

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 7, 2021

The Hickman county Board of Education met on June 7, 2021, at 7:00 PM in Room 203 of the Central Office Building.

Call to Order

Moment of Silence

Pledge of Allegiance

Approval of May 3, 2021 Regular Board Meeting Minutes

Approval of May 10, 2021 Special Called Board Meeting Minutes

Approval of May 17, 2021 Special Called Board Meeting Minutes

Approval of Agenda

Special Recognition

Employee of the Month

Employee of the Year

Friend of Education

Lifetime Transportation Award

Communications to the Board

Director of School Evaluation

Board of Education Self-Evaluation

Director's Report

Financial Report

Family Resource Center End of Year Report

Student Recognition - Athletes Performing at State Level in Spring Sports

Items Requiring Board Action

Trip Requests

EHHS Football

Board Meeting Schedule for 2021-2022

Annual Agenda 2021-2022

Budget Amendments

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 7, 2021

Resolution to Grant Authority to Designate Reserves

Grant Executive Committee Authority to Close Out Fiscal Year

Authorize Director of Schools to Submit Grants, Applications, Reports,
Amendment, and Addenda

School Paving Services for 2021-2022 Bid

Metal Equipment Storage Building Bid

Request for EHES Job Share

Approval of ESSER funded positions

Coaching Supplement Request

2021-2022 142 Federal Budget

2021-2022 Differentiated Pay Plan

2021-2022 Pay Scales

Personnel Decisions

TSSE Membership Dues and Contribution

Board Policy Deletion 6.401, 6.406, 6.407

Board Policy Review 6.600--6.709

Announcements

Adjourn

Monday, May 3, 2021

REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, May 3, 2021, at 7:00 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Tim Hobbs, Ron Gammons, Steve Gianakos, Jane Herron, Jim Hudgins, and Vance Willis.

Chair Amy Bryant asked the group to observe a moment of silence.

Chair Amy Bryant led the group in reciting the Pledge of Allegiance.

Ron Gammons made a motion to approve the minutes from the board meeting held on Monday, April 5, 2021. Steve Gianakos seconded the motion.

Monday, April 5, 2021

REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, April 5, 2021, at 7:00 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Tim Hobbs, Ron Gammons, Steve Gianakos, Jane Herron, Jim Hudgins, and Vance Willis.

Chair Amy Bryant asked the group to observe a moment of silence.

Chair Amy Bryant led the group in reciting the Pledge of Allegiance.

Ron Gammons made a motion to approve the minutes from the board meeting held on Monday, March 1, 2021. Jane Herron seconded the motion.

Steve Gianakos made a motion to amend the agenda by moving Item L. Additional Appropriation for Employees to between items B. and C. on the agenda. And to add item P. Soccer Game During the Day on 4/21/21 during the day at 1:00 p.m. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Jane Herron made a motion to approve the amended agenda. Steve Gianakos seconded the motion.

The Hickman County Board of Education will meet in regular session on Monday, April 5, 2021, at 7:00 p.m. in Room 203 of the Central Office building. A work session will be held at 6:00 p.m. in Room 203 of the Central Office building.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of March 1, 2021 Regular Board Meeting Minutes
- V. Approval of Agenda

- VI. Special Recognition
 - A. Employee of the Month--Ron Gammons
- VII. Communications to the Board
 - A. Director's Report--Director of Schools
 - B. Financial Report--Business Officer
 - C. Director of Schools Evaluation Instrument--Board Chair
 - D. The Bulldog Bakery--HCHS ELC Teacher
- VIII. Items Requiring Board Action
 - A. Trip Requests
 - 1. HCHS Girls Basketball--Coach and Students
 - B. HCHS JROTC Event Request--Sponsor and Students
 - C. Additional Appropriation for Employees--Director of Schools
 - D. Budget Amendments--Business Officer
 - E. 2021-2022 Attendance Zones--Director of Schools
 - F. CIS Job Share Request for 2021-2022--CIS Principal and K-5 Supervisor
 - G. School Security Camera Systems Bid--Technology Coordinator/Business Officer
 - H. EHES Playground Equipment Bid--Maintenance Director
 - I. EHHS Greenhouse Glass Replacement Bid--Maintenance Director
 - J. Hygiene Paper Products Bid for 2021-2022--Maintenance Director
 - K. Painting Bid for 2021-2022--Maintenance Director
 - L. Fire Alarm Monitoring/Service/Repair Bid for 2021-2022--Maintenance Director
 - M. Revised Board Policies 6.400, 6.402 (1st Reading)--Director of Accountability
 - N. Revised Board Policies 6.313, 6.316, 1.700, 4.700 (2nd Reading)--Director of Accountability
 - O. Board Policy Review - 6.400--6.4081 --Director of Accountability
 - P. Soccer Game during the Day--Steve Gianakos
- IX. Announcements
- X. Adjourn

On a voice vote, the motion was approved 7-0.

Ron Gammons recognized Valerie King from East Hickman Elementary School as Employee of the Month.

Vance Willis made a motion to accept the Director's Report. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the financial report. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant reported that feedback on the Director of Schools evaluation instrument was due by April 9, 2021.

Levi Griego presented information about the Bulldog Bakery conducted by the ELC class at Hickman County High School.

Vance Willis made a motion to approve an overnight trip for the HCHS girls basketball team to Bethel University on June 14-16, 2021. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the HCHS JROTC overnight event request to attend Adventure Camp on May 22-May 27, 2021. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve an additional employee appropriation for up to \$2,000 per licensed employee and up to \$1,500 per support staff employee as approved in ESSER 2.0 application. Tim Hobbs seconded the motion. Vance Willis declared a conflict of interest but would vote in the best interest of his constituents.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Amy Bryant made a motion to approve budget amendments 17-20. Steve Gianakos seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Steve Gianakos made a motion to accept the attendance zones for 2021-2022, as recommended, to stay the same. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to accept the job share proposal for Centerville Intermediate School for 2021-2022. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the school security camera systems bid award to Hischall and for the school system to negotiate with Hischall on specific cameras to purchase not to exceed \$45,000.00. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant
Ron Gammons
Steve Gianakos
Jane Herron
Tim Hobbs
Jim Hudgins
Vance Willis

On a roll call vote, the motion was approved 7-0.

Steve Gianakos made a motion to award option 1 of the playground equipment to Playtopia for \$35,569.00. Vance Willis seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant
Ron Gammons
Steve Gianakos
Jane Herron
Tim Hobbs
Jim Hudgins
Vance Willis

On a roll call vote, the motion was approved 7-0.

Vance Willis made a motion to approve the bid award for the replacement of the greenhouse at East Hickman High School to Waverly Glass for \$94,130.00. Steve Gianakos seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant
Ron Gammons
Steve Gianakos
Jane Herron
Tim Hobbs
Jim Hudgins
Vance Willis

On a roll call vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the bid award for the 2021-2022 school year hygiene paper product to American Paper and Twine. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant
Ron Gammons

Steve Gianakos
Jane Herron
Tim Hobbs
Jim Hudgins
Vance Willis

On a roll call vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the bid award for the 2021-2021 school years painting to Heritage Craftsman. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Amy Bryant made a motion to approve revised board policies 6.400 and 6.402 on first reading. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to approve revised board policies 6.313, 6.316, 1.700, and suspend 4.700 on second reading. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the review of board policies 6.400-6.408. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to approve a soccer game to be held during the school day on April 21, 2021, at EHHS at 1:00 p.m. between HCHS and EHHS. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant announced a budget work session on April 21, 2021, at 5:30 p.m. in Room 203 of the Central Office building.

The meeting was adjourned at 8:30 p.m.
On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the agenda. Vance Willis seconded the motion. The Hickman County Board of Education will meet in regular session on Monday, May 3, 2021, at 7:00 p.m. in the library at Hickman County High School. A work session will be held at 6:00 p.m. in the HCHS Library.

I. Call to Order

- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of April 5, 2021 Regular Board Meeting Minutes
- V. Approval of Agenda
- VI. Special Recognition
 - A. Employee of the Month--Amy Bryant
 - B. CES Teacher of the Year--Jim Hudgins
 - C. EHES Teacher of the Year--Ron Gammons
 - D. CIS Teacher of the Year--Jane Herron
 - E. EHIS Teacher of the Year--Steve Gianakos
 - F. EHMS Teacher of the Year--Tim Hobbs
 - G. HCMS Teacher of the Year--Vance Willis
 - H. EHHS Teacher of the Year--Amy Bryant
 - I. HCHS Teacher of the Year--Jim Hudgins
 - J. District-Level Grades PreK-4 Teacher of the Year--Jane Herron
 - K. District-Level Grades 5-8 Teacher of the Year--Steve Gianakos
 - L. District-Level Grades 9-12 Teacher of the Year--Tim Hobbs
- VII. Communications to the Board
 - A. Director's Report--Director of Schools
 - B. Financial Report--Business Officer
 - C. TSBA OPEB Trust Quarterly Statement--Board Chair
- VIII. Items Requiring Board Action
 - A. Trip Requests
 - 1. Tennessee FFA State Convention--EHHS Ag Instructor & Students
 - B. Out of County Tuition Rate for 2021-2022--Director of Schools
 - C. Budget Amendments--Business Officer
 - D. 2021-2022 Work Ethic Distinction Program--Director of Schools
 - E. Authorize Director of Schools to Submit Grants, Applications, Reports, Amendments, and Addenda--Director of Schools
 - F. Land Purchase--Director of Schools
 - G. Declaration of Surplus Property--Transportation Director
 - H. Fire Alarm Monitoring/Fire Alarm Service Repair & Equipment Replacement Bid--Maintenance Director
 - I. Concrete Pouring At Schools Bid--Maintenance Director
 - J. Chromebook Units & Chrome OS Management Service License Bid--Technology Coordinator
 - K. Desktop Computers & Monitors Bid--Technology Coordinator
 - L. Revised Board Policies 6.400, 6.402 (2nd Reading)--Director of Accountability
 - M. Board Policy Review 6.409--6.506 --Director of Accountability
- IX. Announcements
 - Special Called Board Meeting
 - May 10, 2021--Approve 2020-2021 Budgets
 - May 17, 2021--Budget reconsideration (if needed)
 - Board Retreat Date
- X. Adjourn

On a voice vote, the motion was approved 7-0.

Dillon Shelby was recognized as the May Employee of the Month.

The Teachers of the Year from each school were recognized.

CES, Heather Martin, EHES, Ella Lissan, CIS, Allie Sue Hughes, EHIS, Dereck Hale, EHMS, Bethany Ring, HCMS, Shelby Owens, EHHS, Leanna McCaleb, HCHS, Alice Anne Jacobs

The District Level Teachers of the Year were recognized.

Grades PreK-4, Heather Martin, Grades 5-8, Bethany Ring, and Grades 9-12, Leanna McCaleb

Ron Gammons made a motion to accept the Director's Report. Tim Hobbs seconded the motion.

Memorandum

To: Board Members
From: Michelle Gilbert
Date: April 26, 2021
RE: May Director's Report

Leave of Absence

Professional

Shelby Hoover

April 19-May 20, 2021 (FMLA)

Support Staff

Hiring

Professional

Adam Fleming

HCHS Science (2021-2022 School Year)

Support Staff

Resignation

Professional

Lauren Powell

Speech-Language EHES

Support Staff

Roger Puckett

HCMS Girls Basketball Assistant

Retirement

Professional

Janie Choate

RTI EHES

Support Staff

Doris White

HCHS Guidance Office Secretary

Mike Smithson

Athletic Director HCHS

Transfers

Professional

Support Staff

Sarah Eisenhuth

Special Ed Assistant CES to HCMS

Appointment

Professional

Support Staff

Open Positions

1 Secondary Personal Finance/ Economics Position

1 Secondary Math Position

2 Special Education Positions

1 Secondary Science Position

1 Alternative Learning Environment Position

2 Assistant Principal

Bus Drivers

EHMS Softball Head Coach
HCMS Volleyball Coach
HCMS Cheer Coach
HCHS Volleyball Coach
HCMS Girls Basketball Assistant Coach

* Denotes a relationship under board policy 1.108. Applicants are qualified for the positions.
On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the financial report. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the TSBA OPEB quarterly statement. Jane Herron seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the overnight trip request for the EHHS FFA program to attend state convention in Gatlinburg, TN on June 29-30. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve the out of county tuition rate of \$1,000.00 per student per year for the 2021-2022 school year. Vance Willis seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Ron Gammons made a motion to approve budget amendments 21-22. Jim Hudgins seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the Work Ethic Distinction Program to begin in the 2021-2022 school year. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to authorize the Director of Schools to submit grants, applications, reports, amendments, and addenda. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

No action was taken on the land purchase agenda item.

Vance Willis made a motion to accept the request to declare transportation vehicles as surplus. Jane Herron seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve the awarding of the fire alarm monitoring and repair to Gallagher and to award the suppression and extinguishers to State Systems. Steve Gianakos seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Steve Gianakos made a motion to award the concrete bid for the 2021-2022 school year to Anderson Concrete. Tim Hobbs seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Vance Willis made a motion to award the chromebook unit bid and management licenses to Riverside Technology for the 2021-2022 school year. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			

Steve Gianakos
Jane Herron
Tim Hobbs
Jim Hudgins
Vance Willis

On a roll call vote, the motion was approved 7-0.

Ron Gammons made a motion to award the desktop monitors and computers bid to Systems Liquidation for the amount of \$22,685.00. Tim Hobbs seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Vance Willis made a motion to approve revised board policies 6.400 and 6.402 on second reading. Jane Herron seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to mark board policies 6.409-6.506 as reviewed and updated. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

The meeting was adjourned at 7:36 p.m.

