER[4]

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.

PROHIBITION AGAINST HAZING

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

HOME SCHOOL STUDENT PARTICIPATION[10]

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 PARTICIPATION[11]

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.

PRIVATE SCHOOL STUDENT PARTICIPATION[12]

While students from private schools are permitted to try out for interscholastic athletics teams, this does not guarantee that they will make the team. As with all students, those from other schools shall only be admitted to the team subject to the independent decision of the coach or other relevant school official.

~~*Public Schools with TSSAA or TMSSAA Membership*~~

Private school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines subject to the following conditions. These students must:

- Attend a private school that is not a member with TSSAA or TMSAA and serves fewer than two-hundred (200) students in grades six through eight (6-8) or fewer than two hundred students in grades nine through twelve (9-12);
- Satisfy the eligibility requirements established by TSSAA or TMSAA; and
- Reside within the geographic boundaries of the district.

These students shall be permitted to participate in athletic programs not offered by the private school, but only in the middle or high school that they are zoned to attend.

~~*Public Schools without TSSAA or TMSSAA Membership*~~

~~If a school is not a member with these organizations and offers its students the opportunity to participate in interscholastic athletic competition, private 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. Public Acts of 2026, Chapter No. 938
~~2.~~3. TCA 49-6-310(a)
~~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)
9. TCA 49-2-120
10. ~~Public Acts of 2024, Chapter No. 639~~TCA 49-6-3050(e)(1)(B)
11. TCA 49-16-216
~~10.~~12. Public Acts of 2026, Chapter No. 893

Cross References

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

Gibson County School District

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in December~~Review: Annually, in November	**Grading System**	**4.600**	~~09~~/12/24
		Rescinds: ~~4~~.600	Issued: ~~10~~/13/22

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 ~~according to state rules and regulations~~.[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 parent(s)/guardian(s).

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

~~GRADING SYSTEM~~[2]

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.

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

GRADES NINE - TWELVE GRADING SCALE AND LOTTERY SCHOLARSHIPS[2]

A.....90 - 100
B .....80 - 89
C .....70 - 79
D.....60 - 69
F .....Below 60[1]

Semester grades for grades 9-12 will be determined by counting each 9 weeks grade and the final exam. TNReady End of Course exams will count as the final exam in courses that have these exams. Courses

with End of Course exams will continue to learn new material after the TNReady assessment and will take a chapter/unit test on the assigned Final exam day and time.

The course weighting for all semester long courses will be:
First 9 weeks -42%
Second 9 weeks-43%
Final Exam -15%

The course weighting for all 9 weeks (quarter classes) will be:
9 weeks-85%
Final Exam -15%
For grades 3-8:
Semester one -42 %
Semester Two -43%
TN Ready -15%

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). ~~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 FAFSA is available at the guidance office or on-line at www.fafsa.ed.gov. The priority date for FAFSA completion is May 1.

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

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

~~**LOTTERY SCHOLARSHIPS**[4]freshmen with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT score, etc.)~~

GRADING SECOND - EIGHTH GRADES

Subject-area grades shall be expressed by the ~~The FAFSA is available at the guidance office or online. Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit applications in a timely manner.~~
letters “A”, “B”, “C”, “D”, and “F”, with corresponding numerical values.

A.....90 - 100
B .....80 - 89
C .....70 - 79
D.....60 - 69
F .....Below 60[1]

Conduct shall be marked as follows:

E .....Excellent
S .....Satisfactory
U.....Unsatisfactory

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

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.

Progress in grades K-2 will be reported through a checklist issued each nine (9) weeks.

Semester grades for grades 3-8 will be determined by an average of the two nine (9) weeks grades. Final year grades will be determined by an average of the two (2) semesters, in addition to the Tennessee Comprehensive Assessment Program counting fifteen (15) percent.

Student grades are available for parents through parent portal at any time. Interim grades will be available once every 4 ½ weeks during the school year for grades three - twelve for parents who request a printed report.

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[3]

Each school year, prior to scheduling courses for the following school year, schools teaching students in grades 8-11 shall conduct a lottery scholarship day for students and their parents.[5]

Legal References

1. TCA 49-2-203(b)(16); TCA 49-2-301(b)(1)(H)~~;~~ ~~Public Acts of 2026, Chapter No. 901~~
2. TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407
~~3. TCA 49-6-407(c)(2)~~
~~4. TCA 49-4-904, 905, 907~~
~~5.~~3. 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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Promotion and Retention**	**4.603**	Click here to enter a date.**02/13/25**
		Rescinds: **-4.603**	Issued: **-09/12/24**

General

All promotion and retention decisions shall be made on a case-by-case basis and comply with state and federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if applicable.[1]

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:[2]

1. Ability to perform at the current grade level;
2. Results of local assessments, screening, or monitoring tools;
3. State assessments, as applicable;
4. Home Literacy Reports;[3]
5. Overall academic achievement of the student;
6. Likelihood of success with more difficult material if promoted to the next grade;
7. Attendance record; and
8. The student's 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; or
2. Additional information acquired after results of local assessment, screening, or monitoring are released~~;~~.

VOLUNTARY RETENTION[5]

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.

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 PLANS[6]

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]

RETENTION[7]

A student may be retained when such retention is in the best interests of the student or when retention is required per additional requirements for students in third and fourth grade.

Decision of Retention – General[9]

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

1. Adjustment to the current instructional strategies or materials;

2. Additional instructional time;

3. Individual tutoring;

4. Modification to the student's classroom assignment to ensure the student receives instruction from a teacher with a level of overall effectiveness of above expectations (level 4) or significantly above expectations (level 5); or

5. Attendance or truancy interventions.

A student shall not be retained more than once in any grade. The progress of students who are retained shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the school year in which the student is retained. The Director of Schools shall develop procedures to ensure appropriate recordkeeping of students who are retained.

Decision of Retention – Third Grade[10]

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

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

1. A student in third grade receiving a performance level rating of "approaching" 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;
    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;
    e. The student receives tutoring for the entirety of the next school year in accordance with state law; or
    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; or

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 Grade[10]

Students in the following categories may be promoted to fifth grade if they demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test:

1. A student who was promoted to fourth grade due to receiving tutoring for the entirety of the fourth-grade 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.

Decision of Retention – Students with Disabilities[12] ~~*Disabilities*~~[11]

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[8,13] ~~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 a committee appointed by the principal within five (5) 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 committee. The committee shall conduct a hearing within five (5) days to determine if the student will be promoted and issue such a decision within three (3) 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). The notification shall advise parent(s)/guardian(s) of their right to appeal such action within five (5) days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A decision shall be issued within three (3) days.

Within five (5) business days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

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 in accordance with state law.[7] ~~13~~

CARNEGIE UNIT REQUIRED FOR GRADES 9-12

In order to be promoted to the next grade, students must complete and /or accrue the prescribed number of credits (Carnegie units) per grade level designated by the Board of Education and the State of Tennessee.

5 credits (Carnegie units) or more at the end of the 9th grade
11 credits (Carnegie units) or more at the end of the 10th grade
16 credits (Carnegie units) or more at the end of the 11th grade
24 credits (Carnegie units) or more at the end of the 12th grade

Credits (Carnegie units) include the passing of required courses as set forth by the Board and the State of Tennessee.

Students must complete 24 credits before being eligible to graduate from Gibson County High and South Gibson County High School.

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. TCA 49-6-314; TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)
7. TRR/MS 0520-01-03-.16(7)(f)
8. TRR/MS 0520-01-03-.16(7)(e)
9. TRR/MS 0520-01-03-.16(7)(g)
10. TRR/MS 0520-01-03-.16(8)
11. Public Acts of 2026, Chapter No. 1030
12. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq*.; TRR/MS 0520-01-03-.16(7)(e); TCA 49-6-3115(a)(3)
13. TRR/MS 0520-01-03-.16(3); TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)

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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Graduation Requirements**	**4.605**	~~**11/09/21**~~Click here to enter a date.
		Rescinds: ~~**4.605**~~	Issued: ~~**09/12/19**~~

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 twenty-two (22) units of credit;

2. Take the required end-of-course exams;

3. Have satisfactory records of attendance and conduct;

4. Take the ACT or SAT prior to graduation;[2] and

5. Pass a United States civics test.[3]

If a middle school student successfully completes any of the State Board-required high school credits, as evidence by a passing grade in the course prior to grade nine (9), the student shall receive graduation credit for that coursework.[4]

SPECIAL EDUCATION ~~STUDENTS~~[4] STUDENTS[5]

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

Students who have received the below diplomas shall continue to make progress towards a regular high school diploma until the end of the school year in which they turn twenty-two (22) years old.

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][6]

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][5]

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.

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

Alternate Academic Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an alternate academic diploma if the student has:[4][5]

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

STUDENT LOAD

All full-time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal this requirement to the Director of Schools and then to the Board.[6][7]

EARLY ~~GRADUATION~~[7] GRADUATION[8]

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

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

1. Earn the required seventeen (17) credits;

2. Achieve a benchmark score for each required end-of-course exam;

3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;

4. Meet the minimum ACT, SAT, or ~~SAT~~ Classic Learning Test (CLT) benchmark score;

5. Obtain a qualifying benchmark score on a world language proficiency assessment; and

6. Complete at least two (2) types of the following courses:

    a. AP;
    b. IB;
    c. Dual enrollment; or
    d. Dual credit.

The Director of Schools shall develop administrative procedures to ensure that the early graduation program is conducted in accordance with state law~~.~~, including reporting the total number of requests to 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~~
1. ~~TCA 49-6-8103; State Board of Education Policy 2.103; Public Acts of 2021, Chapter No. 493~~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. State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.06; State Board of Education Policy 2.103
6. TCA 49-6-6005; State Board of Education Policy 2.103
7. TRR/MS 0520-01-03-.06(19)
8. TCA 49-6-8103; State Board of Education Policy 2.103; Public Acts of 2026, Chapter No. 912
~~7.~~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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Application and Employment**	**5.106**	~~08/10/23~~
		Rescinds: ~~5.106~~	Issued: ~~11/09/21~~

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, or on a similar registry in another jurisdiction, 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 has not had their information verified using E-Verify;[10]

~~6.~~7. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
~~7.~~8. Who does not receive a satisfactory background check.~~10~~11

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~~, or on a similar registry in another jurisdiction~~ 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 has not ~~complied with the Immigration Reform and Control Act of 1986;~~[11] had their information verified using E-Verify;[10]
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~~11

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~~13 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); Public Acts of 2023, Chapter No. 222~~
~~8. TCA 49-5-404~~
~~9. TCA 49-5-405~~
~~10. TCA 49-5-413(a), (f)~~
~~11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*~~
1. ~~TCA 49-5-406(b)~~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. Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*; Public Acts of 2026, Chapter No. 772
11. TCA 49-5-413(a), (f)
12. TCA 49-5-406(b)

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

Gibson County Board of Education

Monitoring: **Review: Annually, in January**	Descriptor Term: **Separation Practices for Tenured Teachers**	Descriptor Code: **5.200**	Issued Date: ~~**11/08/22**~~
		Rescinds: ~~**5.200**~~	Issued: ~~**11/09/21**~~

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a teacher with pay~~.~~ if there is a pending investigation. If vindicated or reinstated, the teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2,3]

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

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

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[4]

When a tenured teacher is charged with offenses that may justify dismissal or a suspension greater than three (3) days, the charges shall be made in writing, specifically stating the offenses that 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 dismissal or a suspension greater than three (3) 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 Board shall maintain a list of qualified individuals who have indicated a willingness to act as impartial hearing officers as defined under Tennessee law.

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 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) working 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 overturned. In no event should such argument last more than fifteen (15) minutes unless the Board votes 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 of Schools 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; or

2. The release by the Board of the teacher from the contract that 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 license. 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 license for no less than thirty (30) days and no more than three hundred sixty-five (365) days.~~[8]

RETIREMENT

Retirement is a termination of services under conditions that will allow the teacher to draw benefits from retirement plans and/or Social Security benefits. Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher 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—513~~
~~5. TCA 49-5-508(a)~~
~~6. TCA 49-5-508(c)~~
~~7. TCA 49-5-706~~
~~8. TCA 49-5-411(b)~~
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); TCA 49-5-411(b); Public Acts of 2026, Chapter No. 898
6. TCA 49-5-508(c)
7. TCA 49-5-706

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Non-Tenured Teachers**	**5.201**	~~**11/08/22**~~
		Rescinds: ~~**5.201**~~	Issued: ~~**11/09/21**~~

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay~~.~~ if there is a pending investigation. If vindicated or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2]

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

Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[2]

The Director of Schools may dismiss or suspend for more than three (3) days any non-tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing before an impartial hearing officer.

The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will hear the case, and the teacher 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 teacher within ten (10) working days following the close of the hearing. The teacher may appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written decision to the teacher. Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty (20) working days of receipt of notice, the Director of Schools shall prepare a copy of the proceedings, including all transcripts and evidence, documentary or otherwise, and provide a copy to the Board.

The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in the same manner as the non-tenured teacher.

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.

Within twenty (20) working 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 district 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, 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; or

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 license. 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 license for no less than thirty (30) days and no more than three hundred sixty-five (365) days.~~[8]

RETIREMENT

Retirement is a termination of services under conditions which will allow the teacher to draw benefits from retirement plans and/or Social Security benefits.

Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher 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 guidelines outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal guidelines 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. Public Acts of 2022, Chapter No, 678~~
~~5. TCA 49-5-508~~
~~6. TCA 49-5-411(a)~~
~~7. TCA 49-5-706~~
~~8. TCA 49-5-411(b)~~
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)
5. TCA 49-5-508; TCA 49-5-411(b); Public Acts of 2026, Chapter No. 898
6. TCA 49-5-411(a)
7. TCA 49-5-706

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Gibson County Board of Education

Monitoring: **Review: Annually, in January**	Descriptor Term: **Sick Leave**	Descriptor Code: **5.302**	Issued Date: ~~**03/11/25**~~
		Rescinds: ~~**5.302**~~	Issued: ~~**08/10/23**~~

PROFESSIONAL PERSONNEL

Professional personnel shall earn ~~one (1) day of~~ sick leave ~~for each month employed during the school year,~~ 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.

Documentation from a physician may be required in support of any claim for sick leave pay.

The principal shall notify the Director of Schools' office at once if an employee is sick beyond the limit of his/her sick leave accumulation.

Permanent, cumulative sick leave records for each active professional employee shall be kept in the Director of Schools' office.

Full-time employees required by law to hold a valid license ~~A teacher~~, upon employment, may transfer his/her accumulated sick leave from another Tennessee school district, provided that the Director of Schools of the district in which the accumulated leave was held provides notarized verification.[3]

SUPPORT PERSONNEL

Support personnel shall earn one (1) day of sick leave for each month an employee is employed ~~during the school year, and these days shall accumulate for an unlimited number of days.~~ .

~~At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be forfeited.~~

The immediate supervisor may require documentation from a physician stating the reason for absence.

SICK LEAVE BANK

The purpose of the sick leave bank is to provide sick leave to all employees[4] who have suffered an unplanned personal illness, injury, disability, or quarantine and whose personal sick leave is exhausted.

To form a sick leave bank, a minimum of twenty (20) employees from the school district shall petition the Board for permission to establish a sick leave bank.[5] Upon approval, sick leave bank trustees shall be appointed and shall operate as the governing body of the sick leave bank and shall enact rules and regulations consistent with state law.[6] Employees wishing to participate shall initially give a maximum of three (3) days of sick leave. These days are to be deducted from the employee's personal accumulation and donated to the sick leave bank. Donations of sick leave to the bank are nonrefundable and nontransferable.[7]

At any time the number of days in the sick leave bank is less than twenty (20), or one (1) per employee if there are more than twenty (20) members, or at any time deemed advisable, the trustees shall assess each member one (1) or more days of accumulated sick leave. If an employee has no accumulated sick leave at the time of assessment, the first earned days shall be donated as they are accrued by the employee.[7]

An employee who is a member of the sick leave bank may request an allotment of days (for the employee's personal illness or on account of an illness of his/her minor child) in the manner designated by the trustees. The need for these days shall be verified by a statement from a physician.[8]

By written notice to the trustees, an employee may withdraw from bank participation on June 30th of any year.[9] Membership withdrawal results in forfeiture of all days contributed.

The sick leave bank shall be operated in accordance with state law.[10]

Legal References

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)
4. TCA 49-5-811
5. TCA 49-5-803
6. TCA 49-5-804; TCA 49-5-805
7. TCA 49-5-807
8. TCA 49-5-808(j), (m)
9. TCA 49-5-806(d)
10. TCA 49-5-801 *et seq.*

Cross References

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

~~Legal References~~

1. ~~TCA 49-5-710(a)(1)~~
2. ~~TRR/MS 0520-01-02-.04(2)~~
3. ~~TCA 49-5-710(a)(5)~~
4. ~~TCA 49-5-811~~
5. ~~TCA 49-5-803~~
6. ~~TCA 49-5-804; TCA 49-5-805~~
7. ~~TCA 49-5-807~~
8. ~~TCA 49-5-808(j), (m)~~
9. ~~TCA 49-5-806(d)~~
10. ~~TCA 49-5-801 *et seq.*~~

~~Cross References~~

~~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~~

1

Gibson County Board of Education

Monitoring: **Review: Annually, in January**	Descriptor Term: **Personal and Professional Leave**	Descriptor Code: **5.303**	Issued Date: ~~**11/09/21**~~
		Rescinds: ~~**5.303**~~	Issued: ~~**08/14/14**~~

Professional employees shall earn personal and professional leave at the rate of ~~one (1) day~~ two (2) days for each half-year employed for a total of ~~two (2~~ four (4) days per year. 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]

Classified employees shall earn personal leave at the rate of two (2) days for each half year employed for a total of four (4) days per year. Any personal and professional leave remaining unused at the end of a year shall be credited to sick leave.

PERSONAL LEAVE

Subject to the following conditions, personal leave may be taken at the discretion of the employee:

1. Except in an emergency, each employee shall give the principal at least five (5) days' 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

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]

~~In addition, certificated employees shall be granted leave to serve on any board or commission of the state when appointment is made by the Governor of General Assembly. Such leave shall not be counted against any other accumulated leave credits. The employee shall notify the principal at least five (5) days prior to leave being taken.[2]~~

~~Classified employees shall earn personal leave at the rate of one (1) day for each half year employed for a total of two (2) days per year. Any personal leave remaining unused at the end of a year shall be credited to sick leave.~~

Legal References

~~1. TCA 49-5-711(a); TRR/MS 0520-01-02-.04(3)~~
~~2. TCA 49-5-711(b)~~
~~3. TCA 49-5-711(c)(1)~~
1. ~~TCA 49-5-205~~TCA 49-5-711(a); Public Acts of 2026, Chapter No. 1022; TRR/MS 0520-01-02-.04(3)
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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Staff Rights & Responsibilities**	**5.600**	~~**08/10/23**~~
		Rescinds: ~~**5.600**~~	Issued: ~~**07/12/18**~~

In fulfilling any rights and responsibilities, employees shall give proper consideration to the educational welfare of students and ensure that no conflict exists with their duties.

Each staff member has the right to a work environment free from sexual, racial, ethnic, and religious discrimination/harassment.[1]

Educators have the right to:[2]

1. Be treated with civility and respect ~~as well as having his/her professional judgment and discretion respected;~~;
2. Have their professional judgment and discretion respected;
3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or appropriate agencies;
4. Provide students with a safe environment;
5. Defend themselves and their students from physical violence or harm;[3]
6. Share information regarding a student's educational experience, health, or safety with the student's parent(s)/guardian(s) unless otherwise prohibited;[4]
7. Review all instructional material or curriculum before being utilized by students;
8. Not be required to use his/her personal money to appropriately equip a classroom;
9. Report students who commit offenses of assault and battery or vandalism on school property endangering the life, health, or safety of others pursuant to state law;[5] and
10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to a physical assault or other violent criminal act committed during the course of employment.[6]

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by the laws of the state, the policies of the Board, and the procedures designed to implement them;
2. To adhere to the Teacher Code of Ethics, to the extent applicable;[7]

3. Refrain from any sexually related behavior with students, including students who have graduated or withdrawn in the immediately preceding twelve (12) months;[8]

~~3.~~4. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know;

~~4.~~5. Be courteous and helpful in interacting and responding to parent(s)/guardian(s), visitors, and members of the public;

~~5.~~6. Keep all records and prepare and submit promptly all reports that may be required by state law, State Board of Education rules and regulations, board policy, and administrative procedures; and

~~6.~~7. Wear appropriate dress for work according to local school rules.

Legal References

~~1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004~~
~~2. TCA 49-5-209; Public Acts of 2023, Chapter No. 153~~
~~3. TCA 49-6-2802~~
~~4. 20 USCA § 1232g~~
~~5. TCA 49-6-4301~~
~~6. TCA 49-5-714~~
1. ~~TCA 49-5-1001 *et seq.*~~ 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
~~7.~~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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Attendance**	**6.200**	**07/10/25**
		Rescinds: **-6.200**	Issued: **-08/10/23**

~~*General*~~

Attendance is a key factor in student achievement, and therefore, students are expected to be present each day school is in session.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

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(s)//guardian(s).[3]

Absences shall be classified as either excused or unexcused as determined by the principal/designee. Excused absences shall include:[4]

1. Personal illness/injury;

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

~~8.~~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; and

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 as 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)/guardian(s) and the school provides transportation, unexcused absences from these programs shall be reported in the same manner.[7]

Truancy is defined as an absence for an entire school day, a major portion of the school day or the major portion of any class study hall or activity during the school day for which the student is scheduled.

Tardiness is also considered a form of truancy. Every 3rd tardy will equal one (1) unexcused absence from school and count towards the five (5) unexcused absences allowed per year. A student is considered tardy when he/she is not present at the beginning of the school day or misses any part of the school day.

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/guardian does not provide documentation within five school days to excuse 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 also comply with state law regarding the reporting of truant students to the proper authorities.

The director of schools/designee shall develop appropriate administrative procedures to implement this policy.

Students participating in school - sponsored activities whether on - or off-campus shall not be counted absent. In order to qualify as "school-sponsored", the activity must be school-planned, school-directed, and teacher-supervised.

All missed class work or tests may be made up if the student makes the request immediately upon returning to school and if class time is not taken from other students.

The following notes will be used to excuse student absences: (1) maximum of five (5) parent notes per year; 2) doctor; and 3) funeral Home. A parent note is considered used when a student misses a partial or full day and returns with a written note from parent/guardian excusing them from the absence.

Progressive Truancy Intervention Plan[8]

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.

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before a referral to juvenile court, and includes the following:

1. A conference with the student and the student's parent(s)/guardian(s).

~~1.~~2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and the Attendance Supervisor/designee. 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; and
   c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court.