Monday, May 10, 2021
SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a SPECIAL session on Monday, May 10, 2021, at 6:00 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Tim Hobbs, Ron Gammons, Steve Gianakos, Jane Herron, Jim Hudgins, and Vance Willis.

Chair Amy Bryant asked the group to observe a moment of silence.

Chair Amy Bryant led the group in reciting the Pledge of Allegiance.

Vance Willis made a motion to approve the agenda. Jim Hudgins seconded the motion. The Hickman County Board of Education will meet in a special called session on Monday, May 10, 2021, at 6:00 p.m. in Room 203 of the Central Office building.

- I. Call to Order
 - II. Moment of Silence
 - III. Pledge of Allegiance
 - IV. Approval of Agenda
 - V. Items Requiring Board Action
 - A. Application for Virtual School--Director of Schools
 - B. Consideration of Resolutions for Land Purchase--Director of Schools
 - 1. Resolution 21-01
 - 2. Resolution 21-02
 - C. 2021-2022 141, 143 Budgets
 - VI. Announcements--Special Called Meeting May 17 (if needed to reconsider the budget)
 - VII. Adjourn
- On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve the virtual school application to close the current virtual school in Hickman County serving grades 6-12 and open a new virtual school serving grades K-12. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 6-1.

Jane Herron made a motion to open discussion on resolution 21-01. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

No action was taken to approve resolution 21-01.

Jim Hudgins made a motion to approve board resolution 21-02 to purchase the 16 acres parcel and the lot parcel on Middle School Road behind HCMS. Steve Gianakos seconded the motion.

Vance Willis made a motion to amend the motion with the amount of a purchase price up to and not to exceed \$50,000.00. Jane Herron seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant

Ron Gammons

Steve Gianakos

Jane Herron

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 6-1.

Vance Willis made a motion to open discussion on the 2021-2022 141 General Purpose budget. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve the 141 budget as proposed by the budget committee of the county commission. Ron Gammons seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant

Ron Gammons

Steve Gianakos

Jane Herron

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion failed 2-5.

Jim Hudgins made a motion to approve the 141 budget as originally prepared and presented. Tim Hobbs seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
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Amy Bryant

Ron Gammons

Steve Gianakos

Jane Herron

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 6-1.

Amy Bryant made a motion to approve the 2021-2022 143 Cafeteria budget. Tim Hobbs seconded the motion.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
Jane Herron			
Tim Hobbs			
Jim Hudgins			
Vance Willis			

On a roll call vote, the motion was approved 7-0.

Amy Bryant announced that a special called meeting would be held in the central office on May 17, 2021, at 6:00 p.m. if needed to reconsider the 141 budget.

The meeting was adjourned at 8:16 p.m.

Board Chair

Director of Schools

Monday, May 17, 2021

SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a SPECIAL session on Monday, May 17, 2021, at 6:00 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Tim Hobbs, Ron Gammons, Steve Gianakos, and Jim Hudgins. Vance Willis attended the meeting remotely. Jane Herron was absent from the meeting.

Chair Amy Bryant asked the group to observe a moment of silence.

Chair Amy Bryant led the group in reciting the Pledge of Allegiance.

Jim Hudgins made a motion to approve the agenda. Tim Hobbs seconded the motion.

The Hickman County Board of Education will meet in a special called meeting on Monday, May 17, 2021, at 6:00 p.m. in Room 203 of the Central Office Building.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of Agenda
- V. Action Items
 - A. Reconsideration of the 141 General Purpose budget for the 2021-2022 school year
- VI. Announcements
- VII. Adjourn

On a voice vote, the motion was approved 7-0.

Jim Hudgins made a motion to approve the 2021-2022 141 budget as recommended by the budget committee from May 13, 2021.

<u>Aye</u>	<u>Nay</u>	<u>Pass</u>	<u>Absent</u>
Amy Bryant			
Ron Gammons			
Steve Gianakos			
			Jane Herron
			Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 5-1-0.

The meeting was adjourned at 6:23 p.m.

Board Chair

Director of Schools



AMY BRYANT
9589 S. Lick Creek Rd., Lyles, TN 37098

RONALD GAMMONS
6419 Rice Ln., Lyles, TN 37098

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

JIM HUDGINS
1297 E. Grinders Switch Rd., Centerville, TN 37033

JANE HERRON
1222 Hwy. 100., Centerville, TN 37033

STEVE GIANAKOS
9792 Dogwood Dr., Bon Aqua, TN 37025

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

Michelle Gilbert
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

The Hickman County Board of Education will meet in regular session on Monday, June 7, 2021, at 7:00 p.m. in Room 203 of the Board of Education Central Office. A work session will be held at 6:00 p.m. in Room 203.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of May 3, 2021 Regular Board Meeting Minutes
- V. Approval of May 10, 2021 Special Called Board Meeting Minutes
- VI. Approval of May 17, 2021 Special Called Board Meeting Minutes
- VII. Approval of Agenda
- VIII. Special Recognition
 - A. Employee of the Month--Vance Willis
 - B. Employee of the Year--Steve Gianakos
 - C. Friend of Education--Ron Gammons
 - D. Lifetime Transportation Award--Jim Hudgins
- IX. Communications to the Board
 - A. Director of School Evaluation--Board Chair
 - B. Board of Education Self-Evaluation--Board Chair
 - C. Director's Report--Director of Schools
 - D. Financial Report--Business Officer
 - E. Family Resource Center End of Year Report--Family Resource Center Directors
 - F. Student Recognition-Athletes Performing at State Level in Spring Sports--Director of Schools
- X. Items Requiring Board Action
 - A. Trip Requests
 1. EHHS Football--Coach and Players
 - B. Board Meeting Schedule for 2021-2022--Director of Schools
 - C. Annual Agenda 2021-2022--Director of Schools
 - D. Budget Amendments--Business Officer
 - E. Resolution to Grant Authority to Designate Reserves--Director of Schools
 - F. Grant Executive Committee Authority to Close Out Fiscal Year--Director of Schools
 - G. Authorize Director of Schools to Submit Grants, Applications, Reports, Amendments, and Addenda--Director of Schools
 - H. School Paving Services for 2021-2022 Bid--Maintenance Director
 - I. Metal Equipment Storage Building Bid--Maintenance Director

- J. Request for EHES Job Share--EHES Principal
 - K. Approval of ESSER funded positions--Director of Schools
 - L. Coaching Supplement Request--Athletic Director
 - M. 2021-2022 142 Federal Budget--Director of Schools
 - N. 2021-2022 Differentiated Pay Plan--Director of Schools
 - O. 2021-2022 Pay Scales--Director of Schools
 - P. Personnel Decisions--Director of Schools
 - Q. TSSE Membership Dues and Contribution--Director of Schools
 - R. Board Policy Deletion 6.401, 6.406, 6.407--Director of Accountability
 - S. Board Policy Review 6.600-6.709 --Director of Accountability
-
- XI. Announcements
 - XII. Adjourn



Hickman County Director of Schools Evaluation Results

**Amy Bryant, Chairman
Ron Gammons
Steve Gianakos
Jane Herron
Tim Hobbs
Jim Hudgins
Vance Willis**

May 2021

2021 Hickman County Director of Schools Overall Evaluation Score

Section I Qualitative:

Appendix A: Administrator Survey	$4.17 \times 42\% = 1.75$
Appendix B: Board Observational Data	$3.68 \times 33\% = 1.21$

Section II Quantitative:

Appendix C: Achievement of Board Goals/Strategic Plan	$3.39 \times 25\% = 0.85$
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Overall Evaluation Score: 3.81

2021 Hickman County Director of Schools Evaluation Results		
Evaluation Numbers	Appendix A: Administrators' Perceptions of Director's Performance	Rating Out of 5
1	The director develops clear expectations.	3.57
2	The director models good communication skills.	4.00
3	The director is knowledgeable about the curriculum.	4.71
4	The director ensures that funds are spent wisely.	4.43
5	The director holds me accountable for my job responsibilities.	4.14
6	The director supports professional learning activities for teachers and administrators.	4.43
7	The director maintains positive relationships with administrators.	3.71
8	The director enforces board policy in a fair and consistent manner.	4.57
9	The director ensures the safety of students and school personnel.	4.57
10	The director administers the schools in accordance with state laws.	4.86
11	The director has an effective plan to recruit effective employees.	3.71
12	The director takes an active leadership role in the instructional improvement.	4.43
13	The director evaluates my performance in a fair and consistent manner.	3.83
14	The director interacts effectively with system employees.	3.86
15	The director is accessible to administrators.	4.57
16	The director develops good staff morale and loyalty to the system.	3.86
17	The director works effectively with the school board.	4.43
18	The director involves administrators as much as possible in decision-making.	3.57
19	The director listens to suggestions from the administrative staff.	3.71
20	The director demonstrates a caring attitude.	4.43
Administrator Survey Average:		4.17

Additional Comments:

All employees are not held to the same level of accountability.

Everyone is not held to the same job expectations. Responsibilities are not equally distributed and there is no accountability for not performing responsibilities.

2021 Hickman County Director of Schools Evaluation Results		
Evaluation Numbers	◆ Appendix B: Board Observational Data ◆	Rating Out of 5
	BUILDING RELATIONSHIPS: Goal 1	
1.1	Keeps all board members informed on issues, needs and operation of the school system, including employment, promotion and dismissal of personnel.	3.57
1.2	Has a harmonious relationship with the board.	4.00
1.3	Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	3.71
1.4	Maintains a high degree of understanding and respect between staff and the board.	4.00
1.5	Recommends policies to the board that comply with state law and State Board of Education and Tennessee Department of Education rules and regulations; that protect the security and integrity of the district infrastructure and the data it contains; and that protect the rights and confidentiality of staff and students.	3.71
1.6	Interprets and executes the intent of board policy through the development of administrative procedures.	4.00
1.7	Seeks and accepts constructive criticism of work from the board.	3.43
1.8	Supports board policy and actions to the public and staff.	3.33
1.9	Remains impartial toward the board, treating all board members alike.	3.43
1.10	Maintains/improves relations with the Board by consistent and appropriate interpersonal and professional interactions including but not limited to periodic joint seminars, workshops and training sessions.	3.86
1.11	Refrains from criticism of members of the board.	3.71
1.12	Uses legal counsel in governance and procedures to avoid civil and criminal liabilities.	3.71
1.13	Goes immediately and directly to the board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the board, in an earnest effort to resolve such difference immediately.	3.33
1.14	Bases position with regard to matters discussed by the board upon principle, and is willing to maintain that position without regard for its popularity until an official position has been reached, after which time the superintendent supports the decision of the board, as long as he/she remains in its employ.	3.57
	Average	3.67

2021 Hickman County Director of Schools Evaluation Results		
	COMMUNITY RELATIONSHIPS: Goal 2	
2.1	Is an effective spokesperson for the school system.	4.00
2.2	Models the highest professional standards to the community.	4.17
2.3	Builds public support for the school district.	4.00
2.4	Develops cooperative relationships with the news media..	3.29
2.5	Uses information about family and community concerns, expectations, and needs regularly.	3.83
2.6	Secures available community resources to help the school district solve problems and achieve goals.	3.83
2.7	Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.	3.71
2.8	Treats community stakeholders equitably.	3.50
2.9	Recognizes and values diversity.	3.67
2.10	Uses public resources and funds appropriately and wisely.	3.71
2.11	Encourages parental involvement.	3.50
	Average	3.75

2021 Hickman County Director of Schools Evaluation Results		
	STAFF AND PERSONNEL RELATIONSHIP6: Goal 3	
3.1	Develops good staff morale and loyalty to the system.	3.33
3.2	Treats all personnel fairly.	3.29
3.3	Delegates authority to staff members appropriately.	3.33
3.4	Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development.	3.50
3.5	Offers professional development that is focused on student learning consistent with the school districts vision and goals.	3.50
3.6	Considers diversity in developing learning experiences.	3.50
3.7	Uses technologies in teaching and learning.	3.86
3.8	Recognizes staff for their professional achievements.	3.57
3.9	Models learning for staff.	3.80
3.10	Provides shared leadership and decision-making opportunities for staff that promotes a climate of collaboration and collegiality.	3.67
	Average	3.54

2021 Hickman County Director of Schools Evaluation Results		
	FACILITIES AND FINANCE: Goal 4	
4.1	Demonstrates knowledge of school facilities and develops a process that builds internal and public support for facility needs, including bond issues and capital improvement plans.	3.71
4.2	Ensures the maintenance of school property and the safety of personnel and property.	3.57
4.3	Meets and works collaboratively with the Board and appropriate staff to determine priorities for budgeting and the effective allocation of space and human resources.	3.57
4.4	Provides accurate and timely reports to the board on the financial condition of the school system.	3.71
4.5	Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.	3.57
4.6	Develops and monitors long-range plans for school and district technology and information systems and makes informed district decisions about computer hardware and software and staff developing needs while allocating resources consistent with district plan.	3.86
4.7	Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.	3.86
4.8	Demonstrates budget management including financial forecasting, planning, cash flow management, account auditing and monitoring and oversees the district's fiduciary responsibilities.	3.86
4.9	Establishes and sustains partnerships with community agencies to provide additional resources to support the social and emotional growth and development of at-risk students.	3.50
	Average	3.69

2021 Hickman County Director of Schools Evaluation Results		
	VISION: Goal 5	
5.1	Works effectively with board, staff, and community to develop long-range strategic plans.	3.71
5.2	Initiates communication and facilitates cooperation and collaboration among staff regarding the district's mission, curriculum and program initiatives.	3.83
5.3	Keeps board and community informed of progress towards long-range goals.	3.43
5.4	Clearly articulates system's vision, mission and priorities to community and media.	3.67
5.5	Ensures that the vision shapes the educational programs, plans, and activities.	3.83
5.6	Uses assessment data related to student learning to develop the school district vision and goals.	3.83
5.7	Seeks and obtains needed resources to support the implementation of the school district mission and goals.	3.67
5.8	Monitors, evaluates and advises the vision, mission, and implementation plans regularly.	3.29
	Average	3.66

2021 Hickman County Director of Schools Evaluation Results		
	STUDENT ACHIEVEMENT: Goal 6	
6.1	Develops, implements, promotes and monitors continuous improvement in student achievement by using a variety of appropriate techniques.	3.57
6.2	Applies effective methods of providing, monitoring, evaluating and reporting student achievement.	3.57
6.3	Establishes curriculum planning to anticipate occupational trends and school-to-career needs.	3.29
6.4	Provides equitable access for students and staff to technologies that facilitate productivity and enhance learning.	3.71
6.5	Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment.	3.67
6.6	Reviews analyses of student academic achievement through standardized test results and other academic sources.	3.71
6.7	Applies and communicates qualitative and quantitative findings to identify strengths and weaknesses in programs and practices in order to ensure continuous improvement.	3.29
6.8	Develops, monitors and assesses district and school improvement plans, including the regular review and analysis of district's test scores by school and sub-groups.	3.57
6.9	Formulates plan to assess appropriate teaching methods and classroom management strategies for all learners.	3.33
6.10	Works collaboratively with members of the staff in using student achievement data to determine relevant professional development opportunities.	3.67
6.11	Meets with principals regularly to provide feedback on goal achievement and to assess ongoing school improvement efforts.	3.33
6.12	Reviews, reports and reacts appropriately to state accountability measures.	3.71
6.13	Identifies, clarifies and addresses barriers to student learning.	3.71
6.14	Recognizes and celebrates student accomplishments.	4.00
6.15	Models learning for students.	3.80
	Average	3.60

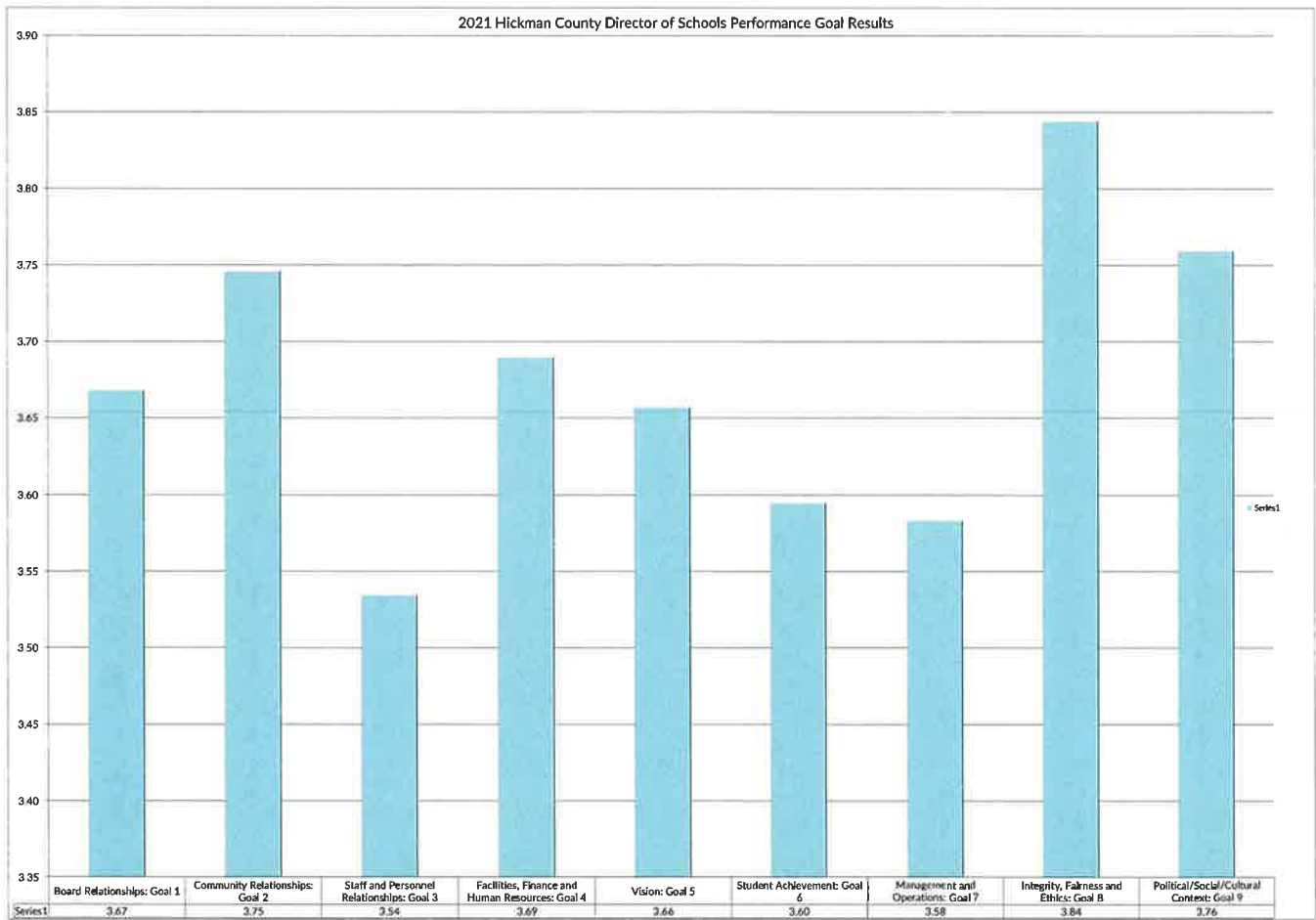
2021 Hickman County Director of Schools Evaluation Results		
	MANAGEMENT AND OPERATIONS: Goal 7	
7.1	Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.	3.50
7.2	Manages time to maximize attainment of organizational goals.	3.43
7.3	Identifies potential problems and opportunities.	3.43
7.4	Confronts and resolves problems in a timely manner.	3.71
7.5	Aligns financial, human, and material resources to the goals of school district.	3.57
7.6	Identifies multiple points of view for problem solving situation and involves stakeholders in decisions affecting schools.	3.67
7.7	Solicits staff input to discuss issues and to promote effective problem-framing and problem-solving skills.	3.50
7.8	Demonstrates professional and effective conflict resolution skills.	3.43
7.9	Uses effective group-process and consensus building skills.	3.57
7.10	Participates in professional learning that is aligned with strategic plan and enhances leadership skills.	3.83
7.11	Implements and enforces school district code of conduct and appropriate and effective disciplinary policies, procedures and programs in a timely and consistent manner.	3.43
7.12	Promotes a climate of trust and teamwork within the district.	3.67
7.13	Clearly communicates expectations regarding behavior and procedures for handling disciplinary problems to students, staff, parents and other members of the community.	3.57
7.14	Establishes procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma.	3.86
	Average	3.58

2021 Hickman County Director of Schools Evaluation Results		
	INTEGRITY, FAIRNESS AND ETHICS: Goal 8	
8.1	Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.	3.86
8.2	Serves as a role model.	4.00
8.3	Accepts responsibility for school operations.	3.71
8.4	Uses the influence of the office to enhance the educational program rather than for personal gain.	4.29
8.5	Treats people fairly, equitably, and with dignity and respect.	4.00
8.6	Protects the rights and confidentiality of students and staff.	3.86
8.7	Demonstrates appreciation for and sensitivity to the diversity in the school community.	4.00
8.8	Expects and promotes that others in the school community will demonstrate integrity and exercise ethical behavior throughout the district.	3.29
8.9	Fulfills legal and contractual obligations.	3.71
8.10	Applies laws and procedures fairly, wisely, and considerately.	3.71
8.11	Maintains the physical and emotional wellness necessary to meet the responsibilities of the position.	3.86
	Average	3.84

2021 Hickman County Director of Schools Evaluation Results		
	POLITICAL/SOCIAL/CULTURAL CONTEXT: Goal 9	
9.1	Ensures that the environment in which schools operate is influenced on behalf of students and their families.	3.71
9.2	Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.	3.86
9.3	Ensures that lines of communication are developed with decision-makers outside the school community.	3.83
9.4	Promotes and expects a district-based climate of tolerance, acceptance and civility.	3.57
9.5	Establishes a culture that encourages responsible risk-taking while requiring accountability for results.	3.83
	Average	3.76
	Board Observational Data Average:	3.68

2021 Hickman County Director of Schools Evaluation Results

Appendix B: Performance Goal	Average
Board Relationships: Goal 1	3.67
Community Relationships: Goal 2	3.75
Staff and Personnel Relationships: Goal 3	3.54
Facilities, Finance and Human Resources: Goal 4	3.69
Vision: Goal 5	3.66
Student Achievement: Goal 6	3.60
Management and Operations: Goal 7	3.58
Integrity, Fairness and Ethics: Goal 8	3.84
Political/Social/Cultural Context: Goal 9	3.76
AVERAGE:	3.68



2021 Hickman County Director of Schools Evaluation Results		
Objective Numbers	Appendix C: Annual Objectives	Rating Out of 5
	Performance Objective 1: Ensure that there is a continuous improvement plan for student achievement and growth.	
1.1	Ensure the improvement plan is clear and data-based.	3.57
1.2	Examine data, set goals and stay the course or initiate change as necessary.	3.43
1.3	Resources are clearly aligned with improvement plan.	3.14
	Average	3.38
	Performance Objective 2: Develop a school district strategic plan.	
2.1	Annual and long-range goals, along with measurable objectives and strategies, have been established with input from Board, staff and community members.	3.29
2.2	A district-wide vision has been created with input from Board and staff.	3.43
	Average	3.36
	Performance Objective 3: Evaluate the organizational structure of the district and reorganize as necessary to achieve maximum effectiveness.	
3.1	The reorganization of personnel and a revised organizational chart has been developed.	3.00
3.2	If necessary, a fiscal review with budgetary recommendations.	3.57
	Average	3.29
	Performance Objective 4: Develop a comprehensive plan to promote school system and increase parent and community involvement.	
4.1	Promotional tools for the school system have been developed.	3.33
4.2	Development of tools to increase parent and community involvement in reopening of school system during pandemic.	3.43
4.3	Created new approaches to engage with parents and community partners throughout school year due to pandemic.	4.00
	Average	3.59

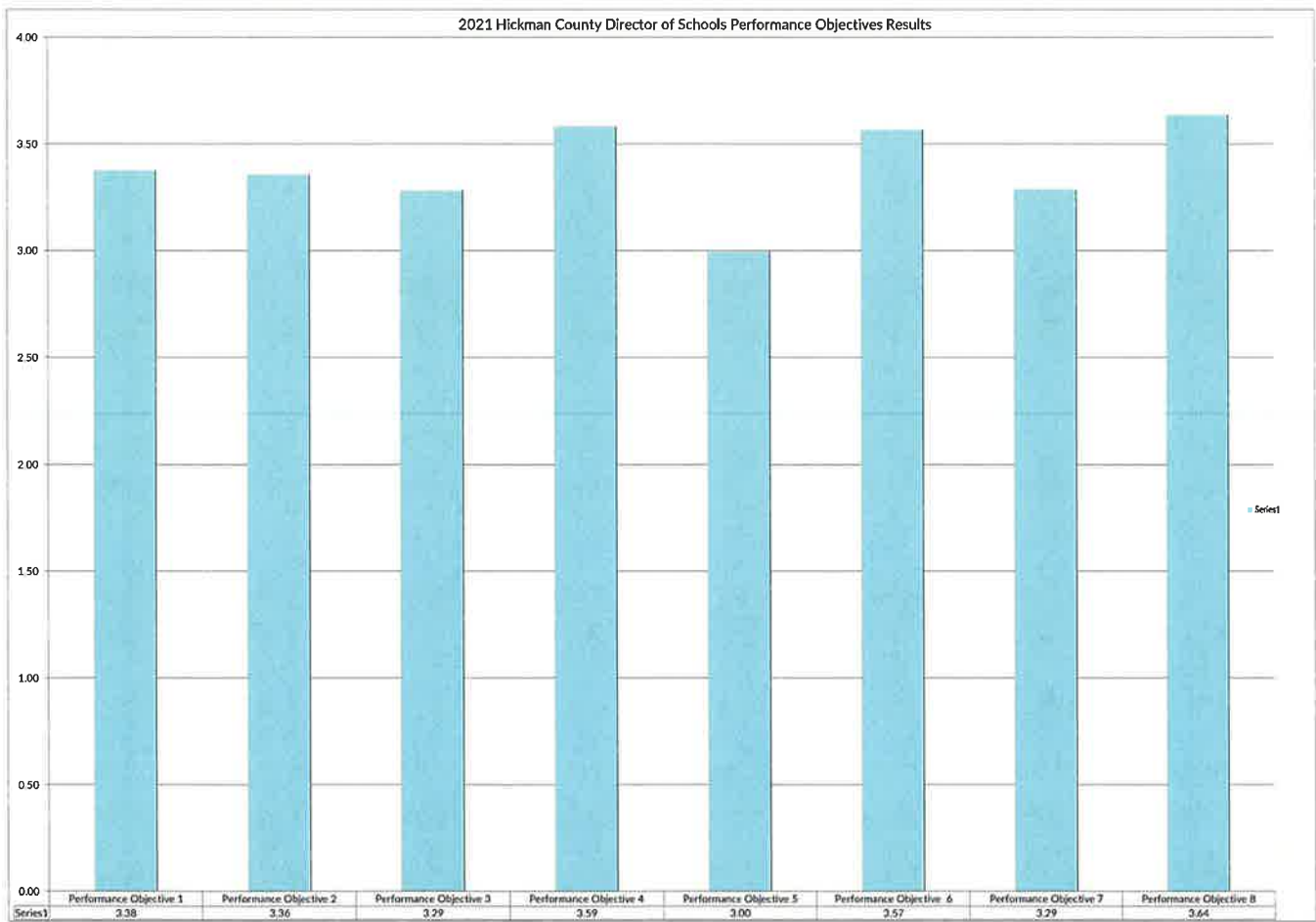
2021 Hickman County Director of Schools Evaluation Results		
	Performance Objective 5: Work with the school board to develop and implement an annual plan for promoting school system and increasing communication and support with the county commission/city council.	
5.1	The board adopts an annual agenda for promotion, which includes activities, which the board and/or the Director will complete during the year. The plan must include activities to build support from the County Commission/City Council.	3.00
	Average	3.00
	Performance Objective 6: Develop a budget for the school board as outlined in school policies, activities in the school board annual agenda, and guidelines established by the State Department of Education.	
6.1	A budget document has been formulated using procedures required by school board policies, activities in the school board annual agenda, and guidelines established by the State Department of Education.	3.57
6.2	Budget documents were developed to serve the school system's needs for additional funding from government bodies due to pandemic.	3.57
	Average	3.57
	Performance Objective 7: Ensure the Board's annual agenda is developed and implemented.	
7.1	Evidence that annual agenda items referencing the Director of Schools have been completed or are ongoing and nearing completion.	3.29
	Average	3.29
	Performance Objective 8: Provide and promote activities that give the school board an opportunity to review its effectiveness and improve the relationship between individual school board members, and the school board as a whole with the Director of Schools.	
8.1	Information regarding improvement activities such as workshops, clinics, conventions, board retreats, etc.	3.71
8.2	A self-evaluation instrument that reviews school board effectiveness and allows for each school board member to make recommendations and suggestions for improvement has been distributed to the Board for their review.	3.57
	Average	3.64
	Performance Objective Average:	3.39