2.3. Regularly scheduled follow-up meetings to discuss the student's progress; and

3.4. A school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Tier III shall be implemented if the truancy intervention under Tier II are unsuccessful. Tier III shall consist of the following interventions: ~~The interventions shall address students' needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.~~

1. Home Visit

2. Social Probation:
   a. After School Hours - the student will not be allowed to perform in or attend any after-school extra-curricular activities. This includes athletic events, band or music performances of any kind, dances, Prom, club meetings, or events. The student is not to be on school property during after-school hours unless enrolled in the after-school tutoring program, etc.
   b. During School Hours - The student will not be allowed to attend any type of reward program, reward field trip, or pep rallies.

3. School-Based Community Service - this will be required by both parent/guardian and student outside of regular school hours.

4. Participation in a restorative justice program

5. Saturday courses

6. Counseling

Transfer Students and Truancy Tracking

The district shall request attendance records for students enrolling after the start of the school year from the previous public school district. Unexcused absences accumulated at a previous district for the current school year shall be factored into the student's placement on the truancy intervention plan tiers, if applicable.[9]

NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY[9]

A principal/designee may excuse a student to participate in non-school-sponsored extracurricular activities. The principal shall document the approval in writing and shall excuse no more than ten (10) absences each school year. No later than seven (7) business days prior to the student's absence, the student shall provide documentation to the school as proof of the student's participation along with a written request for the excused absence from the student's parent/guardian. The request shall include the following:

1. Student's name and personal identification number;

2. Student's grade;

3. The dates of the student's absence;

4. The reason for the student's absence; and

5. The signatures of the student and parent/guardian.

RELEASED TIME COURSE[10]

A principal/designee may excuse a student to attend a course in religious moral instruction for up to one (1) class period per school day. Students shall not be excused during any class which requires an examination for state or federal accountability purposes.

Student shall only be permitted to attend courses provided by the entities that certify in writing that they have complied with the background check requirements outlined in state law.[11] The student shall submit a written consent form signed by the student's parent/guardian prior to participation in the released time course. The principal/designee shall document the approval in writing. The student shall provide documentation to the principal/designee as proof of the student's participation in the released time course.

The district shall not be responsible for transporting students to and from the place of instruction.

Upon submission of the student's transcript from the entity that provided the released time course, the student may be awarded one (1) unit of elective credit. The Director of Schools shall develop procedures with secular criteria for determining whether credit shall be awarded.

STATE-MANDATED ASSESSMENT

Students who are absent the day of the scheduled End of~~ course (EOC) exams shall present a signed doctor's excuse or shall have been given an excused release by the principal prior to testing to receive an excused absence. Students who have excused absences will be allowed to take a make-up exam.~~ ~~Excused students~~ Course exam will receive an incomplete in the course until they have taken the ~~EOC~~appropriate make-up exam.

~~Students who have an unexcused absence shall receive a failing grade on the EOC exam which shall be averaged into their final grade.~~

CREDIT/PROMOTION DENIAL

Credit/promotion denial determinations may include student attendance~~;~~, however, student attendance may not be the sole criterion.~~10~~12 If attendance is a factor, prior to credit/promotion denial, the following shall occur:

1. The student and the parent~~(s)~~//guardian~~(s)~~ shall be advised if ~~the~~ student is in danger of credit/promotion denial due to excessive absenteeism~~; and~~
.

~~1.~~2. Procedures in due process are available to the student when credit or promotion is denied.

DRIVER'S LICENSE REVOCATION[2]

~~A student who has more~~ More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any semester ~~shall be~~ renders a student ineligible to retain a driver's permit or license. ~~or to obtain such if of age.~~

ATTENDANCE HEARING[13]

Students with excessive (more than ~~five (~~5~~)~~)) unexcused absences or those in danger of credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or 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 committee. The committee will conduct a hearing to determine if any extenuating circumstances exist ~~to excuse an absence(s)~~ or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/ designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

Legal References	Cross References
1. TCA 49-6-3006	School Calendar 1.800
2. TCA 49-6-3017(c)	Extracurricular Activities 4.300
3. 20 USCA § 1232g	Interscholastic Athletics 4.301
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100	Field Trips/Excursions/Competitions 4.302 Reporting Student Progress 4.601
5. TCA 49-6-2904(b)(5)	Promotion and Retention 4.603
6. TCA 49-6-3007	Recognition of Religious Beliefs, Customs, & Holidays 4.803
7. TCA 49-6-3021	Voluntary Pre-K Attendance 6.2011
8. TCA 49-6-3007; TCA 49-6-3009	Homeless Students 6.503
9. Public Acts of 2026, Chapter No. 844; TCA 49-6-3022	Students in Foster Care 6.505 Students from Military Families 6.506
10. TCA 49-2-130	Student Records 6.600
11. Public Acts of 2025, Chapter No. 401	

9.12.TCA 49-2-203(b)(7); TCA 49-6-3002(b)
13. TRR/MS 0520-01-02-.17(7)

Gibson County Board of Education

Monitoring: **Review: Annually, in March**	Descriptor Term: **Home Schools**	Descriptor Code: **6.202**	Issued Date: ~~**08/10/23**~~
		Rescinds: ~~**6.202**~~	Issued: ~~**11/09/21**~~

General

A home school is a school conducted or directed by parent(s)/guardian(s) for their own children. Home schools which teach grades K-12 where the parent(s)/guardian(s) are associated with an organization that conducts church-related schools[1] are exempt from the following provisions but shall follow procedures issued by the State Department of Education.

A parent/guardian 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, and qualifications of the parent-teacher;

3. Maintain attendance records, subject to inspection by the 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 required by state law;[3]

6. Possess a high school diploma or a high school equivalency credential approved by the State Board of Education;[4]

7. ~~Cooperate in~~ Ensure the administration to home school students of appropriate tests approved by the ~~Commissioner~~ State Board of Education~~/designee~~ or a standardized test selected by ~~a professional testing service~~the parent-teacher that provides nationally normed analytics in English and math in grades five (5), seven (7), and nine (9);[5]

~~8. Take actions according to state law if home school student falls behind appropriate grade level;~~

~~9.~~8. Submit proof to the Director of Schools that other health services and examinations as required by state law have been received by the home school student; and

~~10.~~9. 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 seventeen (17), either in the home school or in a public, private, or church-related school).

FACILITIES USE

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 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 the request and makes 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 district shall be incurred; and
6. Approval by the Board shall be on a case-by-case basis.

RECORD ACCESS

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 PERFORMANCE~~[5]

~~The Director of Schools shall develop administrative procedures regarding necessary consultations with home school parents in regard to student performance.~~

Legal References

~~1. TCA 49-50-801(a)~~
~~2. TCA 49-6-3050(b)~~
~~3. TCA 49-6-3004(a); TCA 49-6-3050(b)(3)~~
~~4. TCA 49-6-3050(b)(4); Public Acts of 2023, Chapter No. 114~~
1. ~~TCA 49-6-3050(b)(6)~~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 49-6-3050(b)(5); Public Acts of 2026, Chapter No. 912

Cross References

Compulsory Attendance Ages 6.201

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in April~~Review: Annually, in March	**Student Assignments**	6.205	~~05/10/22~~
		Rescinds: ~~6.205~~	Issued: ~~06/27/16~~

TO SCHOOLS

Students, including those in kindergarten, are expected to attend the school to which they are assigned by virtue of their residence. Students will enroll in the school of appropriate grade nearest their residence.[1]

~~Parents~~ Parent(s)/guardian(s) who are ~~dissatisfied~~ dissatisfied with the assignment of their children may, within ten (10) days after the assignment, make application to the Board for a hearing requesting a transfer to another school.[2]

TO CLASSES

The principal shall be responsible for assigning all students to classes.

Students who enter the ~~system~~ district from another school ~~system~~ district are to be placed by the principal in the grade and/or level as indicated by records from the former school. ~~-~~If the student's placement is inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade level. ~~Parents~~ Parent(s)/guardian(s) shall be kept advised.

The principal shall separate an alleged victim of child sexual abuse from an alleged perpetrator if the abuse allegedly occurred while the child was under the supervision or care of the school. If available and appropriate, a child shall be reassigned if a request is made by the child's parent ~~or custodian~~/guardian, and the perpetrator has been: (1) substantiated by the ~~department~~ Department of ~~children's services~~ Children's Services; (2) adjudicated by a juvenile court to have committed the child sexual abuse; or (3) criminally charged.[3]

If an order of protection is issued to protect a student from another student enrolled in the same school, then the principal shall develop a student safety plan and implement it for the student who is named as the petitioner. This shall occur as soon as possible, but no later than five (5) school days from the date on which the school receives a copy of the order of protection. When reasonably practicable and appropriate, the building-level school safety team and the parent(s)/guardian(s) of the student named as the petitioner shall provide input into the plan. The Director of Schools shall develop administrative procedures to implement this process.[4]

Legal References	Cross References
~~1. TCA 49-6-3102, 3103~~ ~~2. TCA 49-6-3201~~	Promotion and Retention 4.603

1. ~~TCA 49-6-3102(h)~~TCA 49-6-3102, 3103
2. TCA 49-6-3201
3. TCA 49-6-3102(h), (i)
~~3.~~4. Public Acts of 2026, Chapter No. 862

Transfers Within the System 6.206
Homeless Students 6.503
Students in Foster Care 6.505

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Questioning Students and Searches**	**6.303**	~~07/10/25~~
		Rescinds: ~~6.303~~	Issued: ~~01/14/21~~

QUESTIONING BY SCHOOL PERSONNEL

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 shall be conducted discreetly and under circumstances which will avoid unnecessary embarrassment to the student. Any student answering falsely or evasively or refusing to answer a 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).

INTERROGATIONS BY POLICE AT PRINCIPAL'S REQUEST

If the principal has requested assistance by law enforcement to investigate a crime involving his/her school, the police may interrogate a student suspect in school during school hours. The principal shall first attempt to notify the parent(s)/guardian(s) of the student unless circumstances require otherwise. However, the interrogation may proceed without attendance of the parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.[1]

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 should first contact the principal regarding the planned interrogation and inform him/her of the probable cause to investigate. The principal shall make reasonable efforts to notify the parent(s)/guardian(s) of the interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.

SEARCHES BY SCHOOL PERSONNEL

The school principal shall authorize all searches at the outset per state law.[2] All principal-initiated searches shall be conducted by a school security officer, or a school administrator or school employee designated by the Director of Schools who has completed the state-required orientation and training.[2,3] The following conditions shall apply to principal-initiated searches:

1. All the following standards of reasonableness must be met:
    a. A particular student has violated school policy;
    b. The search will yield evidence of the violation of school policy or will lead to finding dangerous weapons, drugs, or drug paraphernalia;

c. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision, and education;
d. The search is not conducted for the sole purpose of discovering evidence to be used in criminal prosecution; and
e. The search shall be reasonably related to the objectives of the search and not excessively intrusive considering the age and sex of the student (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.") as well as the nature of the alleged infraction;[4]

2. A school administrator shall be on-site at any principal-initiated search;

3. A school administrator shall oversee the search and may end the search at any time; and

4. If a student is under the age of eighteen (18), the principal must notify the student's parent or guardian within a reasonable time of the ~~search~~[3] search.[7]

If a school resource officer searches a student, based on having probable cause, the principal shall notify the Director of Schools/designee.[5]

In order to ensure a safe and secure learning environment, the Director of Schools shall develop procedures regarding the searching of students, lockers, vehicles, and containers which are consistent with state law. The Director of Schools shall develop additional procedures to ensure compliance with all of the provisions of the School Security Act of 1981.[6]

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~~
4. ~~TCA 49-6-4205(b)~~
3. TCA 49-6-4212; Public Acts of 2026, Chapter No. 1040
4. TCA 49-6-4205(b); Public Acts of 2026, Chapter No. 938
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)
~~6.~~7. TCA 49-6-4205(a)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409

Gibson County Board of Education

Monitoring: **Review: Annually, in March**	Descriptor Term: **Interference/Disruption of School Activities**	Descriptor Code: **6.306**	Issued Date: ~~**11/09/21**~~
		Rescinds: ~~**6.306**~~	Issued: ~~**11/14/03**~~

General

A student shall not engage in conduct which causes the disruption or interference with the operation of the school while on school property, in school vehicles or buses, or at school-sponsored events, whether on or off campus. The student shall not urge other students to engage in such conduct.

Employees are authorized to take reasonable measures to establish appropriate school behavior and have the authority to control the conduct of any student while under the supervision of the school district.[1]

A student may receive disciplinary action ranging from verbal reprimand to suspension and/or expulsion depending on the severity of the offense and the student's prior record.[2]

REMOVAL OF ~~STUDENT~~[3] STUDENT[1]

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.

CLASSROOM EVACUATION

Some or all students may be removed from a classroom or instructional area due to violent, aggressive, or severely disruptive behavior of another student that creates a safety concern or substantially interrupts classroom instruction.[3]

Parental Notification

The principal/designee shall provide notification to the parent(s)/guardian(s) of each student in the classroom or instructional area at the time of the classroom evacuation. The notification shall be provided by the end of the day in which the classroom evacuation took place unless the event that prompted the evacuation is an ongoing emergency or is otherwise under investigation by state or local law enforcement.

Notification to the parent(s)/guardian(s) must include:[3]

1. The fact that a classroom evacuation occurred;

2. A brief description of the general nature of the incident sufficient to explain why the classroom evacuation occurred; and

3. Any steps taken by the school to ensure the continued safety and supervision of students.

Parental notification provided in compliance with the Family Education Rights and Privacy Act (FERPA) and other applicable privacy laws.[4] No information shall be disclosed about the student whose conduct caused the classroom evacuation, or any other student, if the disclosure would violate privacy laws.

Recordkeeping

Each school shall maintain records of:

1. The date and time of the classroom evacuation;

2. The number of students evacuated;

3. The time and manner of parental notification; and

4. The staff member responsible for issuing parental notifications.

Legal References	Cross References
~~1. TCA 49-6-4102~~ ~~2. TCA 49-6-3401~~ 1. ~~Public Acts of 2021, Chapter No. 77~~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	Code of Conduct 6.300 Suspension 6.316 Safe Relocation of Students 6.4081

~~3.~~

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Admission of Suspended or Expelled Students**	**6.318**	~~09/12/24~~Click here to enter a date.
		Rescinds: ~~6.318~~	Issued: ~~11/08/22~~

STUDENT READMISSION TO DISTRICT[1]

The district may continue a disciplinary investigation of a student who withdraws from the district during the investigation. If the student later reenrolls in the district, then the disciplinary investigation and/or consequences shall resume.

STUDENT DISCSIPLINED IN ANOTHER DISTRICT

The Board may deny admission of any student (except those in state custody) who has been expelled or suspended from another school district in Tennessee or another state even though the student has established residency in the district in which he/she seeks enrollment.

After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding the suspension or expulsion from the former school district. The principal may ask the parent(s)/guardian(s) in writing if their student has been adjudicated delinquent for an offense listed in TCA 49-6-3051 and submit any records to the Director of Schools.~~1~~[2] Based on the results of the investigation, the Director of Schools shall make a recommendation to the Board to approve or deny the request.

The Board shall not deny enrollment beyond the length of the imposed suspension or expulsion.

A student may be dismissed if it is determined subsequent to the enrollment that the student has been suspended or expelled from the former school district.~~2~~[3]

Legal References

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)

Cross References

School Admissions 6.203
Student Records 6.600

~~Legal References~~

1. ~~Public Acts of 2024, Chapter No. 721~~
2. ~~TCA 49-6-3401(f); 20 USCA § 1232g(b)(4), (h)~~

~~Cross References~~

~~School Admissions 6.203~~
~~Student Records 6.600~~

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Outside Applied Behavior Analysis Therapy**	**6.4053**	**draft**
		Rescinds:	Issued:

General

This policy applies to "private pay providers", which include licensed behavior analysts, registered behavior technicians, and licensed assistant behavior analysts, who are under contract with parent(s)/guardian(s) of students with autism spectrum disorder or developmental delays.[1]

Private pay providers shall adhere to the memorandum of understanding ("MOU"), board policies, and state and federal laws while assisting students on school property and/or at school functions. This includes adhering to student confidentiality laws for any student the private pay provider encounters. The school district shall require a background check and fingerprinting of all private pay providers.

A private pay provider accompanying a student on campus shall be responsible for attending to the ongoing needs of the student they are contracted to assist. The school district shall not request the private pay provider to provide services to any other students, staff, or visitors.

The Director of Schools shall develop administrative procedures to implement this policy.

IEP TEAM COORDINATION

Private pay providers shall coordinate with the student's IEP team by:

- Attending an onboarding session;
- Defining roles and communication channels;
- Conducting a review of relevant student records;
- Ensuring documentation is accurate and promptly provided to all parties; and
- Coordinating with the IEP team prior to each meeting.

TERMINATION OF SERVICES

Services of the private pay provider may be terminated for cause. Termination shall be based on violation of the terms of the MOU. If termination is necessary, the Special Education Director shall provide the parent/legal guardian with a letter outlining the reason for the termination.

APPEALS PROCESS

If a parent/legal guardian disagrees with the school district on the provision of services, a complaint may be filed in writing with the Director of Schools. The Director shall appoint a panel to make a decision on the appeal. The panel shall be composed of three individuals: a building level administrator, a special education staff member, and one other school employee. The panel shall review the complaint from the parent/legal guardian along with information provided by district staff 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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in May~~Review: Annually, in April	**Emergency Allergy Response Plan**	6.412	~~05/10/07~~
		Rescinds:	Issued:

The ~~director~~ Director of ~~schools~~ Schools shall develop and maintain an ~~Emergency Allergy Response Plan~~ emergency allergy response plan that meets state guidelines for managing students with life-threatening allergies. The ~~Plan~~ 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.[1]

Using the state food allergy guidelines plan as a guide, the ~~director~~ Director of Schools shall also develop a process to identify all students with food allergies and develop and implement an ~~Individualized Health Care Plan~~ individualized health care plan (IHCP) with an ~~Allergy Action Plan~~ allergy action plan for each ~~specific~~ specific student.[2]

EPINEPHRINE[3]

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 Gibson County Special 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 49-5-415 (f)(1) and (2)~~
1. ~~*Guidelines for Use of Health Care Professionals and Health Care Procedures in a School Setting,* including *Guidelines for Managing Life Threatening Food Allergies in Tennessee Schools* (Tennessee Department of Education and Tennessee Department of Health) (2007).~~TCA 49-50-1602(f)

Cross References

Medicines 6.405

2. *Guidelines for Use of Health Care Professionals and Health Care Procedures in a School Setting* (Tennessee Department of Education and Tennessee Department of Health, 2023, pg. 90)
~~2.~~3. Public Acts of 2026, Chapter No. 947

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Students from Military Families**	**6.506**	~~**09/12/19**~~
		Rescinds:	Issued:

General

The Director of Schools shall develop the necessary administrative procedures to ensure that students with parent(s)/guardian(s) in the armed services are identified and that appropriate and available services are provided for these students.[1]

RELOCATION OF MILITARY SERVICE MEMBER[2]

A student who does not currently reside within the school district shall be allowed to enroll if he/she is a dependent child of a service member who is being relocated to Tennessee on military orders. To be eligible for enrollment, the student will need to provide documentation that he/she will be a resident of the school district on relocation. This documentation must be provided to the school district within one (1) calendar year from the date of enrollment.

~~Within thirty (30) days of enrollment, the parent(s)/guardian(s) of the student shall provide proof of residency within the school district.~~

If the child of a military member enrolls per this policy and has an active 504 plan, IEP, or an individualized family service plan, then the district shall take the necessary steps to ensure that services are in place when the student enrolls.

ABSENCES

Principals shall provide students with a one (1) day excused absence prior to the deployment of and a one (1) day excused absence upon the return of a parent/guardian serving active military service.

Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a parent/guardian during a deployment cycle. The student shall provide documentation to the school as proof of his/her ~~parent's~~ parent/guardian's deployment. Students shall be permitted to make up school work missed during these absences.[3]

REMAINING IN THE DISTRICT[4]

If a student is enrolled in grades eleven (11) through twelve (12) and is a dependent child of a service member who relocates on military orders resulting in the student no longer residing in the school district due to relocation, the student shall have the option to remain enrolled in the same high school until the student graduates or withdraws.

Legal References	Cross References
~~1. State Board of Education Policy 2.103~~ ~~2. Public Acts of 2019, Chapter No. 138~~ 1. ~~TCA 49-6-3019~~State Board of Education Policy 2.103 2. TCA 49-6-3101; Public Acts of 2026, Chapter No. 834 3. TCA 49-6-3019 ~~3.~~4. Public Acts of 2026, Chapter No. 834	Attendance 6.200 School Admissions 6.203

EMPLOYMENT CONTRACT
Between the
GIBSON COUNTY SPECIAL SCHOOL DISTRICT
And
EDDIE RYAN PRUETT

This Employment Contract (the "Contract") is entered into this the 10th day of September 2026, by and between the BOARD OF TRUSTEES of GIBSON COUNTY SPECIAL SCHOOL DISTRICT (hereinafter called the "BOARD") and EDDIE R. PRUETT (hereinafter called the "DIRECTOR").

The BOARD and the DIRECTOR, for the consideration herein specified, agree as follows:

1. **TERM OF CONTRACT**: The BOARD, in accordance with its action as found in the minutes of its meeting held on September 10th 2026, hereby employs DIRECTOR as Director of Schools for the GIBSON COUNTY SPECIAL SCHOOL DISTRICT for a period of four (4) years commencing on July 1, 2027, and ending on June 30, 2031, pursuant to T.C.A. § 49-2-203(a)(14)(A).

2. **PROFESSIONAL CERTIFICATION**: The DIRECTOR shall maintain throughout the term of this Contract any certification required to act as Director of Schools in accordance with the laws of the State of Tennessee.

3. **DUTIES**:

   A. The DIRECTOR shall perform the duties specified in the Tennessee Code Annotated as well as those listed in the job description for the DIRECTOR as adopted or amended by the BOARD after consultation with the DIRECTOR. Such job description, as so adopted or amended, is hereby incorporated in this Contract by reference as if fully stated herein.

   B. The DIRECTOR shall devote such time and energies as are necessary to perform the duties specified in Paragraph 3(A). These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of the position will require the DIRECTOR to work during times other than normal business hours.

4. **RESIDENCE**: The DIRECTOR shall maintain a residence within the boundaries of the Gibson County Special School District throughout the term of the Contract.

5. **BASE SALARY**: The DIRECTOR'S current base salary is $154,511. Beginning July 1, 2027, the current base salary of $154,511 shall be increased by the same percentage increase teachers will receive for the 2027/2028 school year. The DIRECTOR will receive a pay increase in base salary for the 2028/2029, 2029/2030, and 2030/2031 school year equal to the percent increase for certified employees. If the DIRECTOR receives an evaluation composite of 3 or higher, the DIRECTOR shall receive an additional 1% increase, with additional increase potential at the BOARD's discretion. The DIRECTOR shall also receive a commensurate increase in salary upon his acquiring any additional degree above the Ed.S.