Additional Comments:

Thank you for your leadership during this time of crisis.

2021 Hickman County Director of Schools Evaluation Results

Appendix C: Annual Objectives	Average
Performance Objective 1	3.38
Performance Objective 2	3.36
Performance Objective 3	3.29
Performance Objective 4	3.59
Performance Objective 5	3.00
Performance Objective 6	3.57
Performance Objective 7	3.29
Performance Objective 8	3.64
AVERAGE:	3.39





5 responses

Accepting responses

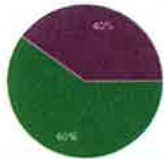
Summary

Question

Individual

Board Meetings Section -- The board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting

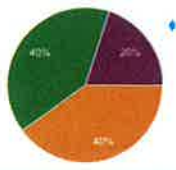
5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "The board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting"?

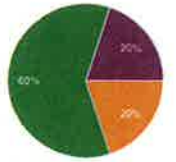
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

The board encourages participation by each board member.

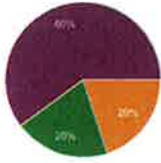
5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "The board encourages participation by each board member.?"

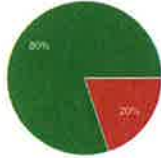
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief.

5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

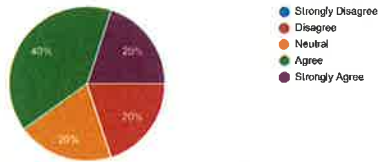
How important is this to me: "Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief.?"

5 responses



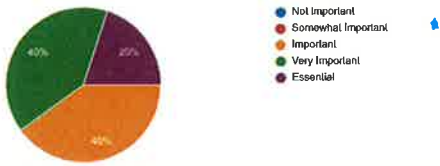
All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items.

5 responses



How important is this to me: "All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items.?"

5 responses



Adequate background information on Issues to come before the board is routinely provided in advance of the board meeting.

5 responses



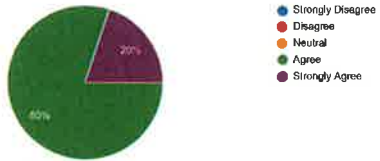
How important is this to me: "Adequate background information on issues to come before the board is routinely provided in advance of the board meeting."?

5 responses



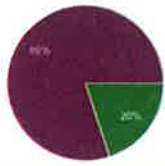
The board weighs all decisions in terms of what is best for the students of the school system.

5 responses



How important is this to me: "The board weighs all decisions in terms of what is best for the students of the school system.?"

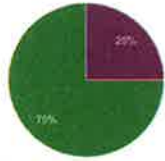
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Team Building Section -- The board is able to disagree on matters and still maintain an attitude of mutual respect and trust.

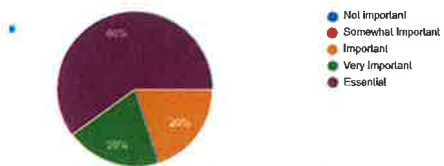
4 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "The board is able to disagree on matters and still maintain an attitude of mutual respect and trust?"

5 responses



The board is open and honest with each other, as well as administrators, and is able to maintain an attitude of mutual trust and respect.

5 responses



How important is this to me: "The board is open and honest with each other, as well as administrators, and is able to maintain an attitude of mutual trust and respect."?

5 responses



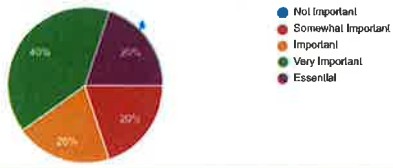
The district has a planned program to orient newly-elected board members.

5 responses



How important is this to me: "The district has a planned program to orient newly-elected board members.?"

5 responses



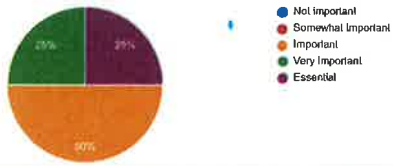
Once a decision has been made, all members respect the decision and the board speaks with one voice.

5 responses



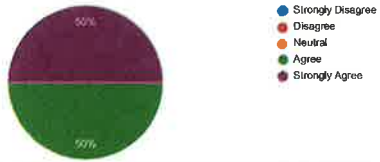
How important is this to me: "Once a decision has been made, all members respect the decision and the board speaks with one voice."

4 responses



Board members do not attempt to individually speak on behalf of the board or commit the board.

4 responses



How important is this to me: "Board members do not attempt to individually speak on behalf of the board or commit the board."?

5 responses



Board/Director of Schools/Staff Relations -- The board and the Director of Schools trust and respect one another.

5 responses



How important is this to me: "The board and the Director of Schools trust and respect one another."?

5 responses



Each member of the board understands and respects the distinction between the board's responsibilities and the director of schools's duties.

5 responses



How important is this to me: "Each member of the board understands and respects the distinction between the board's responsibilities and the director of schools's duties,"?

5 responses



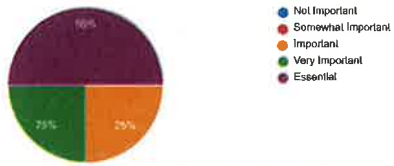
Our board and director of schools agree on how complaints or concerns to board members should be handled.

5 responses



How important is this to me: "Our board and director of schools agree on how complaints or concerns to board members should be handled."

4 responses



Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting.

5 responses



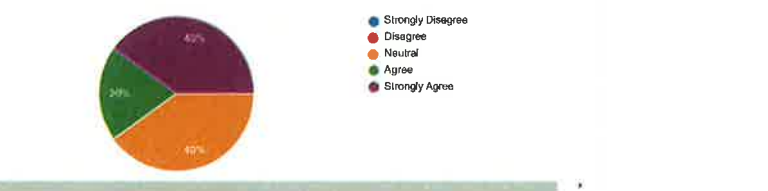
How important is this to me: "Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting.?"

5 responses



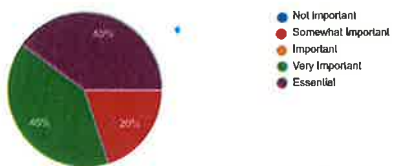
The Director of Schools is given direction by the board as a whole rather than by individual members.

5 responses



How important is this to me: "The Director of Schools is given direction by the board as a whole rather than by individual members.?"

5 responses



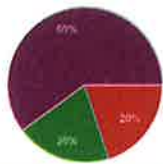
The board recognizes staff accomplishments.

5 responses



How important is this to me: "The board recognizes staff accomplishments.?"

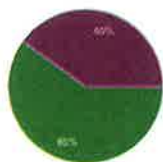
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Individual board members avoid making excessive personal requests from staff.

5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How Important is this to me: "Individual board members avoid making excessive personal requests from staff.?"

5 responses



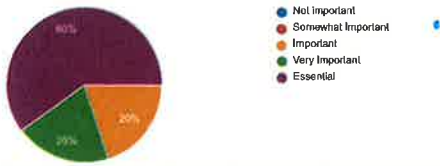
Board members are respectful to other board members, administrators, staff, and visitors.

5 responses



How important is this to me: "Board members are respectful to other board members, administrators, staff, and visitors.?"

5 responses



Board members direct complaints and requests to the Director of Schools rather than attempting to solve them directly.

5 responses



How important is this to me: "Board members direct complaints and requests to the Director of Schools rather than attempting to solve them directly,"?

5 responses



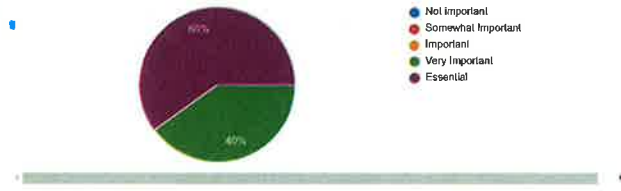
The board ensures that an effective evaluation system is in place for the director of schools and all employees.

5 responses



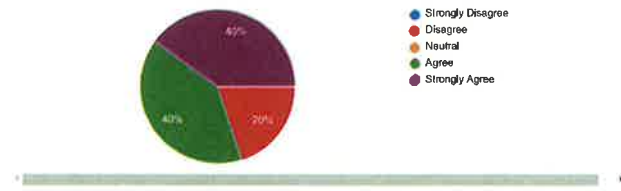
How important is this to me: "The board ensures that an effective evaluation system is in place for the director of schools and all employees,"?

5 responses



Vision/Planning – A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district.

5 responses



How important is this to me: "A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district.?"

5 responses



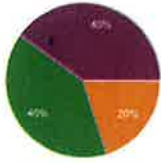
The vision reflects community priorities.

5 responses



How important is this to me: "The vision reflects community priorities.?"

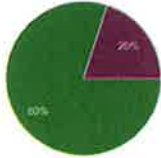
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Discussion of major items before the board routinely Includes consideration of their impact on meeting district goals.

5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

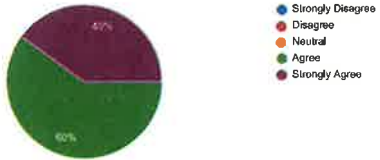
How important is this to me: "Discussion of major items before the board routinely includes consideration of their impact on meeting district goals,"?

5 responses



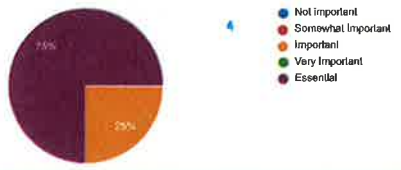
The Director's evaluation considers how well the director has addressed the district goals.

5 responses



How important is this to me: "The Director's evaluation considers how well the director has addressed the district goals.?"

4 responses



The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals.

5 responses



How important is this to me: "The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals,"?

5 responses



The board does not get bogged down discussing operation details of the district or schools.

5 responses



How important is this to me: "The board does not get bogged down discussing operation details of the district or schools.?"

5 responses



The board regularly solicits input from the community when establishing the future vision of the district.

5 responses



How important is this to me: "The board regularly solicits input from the community when establishing the future vision of the district.?"

5 responses



Our board sets policies needed for the operation of the school district.

5 responses



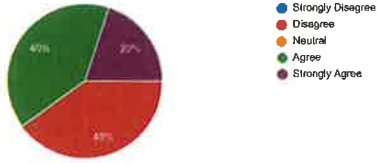
How important is this to me: "Our board sets policies needed for the operation of the school district."?

5 responses



Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members.

5 responses



How important is this to me: "Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members.?"

5 responses



Board policies are administered consistent with the intent of the policy.

5 responses



How important is this to me: "Board policies are administered consistent with the intent of the policy."

5 responses



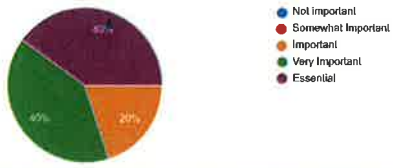
The board has developed an ongoing system to review and update all policies annually.

5 responses



How important is this to me: "The board has developed an ongoing system to review and update all policies annually.?"

5 responses



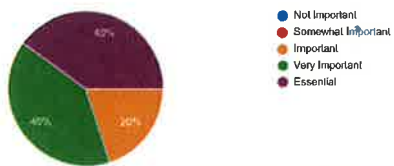
Student Achievement – The board holds itself ultimately responsible for high achievement by all students.

5 responses



How important is this to me: "The board holds itself ultimately responsible for high achievement by all students.?"

5 responses



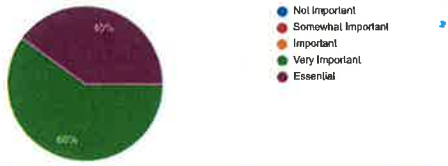
The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps.

5 responses



How important is this to me: "The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps."

5 responses



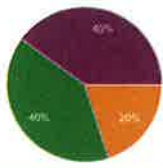
The board provides a quality educational program imposing high individual academic standards for each student.

5 responses



How important is this to me: "The board provides a quality educational program imposing high individual academic standards for each student.?"

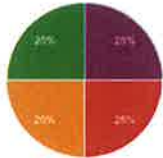
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Student academic performance is regularly presented to the board.

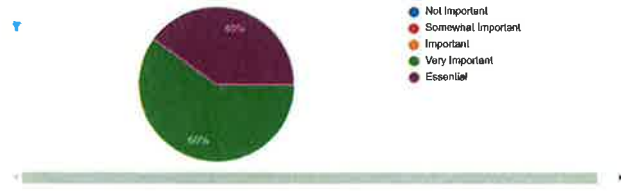
4 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

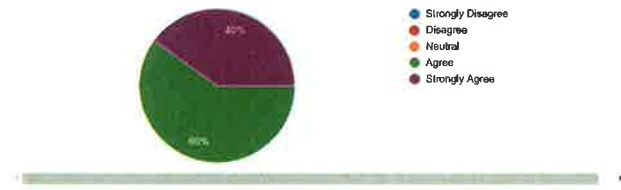
How important is this to me: "Student academic performance is regularly presented to the board."?

5 responses



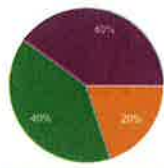
The board regularly recognizes student accomplishments at board meetings.

5 responses



How important is this to me: "The board regularly recognizes student accomplishments at board meetings."?

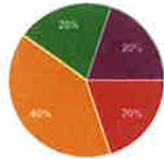
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Community Relations – The board provides for involvement of the public in the operating of our schools.

5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "The board provides for involvement of the public in the operating of our schools.?"

5 responses



Our board actively promotes the school district to the public.

5 responses



How important is this to me: "Our board actively promotes the school district to the public.?"

5 responses



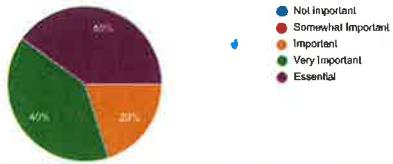
Our board is accountable to the community.

5 responses



How important is this to me: "Our board is accountable to the community.?"

5 responses



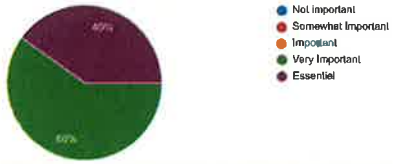
Our school board is respected by the community.

5 responses



How important is this to me: "Our school board is respected by the community.?"

5 responses



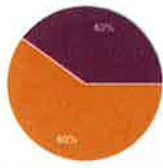
The board refrains from committing to a position on an issue before all relevant facts are present.

5 responses



How important is this to me: "The board refrains from committing to a position on an issue before all relevant facts are present,"?

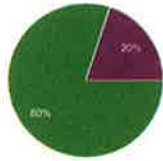
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Members of the board refrain from speaking for the board on issues on which the board has no official position.

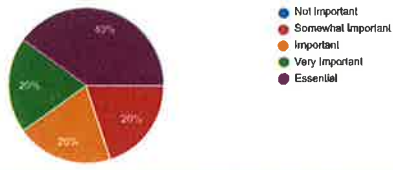
5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "Members of the board refrain from speaking for the board on issues on which the board has no official position.?"

5 responses



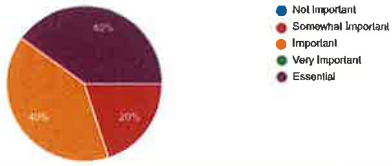
Advocacy - Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body.

5 responses



How important is this to me: "Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body.?"

5 responses



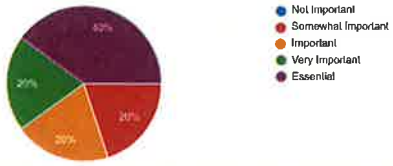
Our board strives to keep local officials up-to-date on board activities and school district needs.

5 responses



How important is this to me: "Our board strives to keep local officials up-to-date on board activities and school district needs,"?

5 responses



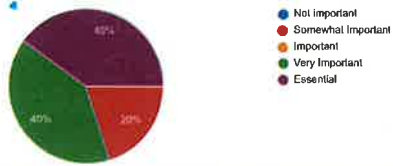
Our board understands the need to influence statewide legislation and works diligently to develop a positive relationship with local members of the General Assembly.

5 responses



How important is this to me: "Our board understands the need to influence statewide legislation and works diligently to develop a positive relationship with local members of the General Assembly?"

5 responses



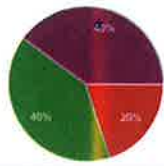
Our board, collectively and individually, regularly contacts legislators regarding their position on important legislation.

5 responses



How important is this to me: "Our board, collectively and individually, regularly contacts legislators regarding their position on important legislation,"?

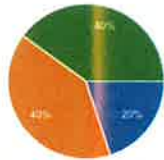
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Our board is represented at TSBA's Day on the Hill meeting.

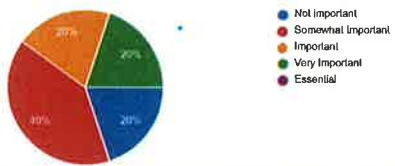
5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "Our board is represented at TSBA's Day on the Hill meeting.?"

5 responses



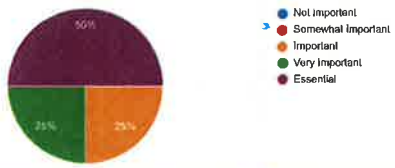
Budget/Finance -- The board understands the basic principles of school finance, including state, federal and local sources of revenue.

5 responses



How important is this to me: "The board understands the basic principles of school finance, including state, federal and local sources of revenue."

4 responses



The budget reflects the strategic plan and supports the district's goals and objectives for student achievement and citizenship.

5 responses



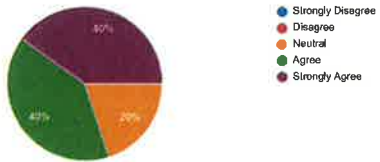
How important is this to me: "The budget reflects the strategic plan and supports the district's goals and objectives for student achievement and citizenship.?"

5 responses



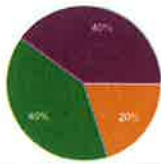
The budget reflects the district's vision and mission.

5 responses



How important is this to me: "The budget reflects the district's vision and mission,"?

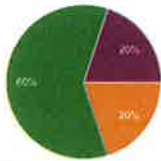
5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

The board requires proper accountability for the expenditure of school district funds.

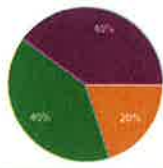
5 responses



- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

How important is this to me: "The board requires proper accountability for the expenditure of school district funds."?

5 responses



- Not Important
- Somewhat Important
- Important
- Very Important
- Essential

Please enter your name below.

5 responses

Ronald Gammons

Amy Bryant

Tim Hobbs

Vance Willis

Steve Gianakos



AMY BRYANT
9589 S. Lick Creek Rd., Lyles, TN 37098

RONALD GAMMONS
6419 Rice Ln., Lyles, TN 37098

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

JIM HUDGINS
1297 E. Grinders Switch Rd., Centerville, TN 37033

JANE HERRON
1222 Hwy. 100., Centerville, TN 37033

STEVE GIANAKOS
9792 Dogwood Dr., Bon Aqua, TN 37025

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

Michelle Gilbert
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

Memorandum

To: Board Members
From: Michelle Gilbert
Date: May 26, 2021
RE: June Director's Report

Leave of Absence

Professional

Support Staff

Hiring

Professional

Support Staff

Resignation

Professional

Cathy Morgan

EHES teacher

Support Staff

Gary Barnes

Bus Driver

Ally Piper

CES Teacher Assistant

Jessica Whimbush

CES Teacher Assistant

Retirement

Professional

Keith Boehms

EHHS Teacher

Support Staff

Transfers

Professional

Crystal Litton

CIS teacher to EHES teacher

Support Staff

Appointment

Professional

Shelda Qualls

CES Assistant Principal

Support Staff

DJ Key
Matthew Dotson
Christie Carter
Mollie Chessor
Madelyn Owens
Lacey Carter
Zach Bentley

HCHS Athletic Director
HCHS Volleyball Coach
HCMS Volleyball Coach
HCMS Cheerleading Coach
HCMS Cheerleading Coach
HCMS Volunteer Volleyball Assistant Coach
HCMS Boys Basketball Coach

Open Positions

1 Secondary Personal Finance/ Economics Position
2 Secondary Math Positions
2 Special Education Positions
1 Speech Language Position
1 Alternative Learning Environment Position
2 Assistant Principal
Bus Drivers
EHMS Softball Head Coach
HCMS Girls Basketball Assistant Coach

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

141	General Purpose School	Account	Description	Year-To-Date		Month-To-Date		% of Avg
				Budget Estimate	Actual	% of Budget	Avg/Mth	
Revenues								
40110		Current Property Tax	3,042,197.00	(3,165,326.06)	104.05 %	253,516.42	(61,943.49)	24.43 %
40120		Trustee's Collections - Prior Year	100,000.00	(71,930.59)	71.93 %	8,333.33	61.61	-0.74 %
40125		Trustee's Collections - Bankruptcy	0.00	(761.46)	0.00 %	0.00	(101.77)	0.00 %
40130		Cir Clk/Clk & Master Collections-Pr Yr	55,000.00	(35,966.24)	65.39 %	4,583.33	(7,892.82)	172.21 %
40140		Interest And Penalty	21,000.00	(15,499.55)	73.81 %	1,750.00	(2,787.60)	159.29 %
40161		Payments In Lieu Of Taxes - T. V. A.	4,000.00	(3,203.17)	80.08 %	333.33	(291.76)	87.53 %
40162		Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	100.00 %	500.00	0.00	0.00 %
40210		Local Option Sales Tax	1,550,000.00	(1,932,369.71)	124.67 %	129,166.67	(231,932.77)	179.56 %
40270		Business Tax	30,000.00	(28,150.33)	93.83 %	2,500.00	(14,112.72)	564.51 %
40320		Bank Excise Tax	30,000.00	0.00	0.00 %	2,500.00	0.00	0.00 %
40350		Interstate Telecommunications Tax	1,500.00	0.00	0.00 %	125.00	0.00	0.00 %
41110		Marriage Licenses	1,300.00	(1,415.50)	108.88 %	108.33	(142.50)	131.54 %
43517		Tuition - Other	2,000.00	(3,500.00)	175.00 %	166.67	0.00	0.00 %
43570		Receipts From Individual Schools	60,000.00	(9,846.80)	16.41 %	5,000.00	(6,398.70)	127.97 %
43582		Community Service Fees - Adults	200.00	(126.00)	63.00 %	16.67	(39.00)	234.00 %
44120		Lease/Rentals	1,000.00	(70.00)	7.00 %	83.33	0.00	0.00 %
44170		Miscellaneous Refunds	40,000.00	(14,819.82)	37.05 %	3,333.33	(11.00)	0.33 %
44530		Sale Of Equipment	5,000.00	(12,422.90)	248.46 %	416.67	0.00	0.00 %
44560		Damages Recovered From Individuals	3,000.00	(1,508.73)	50.29 %	250.00	0.00	0.00 %
44570		Contributions & Gifts	15,000.00	(10,251.00)	68.34 %	1,250.00	(550.00)	44.00 %
46511		Basic Education Program	22,643,500.00	(20,402,290.55)	90.10 %	1,886,958.33	0.00	0.00 %
46515		Early Childhood Education	419,362.00	(245,794.01)	58.61 %	34,946.83	0.00	0.00 %
46520		School Food Service	22,000.00	(20,886.22)	94.94 %	1,833.33	0.00	0.00 %
46550		Driver Education	10,000.00	0.00	0.00 %	833.33	0.00	0.00 %
46590		Other State Education Funds	240,000.00	0.00	0.00 %	20,000.00	0.00	0.00 %
46591		Coordinated School Health	90,000.00	0.00	0.00 %	7,500.00	0.00	0.00 %
46594		Family Resource Centers	59,223.30	(59,223.30)	100.00 %	4,935.25	(14,805.81)	300.00 %
46610		Career Ladder Program	60,000.00	(50,365.64)	83.94 %	5,000.00	(21,984.24)	439.68 %
46851		State Revenue Sharing -T.V.A.	250,000.00	(165,362.28)	66.14 %	20,833.33	0.00	0.00 %
46980		Other State Grants	300,000.00	(286,086.00)	95.36 %	25,000.00	(286,086.00)	1,144.34 %
46981		Safe Schools	88,000.00	0.00	0.00 %	7,333.33	0.00	0.00 %
46990		Other State Revenues	20,000.00	(5,046.06)	25.23 %	1,666.67	0.00	0.00 %
47304		COVID-19 Grant #4	165,813.50	(165,813.50)	100.00 %	13,817.79	0.00	0.00 %
47640		Rotc Reimbursement	60,000.00	(62,306.61)	103.84 %	5,000.00	(7,100.06)	142.00 %
48990		Other	61,400.00	(23,900.00)	38.93 %	5,116.67	0.00	0.00 %
49700		Insurance Recovery	103,630.00	(97,337.08)	93.93 %	8,635.83	(3,707.08)	42.93 %
49800		Transfers In	25,000.00	0.00	0.00 %	2,083.33	0.00	0.00 %