6. **AUTOMOBILE ENTITLEMENT**: The BOARD shall provide the DIRECTOR with an automobile and shall pay for all expenses involved in the use of said automobile for the DIRECTOR to carry out his official duties. The DIRECTOR may use such automobile for personal purposes not interfering with school purposes provided the DIRECTOR shall pay or reimburse the cost of all fuel used during such personal use.

7. **INSURANCE BENEFITS**: The BOARD shall provide the DIRECTOR with family coverage of health and major medical insurance as well as dental and vision coverage in the State of Tennessee's Teacher Group Insurance Program throughout the term of this Contract.

8. **RETIREMENT BENEFITS**: The BOARD shall pay the DIRECTOR's portion of the retirement contribution to Tennessee Consolidated Retirement System.

9. **MEMBERSHIP DUES**: The BOARD shall pay the DIRECTOR'S dues for the TOSS professional association and shall reimburse the DIRECTOR for expenses in attending related functions. The BOARD, through its budgetary process, may approve dues to organizations other than that listed by name in this paragraph in its discretion. In the case that the State of Tennessee does not fund the CEO Training in the amount of One Thousand Dollars ($1,000), the BOARD hereby agrees to fund this amount to the DIRECTOR if he meets the requirements of ten (10) additional CEO professional development days.

10. **PROFESSIONAL LIABILITY**: The BOARD shall maintain liability insurance covering alleged wrongful acts and omissions of the BOARD and of the DIRECTOR in the scope of his employment with the BOARD. The BOARD shall, to the extent permitted by law, directly and through insurance, defend the DIRECTOR, bear defense costs, and indemnify and hold the DIRECTOR harmless of demands, claims, suits, and legal proceedings brought by third parties against the DIRECTOR in his official capacity as agent and employee of the BOARD; however, this obligation of the BOARD shall not exist with respect to violations of criminal

law, improper personal gain, or willful misconduct, and in no event will individual BOARD members be considered liable for indemnifying the DIRECTOR against such demands, claims, suits, and legal proceedings.

11. **PROFESSIONAL GROWTH**: The DIRECTOR shall attend professional development meetings, the actual and necessary expenses of said attendance to be paid by the BOARD in accordance with BOARD policy.

12. **WORK YEAR**: The DIRECTOR'S work year shall consist of two hundred forty (240) days. The DIRECTOR shall accrue one (1) day of vacation for every month served as DIRECTOR beginning July 1, 2027, up to twenty (20) days. The DIRECTOR shall be entitled to one (1) additional day of vacation for each year served as DIRECTOR of the Gibson County Special School District up to twenty (20) days per year. Non-duty days include the following ten (10) holidays:

New Year's Day	Martin Luther King Day	Presidents' Day
Memorial Day	Independence Day	Labor Day
Thanksgiving Day (2)	Christmas (2)	

Vacation days may accumulate to twenty-five (25) days after five (5) years of service. If this Contract is terminated or the DIRECTOR voluntarily resigns, the BOARD shall pay the DIRECTOR for all accumulated vacation days.

13. **SICK LEAVE**: The DIRECTOR shall be granted one (1) day of sick leave for each month of employment. Sick leave days shall be cumulative and unused sick days may be used for retirement credit in accordance with the policies of the Tennessee Consolidated Retirement System. This section shall be governed by local school board policy.

14. **EXPENSES**: The BOARD shall pay the DIRECTOR One Hundred Fifty Dollars ($150.00) per month to cover business use of his personal cell phone. In addition, the BOARD shall reimburse the DIRECTOR for all actual and necessary travel and other expenses incurred in the performance of his official duties during employment under this Contract subject to such limitation as may be provided by law or by BOARD policy.

15. **TENURE**: The DIRECTOR shall maintain his tenure as a certified teacher with the Gibson County Special School District in accordance with the laws of the State of Tennessee.

16. **MEDICAL EXAMINATION**: Upon the request of the BOARD, the DIRECTOR hereby agrees to submit to a comprehensive medical examination. A physician's statement certifying the physical and mental competency or incompetence of the DIRECTOR shall be filed with the Chairman of the BOARD. The DIRECTOR must meet the medical requirements as dictated by the Tennessee State Department of Education.

17. **RENEWAL OF EMPLOYMENT CONTRACT**: This Contract may not be extended without the BOARD giving notice to do so at least fifteen (15) calendar days prior to a scheduled meeting. At such meeting, the proposed action must be a specific, clearly stated item on the agenda for the meeting. Said item shall be first on the agenda. If the BOARD fails to extend this Contract one hundred eighty (180) days prior to the termination date of this Contract, the BOARD'S failure to act will serve as notice to the DIRECTOR that the BOARD does not intend to renew the Contract.

18. **PERFORMANCE EVALUATION**: The BOARD, after consultation with the DIRECTOR, shall establish a Performance Evaluation instrument to be used in the assessment of the overall performance of the DIRECTOR, the DIRECTOR'S progress toward goals established by the BOARD, the working relationships of the DIRECTOR with the BOARD, the staff, the students, and the community at large, and any other matters relative to the employment of the DIRECTOR. The BOARD shall conduct an annual evaluation of the DIRECTOR'S performance.

19. **REFERRALS TO DIRECTOR**: The BOARD, collectively or individually, shall promptly refer to the DIRECTOR all criticisms, complaints, and suggestions called to their attention relative to the DIRECTOR or the School District for the DIRECTOR'S study and consideration.

20. **LOYALTY**: The DIRECTOR shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the BOARD and the Gibson County Special School District.

21. **ANY OTHER CONTRACT SUPERSEDED**: This Contract sets forth the terms of employment of the DIRECTOR by the BOARD during the term of this Contract and supersedes any other contract of the BOARD with its employees including any negotiated contract with the Gibson County Special School District.

22. **CONTRACT TERMINATION**:

A. **Mutual Agreement**: This Contract may be terminated by mutual agreement of the parties or by disability, retirement or death of the DIRECTOR.

B. **For Cause**: This Contract may be terminated by the BOARD for cause upon sufficient proof of improper conduct, inefficient service, neglect of duty or failure to follow BOARD policies and directives. If the BOARD terminates this Contract for cause, the DIRECTOR would be entitled to no further benefits or compensation. An unsatisfactory overall evaluation may result in early termination of employment as DIRECTOR.

C. **Removal From Office**: This Contract shall be terminated if the Tennessee Board of Education, in accordance with the provisions of Title 49, Chapter 1 of Tennessee Code Annotated as enacted or hereafter amended, orders the removals of the DIRECTOR. If such removal is ordered, the DIRECTOR shall be entitled to no further benefits or compensation under the terms of the Contract.

D. **Transfer**: The BOARD reserves the right to transfer the DIRECTOR to any certified position within the Gibson County Special School District; however, the compensation and all benefits included within this Contract shall remain in full force and effect for the duration of the Contract as specified in Article I. In the event the DIRECTOR declines to accept the transfer, the Contract shall be terminated, and the DIRECTOR would be entitled to no further benefits or compensation.

E. **Without Cause**: The BOARD may terminate this Contract without cause, at its option, provided that the BOARD provides the DIRECTOR six (6) months written notice of such termination. In the event the BOARD elects to terminate this Contract without cause, the BOARD shall pay unto the DIRECTOR all salary and benefits due to the DIRECTOR from the date of termination until the expiration of this Contract. The payment provided herein, shall, at the option of the BOARD, be made in either monthly installments or in a lump sum payment. Upon payment as provided for herein, the BOARD shall have no further liability to the DIRECTOR for any payments whatsoever.

F. **Unilateral Termination by Director**: The DIRECTOR may terminate this Contract at any time, in his sole discretion, by giving the BOARD six (6) months written

notice of his resignation. In the event of such termination, the DIRECTOR shall have no right or entitlement to any severance pay but shall be entitled to all salary and benefits unpaid through the effective date of his resignation or retirement. In the event the BOARD receives notice of the DIRECTOR'S intent to resign or intent to leave, the DIRECTOR shall have no right to any further compensation after the BOARD'S election to terminate the Contract sooner.

23. **ENTIRE AGREEMENT**: This Contract constitutes the entire agreement among the parties hereto and acknowledges that neither has relied upon any oral representation of any agreements by the other and that no such oral representations or agreements shall in any way affect the terms of this Contract and that this Contract may not be modified or changed except by written instrument executed by the parties.

MADE and EXECUTED by the parties this day and date first above mentioned.

_____

Eddie R. Pruett

BOARD OF TRUSTEES, GIBSON COUNTY SPECIAL SCHOOL DISTRICT:

_____	_____
Tom Lannom, Chairman of the Board	John Campbell II, Board Member
_____	_____
Richard Addo, Board Member	Treva Maitland, Board Member
_____	_____
Scott Ball, Board Member	Eddie Watkins, Board Member
_____	
Benny Boals, Board Member	

School Board Member
Oath of Office

Board Chairman: Do you solemnly swear that you will uphold the Constitution of the United States and the Constitution of the State of Tennessee, and faithfully perform the duties as a School Board Member of Gibson County Special School District?

Board Member: I will.

Board Chairman: By the authority vested in me by the citizens of Gibson County, I declare this board member duly elected. Please join me in a round of applause and congratulations.

As an elected member of the Gibson County Special School District Board of Education, I accept the honor and trust given to me to ensure our students receive the best education available in the United States of America. In accepting this role, I pledge my commitment to this mission and solemnly swear that I will:

- Place the interest of the students above all others in every decision that I make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Board, and work with my fellow Board members to change those policies as needed to improve student learning;
- Maintain board focus on the achievement of all students regardless of race, ethnicity, or gender;
- Not use my position for personal or partisan gain;
- Model continuous learning in my role as a member of the government team;
- Maintain a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;
- Focus on the policy work of the Board and check progress on the indicators of success in our strategic plan, leaving the day-to-day operation of the district to the superintendent and staff;
- Base my decisions upon available facts, vote my convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made;
- Work to build trust between and among board members and the superintendent by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of privileged information, including that shared in executive session of the board;
- Recognize that authority rests only with the majority decision of the board and will make no independent commitment or take independent actions that may compromise the board as a whole;
- Refer constituent complaints and concerns to the person within the district chain of command; and
- Respect the leadership roles of the board chairman and superintendent.

I will keep fidelity to these commitments and will be accountable to my fellow board members should I not live up to this oath, so help me God.

This oath of office has been sworn to on this, the _____day of _____, 20_____.

_____ School Board Member
Tom Lannom

_____ Witness

Central States Bus Sales, Inc.
"The Bus Experts"
303 Business Park Drive, Lebanon TN 37090
615-466-5040 • FAX: 615-466-5045 • 877-307-0322
www.centralstatesbus.com

August 21, 2026

Mr. Stephen Powell
Gibson County Special School District
130 Trenton Highway
Dyer, Tennessee 38330

Dear Mr. Powell:

Per our conversation, we are currently under contract with Equalis for the purpose of supplying Blue Bird buses throughout the State of Tennessee. Using the Equalis published pricing, we can provide you with a 2027 Blue Bird, 78 passenger, Type D, NO A/C for $170,600.00.

All you need to do to finalize the transaction is to issue a purchase order to us for the amount stated above and reference the Equalis contract number RFP-2501KM-C. We will then order the bus through Equalis and provide any documentation necessary to finalize the order.

If you have any questions, please feel free to call me. Thanks for your business and I look forward to working with you.

Regards,

Paula Rieger

Paula Rieger
Regional Sales Manager

Equalis QUOTE

Equalis Contract Number RFP-2501KM-C

SUBMITTED TO: Gibson County Special School District

PASSENGERS: 78

BUS TYPE: Blue Bird, Type D NO A/C

BID PRICE: $170,600.00

BID SUBMITTED BY: Central States Bus Sales, Inc.
303 Business Park Drive
Lebanon, TN 37090

State Dealer License #: 14796

Authorized Representative: Paula Rieger
Regional Sales Manager

Federal ID #: 43-1051799

Parts and Service Facility Location: 303 Business Park Drive
Lebanon, TN 37090

Phone Number: 615-466-5040

Signature: Paula Rieger

Date: August 27, 2026

All units meet or exceed State and Federal regulations.

Central States Bus Sales, Inc.
"The Bus Experts"
303 Business Park Drive, Lebanon TN 37090
615-466-5040 • FAX: 615-466-5045 • 877-307-0322
www.centralstatesbus.com

August 21, 2026

Mr. Stephen Powell
Gibson County Special School District
130 Trenton Highway
Dyer, Tennessee 38330

Dear Mr. Powell:

Per our conversation, we are currently under contract with Sourcewell for the purpose of supplying Blue Bird buses throughout the State of Tennessee. Using the Sourcewell published pricing, we can provide you with a 2027 Blue Bird, 78 passenger, Type D, with A/C for $179,900.00.

All you need to do to finalize the transaction is to issue a purchase order to us for the amount stated above and reference the Sourcewell contract number 063020-BBB. We will then order the bus through Sourcewell and provide any documentation necessary to finalize the order.

If you have any questions, please feel free to call me. Thanks for your business and I look forward to working with you.

Regards,

Paula Rieger

Paula Rieger
Regional Sales Manager

Sourcewell QUOTE

Sourcewell Contract Number 063020-BBB

SUBMITTED TO:	Gibson County Special School District		
PASSENGERS:	78		
BUS TYPE:	Blue Bird, Type D with A/C		
BID PRICE:	$179,900.00		
BID SUBMITTED BY:	Central States Bus Sales, Inc. 303 Business Park Drive Lebanon, TN 37090		
State Dealer License #	14796		
Authorized Representative:	Paula Rieger Regional Sales Manager	Federal ID #:	43-1051799
Parts and Service Facility Location:	303 Business Park Drive Lebanon, TN 37090	Phone Number:	615-466-5040

Signature: Paula Rieger

Date: August 21, 2026

All units meet or exceed State and Federal regulations.

Step	LPN (Licensed Practical Nurse)	Proposed New LPN
0.00	$28,808.00	$36,288
1.00	$28,808.00	$36,288
2.00	$29,071.00	$36,651
3.00	$29,071.00	$36,651
4.00	$29,336.00	$37,014
5.00	$29,336.00	$37,014
6.00	$29,600.00	$37,377
7.00	$29,600.00	$37,377
8.00	$29,863.00	$37,740
9.00	$29,863.00	$37,740
10.00	$30,128.00	$38,102
11.00	$30,128.00	$38,102
12.00	$30,390.00	$38,465
13.00	$30,390.00	$38,465
14.00	$30,655.00	$38,828
15.00	$30,655.00	$38,828
16.00	$30,918.00	$39,191
17.00	$30,918.00	$39,191
18.00	$31,182.00	$39,554
19.00	$31,182.00	$39,554
20.00	$31,446.00	$39,917
21.00	$31,446.00	$39,917
22.00	$31,710.00	$40,280
23.00	$31,710.00	$40,280
24.00	$31,974.00	$40,643
25.00	$31,974.00	$40,643
26.00	$32,237.00	$41,005
27.00	$32,237.00	$41,005
28.00	$32,502.00	$41,368
29.00	$32,502.00	$41,368
30.00	$32,764.00	$41,731

Level	FTE	Days_Worked	Hours_ Worked	Year of Experience	25-26 Pay	26-27 Current Pay	26-27 Current Hourly	Proposed Hourly	Proposed Salary	Increase
LPN	1	192	7	34	$31,204	$32,764	$24.38	$31.05	$41,731.20	$8,967.20
LPN	1	192	7	15	$29,195	$30,655	$22.81	$28.89	$38,828.00	$8,173.00
LPN	1	192	7	11	$28,693	$30,128	$22.42	$28.35	$38,102.00	$7,974.00
LPN	1	192	7	23	$29,949	$31,710	$23.59	$29.97	$40,280.00	$8,570.00
LPN	1	192	7	11	$28,693	$30,128	$22.42	$28.35	$38,102.00	$7,974.00
RN	1	200	7	27	$60,429	$63,563	$45.40	$45.40	$63,563.00	$0.00
LPN	1	192	7	30	$30,954	$32,764	$24.38	$31.05	$41,731.00	$8,967.00
LPN	1	192	7	7	New Employee	$29,600	$22.02	$27.81	$37,377.00	$7,777.00
RN	1	200	7	30	$60,952	$63,952	$45.68	$45.68	$63,952.00	$0.00
LPN	1	192	7	12	$28,693	$30,390	$22.61	$28.62	$38,465.00	$8,075.00
										$66,477.20
									Social Security	$4,121.59
									Medicare	$963.92
									Retirement	$5,982.95
									Estimated Total for Nurse Salary Increase	$77,545.65

Pruett Evaluation	Scott Ball	Eddie Watkins	Benny Boals	Richard Addo	Tom Lannom	John Campbell	Treva Maitland
Board Relationship							
Keeps all board members informed on issues, needs and operation of the school system.	5	3	5	5	4	5	2
Maintains a positive and productive relationship with the board.	5	3	5	5	4	5	2
Advises the board on need for new or revised policies.	5	5	5	5	5	5	3
Interprets and executes the intent of board policy.	5	3	5	5	4	5	3
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	5	3	5	5	4	5	2
Seeks and accepts constructive criticism of his/her work.	5	3	5	5	3	4	1
Keeps board informed of employment, promotion, and dismissal of personnel.	4	3	5	5	3	4	3
Community Relationship							
Is an effective spokesman for the school system.	5	3	5	5	4	5	3
Develops cooperative relationships with the news media.	5	3	4	5	4	4	3
Participates actively in community life and affairs.	5	3	5	5	5	4	1
Staff and Personnel Relationships							
Oversees a comprehensive human resources program (recruitment, retention, staffing organization, compensation and benefits, staff recognition and support) tied to defined system goals.	5	3	4	5	3	5	1
Develops and executes sound personnel procedures and practices.	5	3	5	5	4	4	2
Develops good staff morale and loyalty to the organization.	5	3	5	5	3	5	1
Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.	5	3	5	5	4	5	1

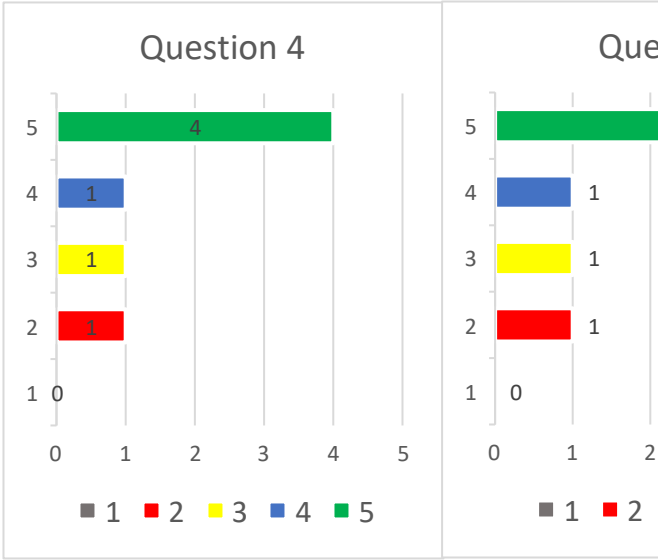
Recruits and assigns the best available personnel.	5	3	5	4	4	4	2
Ensures that adequate planning and evaluation of curriculum and instruction occurs.	5	3	5	5	4	4	3
Develops and empowers staff, resulting in an effective educational team.	5	3	5	5	4	5	1
Has vision and communicates a mission for the school system.	5	3	5	5	4	4	3
Educational Leadership							
Maintains a sound philosophy of educational needs of all pupils.	5	3	5	5	5	4	2
Understands and keeps informed regarding all aspects of the instructional program of the district and individual schools	5	3	5	5	4	5	3
Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement.	5	3	5	5	4	5	3
Promotes academic rigor and excellence for students.	5	3	5	5	4	5	3
Oversees a program of staff development to improve district performance.	5	4	5	5	4	5	3
Organizes a planned program of staff evaluation and improvement.	5	3	5	4	4	5	3
Business and finance							
Has an understanding of the needs of the school program, facilities, equipment, supplies and the budget required.	5	3	5	5	3	4	3
Supervises operations, insisting on competent and efficient performance.	5	3	5	5	4	5	3
Ensures that funds are spent wisely, and adequate control and accounting are maintained.	5	3	5	5	4	4	1
Provides accurate and timely reports to the board on the financial condition of the school system.	5	4	5	5	4	5	1

On a scale of 1-5, what would you rate my overall performance as Director of Schools? What would I need to do in order to achieve a score of 5?	5	3	5	5	4	5	2
Average Score	4.96	3.14	4.93	4.93	3.93	4.62	2.21

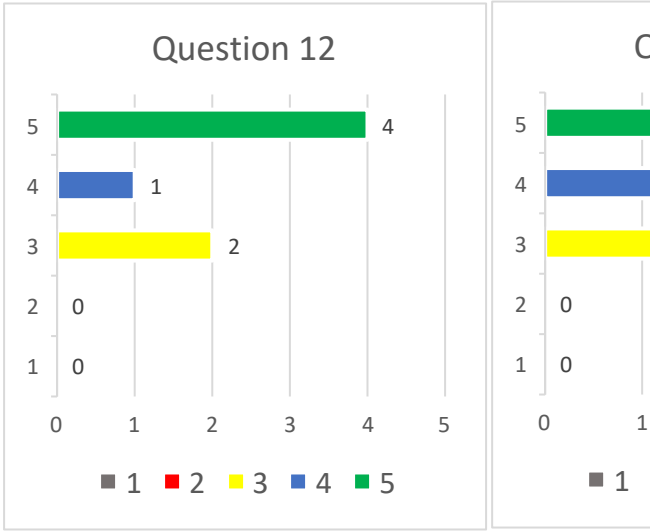
	Overall Average 19/20	**Overall Average 18/19**	**Overall Average 17/18**	**Overall Average 16/17**	**Overall Average 15/16**	**Overall Average 14/15**	**Overall Average 13/14**
Board Relationship	4.21	4.47	4.32	4.48	4.21	4.27	3.5
Community Relationship	4.19	4.00	4.22	4.44	4.29	4.12	3.7
Staff and Personnel Relationships	3.89	3.90	3.94	4.26	4.03	3.81	3.05
Educational Leadership	4.33	4.54	4.66	4.46	4.41	4.26	4
Business and finance	4.21	4.14	4.27	4.28	4.36	4.11	4.15
Total Average	4.15	4.22	4.26	4.38	4.23	4.10	3.68

	Overall Average 20/21	**Overall Average 21/22**	**Overall Average 22/23**	**Overall Average 23/24**	**Overall Average 24/25**	**Overall Average 25/26**
Board Relationship	4.49	4.51	4.55	4.71	4.24	4.14
Community Relationship	4.14	4.29	4.33	4.52	4.24	4.10
Staff and Personnel Relationships	4.20	4.34	4.32	4.39	3.98	3.96
Educational Leadership	4.36	4.43	4.60	4.62	4.29	4.26
Business and finance	4.29	4.50	4.61	4.57	4.39	4.07
Total Average	4.31	4.42	4.48	4.56	4.2	4.10