Account	Description	Year-To-Date		Month-To-Date			
		Budget Estimate	Actual	% of Budget	Avg/Mth	Actual	% of Avg
141	General Purpose School						
	Total Revenues	29,585,125.50	(26,897,579.11)	90.92 %	2,465,427.13	(659,825.71)	26.76 %
Expenditures							
71100	Regular Instruction Program	(14,598,894.50)	12,512,496.68	85.71 %	(1,216,574.54)	1,111,593.69	91.37 %
71150	Alternative Instruction Program	(169,526.00)	97,856.88	57.72 %	(14,127.17)	26,218.09	185.59 %
71200	Special Education Program	(3,048,933.00)	2,310,475.35	75.78 %	(254,077.75)	486,250.55	191.38 %
71300	Career and Technical Education	(1,104,098.00)	797,501.40	72.23 %	(92,008.17)	153,930.82	167.30 %
72110	Attendance	(155,621.00)	130,165.54	83.64 %	(12,968.42)	20,745.16	159.97 %
72120	Health Services	(362,750.00)	296,379.16	81.70 %	(30,229.17)	57,685.85	190.83 %
72130	Other Student Support	(988,313.00)	686,395.81	69.45 %	(82,359.42)	123,375.21	149.80 %
72210	Regular Instruction Program	(1,292,398.00)	967,677.78	74.87 %	(107,699.83)	227,397.57	211.14 %
72220	Special Education Program	(119,202.00)	99,571.56	83.53 %	(9,933.50)	8,570.93	86.28 %
72230	Career and Technical Education	(109,671.00)	88,995.95	81.15 %	(9,139.25)	8,524.60	93.27 %
72250	Technology	(326,901.00)	298,341.76	91.26 %	(27,241.75)	8,407.60	30.86 %
72290	Other Programs	(35,000.00)	16,403.66	46.87 %	(2,916.67)	0.00	0.00 %
72310	Board Of Education	(669,000.00)	413,087.91	61.75 %	(55,750.00)	8,365.75	15.01 %
72320	Director Of Schools	(302,550.00)	244,578.79	80.84 %	(25,212.50)	15,703.58	62.28 %
72410	Office Of The Principal	(1,693,269.00)	1,212,196.00	71.59 %	(141,105.75)	163,831.89	116.11 %
72510	Fiscal Services	(45,000.00)	43,306.11	96.24 %	(3,750.00)	0.00	0.00 %
72610	Operation Of Plant	(2,356,000.00)	1,894,334.48	80.40 %	(196,333.33)	223,496.39	113.84 %
72620	Maintenance Of Plant	(1,046,068.00)	904,223.60	86.44 %	(87,172.33)	56,362.41	64.66 %
72710	Transportation	(2,332,170.00)	1,854,104.09	79.50 %	(194,347.50)	194,765.38	100.22 %
72810	Central And Other	(253,500.00)	41,020.36	16.18 %	(21,125.00)	10,221.07	48.38 %
73100	Food Service	(28,110.00)	0.00	0.00 %	(2,342.50)	0.00	0.00 %
73300	Community Services	(132,475.00)	106,981.86	80.76 %	(11,039.58)	25,894.71	234.56 %
73400	Early Childhood Education	(453,163.00)	361,893.65	79.86 %	(37,763.58)	71,382.73	189.03 %
76100	Regular Capital Outlay	(105,000.00)	77,192.14	73.52 %	(8,750.00)	0.00	0.00 %
99100	Transfers Out	(165,000.00)	163,284.00	98.96 %	(13,750.00)	0.00	0.00 %
Total	Expenditures	(31,892,612.50)	25,618,464.52	80.33 %	(2,657,717.71)	3,002,723.98	112.98 %
Total 141	General Purpose School	(2,307,487.00)	(1,279,114.59)	-55.43 %	(192,290.58)	2,342,898.27	1,218.42

Account	Description	Year-To-Date		Month-To-Date			
		Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
142	School Federal Projects						
Revenues							
44170	Miscellaneous Refunds	0.00	0.00	0.00 %	0.00	0.00 %	
47131	Vocational Educ - Basic Grants To	120,570.72	(106,837.79)	88.61 %	10,047.56	151.42 %	
47141	Title 1 Grants To Local Educ Agencies	1,253,193.60	(792,749.08)	63.26 %	104,432.80	77.81 %	
47143	Special Education - Grants To States	1,029,540.71	(569,740.28)	55.34 %	85,795.06	62.63 %	
47145	Special Education Preschool Grants	34,359.88	(14,806.39)	43.09 %	2,863.32	142.48 %	
47146	English Language Acquisition Grants	73,762.00	(16,503.58)	22.37 %	6,146.83	0.00 %	
47148	Rural Education	173,963.39	(44,680.14)	25.68 %	14,496.95	0.00 %	
47189	Eisenhower Prof Development State	224,055.14	(105,719.83)	47.18 %	18,671.26	58.23 %	
47301	COVID-19 Grant #1	879,730.25	(470,622.30)	53.50 %	73,310.85	0.00 %	
47303	COVID-19 Grant #3	60,000.00	(60,000.00)	100.00 %	5,000.00	0.00 %	
47307	COVID-19 Grant B	3,497,160.67	(895,420.34)	25.60 %	291,430.06	307.25 %	
47590	Other Federal Through State	466,286.99	(256,701.69)	55.05 %	38,857.25	71.89 %	
49800	Transfers In	0.00	0.00	0.00 %	0.00	0.00 %	
Total	Revenues	7,812,623.35	(3,333,781.42)	42.67 %	651,051.95	(1,088,509.60)	167.19 %
Expenditures							
71100	Regular Instruction Program	(2,329,469.08)	1,315,084.85	56.45 %	(194,122.42)	200,515.61	103.29 %
71150	Alternative Instruction Program	(3,736.00)	0.00	0.00 %	(311.33)	0.00	0.00 %
71200	Special Education Program	(839,119.14)	491,210.03	58.54 %	(69,926.60)	123,069.33	176.00 %
71300	Career and Technical Education	(145,568.72)	112,008.76	76.95 %	(12,130.73)	13,025.00	107.37 %
72110	Attendance	(1,783.00)	0.00	0.00 %	(148.58)	0.00	0.00 %
72120	Health Services	(22,143.00)	16,111.83	72.76 %	(1,845.25)	8,827.30	478.38 %
72130	Other Student Support	(615,921.11)	416,295.38	67.59 %	(51,326.76)	114,943.91	223.95 %
72210	Regular Instruction Program	(618,569.22)	303,294.45	49.03 %	(51,547.44)	22,821.98	44.27 %
72220	Special Education Program	(458,427.46)	256,408.33	55.93 %	(38,202.29)	27,489.35	71.96 %
72230	Career and Technical Education	(1,955.00)	0.00	0.00 %	(162.92)	0.00	0.00 %
72250	Technology	(2,376.00)	0.00	0.00 %	(198.00)	0.00	0.00 %
72320	Director Of Schools	(3,564.00)	0.00	0.00 %	(297.00)	0.00	0.00 %
72410	Office Of The Principal	(29,297.00)	0.00	0.00 %	(2,441.42)	0.00	0.00 %
72610	Operation Of Plant	(1,242,548.17)	6,275.95	0.51 %	(103,545.68)	0.00	0.00 %
72620	Maintenance Of Plant	(13,067.00)	0.00	0.00 %	(1,088.92)	0.00	0.00 %
72710	Transportation	(61,290.00)	250.56	0.41 %	(5,107.50)	0.00	0.00 %
73100	Food Service	(1,367,783.00)	0.00	0.00 %	(113,981.92)	0.00	0.00 %
73300	Community Services	(5,940.00)	0.00	0.00 %	(495.00)	0.00	0.00 %
73400	Early Childhood Education	(14,942.00)	0.00	0.00 %	(1,245.17)	0.00	0.00 %
99100	Transfers Out	(35,124.45)	0.00	0.00 %	(2,927.04)	0.00	0.00 %
Total	Expenditures	(7,812,623.35)	2,916,940.14	37.34 %	(651,051.95)	510,692.48	78.44 %

Template Name: LGC Summary
 Created by: LGC

Hickman County Finance
 Summary Financial Statement
 May 2021

User: Michael Elkins
 Date/Time: 6/7/2021 1:58 PM
 Page 4 of 5

Account	Description	Year-To-Date		Estimate Avg/Mth	Month-To-Date		% of Avg
		Budget Estimate	% of Budget		Actual	Actual	
142	School Federal Projects						
Total	142	0.00	100.00 %	0.00	(577,817.12)	0.00 %	0.00 %

Account	Description	Year-To-Date		% of Budget	Month-To-Date		% of Avg
		Budget Estimate	Actual		Estimate Avg/Mth	Actual	
143	Central Cafeteria						
Revenues							
43521	Lunch Payments - Children	240,000.00	(14,030.47)	5.85 %	20,000.00	0.00	0.00 %
43522	Lunch Payments - Adults	65,000.00	(31,351.41)	48.23 %	5,416.67	0.00	0.00 %
43523	Income From Breakfast	65,000.00	(6,566.56)	10.10 %	5,416.67	0.00	0.00 %
43525	A La Carte Sales	244,100.00	(109,377.90)	44.81 %	20,341.67	0.00	0.00 %
43570	Receipts From Individual Schools	0.00	(15,000.00)	0.00 %	0.00	(15,000.00)	0.00 %
44110	Investment Income	200.00	(162.75)	81.38 %	16.67	(13.32)	79.92 %
47111	USDA School Lunch Program	1,065,000.00	(1,286,236.80)	120.77 %	88,750.00	(239,050.80)	269.35 %
47113	Breakfast	480,000.00	(478,041.98)	99.59 %	40,000.00	(89,552.50)	223.88 %
47114	USDA - Other	15,000.00	(13,351.68)	89.01 %	1,250.00	(3,146.88)	251.75 %
	Total Revenues	2,174,300.00	(1,954,119.55)	89.87 %	181,191.67	(346,763.50)	191.38 %
Expenditures							
73100	Food Service	(2,174,271.00)	1,842,483.62	84.74 %	(181,189.25)	79,933.23	44.12 %
	Total Expenditures	(2,174,271.00)	1,842,483.62	84.74 %	(181,189.25)	79,933.23	44.12 %
Total 143	Central Cafeteria	29.00	(111,635.93)	384,951.48	2.42	(266,830.27)	11,041,

Centerville Family Resource Center
1639 Bulldog Blvd. Building B
Phone & Fax (931) 729-0430
Becky Coleman, Supervisor
becky.coleman@hickmank12.org
Mislessa Orton, Director
mislessa.orton@hickmank12.org

May 3, 2021

Taylor Rayfield
Office of School-Based Support Services
Tennessee Department of Education
9th Floor, Andrew Johnson Tower
710 James Robertson Parkway
Nashville, Tennessee 37243-0375

Dear Mr. Rayfield:

Enclosed you will find a copy of the 2020-2021 Centerville Family Resource Center's state report.

If you have any questions or comments, please contact our office at (931) 729-3391 Ext. 2225 or (931) 729-0430.

Sincerely,

Mislessa Orton, Director
mislessa.orton@hickmank12.org

Cc: Michelle Gilbert, Director of Schools
All School Board Members
Becky Coleman, Supervisor
David Dansby, Advisory Council Chairperson
Dr. Penny Schwinn, Commissioner of Education



CENTERVILLE FAMILY RESOURCE CENTER

1639 Bulldog Blvd. Building B
Phone & Fax (931) 729-0430

Becky Coleman, Supervisor
becky.coleman@hickmank12.org
Mislessa Orton, Director
mislessa.orton@hickmank12.org

May 3, 2021

Dr. Penny Schwinn, Commissioner of Education
Tennessee Department of Education
6th Floor, Andrew Johnson Tower
710 James Robertson Parkway
Nashville, Tennessee 37243-0375

Dear Dr. Schwinn:

The Centerville Family Resource Center is operating under the Hickman County Board of Education. The Centerville Family Resource Center is located at 1639 Bulldog Blvd. Building B Centerville, Tennessee 37033. The telephone number is (931) 729-0430 and our fax number is (931) 729-0430. The daily office hours are from 8:00 a.m. until 4:00 p.m. We are open Monday through Friday beginning the first week of August and until the last week of May.

Mislessa Orton, Director, staffs the center. Becky Coleman, Supervisor, oversees the functions of both the Centerville and East Hickman Family Resource Centers. Ms. Orton's email address is mislessa.orton@hickmank12.org and Ms. Coleman's email is becky.coleman@hickmank12.org.

The Centerville Family Resource Center's service and activities form denotes the top programs that take up 95% of our time. The Partnership/Collaboration form provides the estimated monetary value of volunteers and donations. The Professional Development form indicates participation in developmental opportunities for 2020-2021.

Ms. Orton prepared a report for the Hickman County Board of Education's December 7th meeting to emphasize the activities of the Family Resource Center for the first part of the 2020-2021 school year. In June, she will again address the Hickman County Board of Education to provide information regarding activities through the end of the school year.