Average Score	# of 1's	# of 2's	# of 3's	# of 4's	# of 5's	Total #
4.14	0	1	1	1	4	7
4.14	0	1	1	1	4	7
4.71	0	0	1	0	6	7
4.29	0	0	2	1	4	7
4.14	0	1	1	1	4	7
3.71	1	0	2	1	3	7
3.86	0	0	3	2	2	7
	0	0	0	0	0	
4.29	0	0	2	1	4	7
4.00	0	0	2	3	2	7
4.00	1	0	1	1	4	7
3.71	1	0	2	1	3	7
4.00	0	1	1	2	3	7
3.86	1	0	2	0	4	7
4.00	1	0	1	1	4	7



Community Relationship



3.86	0	1	1	3	2	7
4.14	0	0	2	2	3	7
4.00	1	0	1	1	4	7
4.14	0	0	2	2	3	7
	0	0	0	0	0	
4.14	0	1	1	1	4	7
4.29	0	0	2	1	4	7
4.29	0	0	2	1	4	7
4.29	0	0	2	1	4	7
4.43	0	0	1	2	4	7
4.14	0	0	2	2	3	7
4.00	0	0	3	1	3	7
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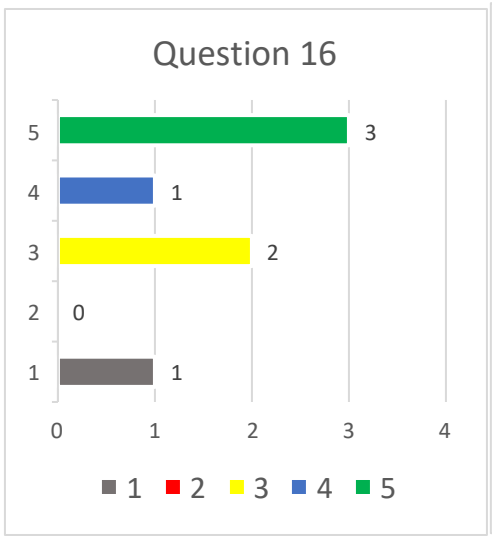
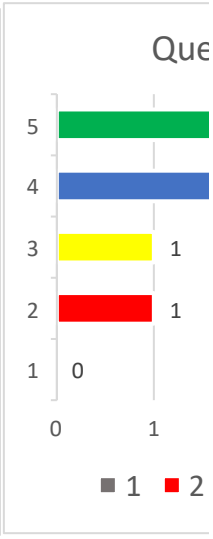
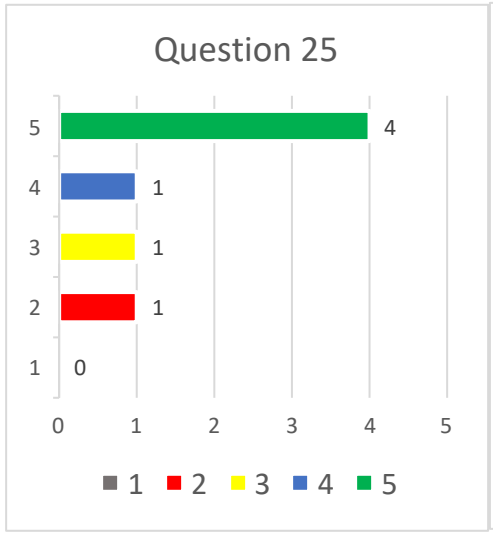
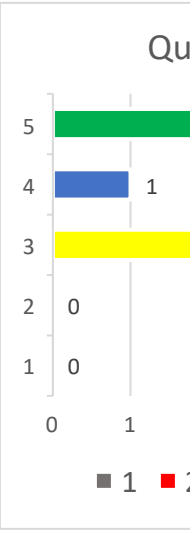
3.86	1	0	1	2	3	7
4.14	1	0	0	2	4	7





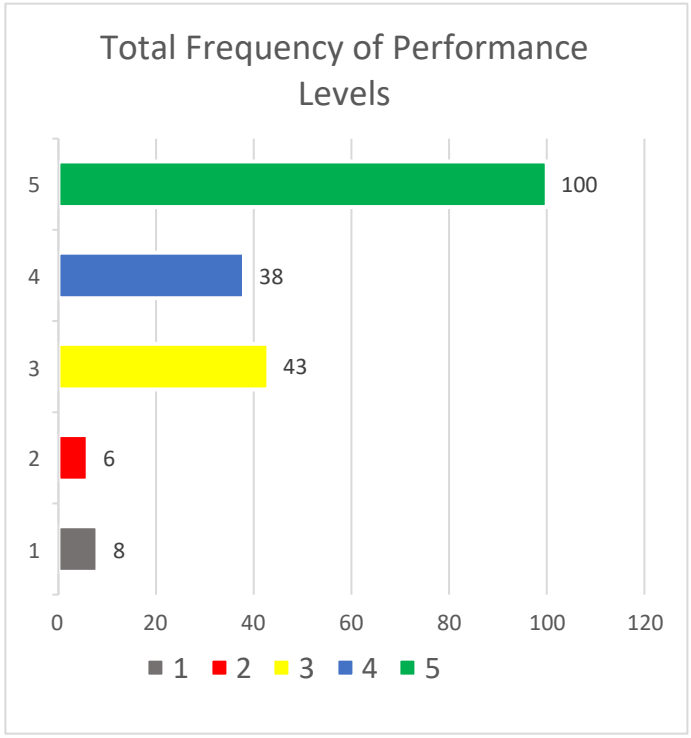


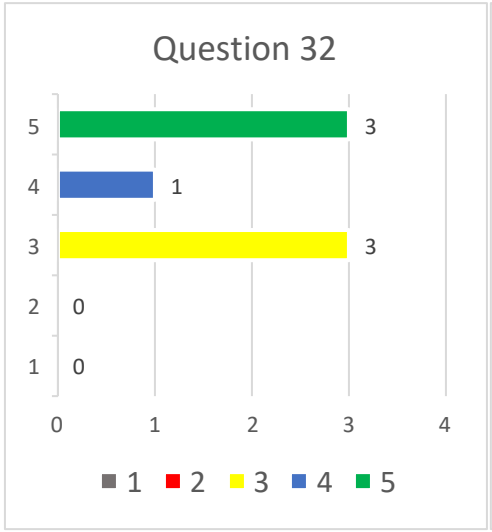


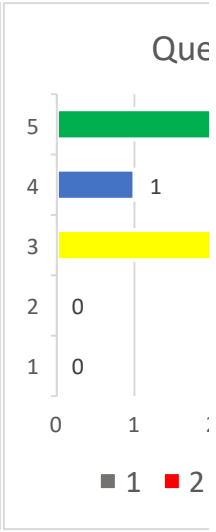
4.14	Total #	8	6	43	38	100	196
	Percent	4	3	22	19	51	

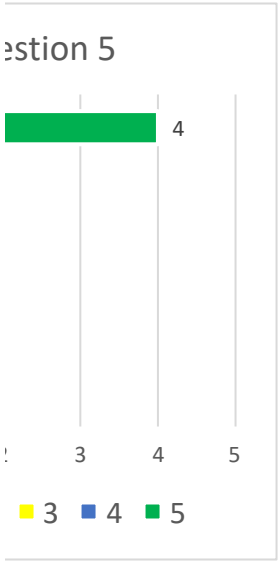
4.10

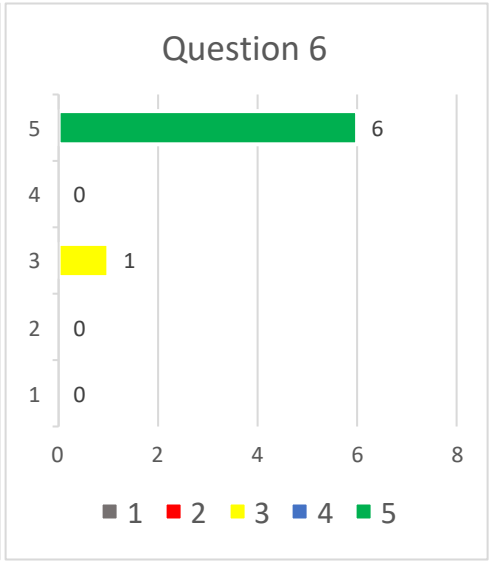
Overall Average 12/13	**Overall Average 11/12**
4.17	3.64
3.8	3.37
3.83	3.38
4.23	3.64
3.68	3.25
3.942	3.456

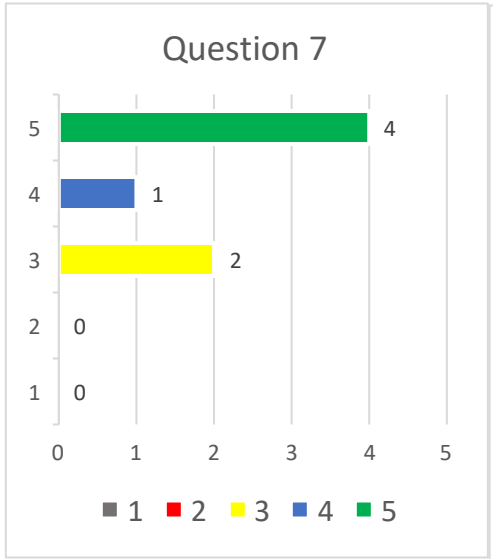


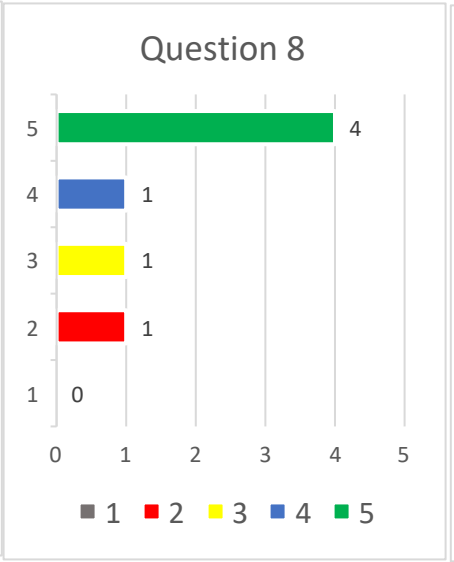


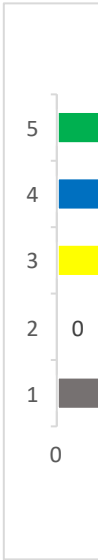




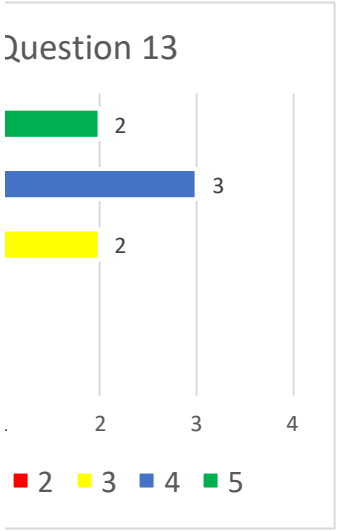


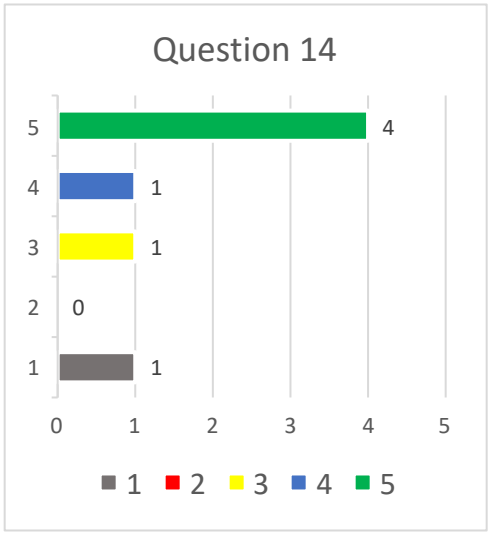




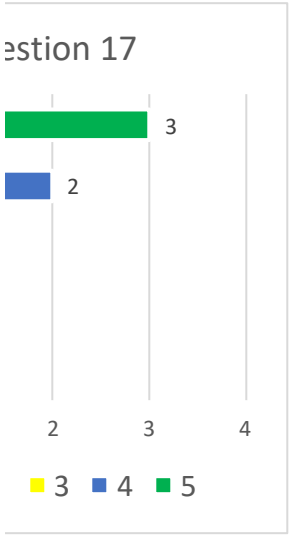


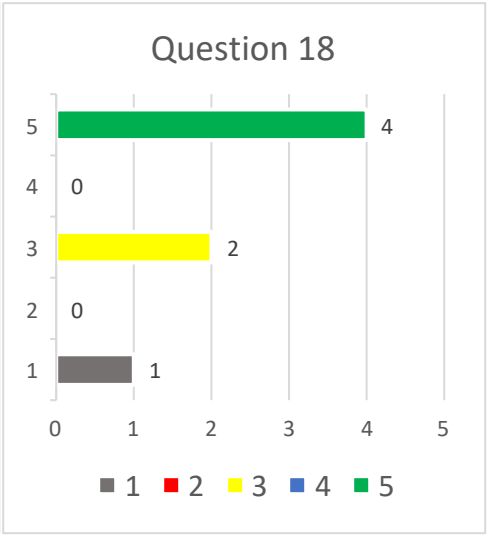
Frequency of performance levels

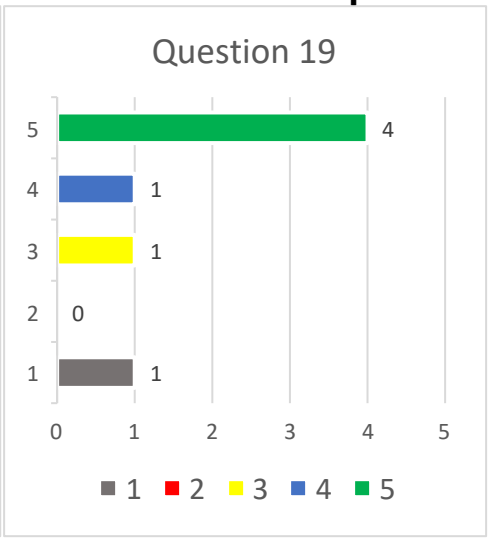


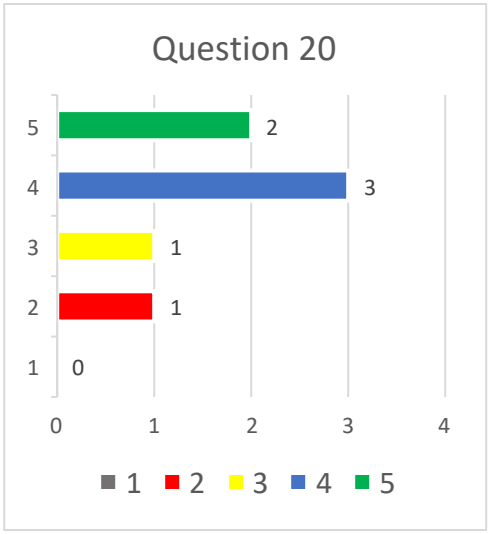


Staff and personnel relationships

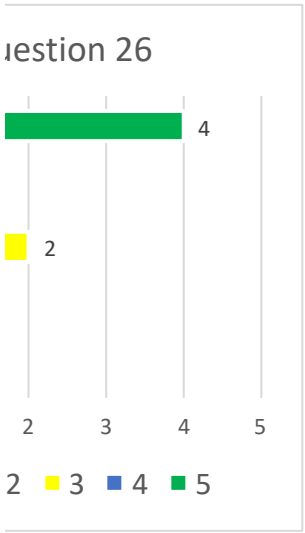


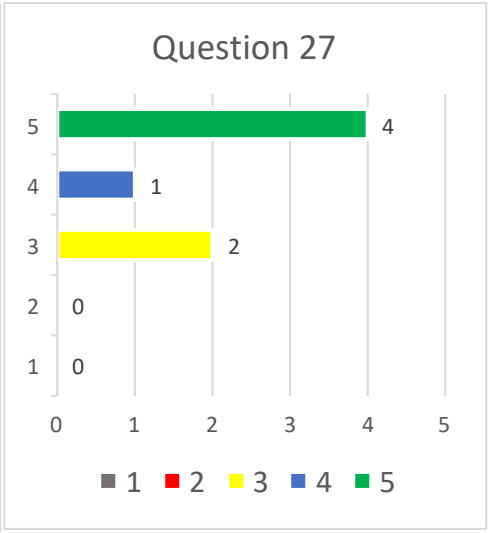


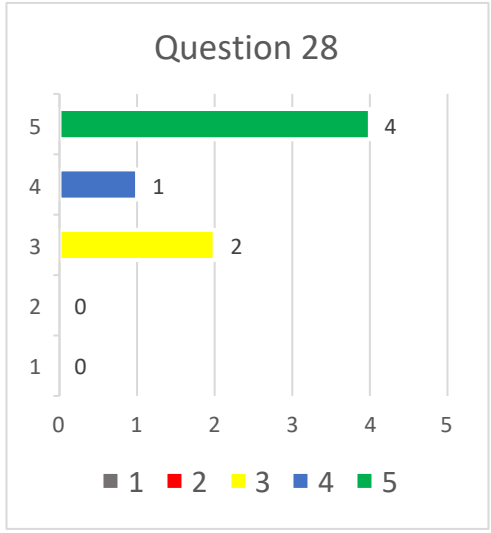


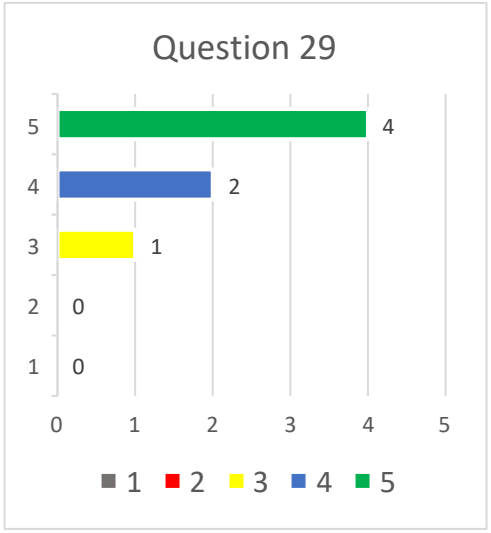


Educational Leadership

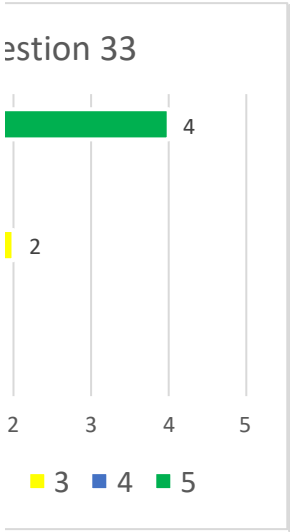


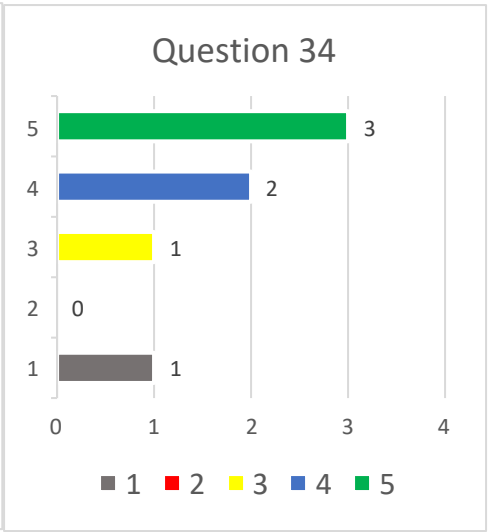


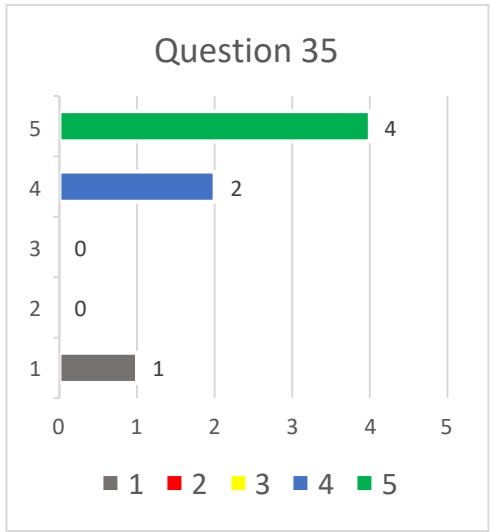


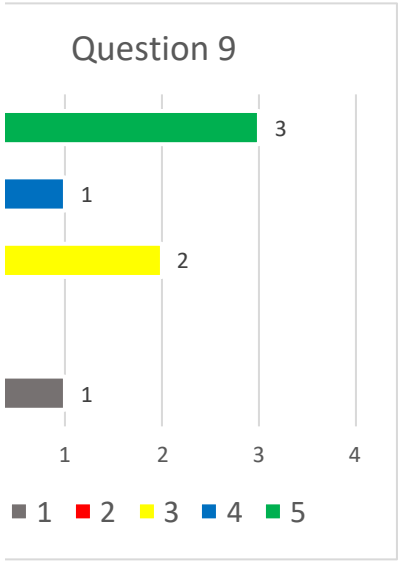


Business and Finance





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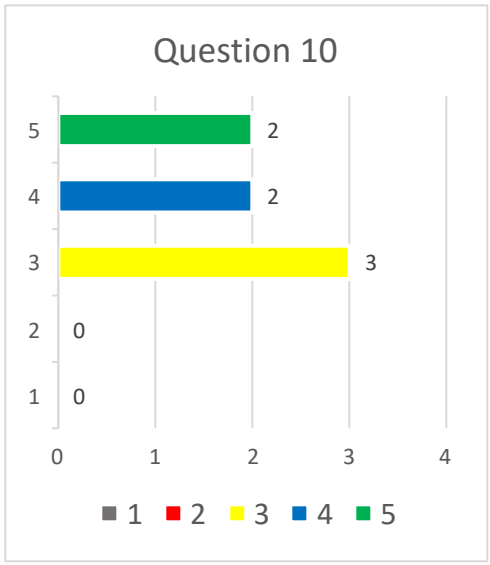
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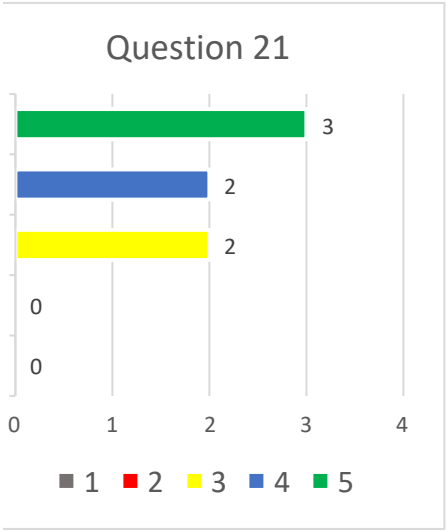
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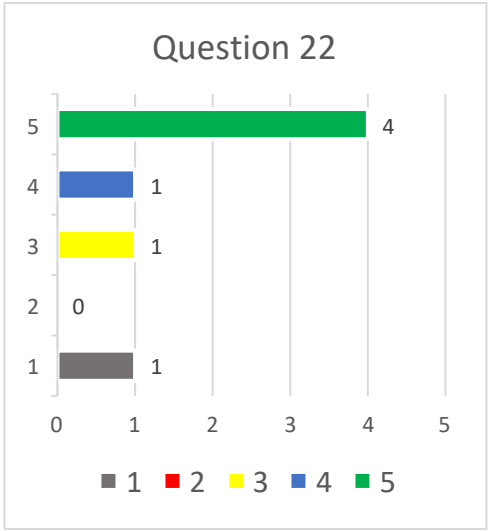
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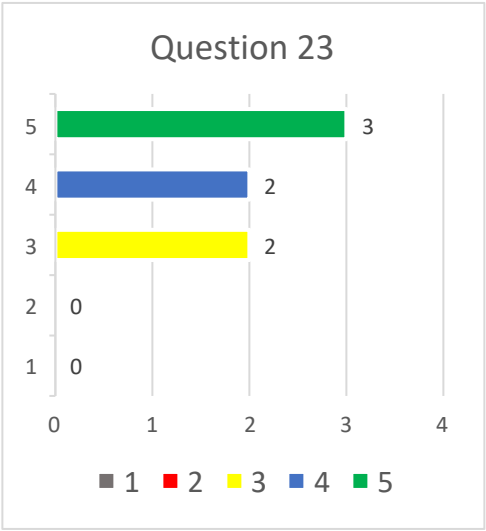
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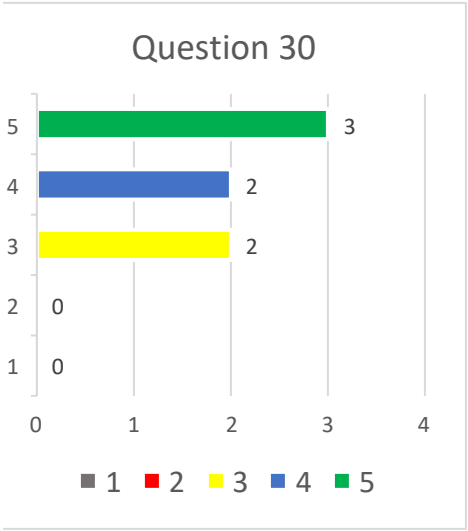
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Superintendent evaluation

7 responses

Publish analytics

Please type in your name.

7 responses

Eddie Watkins

John Campbell

Tom Lannom

Richard Addo

Treva Maitland

Scott Ball

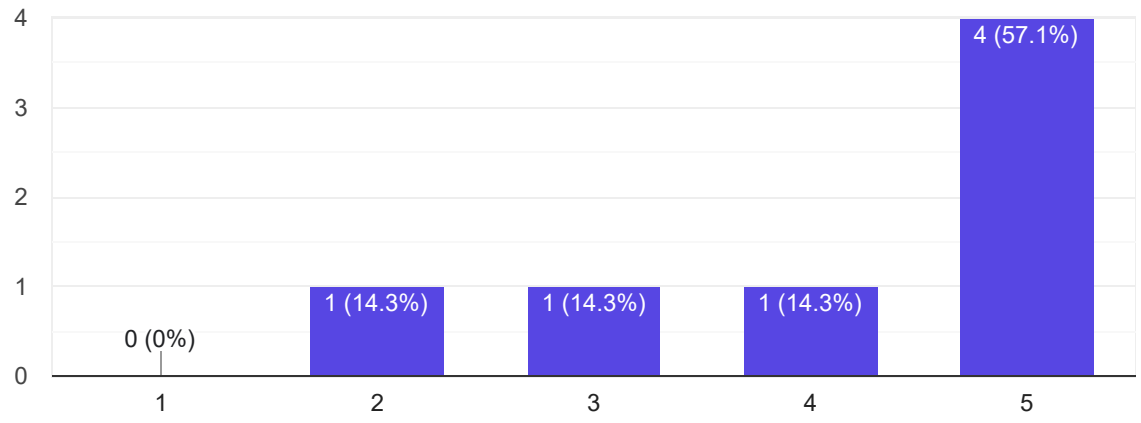
Benny R. Boals

Board Relationships

Keeps all board members informed on issues, needs, and operation of the school system.

Copy chart

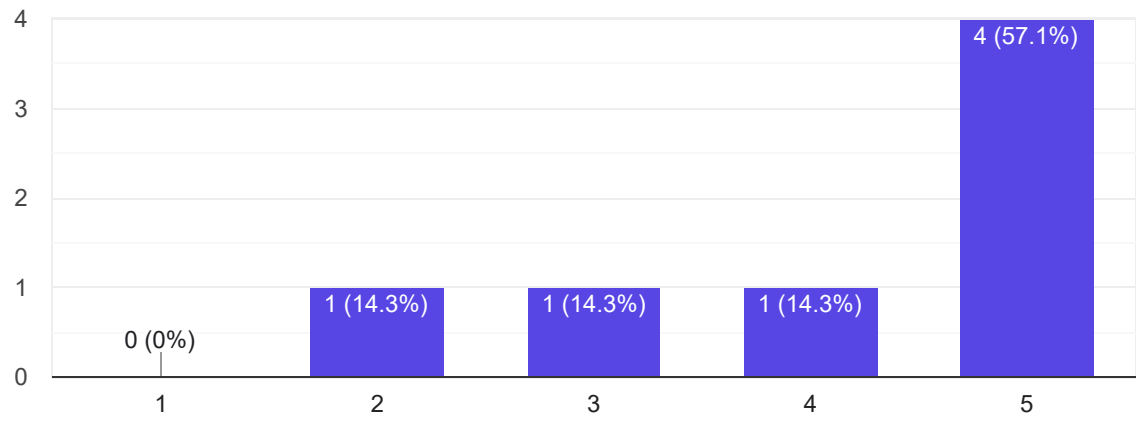
7 responses



Maintains a positive and productive relationship with the board.

Copy chart

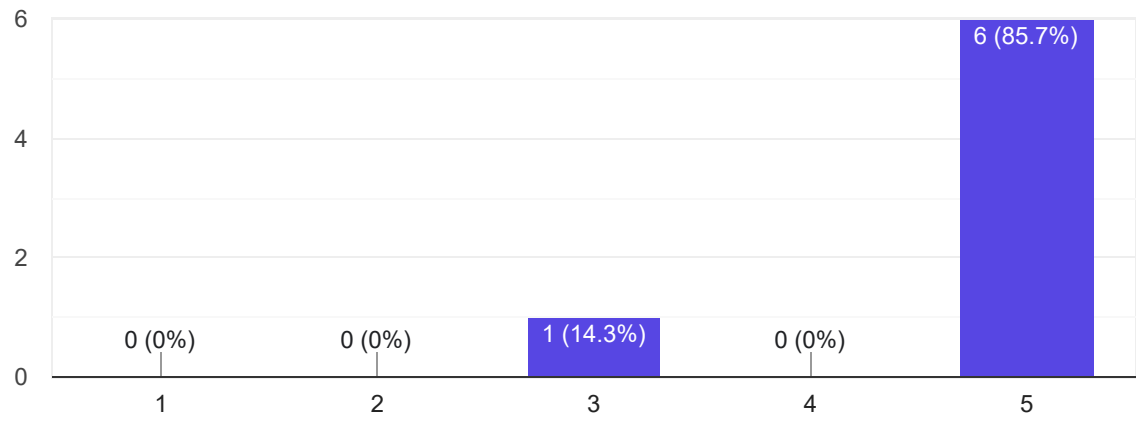
7 responses



Advises the board on need for new or revised policies.

Copy chart

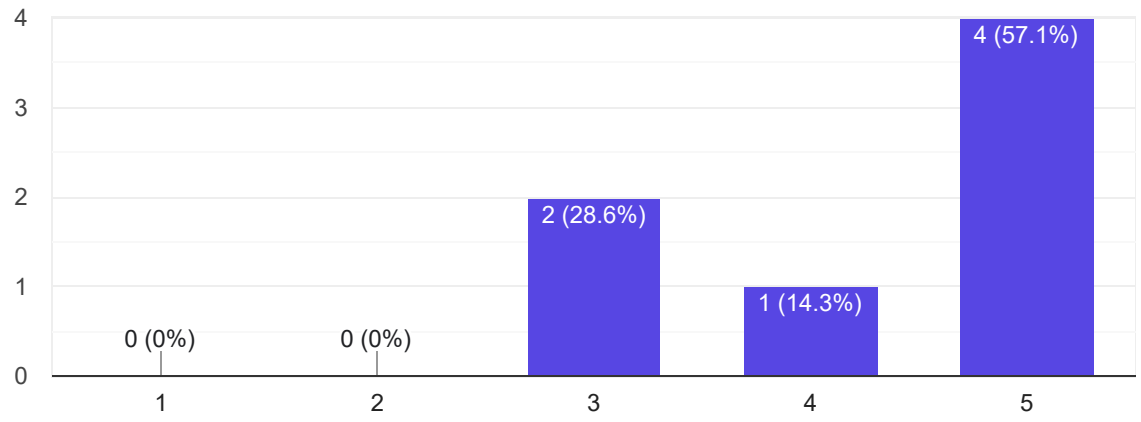
7 responses



Interprets and executes the intent of board policy.

Copy chart

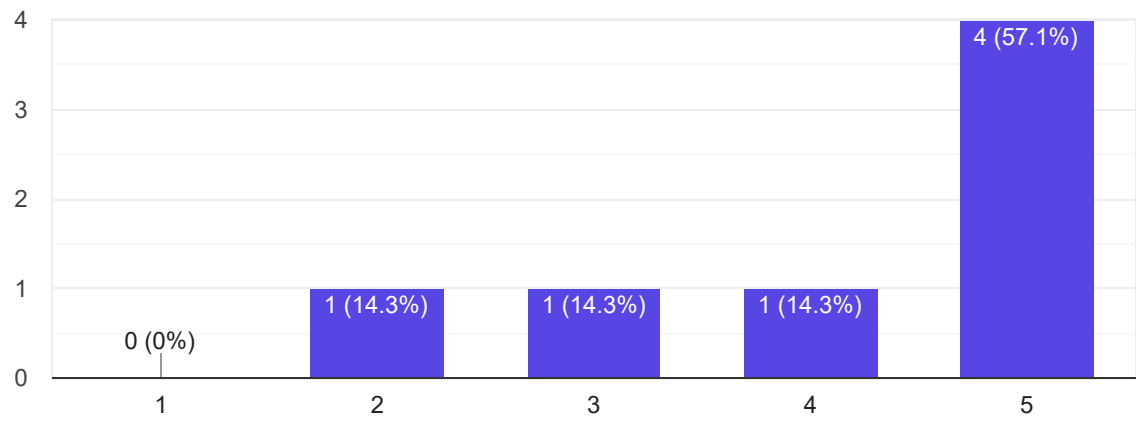
7 responses



Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.

Copy chart

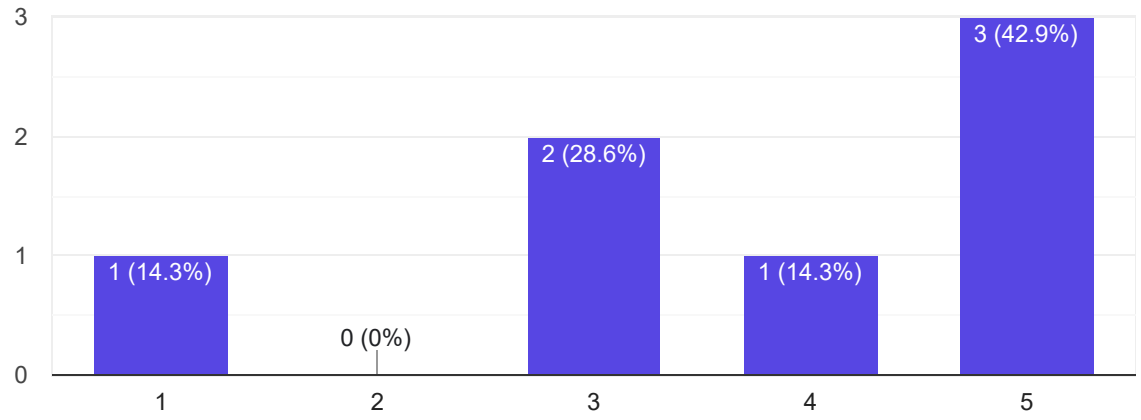
7 responses



Seeks and accepts constructive criticism of his/her work.

Copy chart

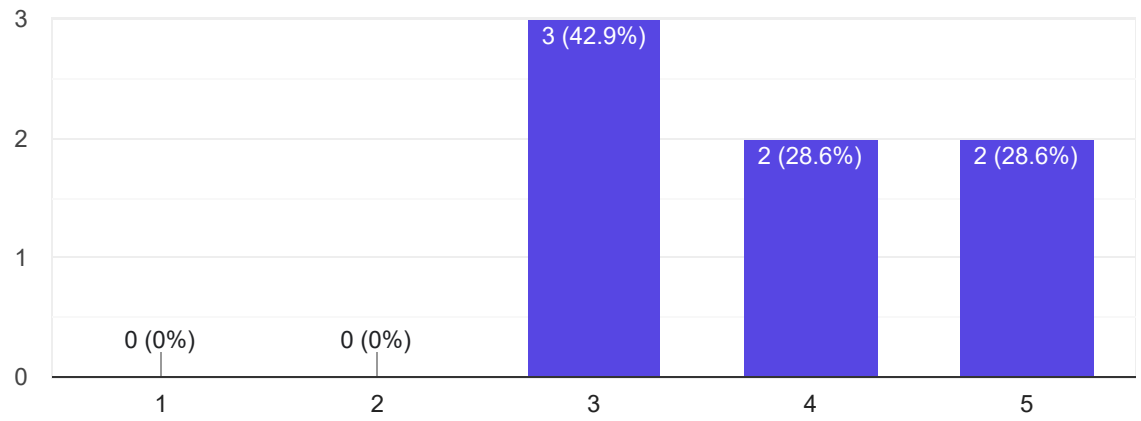
7 responses



Keeps board informed of employment, promotion, and dismissal of personnel.

Copy chart

7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

1 response

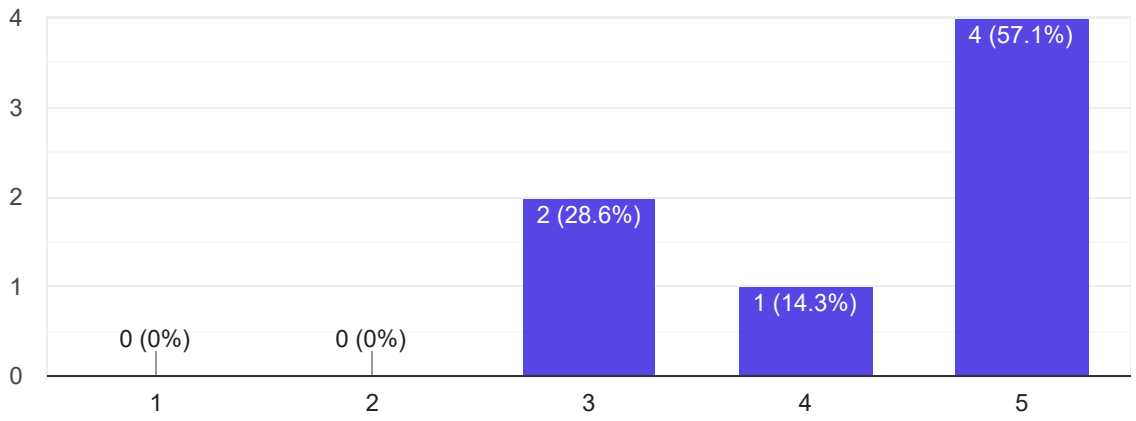
The director keeps some people informed and maintains relationships with a few board members but not all.

Community Relationships

Is an effective spokesman for the school system.

Copy chart

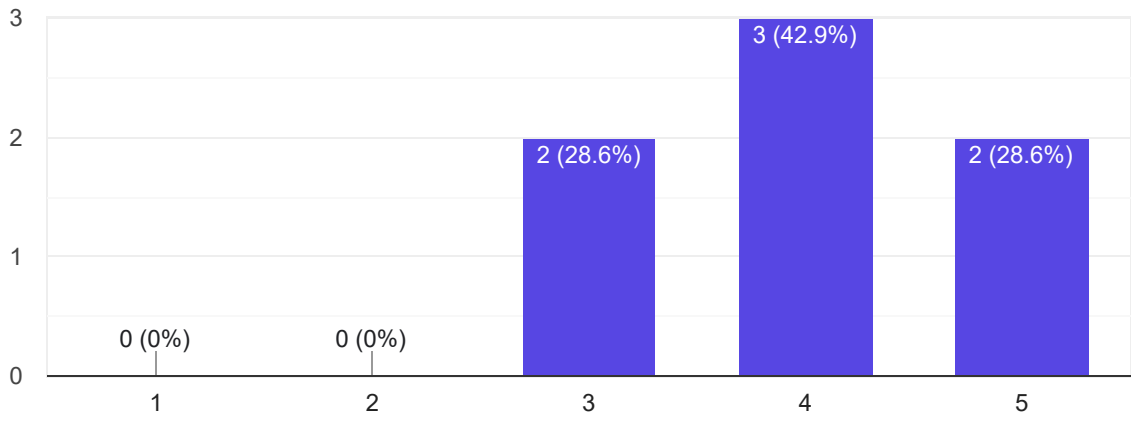
7 responses



Develops cooperative relationships with the news media.

Copy chart

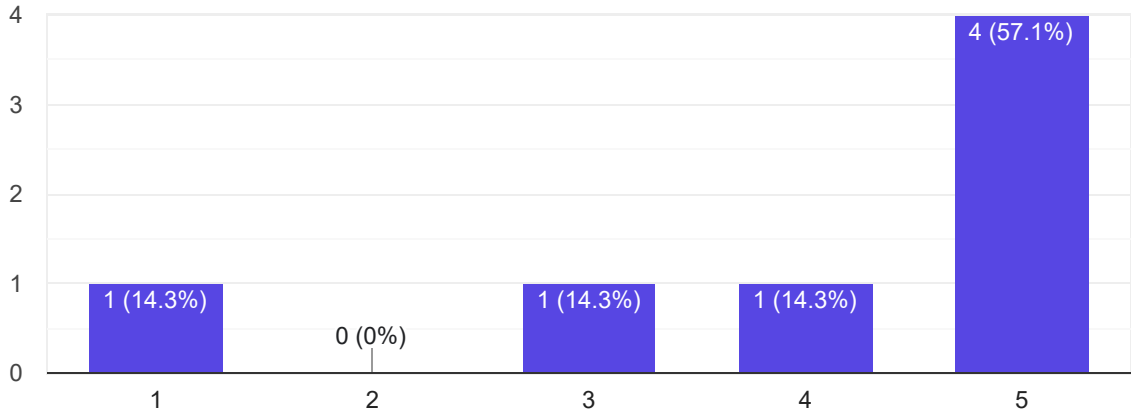
7 responses



Participates actively in community life and affairs.

Copy chart

7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

1 response

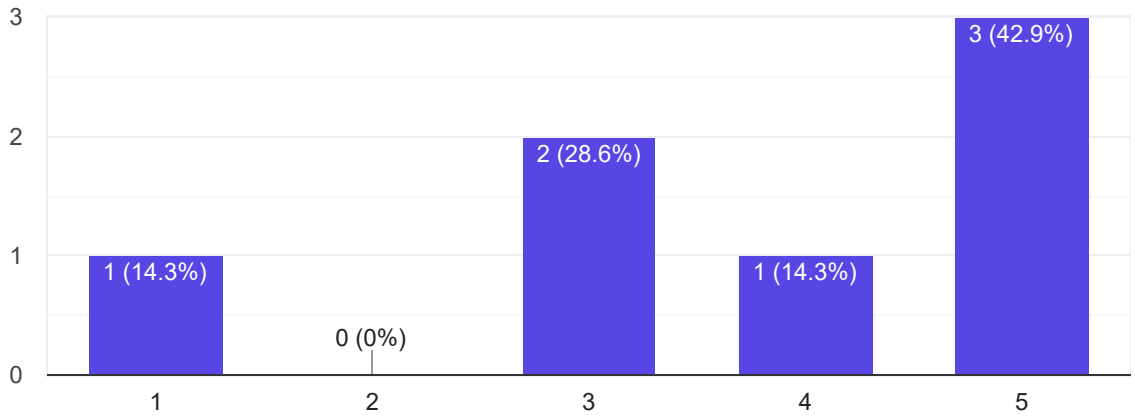
Not system wide. Causing dissension between the north and south is unacceptable.

Staff and Personnel Relationships

Oversees a comprehensive human resources program (recruitment, retention, staffing organization, compensation and benefits, staff recognition and support) tied to defined system goals.

Copy chart

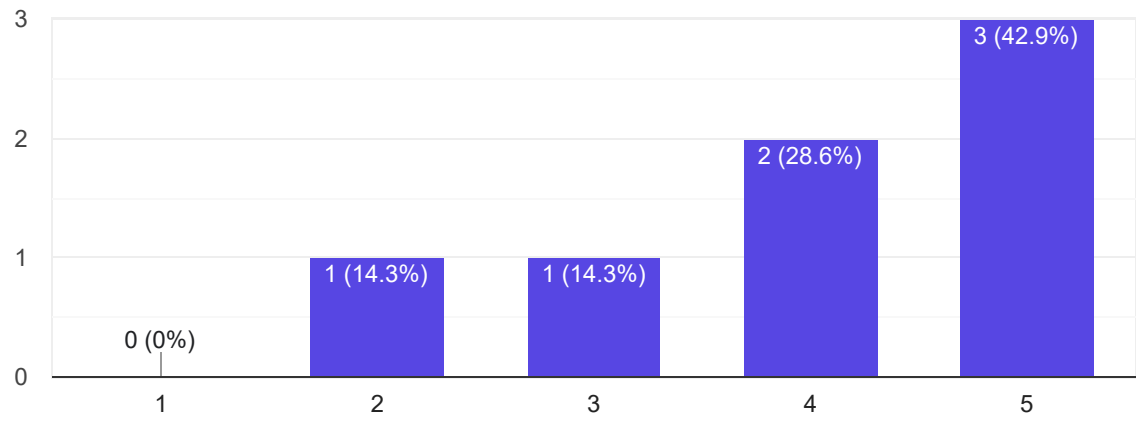
7 responses



Develops and executes sound personnel procedures and practices.