The Centerville Family Resource Center's Goals and accomplishments for the 2020-2021 school year are as follows:

GOAL 1: Family Support

- 1) By May, 2021 the Centerville Family Resource Center will serve 5% of economically disadvantaged students enrolled in grades PreK-12 with weekend food and help with Christmas.**

ACTIVITY:

1. Fliers and referral forms were given to principals, teachers and guidance counselors explaining the "Friday Friends" program. Teachers were asked to refer any student they thought might be in need of food items over the weekend.
2. Each Friday Friends packets are easy to prepare food items sent to the students at the elementary school, intermediate, middle and high school.
3. One hundred seven (123) Friday Friends bags are given out each Friday for those students in need. Overall we serve fifty (54) families.
4. Donations from several local churches, businesses, organizations and individuals support this program throughout the year by donating food or money. This community has done a great job supplying what it takes to run this program.
5. Second Harvest Food Pantry in Nashville donates 203 bags of food monthly to help with this project. Each January we have to re-apply for assistance for the next year.
6. Friday Friends survey was sent home with students in April to help evaluate this program and give us ideas of how to improve it.
7. Operation Santa Claus forms were sent home to students of all Centerville area schools the last week of September, 2020.
8. One hundred ninety-three (193) children from seventy-five (75) families have requested help with Christmas gifts.
9. Due to Covid-19, we provided a drive through pick up service for gifts on Saturday, December 12, 2021 at the Centerville Family Resource Center.
10. The Centerville/East Hickman FRC received one hundred twenty-one (121) toys from the Turkey Trot.
11. 30% of the economically disadvantaged students were served through these two programs.

GOAL 2: Family Training

By May, 2021 the Centerville Family Resource Center will serve ten (10) students through our Smart From the Start Program.

ACTIVITY:

1. In August 2020, fliers and application forms for Smart From the Start were supplied to the Hickman County Public Library and Centerville Elementary School.
2. Six (6) children are enrolled in Toddler Time and Babies at their Best.
3. Toddler Time Story Hour is provided every Wednesday at the Family Resource Center. At the end of each story hour, children are given a packet of educational worksheets to work on at home with the parent.
4. Five (5) three, four and five year old students are enrolled in Preschool In A Bag.
5. Preschool In A Bag Story Hour is provided every Thursday and Friday at the Family Resource Center. At the end of each story hour, children are given a packet of educational worksheets to work on at home with the parent.
6. Toddler Time and Preschool-In-A Bag Story Time is theme related. Stories, arts and crafts and snacks are provided.
7. Evaluation forms were handed out at an April story hour. Information obtained from these forms will help to better improve the programs.

GOAL 3: Family Engagement

By August, 2020, the Centerville Family Resource Center will serve 10% of students in grades 3rd, 6th and 9th through transitional orientations.

ACTIVITY:

1. In July 2020, calls with the Alert Now telephone system went out to all parents of new 3rd, 6th and 9th grade students at Centerville Intermediate, Hickman Middle and Hickman High.
2. On Friday, July 31, 2020, Hickman County High School Guidance Department hosted a Virtual Freshman Orientation. Ninety-eight (98) students attended the virtual tour.
3. On Friday, July 31, 2020, Centerville Intermediate School hosted an Open House with seventy-eight (78) students in attendance.
4. On Friday, July 31, 2020, Hickman County Middle School hosted a Virtual Open House. Fifty (50) students attended the virtual tour.
5. A total of two hundred twenty-six (226) students attended the orientations.
6. A total of 34% of the students in grades 3rd, 6th and 9th were served.

GOAL 4: Collaboration/Partnership

By October, 2020, the Centerville Family Resource Center will serve 100% of teachers and students in grades K-5 through the Adopt A Class Program. If Covid-19 prevents visitors in schools, this program will not be fulfilled.

ACTIVITY:

1. Centerville Family Resource Center director began contacting businesses in person and by telephone in August 2020 to explain the Adopt-A-Class program. The program this year would be "NO IN PERSON VISITS" due to Covid-19. Sponsors could drop off items to be given to their classrooms or zoom "visits" were made available for sponsors and their classrooms. Virtual classroom students who return to school will have a sponsor with the teacher they are assigned to upon return.
2. A total of thirty (30) sponsors have been matched with twenty-nine (29) classrooms.
3. Several sponsor have sent videos or have had zoom presentations with their classrooms.
4. In April 2021, survey forms were sent to all business sponsors participating in the Adopt-A-Class program to assess program, get sponsor opinions and suggestions on how to improve the program.
5. In April 2021, survey forms were sent to all teachers participating in the Adopt-A-Class program. Information was requested regarding satisfaction levels with the program. Overall, teachers remain satisfied with the program and wish to continue their involvement next school year.



EAST HICKMAN FAMILY RESOURCE CENTER

5191 TN-100 Lyles, TN 37098

Phone & Fax (931) 670-6617

Becky Coleman, Supervisor

becky.coleman@hickmank12.org

Alison Stanley, Director

alison.brady@hickmank12.org

May 4, 2021

Taylor Rayfield
Office of School-Based Support Services
Tennessee Department of Education
9th Floor, Andrew Johnson Tower
710 James Robertson Parkway
Nashville, Tennessee 37243-0375

Dear Mr. Rayfield:

Enclosed you will find a copy of the 2020-2021 East Hickman Family Resource Center's state report.

If you have any questions or comments, please contact our office at (931) 729-3391 Ext. 2225 or (931) 670-6617.

Sincerely,

Alison Stanley, Director
alison.brady@hickmank12.org

Cc: Michelle Gilbert, Director of Schools
All School Board Members
Becky Coleman, Supervisor
Kristen Tidwell, Advisory Council Chairperson
Dr. Penny Schwinn, Commissioner of Education



EAST HICKMAN FAMILY RESOURCE CENTER

5191 TN-100 Lyles, TN 37098

Phone & Fax (931) 670-6617

Becky Coleman, Supervisor

becky.coleman@hickmank12.org

Alison Stanley, Director

alison.brady@hickmank12.org

May 3, 2021

Dr. Penny Schwinn, Commissioner of Education
Tennessee Department of Education
6th Floor, Andrew Johnson Tower
710 James Robertson Parkway
Nashville, Tennessee 37243-0375

Dear Dr. Schwinn:

The East Hickman Family Resource Center is operating under the Hickman County Board of Education. The East Hickman Family Resource Center is located in East Hickman Elementary School at 5191 Hwy 100, Lyles, TN 37098. The telephone number is (931) 670-6617 and our fax number is (931) 670-6617. The daily office hours are from 8:00 a.m. until 4:00 p.m. We are open Monday through Friday beginning the first week of August and until the last week of May.

Alison Stanley, Director, staffs the center. Becky Coleman, Supervisor, oversees the functions of both the East Hickman and Centerville Family Resource Centers. Ms. Stanley's email address is alison.brady@hickmank12.org Ms. Coleman's email is becky.coleman@hickmank12.org.

The East Hickman Family Resource Centers service and activities form denotes the top programs that take up 95% of our time. The Partnership/Collaboration form provides the estimated monetary value of volunteers and donations. The Professional Development form indicates participation in developmental opportunities for 2020-2021.

Ms. Stanley prepared a report for the Hickman County Board of Education's December 7th meeting to emphasize the activities of the Family Resource Center for the first part of the 2020-2021 school year. In June, she will again address the Hickman County Board of Education to provide information regarding activities through the end of the school year.

The East Hickman Family Resource Center's Goals and accomplishments for the 2020-2021 school year are as follows:

GOAL 1: Family Support

1) By May 2021, the East Hickman Family Resource Center will serve 5% of economically disadvantaged students enrolled in grades PreK-12 with weekend food and help with Christmas.

ACTIVITY:

1. Fliers and referral forms were given to principals, teachers and guidance counselors explaining the "Friday Friends" program. Teachers were asked to refer any student they thought might be in need of food items over the weekend.
2. Each Friday Friends packets are easy to prepare food items sent to the students at the elementary school, intermediate, middle and high school.
3. Eighty (80) Friday Friends bags are given out each Friday for Student's in need. Overall we serve fifty (50) families.
4. Donations from several local churches, businesses, organizations and individuals support this program throughout the year by donating food or money. This community has done a great job supplying what it takes to run this program.
5. Second Harvest Food Pantry in Nashville donates 189 bags of food monthly to help with this project. Each April we have to re-apply for assistance for the next year.
6. Friday Friends survey was sent home with students in April to help evaluate this program and give us ideas of how to improve it.
7. Operation Santa Claus forms were sent home to students of all East Hickman schools the first week of October, 2020.
8. Two hundred seventy-nine (279) children from one hundred seven (107) families requested help with Christmas gifts.
9. Due to Covid-19, Operation Santa Claus was provided as a drive through pick up service on Saturday, December 12 at East Hickman Elementary.
10. The Centerville/East Hickman FRC received one hundred twenty-one (121) toys from the Turkey Trot hosted by Coordinated School Health.
11. 30% of the economically students were served with this program.

GOAL 2: Family Training

By May, 2021, the East Hickman Family Resource Center will serve ten (10) students ages 18 months to 5 years of age through our Smart From the Start Program.

ACTIVITY:

1. In August 2020, fliers and application forms for Smart from the Start were supplied to the East Hickman Library and East Hickman Elementary School.
2. Seven (7) children from six (6) families are enrolled in our Smart From the Start program
3. Preschool in A Bag Story Hour is provided every Thursday and Friday at the East Hickman Public Library. At the end of each story hour, children are given a packet of educational worksheets to work on at home with the parent.
4. Toddler Time and Preschool-In-A Bag Story Time is theme related. Stories, arts and crafts and snacks are provided. At the end of each story hour, children are given a packet of educational worksheets to work on at home with their parent.
5. Evaluation forms were handed out in an April story hour. Information obtained from these forms will help to better improve the programs.

GOAL 3: Family Engagement

By August, 2020, the East Hickman Family Resource Center will serve 10% of students in grades 3rd, 6th and 9th through transitional orientations.

ACTIVITY:

1. In July 2020, calls with the Alert Now telephone system went out to all parents of new 3rd, 6th and 9th grade students at East Hickman Intermediate, East Hickman Middle and East Hickman High about "Virtual" orientations. 9th graders were invited to a social distancing time to tour the school and meet with counselors to complete their schedules.
2. On Friday, July 31, 2020 the East Hickman High School Guidance Department, hosted a social distanced Freshman Orientation. One hundred twenty-five (125) 9th grade students attended.
3. On Friday, July 31, 2020 the East Hickman Middle School hosted a 6th Grade Virtual Orientation. Sixty (60) 6th grade students attended virtually.
4. On Friday, July 31, 2020 the East Hickman Intermediate School hosted a 3rd Grade Virtual Orientation. Sixty (60) 3rd grade students attended virtually.
5. A total of two hundred fifty (250) students attended the virtual orientations. A total of 64% of the students were served.

GOAL 4: Collaboration/Partnership

By October, 2020 the East Hickman Family Resource Center will serve 100% of teachers and students in grades K-5th through the Adopt A Class Program. If Covid-19 prevents visitors in schools, this program will not be fulfilled.

ACTIVITY:

1. East Hickman Family Resource Center director began contacting businesses by telephone in August 2020 to explain the Adopt-A-Class program. The program this year would be "NO IN PERSON VISITS" due to Covid-19. Sponsors could drop off items to be given to their classroom or zoom visits were made available for sponsors and their classroom. All in house classrooms would be covered with a sponsor.
2. A total of thirty-three (33) sponsors have been matched with thirty-three (33) classrooms.
3. Several sponsors have sent videos or have had zoom presentations with their classrooms.
4. In April, 2021, survey forms were sent to all teachers and sponsors participating in the Adopt-A-Class program. Information was requested regarding satisfaction levels with the program. The result of these surveys will help improve the program for the next school year.