Copy chart

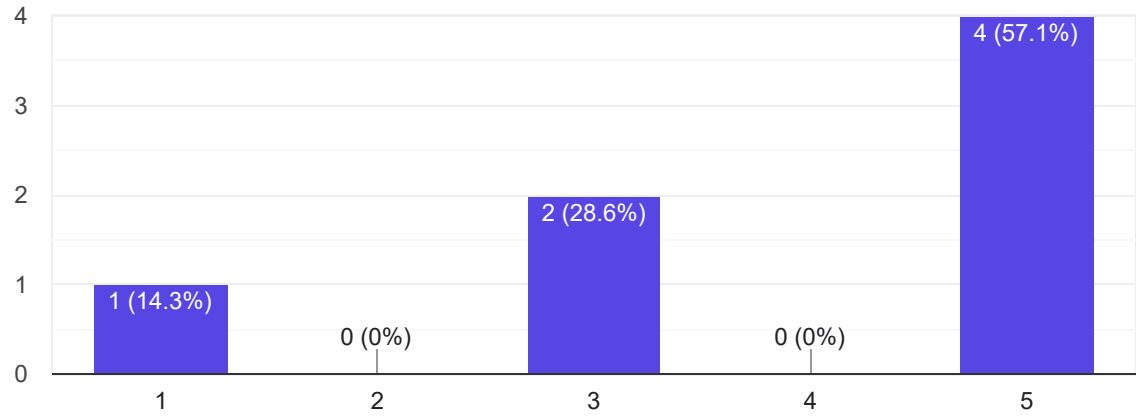
7 responses



Develops good staff morale and loyalty to the organization.

Copy chart

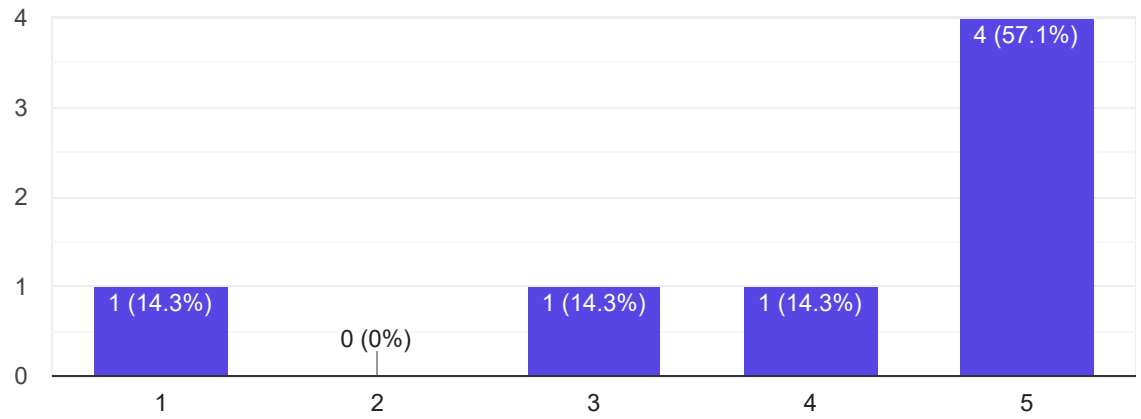
7 responses



Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

Copy chart

7 responses



Recruits and assigns the best available personnel.

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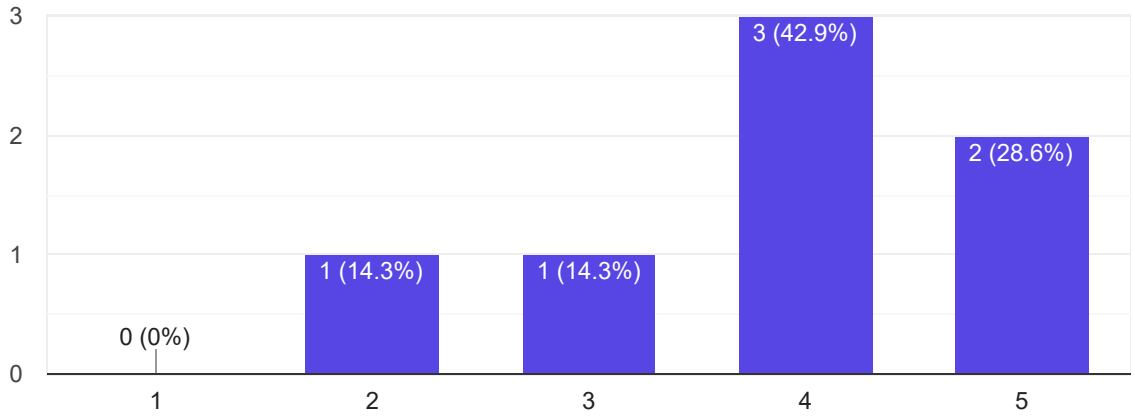
7 responses



Ensures that adequate planning and evaluation of curriculum and instruction occurs.

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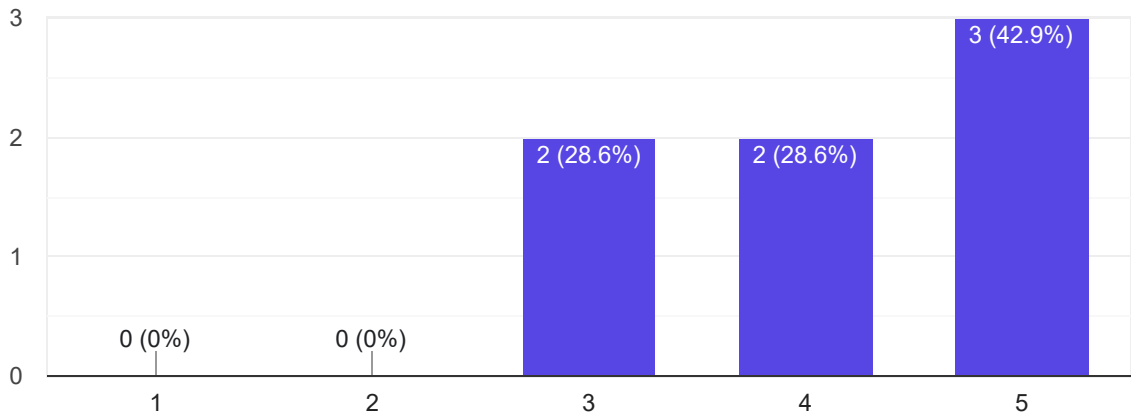

Develops and empowers staff, resulting in an effective educational team.

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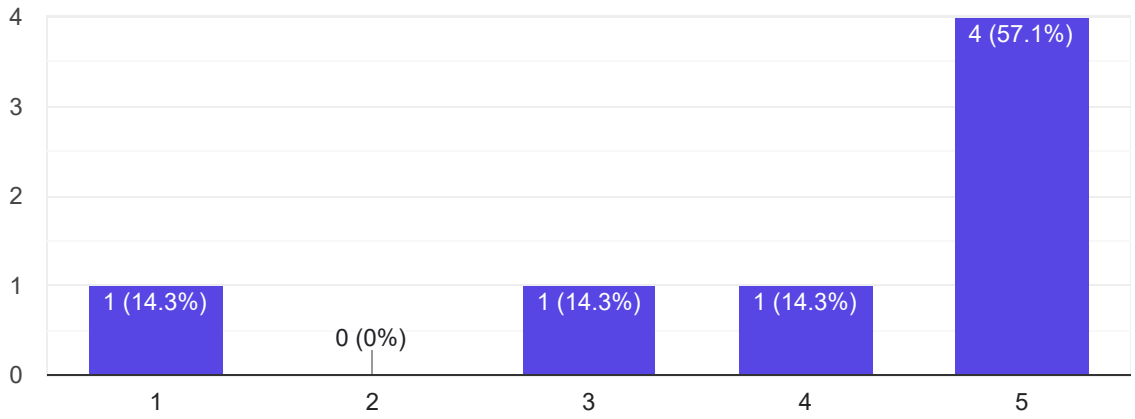

Has vision and communicates a mission for the school system.

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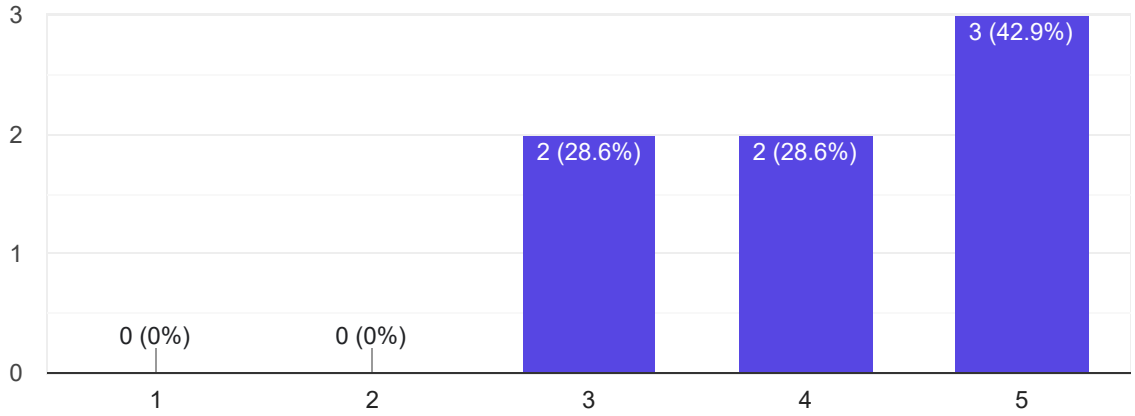

If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

1 response

Staff turnover is at an all time high while retention of good staff is terribly low. Morale is bad, and our students suffer because of it. Time for a change.

Educational Leadership

Maintains a sound philosophy of educational needs of all pupils.

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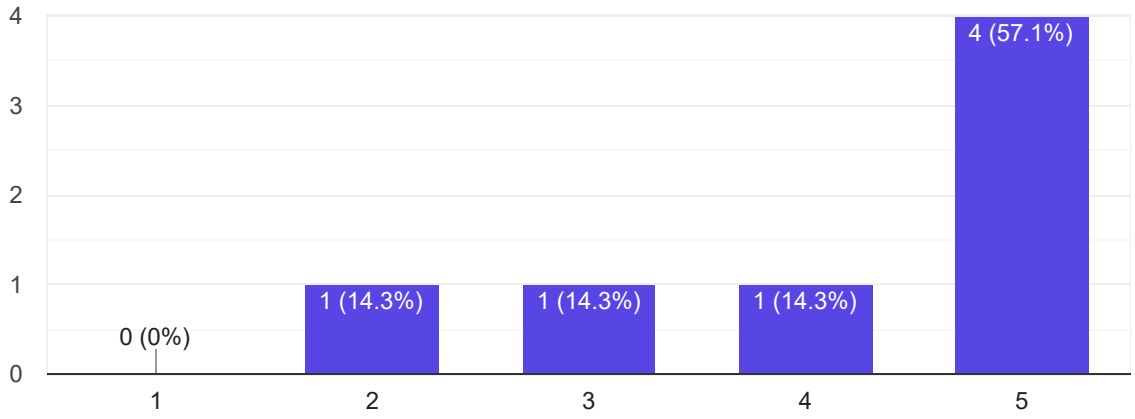
7 responses



Understands and keeps informed regarding all aspects of the instructional program of the district and individual schools.

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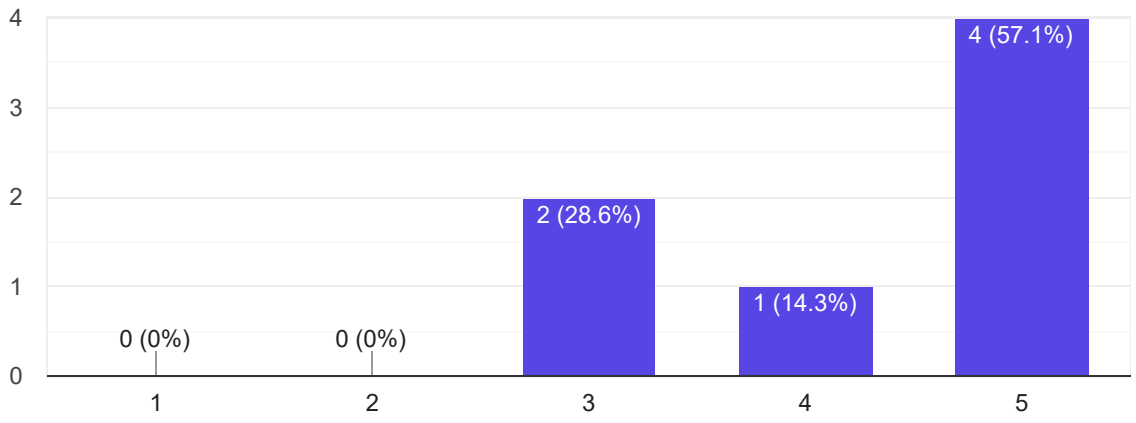

Develops, implements, promotes, and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement.

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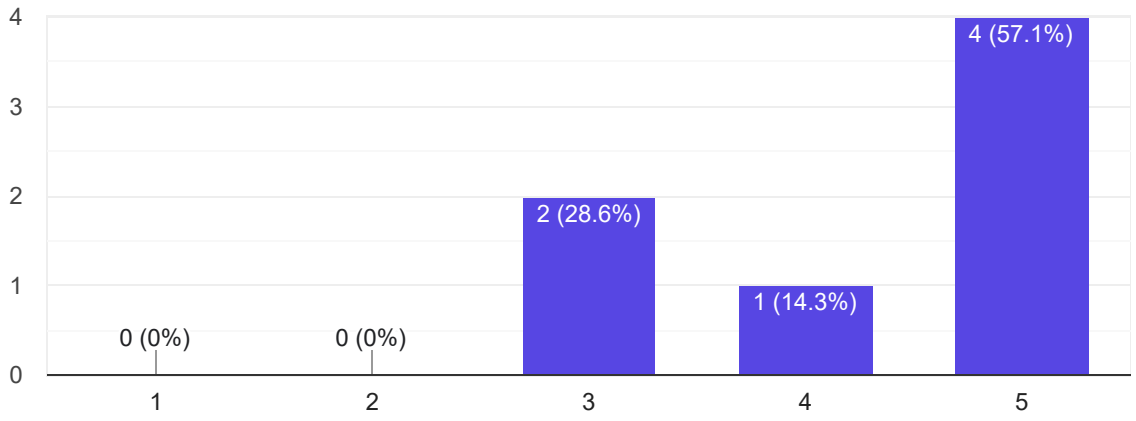

Promotes academic rigor and excellence for students.

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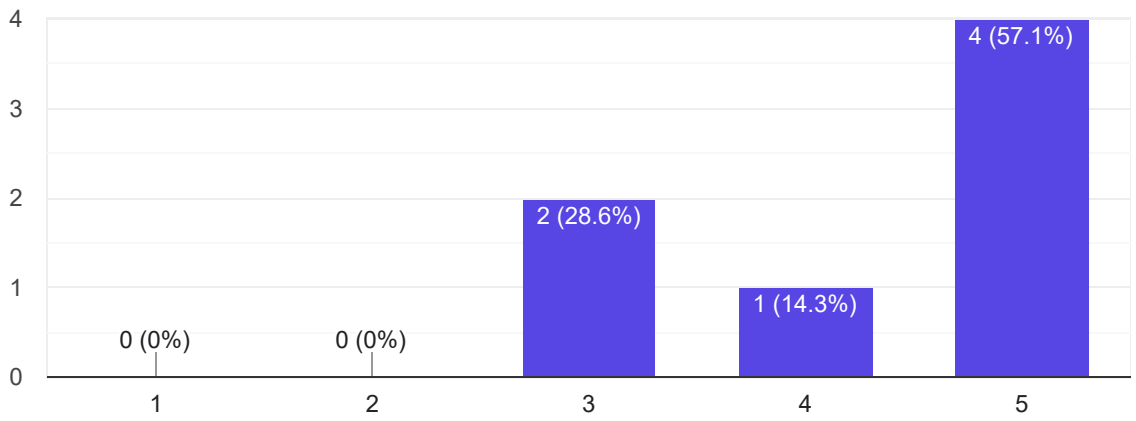

Oversees a program of staff development to improve district performance.

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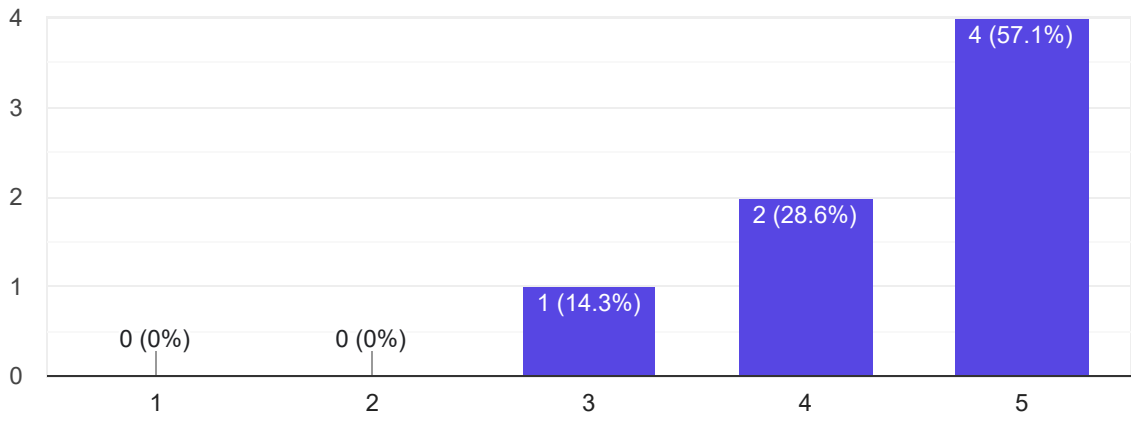

Organizes a planned program of staff evaluation and improvement.

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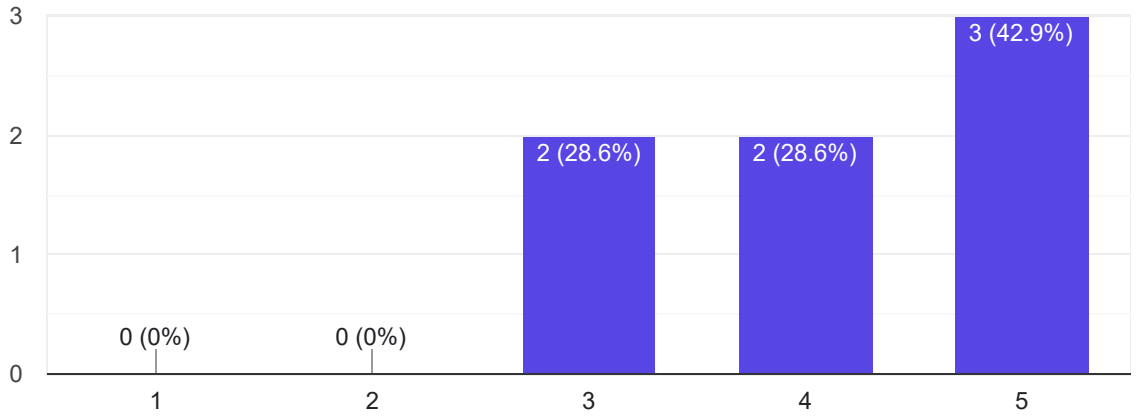

If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

1 response

Students with disabilities seem to be ignored in our system.

Has an understanding of the needs of the school program, facilities, equipment, supplies, and the budget required.

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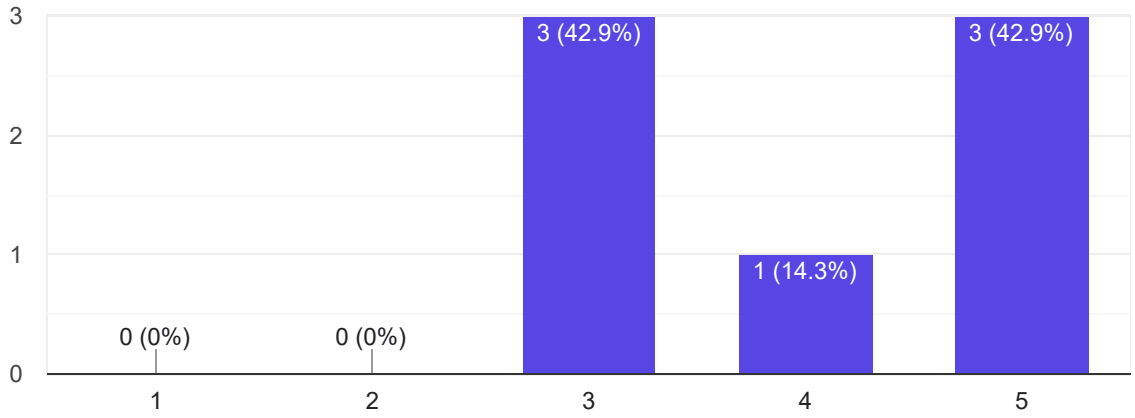
7 responses



Supervises operations, insisting on competent and efficient performance.

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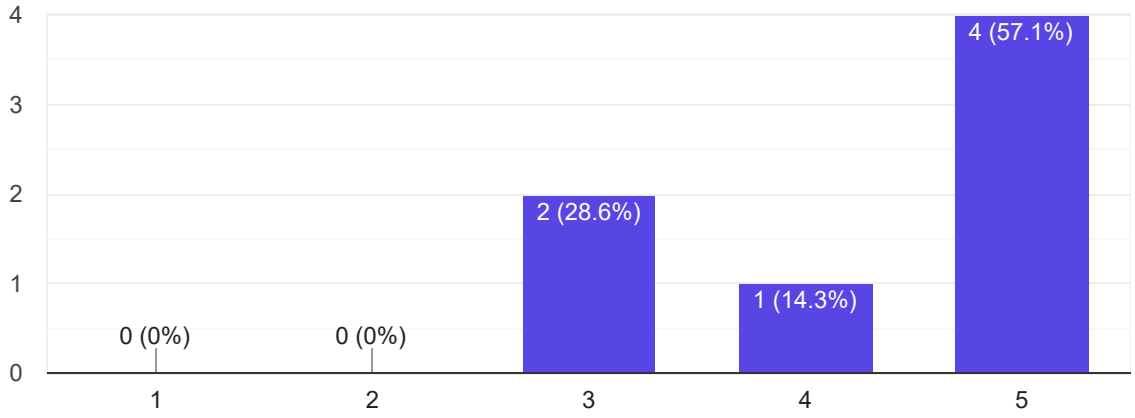

Ensures that funds are spent wisely, and adequate control and accounting are maintained.

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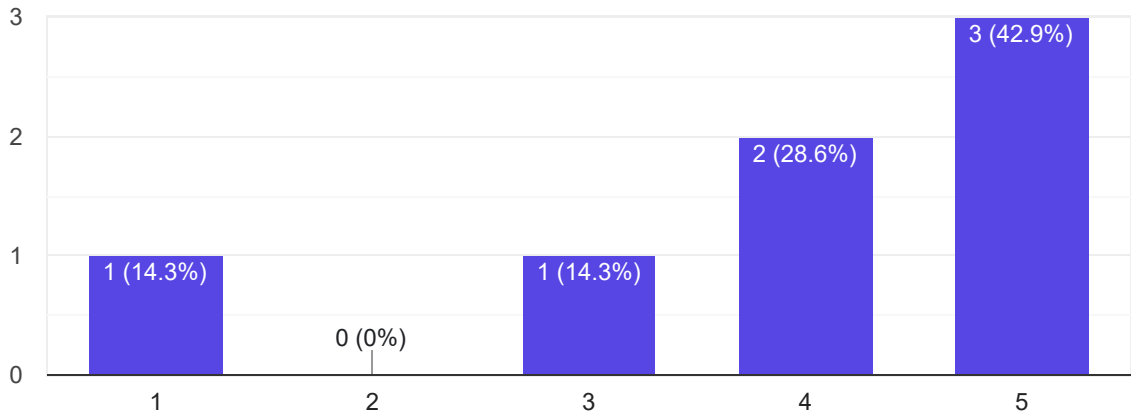
7 responses



Provides accurate and timely reports to the board on the financial condition of the school system.

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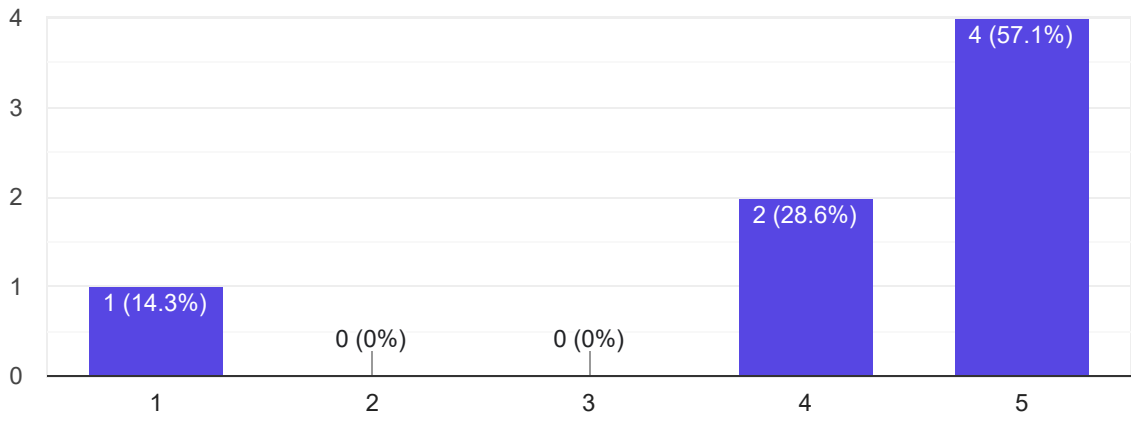
7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

1 response

The director's selfish request for a vehicle allowance (for a truck to pull a boat at the lake) is not a school expense, and this makes me question every financial decision made.

District priority performance goals

What would you rate my overall performance as Director of Schools?

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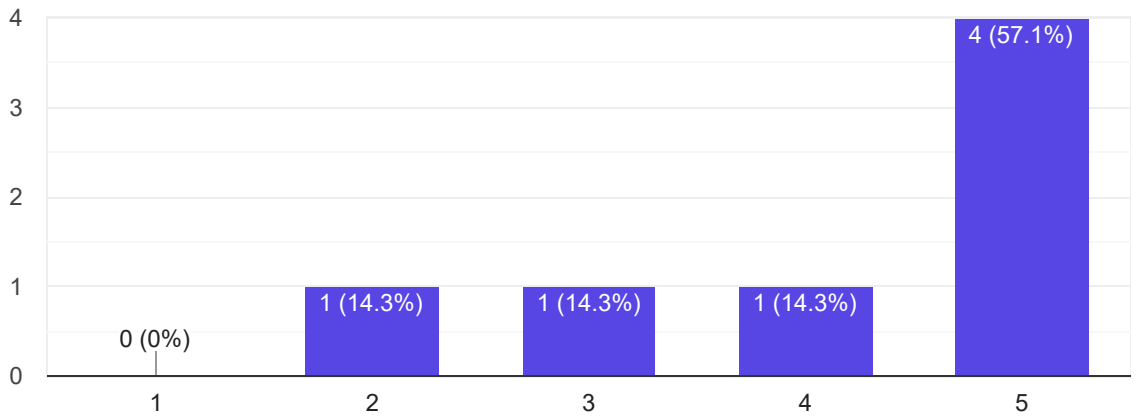
7 responses



Additional comments regarding performance and/or areas to improve upon

2 responses

The Director of Schools has demonstrated strong leadership, professionalism, and a clear commitment to the success of our students, staff, and community. I appreciate the vision, dedication, and steady leadership provided to the district. Continued focus on communication, transparency, and collaboration with the Board, staff, parents, and community will further strengthen an already strong performance.

I appreciate the positive contributions Mr. Pruett has made during his time with GCSSD, and I sincerely wish him well in his future endeavors. Given his experience and connections with various boards, councils, and other organizations, I believe he has opportunities ahead of him, and I hope he is successful in those pursuits.

At the same time, I believe GCSSD is ready for a new direction and a fresh approach to leadership.

Concerns regarding transparency, perceived favoritism, allegations of retaliation and discrimination, questions surrounding professional conduct, and strained relationships with members of the community, the Board, and personnel have created a level of distrust that cannot simply be overlooked.

This is not about diminishing what has been accomplished in the past. It is about recognizing when an organization needs to move forward.

GCSSD deserves leadership built on transparency, accountability, fairness, open communication, and trust. Our students, families, teachers, staff, and community deserve nothing less.

It is definitely time for a new direction—and a renewed commitment to putting the best interests of GCSSD first.

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2026 GCSSD Feasibility Study

YORKVILLE ELEMENTARY SCHOOL

LEWIS GROUP ARCHITECTS

Corrections:
- Original school was built in 1940's
- Gym, Kindergarten, & cafeteria built in approximately 1954
- Elementary portion built in 1960's
- Original torn down and built new in 1997
- Elementary remodeled in 1997

**Dates provided by community members

Yorkville Elementary School

56 Nebo-Yorkville Road, Newbern, TN 38059

OVERVIEW

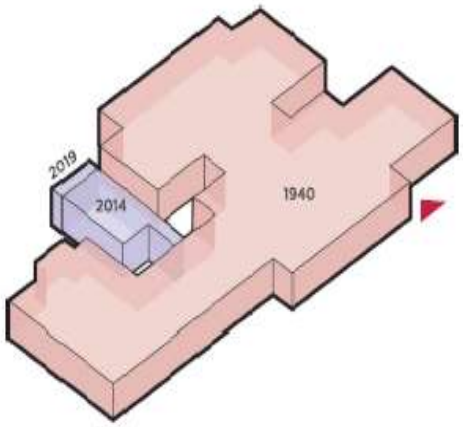
Yorkville Elementary School, located in Newbern, Tennessee, serves an enrollment of 156 students within a facility designed for a functional capacity of 273. This results in a utilization rate of approximately 57%. Originally constructed in 1940, the aging campus received a 2014 addition and a 2019 tornado-safe space. However, the building envelope and structural integrity are currently rated as Fair. Significant challenges include limited accessibility and subpar health and safety conditions. These facility deficiencies indicate a clear need for modernization to ensure the site remains a viable long-term educational asset for the Yorkville community.

UTILIZATION

CURRENT ENROLLMENT: 156

FUNCTIONAL CAPACITY: 273

UTILIZATION RATE: 57%



SPECIFICATIONS

GRADES: PK-8

NO. CLASSROOMS: 13

NO. STORIES: 1

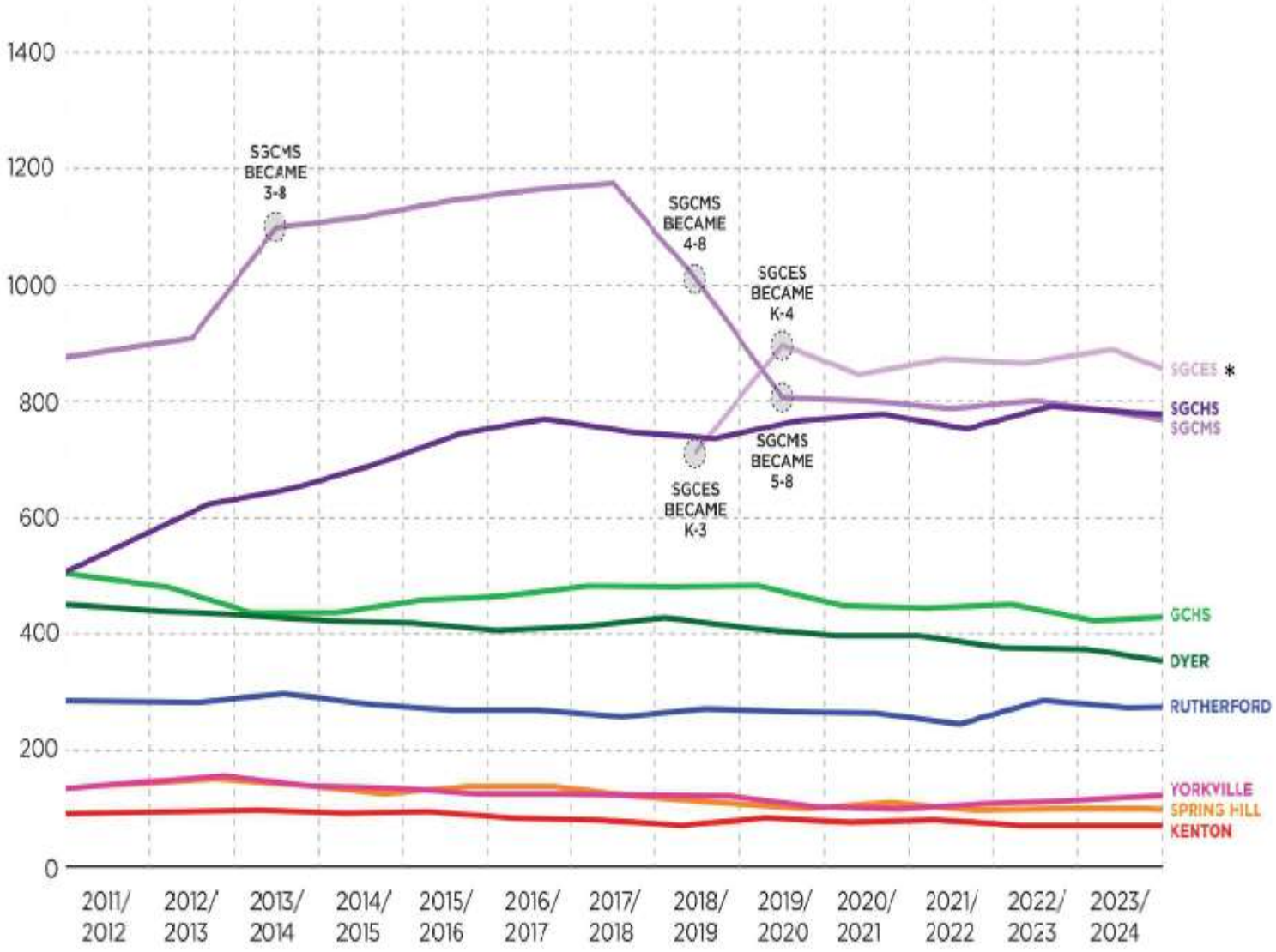
TOTAL AREA: 33,250 SF

CONSTRUCTION HISTORY

1940	Original Construction
2014	Addition
2019	Addition: Tornado-Safe Space

BUILDING ENVELOPE + STRUCTURE	HEALTH & SAFETY	ACCESSIBILITY	GENERAL CONDITIONS
FAIR	FAIR	FAIR	FAIR

GROWTH BY SCHOOL

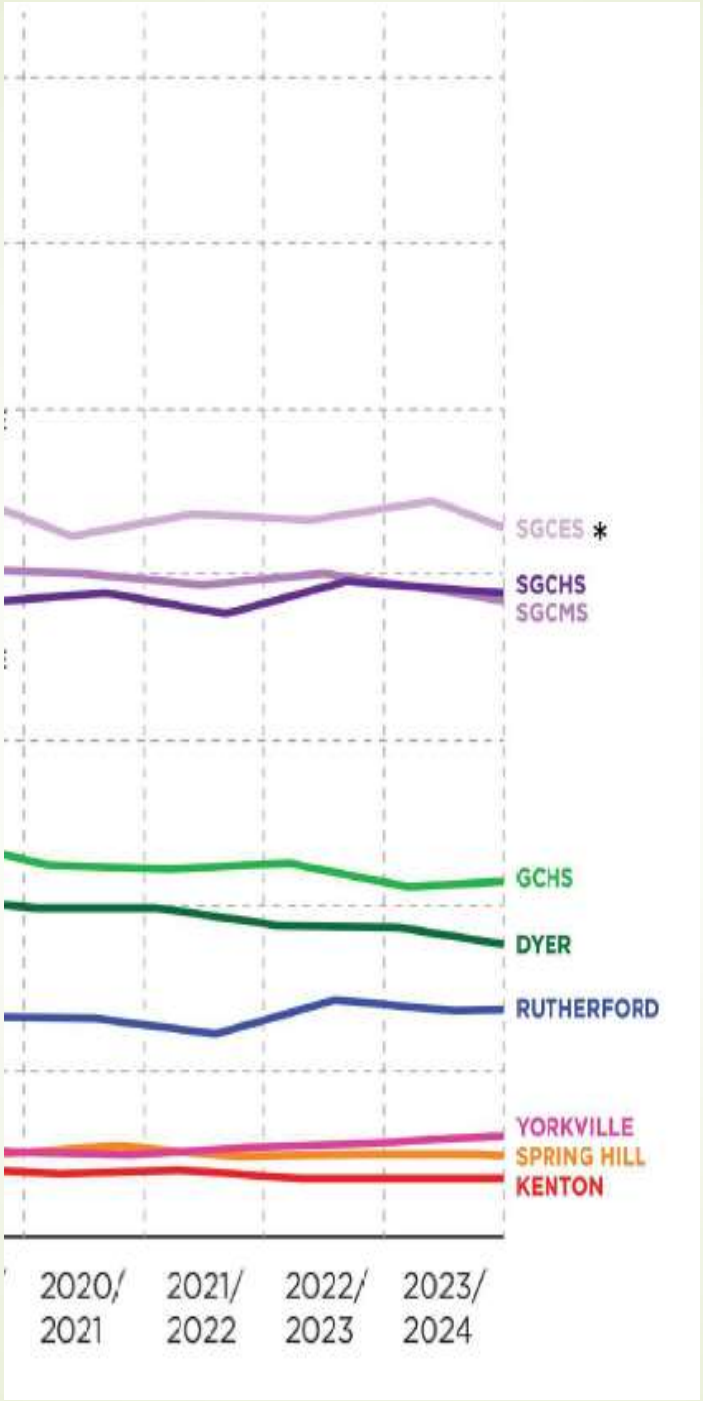


GROWTH BY SCHOOL ANALYSIS

The three schools that have experienced a major fluctuation in enrollment are the South Gibson Elementary, Middle, and High Schools, partially due to the grade reconfigurations between the elementary and middle school. Enrollment at all other schools has remained relatively stable.

* *South Gibson County Elementary School data provided from 2019-2025 only (post-construction 6-year average)*

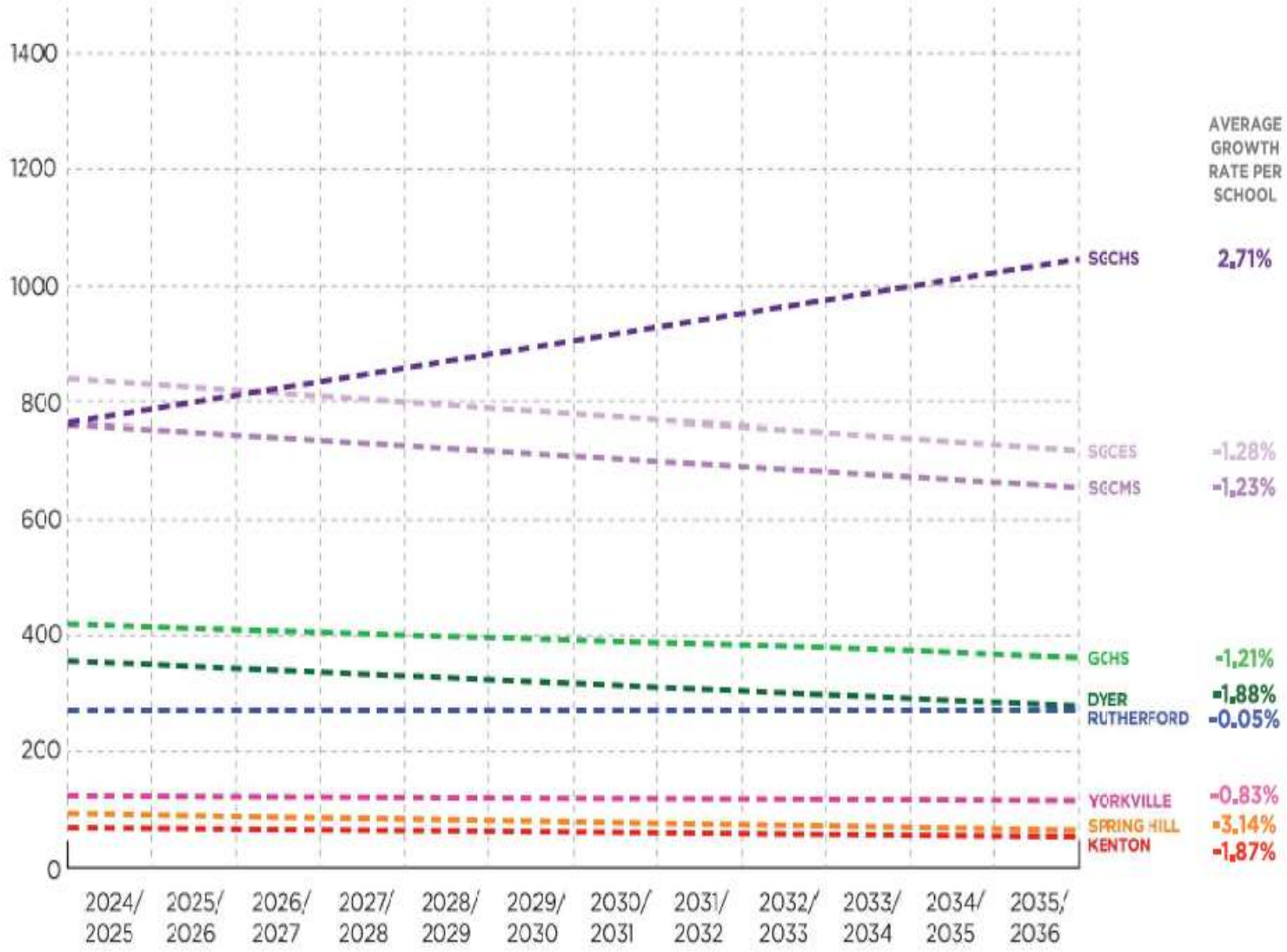
NOTE: *All enrollments provided by Gibson County Special Schools District*



Over the last several years, it appears that the schools with a positive growth rate are:

- SGCHS
- Rutherford
- Yorkville.

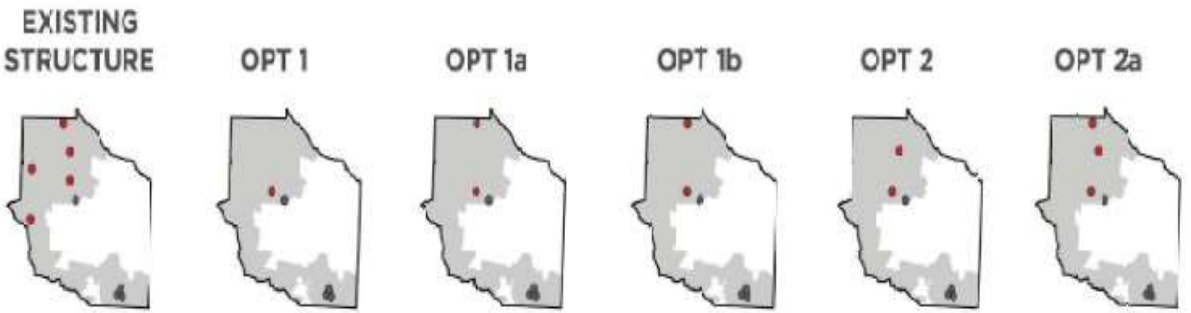
PROJECTED GROWTH BY SCHOOL



PROJECTED GROWTH BY SCHOOL ANALYSIS

Based on the precedented 2.71% average growth rate (the only positive growth rate across all schools) for SGCHS, the enrollment after 10 years is predicted to be the greatest across all schools. All other schools have a decline in enrollment, with Yorkville, Spring Hill, Kenton, and Rutherford remaining the most stagnant in growth.

OPTIONS SUMMARY AND COMPARISONS



	EXISTING STRUCTURE	OPT 1	OPT 1a	OPT 1b	OPT 2	OPT 2a
PROJECTED ANNUAL UTILITIES COST *	$243,368	$167,585	$184,327	$193,714	$167,645	$184,327
OPINION OF ESTIMATED CONSTRUCTION COSTS	costs of upgrades + necessary maintentance, including ADA/code compliance, building envelope concerns, potential hazardous materials, etc.	PK-8 $63,360,000 – $72,960,000	PK-8 $63,360,000 – $72,960,000	PK-8 $63,360,000 – $72,960,000 ADDITION (4 CLASSROOMS @ KENTON) $1,741,905 – $2,005,830	PK-4 $35,640,000 – $41,040,000 ADDITION (4 CLASSROOMS @ RUTHERFORD) $1,741,905 – $2,005,830	PK-4 $35,640,000 – $41,040,000 ADDITION (4 CLASSROOMS @ RUTHERFORD) $1,741,905 – $2,005,830
PROJECTED ANNUAL PERSONNEL COSTS *	$7,227,726	$5,697,835	$6,487,090	$6,736,690	$6,063,602	$6,852,857
PROJECTED TOTAL ANNUAL OPERATIONAL COSTS *	$7,471,094	$5,865,420	$6,671,417	$6,930,404	$6,231,247	$7,037,184
PROJECTED REDUCTION IN ANNUAL OPERATIONAL COSTS *	$0	$1,605,674	$799,677	$540,690	$1,239,847	$433,910

* *Cost estimates do not include Gibson County High School, South Gibson Elementary, South Gibson Middle, or South Gibson High School. The chart above only includes the northern 5 schools – Kenton, Dyer, Rutherford, Spring Hill, and Yorkville.*

NOTE: Projected Total Operational Costs includes water/sewer, gas, electricity, and salaries as provided by the Gibson County Special Schools System.

NOTE: Although the $/SF benchmark is based on averages from newer facilities (South Gibson County Elementary and Middle Schools), improved insulation, a high-performance building envelope, and adherence to current energy codes are anticipated to lower the overall cost per square foot for a new PK-8 or PK-4.

Reduction in Staff

Current Personnel Expense		$ 7,227,726.00
Projected Personnel Expense		$ 5,697,835.00
Reduction in Personnel Expense		$ 1,529,891.00
Average Salary Range of GCSSD Employee	$ 40,712.00	$ 56,888.00
Reduction in Employees	37.58	26.89

Local Community Impact of a Person's Wages:

- **Supports local businesses:** Workers spend money on groceries, restaurants, gas, clothing, repairs, and other goods and services.
    - **A portion of all salaries for teachers, staff, and faculty is spent in the community where the school is located**
    - **Wages multiply/compound as they circulate throughout the community (teacher salary > local spending > business revenue > employee wages > more local spending)**
- **Creates additional jobs:** When local businesses have more customers, they may need to hire more employees or increase hours.
- **Strengthens families:** Higher wages can help families afford housing, childcare, transportation, education, and healthcare.
- **Keeps money local:** Spending at locally owned businesses allows more of each dollar to circulate within the community instead of leaving the area.
- **Increases community stability:** Stable employment and income can reduce financial stress, housing instability, and reliance on community assistance.
- **Supports schools and public services:** Wages generate economic activity and, depending on local tax structures, contribute to sales, property, and other tax revenues.
- **Encourages people to stay:** Good-paying jobs can help young adults and families remain in or move to a small community rather than leaving for larger cities.
- **Builds community investment:** People with greater financial stability are often better positioned to donate, volunteer, participate in civic activities, and support local organizations.

Why This Matters:

Investing in schools can have effects beyond the classroom.

When schools are able to employ and retain qualified teachers:

- Families benefit from stable employment
- Local businesses gain customers.
- Communities retain working professionals
- Tax bases can benefit from increased economic activity
- Schools remain an important part of the local economy

A teacher's paycheck can become a community's paycheck!

Other Considerations:

- **Study did not include community impact**
- **Study did not give estimates of upgrades to schools**
- **Study did not include a cost of providing CTE at schools without**
- **Study did not take into consideration the children that would be removed from GCSSD as a result of consolidation**
- **Mental health, anxiety, etc. would be more prevalent in a larger school, and students would be more likely to be lost in the crowd**
- **Much more difficult to track and promote awareness of specific student needs in a larger school (medical, educational, etc.)**
- **Study did not address Dyer sewer system upgrades that would be needed for a consolidated school ($$$)**
- **Study did not include whether or not FEMA would require reimbursement if schools were closed and abandoned**
    - **What would happen to safe rooms?**
    - **Would they still be available for community use?**
    - **How would you maintain them (temperature control, etc.)?**

Standard Loan Calculator Results

Essential Calculators for the Web[tm]

Loan Amount:	$73,000,000.00
Interest Rate:	4.75%
Number of Years:	40
Number of Periods Per Year:	1
Payment Amount:	$4,109,662.41
Total Interest Paid:	$91,386,496.59

Amortization Schedule

Payment	Principal	Interest	Loan Balance
		4.75%	$73,000,000.00
1	$642,162.41	$3,467,500.00	$72,357,837.59
2	$672,665.13	$3,436,997.29	$71,685,172.46
3	$704,616.72	$3,405,045.69	$70,980,555.73
4	$738,086.02	$3,371,576.40	$70,242,469.72
5	$773,145.10	$3,336,517.31	$69,469,324.61

Standard Loan Calculator Results

Essential Calculators for the Web™

Loan Amount:	$73,000,000.00
Interest Rate:	4.75%
Number of Years:	30
Number of Periods Per Year:	1
Payment Amount:	$4,614,290.14
Total Interest Paid:	$65,428,704.14

Amortization Schedule

Payment	Principal	Interest	Loan Balance
		4.75%	$73,000,000.00
1	$1,146,790.14	$3,467,500.00	$71,853,209.86
2	$1,201,262.67	$3,413,027.47	$70,651,947.19
3	$1,258,322.65	$3,355,967.49	$69,393,624.55
4	$1,318,092.97	$3,296,197.17	$68,075,531.57
5	$1,380,702.39	$3,233,587.75	$66,694,829.19

Standard Loan Calculator Results

Essential Calculators for the Web™

Loan Amount:	$73,000,000.00
Interest Rate:	4.75%
Number of Years:	20
Number of Periods Per Year:	1
Payment Amount:	$5,734,184.11
Total Interest Paid:	$41,683,682.20

Amortization Schedule

Payment	Principal	Interest	Loan Balance
		4.75%	$73,000,000.00
1	$2,266,684.11	$3,467,500.00	$70,733,315.89
2	$2,374,351.61	$3,359,832.50	$68,358,964.28
3	$2,487,133.31	$3,247,050.80	$65,871,830.98
4	$2,605,272.14	$3,128,911.97	$63,266,558.84
5	$2,729,022.57	$3,005,161.54	$60,537,536.27

Effects of Loan Payments on Local Tax Rates

$73,000,000.00 @ 4.75% Quoted by Rural Development for School District New Construction Projects			
	40 Year Term	30 Year Term	20 Year Term
Loan Payment	$ 4,109,662.00	$ 4,614,290.00	$ 5,734,184.00
Option 1 Savings	$ 1,605,674.00	$ 1,605,674.00	$ 1,605,674.00
Additional Tax Revenue	$ 2,503,988.00	$ 3,008,616.00	$ 4,128,510.00

Projected Increase	Projected Increase	Projected Increase	Projected Increase
0.0000%	0.4393%	0.5278%	0.7243%

Asset Valuation			
$ 570,000,000.00			
Current Tax Rate	Projected Tax Rate	Projected Tax Rate	Projected Tax Rate
1.3119%	1.7512%	1.8397%	2.0362%
Tax Revenue	Projected Tax Revenue	Projected Tax Revenue	Projected Tax Revenue
$ 7,477,830.00	$ 9,981,840.00	$ 10,486,290.00	$ 11,606,340.00

Asset Valuation	Current Taxes	40 Year Term Projection	30 Year Term Projection	20 Year Term Projection
$150,000.00	$ 1,967.85	$ 2,626.80	$ 2,759.55	$ 3,054.30
$200,000.00	$ 2,623.80	$ 3,502.40	$ 3,679.40	$ 4,072.40
$250,000.00	$ 3,279.75	$ 4,378.00	$ 4,599.25	$ 5,090.50
$300,000.00	$ 3,935.70	$ 5,253.60	$ 5,519.10	$ 6,108.60
$400,000.00	$ 5,247.60	$ 7,004.80	$ 7,358.80	$ 8,144.80
$500,000.00	$ 6,559.50	$ 8,756.00	$ 9,198.50	$ 10,181.00
$750,000.00	$ 9,839.25	$ 13,134.00	$ 13,797.75	$ 15,271.50
$1,000,000.00	$ 13,119.00	$ 17,512.00	$ 18,397.00	$ 20,362.00

Private Act Historical Tax Increases

Year	Private Act Tax Increases	Purpose	Private Act#
1981	$ 2.00	Starting the School District	Private Act 181
1982	$ 0.50		Private Act 342
1984	$ 0.37		Private Act 241
1989	$ 0.20		Private Act 113
1999	$ 0.25	Growth in Medina	Private Act 55
2005	$ 0.14	Growth in Medina	Private Act 73
2007	$ 0.60	SGCHS	Private Act 59
2010	$ 0.40	Growth in Medina	Private Act 68
2016	$ 0.40	SHCES	Private Act 42

Why Class Size Matters

- More individual attention from teachers
- Greater student participation and classroom engagement
- Fewer distractions and easier classroom management
- Stronger teacher–student relationships
- More opportunities to identify and respond to learning needs
- Stronger educational outcomes

1. More Individual Attention

- Teachers have more time to check understanding and give targeted feedback.
- Students can ask questions without feeling rushed.
- Teachers can adjust explanations, examples, and practice to individual needs.

2. Higher Engagement & Participation

More voices

Students have more chances to answer, discuss, and present.

More practice

Activities can include more hands-on time for each child.

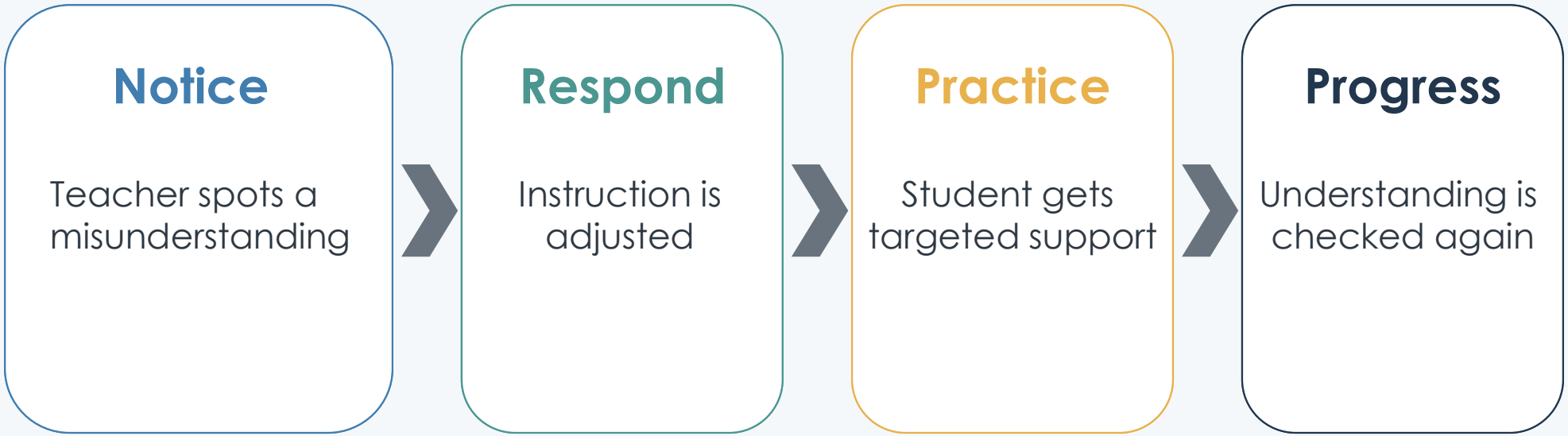
More confidence

Quieter students may find it easier to participate.

3. Stronger Teacher–Student Relationships

- Teachers can get to know each child's interests, strengths, and areas for growth.
- Students may feel more comfortable asking for help or explaining when they are confused.
- Frequent interaction makes it easier to provide encouragement and constructive feedback.
- A supportive relationship can help children feel known, valued, and connected at school.

4. Faster Response to Learning Needs



5. A More Focused Classroom Environment

- Fewer students can make transitions, group work, and classroom routines easier to manage.
- Teachers may spend less instructional time addressing disruptions.
- Students can have more space and time to concentrate on tasks.
- A calmer environment can support productive discussion and collaboration.

6. Academic & Social Benefits

Academic

More feedback, practice, and targeted instruction

Communication

More opportunities to speak, listen, and explain ideas

Collaboration

Smaller groups can make teamwork more manageable

Confidence

Students can receive more frequent encouragement

Larger Schools = Larger Risk

Larger Schools

- silently breeds anonymity and disconnection
- have a higher risk of victimization and bullying
- create an impersonal environment
- increase bussing and adds additional environmental risk

Summary Report for Bullying/Harassment Cases

2025-2026 School Year

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	Total Reported in the School	Total Determined after Investigation
Dyer	0	0	3	0	0	0	2	0	3	0	8	0
GCHS	0	0	0	0	0	0	0	0	0	0	0	0
Kenton	0	0	0	0	0	0	0	0	0	0	0	0
SGCES	0	0	0	1	0	0	0	0	0	0	1	0
SGCMS	0	0	1	1	0	2	1	0	1	0	6	3
Rutherford	0	0	0	0	0	0	0	0	0	0	0	0
SGCHS	0	0	0	0	5	0	0	0	1	0	6	6
Spring Hill	0	0	0	0	0	0	0	0	0	0	0	0
Yorkville	0	0	0	0	0	0	0	0	0	0	0	0

Closing Message

“When we invest in our schools, we aren't only investing in students. We're investing in teachers, families, local businesses, and the economic future of our community.”

A strong school can be one of the most important economic anchors in a small community.

Budget Overview Plus/Minus

Gibson County Special School District (275) Public District - FY 2027 - State Special Education Preschool Grant - Rev 1 - State Special Education Preschool Grant

Go To

Filter by Location: All - $44,660.81

Show Unbudgeted Categories

Account Number	71200 - Special Education Program	Total
Line Item Number		
116 - Teachers	31,063.65 +$31,063.65	31,063.65 +$31,063.65
201 - Social Security	1,662.00 +$1,662.00	1,662.00 +$1,662.00
204 - State Retirement	1,810.00 +$1,810.00	1,810.00 +$1,810.00
207 - Medical Insurance	6,108.00 +$6,108.00	6,108.00 +$6,108.00
212 - Employer Medicare	395.00 +$395.00	395.00 +$395.00
429 - Instructional Supplies & Materials	3,622.16 +$3,622.16	3,622.16 +$3,622.16
Total	44,660.81 +$44,660.81	44,660.81 +$44,660.81
	Adjusted Allocation	44,660.81
	Remaining	0.00

Go To

Budget Overview

Gibson County Special School District (275) Public District - FY 2027 - Innovative School Models (ISM) - Rev 1 - Innovative School Models

Go To

Filter by Location: All - $529,160.94

Show Unbudgeted Categories

Account Number / Line Item Number	71100 - Regular Instruction Program	71300 - Vocational Education Program	72130 - Other Student Support	72230 - Support Services/Vocational Education Program	72510 - Fiscal Services	72710 - Transportation	76100 - Regular Capital Outlay	Total
105 - Supervisor / Director				20,039.74				20,039.74
116 - Certified Teachers	0.00	194,700.55						194,700.55
119 - Accountants/Bookkeepers					4,000.00			4,000.00
189 - Other Salaries & Wages	0.00	33,418.30		0.00			0.00	33,418.30
201 - Social Security	0.00	12,227.20	0.00	1,341.84	260.40	0.00	0.00	13,829.44
204 - State Retirement	0.00	17,617.46	0.00	1,422.84	283.99	0.00	0.00	19,324.29
207 - Medical Insurance	0.00	15,306.17	0.00	2,082.00	0.00	0.00	0.00	17,388.17
212 - Employer Medicare	0.00	2,860.71	0.00	290.58	60.97	0.00	0.00	3,212.26
336 - Maintenance & Repair Services - Equipment				3,000.00				3,000.00
355 - Travel			10,000.00	0.00				10,000.00
399 - Other Contracted Services		76,000.00		0.00		0.00	0.00	76,000.00
429 - Instructional Supplies & Materials	0.00	18,405.09						18,405.09
429C - Instructional Supplies & Materials (Consumables)	0.00	17,880.05						17,880.05
471 - Software	0.00	13,935.00		0.00				13,935.00
499 - Other Supplies and Materials	0.00	24,704.85	0.00	0.00	0.00			24,704.85
707 - Building Improvements							12,000.00	12,000.00
722 - Regular Instruction Equipment	25,100.00							25,100.00
729 - Transportation Equipment						2,500.00		2,500.00
730 - Vocational Instruction Equipment		19,723.20						19,723.20
Total	25,100.00	446,778.58	10,000.00	28,177.00	4,605.36	2,500.00	12,000.00	529,160.94
							Adjusted Allocation	529,160.94
							Remaining	0.00

Go To

Surplus

September 2026

Bus# 15-09 (Spare SPED Bus)

2015 Chevrolet/GMC VIN:1BB6G5BGXF1126323

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in July~~Review: Annually, in September	**School Board Meetings**	**1.400**	~~08/10/23~~
		Rescinds: ~~1.400~~	Issued: ~~08/13/15~~

The Board will transact all business at official meetings which may be either regular or special.

Every meeting of the Board shall be open to the public, except for those meetings in which the law allows closed sessions.[1] Open meetings will be physically accessible to all students, employees, and interested citizens.~~[2]~~[3]

The Board may restrict the recording of Board meetings via camera, camcorder, or other photographic equipment when such recording creates a threat to public safety and welfare or impedes the conducting of efficient and orderly public meetings.~~[3]~~[4]

REGULAR MEETINGS

Regular meetings of the Board shall be held on the second Thursday of each month. In special circumstances when the Board determines the need to change a regular meeting, the Board may do so at that time. In instances when any regular meeting date falls on a legal holiday, the meeting shall be rescheduled by the Chair.

SPECIAL MEETINGS

The Board shall hold such special meetings as necessary to transact the business of the Board. Such meetings shall be called by the Chair whenever, in the Chair's judgment, the interests of the schools require it, or when requested to do so by a majority of the Board.~~[4]~~[2]

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

ELECTRONIC ATTENDANCE[5]

Absent board members may attend a regular or special meeting by electronic means for certain qualifying reasons ~~subject to the~~ . The following requirements apply to all electronic attendance, regardless of the reason for the absence:

1. A quorum of the Board shall be physically present at the meeting in order for any board member to attend electronically, except in the case of inclement weather or natural disasters (permitted for a maximum of three times per year);

2. Any board member wishing to participate electronically shall do so using technology that allows the Chair to visually identify the board member; and

3. The responsibility for the connection lies with the board member wishing to participate electronically. No more than three (3) attempts to connect shall be made unless the Board chooses to make additional attempts.

Work-Related Absence

A board member may attend a meeting by electronic means if out of the county due to work; however, he/she may only participate electronically two (2) times per year for this reason. The board member shall give the Chair and Director of Schools at least five (5) days' notice prior to the meeting of the board member's intention to participate electronically.

Sickness or Period of Convalescence

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

Inclement Weather or Natural Disaster

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

Family Emergency

A board member may attend a meeting by electronic means if there is a family emergency that prevents him/her from attending in person. The absence shall be due to the hospitalization of the board member or the death or hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law, or sister-in-law. The board member may only participate electronically two (2) times per year for this reason.

Military Service

A board member may attend a meeting by electronic means if out of the county due to military service. The board member may participate electronically as often as he/she is able to do so.

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); Public Acts of 2026, Chapter No. 852~~
1. TCA 8-44-102; TCA 49-6-804(b)
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); Public Acts of 2023, Chapter No. 350

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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in January~~ **Review: Annually, in January**	**Compensation Guides & Contracts**	**5.110**	**09/11/25**
		Rescinds: **5.110**	Issued: **07/10/25**

General

Certified personnel shall make a written contract at a fixed salary per month before entering upon their duties.[1]

The Director of Schools shall establish the salary rating of ~~all personnel~~ each person employed and shall recommend ~~the~~ such salary ~~schedule~~ rating to the Board for its approval.[2]

Salaries of all employees, including substitute and supplemental pay, shall be paid by the Board. No payment to any employee for service performed on behalf of the school system shall be made from any source other than the Board.[1,4]

Contracts for ~~certified~~ administrators and system-wide professional personnel shall include two hundred (200) days of responsibility, plus twenty (20) days for each additional month assigned by the Board. Each contract shall provide ~~the following~~:[3]

1. A minimum of one hundred and eighty (180) working days;

2. A minimum of five (5) days for in-service education;

3. Ten (10) vacation days; and

4. Five (5) days as designated by the Board. (Teachers shall use one (1) day for parent-teacher conferences.)

The school calendar adopted by the Board each year shall become part of ~~all certified personnel contracts~~ each employee's contract.

Salaries and supplements may be paid from revenue derived from sources other than taxes, provided the revenue is deposited with and salaries paid through the Board. This includes donations or contributions from individual, civic, or other non-school related sources of funds from individual school activity funds, such as gate receipts and concessions.[1,4]

~~**ACCRUED LEAVE & BENEFICIARIES**[5]~~

~~A deceased employee's estate or designated beneficiary shall be paid the value of any unused accumulated leave. Unless an employee designates differently, the beneficiary shall be the same as the~~

~~beneficiary designed for receipt of retirement benefits with the Tennessee Consolidated Retirement System.~~

Legal References	Cross References
1. TCA 49-2-203(a)(1); TCA 49-5-408	School Calendar -1.800
2. TCA 49-5-402	Revenues 2.400
3. TCA 49-6-3004	Payroll 2.802
4. TCA 49-6-2006(a)	Application and Employment 5.106
~~5. TCA 49-5-717; Public Acts of 2026, Chapter No. 909~~	

Current Policy

Gibson County School District

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Director of Schools Recruitment and Selection**	**5.801**	**03/12/15**
		Rescinds: **5.801**	Issued: **05/08/08**

When a vacancy occurs, the appointment of a director of schools is a function of the Board.[1] The Board is responsible for finding the person it believes can most effectively translate into action the policies of the Board and the goals of the community and the professional staff.

The Board may employ a consultant to advise and assist the Board in the search and selection process. However, final selection shall rest with the Board after a thorough consideration of qualified applicants. An interim director of schools appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection procedures. A board member may not apply for or in any other way be considered for the position of director of schools.[2]

If the Board chooses to conduct a search to fill the position, the Board shall initially develop the following:

- a job description
- a timeline
- a process for accepting and reviewing applications
- selection procedures which shall include, but not be limited to, the following:[3]

1. The Board may invite the community, including board employees, to participate in the process of selecting a director of schools. Resumes of persons interviewed by the Board shall be available in the central office for public inspection.

2. The interview process for each finalist shall include meetings with various staff and community groups and an interview with the entire board.

3. Candidates shall be interviewed by the Board in an open session. Only board members will be allowed to ask questions during the interview.

4. The Board shall attempt to select a director by unanimous vote, but a simple majority vote of the membership of the board shall be required for the appointment of a director of schools.

Legal References

1. TCA 49-2-203 (a)(14)
2. TCA 49-2-203 (a)(1)(D)
3. TCA 49-2-203 (a)(14)(B)

Proposed Policy

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Director of Schools Recruitment and Selection**	**5.801**	
		Rescinds:	Issued:

When a vacancy occurs, the appointment of a Director of Schools is a function of the Board.[1] The Board is responsible for finding the person it believes can most effectively translate into action the policies of the Board and the goals of the community and the professional staff.

The Board may employ a consultant to advise and assist the Board in the search and selection process. However, final selection shall rest with the Board after a thorough consideration of qualified applicants. An interim Director of Schools appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection process. A board member may not apply for or in any other way be considered for the position of Director of Schools.[2]

If the Board chooses to conduct a search to fill the position, the Board shall initially develop the following:[3]

1. Job description;

2. Timeline;

3. System for accepting and reviewing applications, including a process for handling public versus non-public material (Note: Per state law, records of all applicants are public unless candidates request their records be made private); and

4. Selection process which shall include, but not be limited to, the following:

    a. Candidates shall be interviewed by the Board in an executive session. All deliberation shall occur during public meetings.

    b. The Board shall attempt to select a Director of Schools by unanimous vote during a regular meeting, but only a majority vote of the membership of the Board shall be required for the appointment of a Director 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