Hickman County Schools Board Agenda Item Request

Date: 5/4/21

Name of School: East Hickman High

Item Request: East Hickman High for Football Camp
(July 18th - July 22nd)

Explanation:

- Overnight Football Camp
- Sleep in Auxillary Gym or 4 Classrooms
- Need school Cafeteria for refrigerator & maybe kitchen
- Use of showers
- We will provide cots

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Chris Austin Chris Austin

Signature of Building Principal:

Will Beaman

Hickman County Board of Education
Board Meeting Dates
2021-2022

July 12, 2021

August 2, 2021

September 9, 2021* working session only

October 4, 2021

November 1, 2021

December 6, 2021

January 3, 2022

February 7, 2022

March 7, 2022

April 4, 2022

May 2, 2022

June 6, 2022

Hickman County Board of Education
Annual Agenda 2021-2022

July 2021

Work Session	Board Meeting
Evaluation tool completed for the Director of Schools for the 2021-2022 school year	Student Discipline Hearing Authority Designation
	Student Discipline Hearing Authority Designation
	Approval of School Fees
Board Policy Review	Board Policy Review

August 2021

Work Session	Board Meeting
Board Policy Review	Board Policy Review

September 2021

Work Session	Board Meeting
Strategic Plan and Goals	

October 2021

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Election of Officers of the Board
	Compliance Report
	Textbook Certification
	Approval of School Calendar
	Honor Retirees

November 2021

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Approval of Supplement Splitting

December 2021

Work Session	Board Meeting
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January 2022

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

February 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2022-2023 Budget Discussion	2022-2023 Budget Calendar

March 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2022-2023 Budget Discussion	Set Attendance Zones
Evaluation Distribution	

April 2022

Work Session	Board Meeting
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Board Policy Review	Board Policy Review
2022-2023 Budget Discussion	Textbook Adoption Approval

May 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Tuition Rate Approval for Out of County Students
	Teacher Tenure
2022-2023 Budget	2022-2023 Budget (141, 142, 143)
	Authorize Superintendent to Submit Grants, Applications, Reports, Amendments, and Addenda
	Recognize Teachers of the Year

June 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Personnel Decisions and Placement
Annual Agenda	Annual Agenda
Meeting Schedule 2022-2023	Adopt Board Meeting Schedule 2022-2023
	Annual Budget 2022-2023 (if needed)
	Grant Executive Committee authority to close out fiscal year
Director of Schools Evaluation	Director of Schools Evaluation
	Recognize Employee of the Year and Friend of Education

Hickman County Board of Education
 Budget Amendment 23
 Fund 141 - General Purpose
 June 7, 2021

Account	Description	Debit	Credit	Justification
46590 - - SLC		\$ 226,113.18		
46590 - - BC		92,781.93		
46590 - - SMC		64,603.77		
46590 - - LCT		64,292.75		
71100 - 116 - SLC	Teachers		\$ 70,400.00	
71100 - 163 - SLC	Assitants		32,000.00	
71100 - 189 - SLC	Other Salaries and Wages		4,800.00	
71100 - 201 - SLC	Social Security		8,200.80	
71100 - 204 - SLC	State Retirement		13,200.00	
71100 - 429 - SLC	Instructional Supplies		28,000.00	
71100 - 499 - SLC	Other Supplies		10,800.00	
72110 - 162 - SLC	Secretaries		1,800.00	
72110 - 201 - SLC	Social Security		137.70	
72110 - 204 - SLC	State Retirement		198.00	
72120 - 105 - SLC	Supervisors		6,500.00	
72120 - 131 - SLC	Medical Personnel		9,600.00	
72120 - 201 - SLC	Social Security		1,231.65	
72120 - 204 - SLC	State Retirement		1,771.00	
73100 - 165 - SLC	Cafeteria Personnel		19,200.00	
73100 - 201 - SLC	Social Security		1,468.80	
73100 - 204 - SLC	State Retirement		2,112.00	
73100 - 422 - SLC	Food Supplies		14,693.23	
71100 - 116 - BC	Teachers		43,200.00	Budget Amendment for Reimbursements related to Summer Learning Camps (SLC); Bridge Camp (BC); STREAM Mini Camps (SMC); Learning Camps Transportation (LTC)
71100 - 163 - BC	Assitants		26,400.00	
71100 - 189 - BC	Other Salaries and Wages		800.00	
71100 - 201 - BC	Social Security		5,385.60	
71100 - 204 - BC	State Retirement		7,744.00	
71100 - 429 - BC	Instructional Supplies		7,700.00	
73100 - 422 - BC	Food Supplies		1,552.33	
71100 - 116 - SMC	Teachers		18,000.00	
71100 - 163 - SMC	Assitants		6,400.00	
71100 - 201 - SMC	Social Security		1,866.60	
71100 - 204 - SMC	State Retirement		2,684.00	
71100 - 429 - SMC	Instructional Supplies		13,500.00	
71100 - 499 - SMC	Other Supplies		10,500.00	
72610 - 328 - SMC	Janitorial Services		8,805.57	
73100 - 165 - SMC	Cafeteria Personnel		2,400.00	
73100 - 201 - SMC	Social Security		183.60	
73100 - 204 - SMC	State Retirement		264.00	
72710 - 146 - LCT	Bus Drivers		32,000.00	
72710 - 189 - LCT	Other Salaries and Wages		6,000.00	
72710 - 201 - LCT	Social Security		2,907.00	
72710 - 204 - LCT	State Retirement		4,180.00	
72710 - 412 - LCT	Diesel Fuel		18,205.75	
72710 - 425 - LCT	Gasoline		1,000.00	
TOTALS		\$ 447,791.63	\$ 447,791.63	

Approved:

Attest:

Amv Brvant

Michelle Gilbert

Hickman County Board of Education
Budget Amendment 24
Fund 142 SubFund 111 - ATSI Grant
Budget Amendment 24

Account	Description	Debit	Credit	Justification
142 - 71100 - 399 - 111	Other Contracted Services	\$ 400.00		To expense remaining ATSI Grant Funds
142 - 71100 - 499 - 111	Other Supplies & Materials		\$ 400.00	
TOTALS		<u>\$ 400.00</u>	<u>\$ 400.00</u>	

Approved:

Attest:

Amv Brvant

Michelle Gilbert

Resolution 21-28

Assignment Authority
GASB 54

BE IT RESOLVED by the Board of Education of Hickman County, Tennessee, assembled in regular session this 7th day of June, 2021, that the Director of Schools shall have the authority to establish the amounts of funds that will be ASSIGNED for specific purposes for the fiscal year ended June 30, 2021.

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

Action: _____ Aye _____ Nay _____ Absent

Adopted:

Attest:

IX. E.

Closing out 2020-2021 Financial Books

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

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

Sample Motion

I authorize the Director of Schools to submit Reports, Applications, Amendments, and Addenda including Federal applications and Budgets, and any other grants or awards in closing the 2020-2021 school year and for the rising 2021-2022 school year on behalf of the Hickman County School System.

The Hickman County Finance Office will be accepting bids for "School Paving Services for 2021-2022."

Specifications may be found at www.hickmank12.org/request-for-proposal, or contact the Building Maintenance Office at 931-729-3391 Ext. 3.

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

All bidders must meet TCA 49-5-406 regarding compliance to all Local, State, and Federal guidelines for working on school properties. All bidders must have a TN business license, carry a 1 million dollar liability insurance and workers compensation insurance and must attach copies of certificates to bid.

Sealed bids must be mailed or hand delivered to the Hickman County Finance Office, 114 North Central Ave. Suite 203, Centerville, TN 37033 and clearly marked on the outside of the envelope "School Paving Services". Bids will be opened on Wednesday, June 2, 2021 at 10:30 a.m. in the Finance Office.

Hickman County Board of Education reserves the right to accept, or reject any and all bids or parts of bids and to waive any informalities that may prevent the acceptance of a better bid.

Present Penny Mayberry
Cardinal

Bids Rec'd
Sessions Paving } Please see attached bids
Four Star Paving }

Sessions Paving Company

The Hickman County Finance Office will be accepting bids for "School Paving Services for 2021-2022."

Specifications may be found at www.hickmank12.org/request-for-proposal, or contact the Building Maintenance Office at 931-729-3391 Ext. 3.

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

All bidders must meet TCA 49-5-406 regarding compliance to all Local, State, and Federal guidelines for working on school properties. All bidders must have a TN business license, carry a 1 million dollar liability insurance and workers compensation insurance and must attach copies of certificates to bid.

Sealed bids must be mailed or hand delivered to the Hickman County Finance Office, 114 North Central Ave. Suite 203, Centerville, TN 37033 and clearly marked on the outside of the envelope "School Paving Services". Bids will be opened on Wednesday, June 2, 2021 at 10:30 a.m. in the Finance Office.

Hickman County Board of Education reserves the right to accept, or reject any and all bids or parts of bids and to waive any informalities that may prevent the acceptance of a better bid.

SESSIONS PAVING COMPANY
P.O. BOX 90266
NASHVILLE, TN 37209

Contractor's License
ID No. 6962

Paving, surfacing, grading, bridges, structures and work incidental thereto, airports, site grading and excavation.

Expiration Date: 1/31/2022
Limit: AGLM Unlimited
Class: BC; CE-A; CE-B; HC-D; HRA; MU

Phone (615) 356-0600

E-Mail - Robert N. Hutcherson
rnhutcherson@sessionspaving.com

Sessions Paving Company

Part B

Paving Specifications

Please bid using the following bid form:

Scope: This bid is for the July 1 2021 thru June 30, 2022, school year and pricing shall be good for the remaining school year.

All paving costs below to include cleaning, milling, key joints and tie ins, removal of any vegetation, cleaning of loose sand and millings and applying the required tack coats per standard DOT specifications and laying of top coat as specified in separate line items below. Any low drains, of utility covers, risers are to be included, unless the paving is milled down to make them smooth and level to travel and to not impose any trip hazard. This bid may be applied to any location as needed.

Overlay:

Price per square yard of 2 inch overlay rolled to 1.5 inch minimum thickness \$ 14.20 per square yard of paving.

Paving:

Price per square yard of 2 inch CW grade(220# per sq. yd.) / binder, with 1.5 inch (165# per sq. yd.) top coat finish paving overlay \$ 26.00 per square yard of paving.

Milling:

Sawing/Demo/milling existing pavement by the square yard removed down to 4 inches, to include sawing and hauling off/disposal of the excess debris. \$ 33.00 per square yard of demo.

Patch paving:

To saw cut, remove all loose or broken materials, to include binder, or wet earth, insuring solid dry compacted layer is exposed, adding back 4 inches of pug or rock material compacted 2 inches of commercial grade CW binder, and 2 inches topcoat rolled to 1.5 inches and level. All patches to be level and smooth to finish grade. Per Sq. Yard. \$ 80.00

Earth removal:

Digging/ Undercutting of earth and removal and disposal of excess dirt \$ 86.00 per yard.

Crack sealing/ resealing of lots:

Cost to remove any vegetation from cracks, blow out and sweep clean pavement, hot tar slurry crack fill all cracks and then mop finish cracks level. \$ 2.30 per LF.

Cost to seal spray two coats of parking lot sealer. \$ 1.80 per yard

Painting/Striping of lots:

Re-striping of parking lots/drives for the following locations pricing each location at the existing striping layout as needed/ if change is requested later, additional payment adjustments may apply:

CES \$3,750.00 EHHS \$6,775.00 HCHS \$6,250.00 HCMS \$4,250.00
CIS \$2,250.00 EHIS \$2,150.00 EHMS \$2,750.00 EHES \$3,475.00 Central Office \$2,275.00

BOE reserves the right to allow other bidders that are not pavers to bid "striping only" in this bid, and to award any said bidder the striping portion of the bid.

Sessions Paving Company
By Robert A. Hutchinson
President

Hickman County Government

Conflict of Interest Disclosure Form

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

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

Date: June 2, 2021 Name: Sessions Paving Company

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

I have no conflict of interest to report.

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

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

Date: June 2, 2021 Signature: Robert A. Hutchinson
President



**Hickman County
Business Tax Standard License**

July 20, 2020

SESSIONS PAVING COMPANY
PO BOX 90266
NASHVILLE TN 37209-0266

Letter ID: L0119324416
Expiration Date: 15-Aug-2021
Return Due By: 15-Jul-2021

The business tax license printed below certifies the receipt and approval of your business tax license application or the renewal of a license for your existing business. The license is valid until the expiration date noted above. Your license number is 1000380328 and your classification is 4. The certificate must be displayed publicly at the location for which it is issued.

All business tax returns are required to be filed and the payment remitted electronically. Your return is due on July 15, 2021. Please visit www.tn.gov/revenue for additional information.

Note: This license does not permit operation unless properly zoned and/or in compliance with all other applicable state, county, or city laws, rules and regulations. Also, as required by Tenn. Code Ann. § 39-17-1801 et seq., businesses must comply with all provisions of the Tennessee Non-Smoker Protection Act.

DETACH LICENSE BELOW AND DISPLAY IN PUBLIC AREA



**Hickman County
Business Tax Standard License**

This certificate must be publicly displayed.

SESSIONS PAVING COMPANY
6535 ROBERTSON AVE
NASHVILLE TN 37209-1682



Date Issued: 20-Jul-2020
Classification: 4
Letter ID: L0119324416
License Number: 1000380328
Expiration Date: 15-Aug-2021

Client#: 614030

22SESSIPAV

ACORD™

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 03/30/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER: McGriff Insurance Services, 3322 West End Ave., Suite 300, Nashville, TN 37203. CONTACT NAME: Wendy Nowlin, PHONE: 615-346-0323, FAX: 8777677417, E-MAIL ADDRESS: wmnwlin@mcgriff.com. INSURER(S) AFFORDING COVERAGE: INSURER A: Phoenix Insurance Company (25623), INSURER B: Travelers Property Casualty Co of Amer (25674), INSURER C: MidSouth Mutual Insurance Company (12839), INSURER D: Travelers Indemnity Co of CT (25682).

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Table with columns: INSR LTR, TYPE OF INSURANCE, ADDL INSR, SUBR INSR, POLICY NUMBER, POLICY EFF (MM/DD/YYYY), POLICY EXP (MM/DD/YYYY), LIMITS. Rows include Commercial General Liability (DTCO7890P35PHX21), Automobile Liability (8108M9623792126G), Umbrella Liability (CUP2J5568542126), and Workers Compensation and Employers' Liability (WC052562021).

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) ** Workers Comp Information Officers/Members Excluded: Scott Price, Officer** Re: Proof of Coverage

CERTIFICATE HOLDER: Sessions Paving Company, 6535 Robertson Avenue, P.O. Box 90266, Nashville, TN 37209. CANCELLATION: SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE: Michael A. Wade

CONTRACTOR DRUG-FREE WORKPLACE AFFIDAVIT

STATE OF TENNESSEE
COUNTY OF DAVIDSON

1. Now comes the Affiant, who being duly sworn, deposes and says:

2. He/she is the principal officer for SESSIONS PAVING COMPANY
(Name and Address of Bidding Entity)

P.O. Box 90266 (6535 Robertson Avenue) Nashville, TN 37209

3. That the bidding entity has submitted a bid to Hickman County Board of Education
(Owner)

for the construction of School Paving Services for 2021-2022
(Name of Project)

4. That the bidding entity employs no less than five (5) employees.

5. That the Affiant certifies that the bidding entity has in effect, at the time of submission of its bid to perform the construction referred to above, a drug-free workplace program that complies with § 50-9-113, *Tennessee Code Annotated*.

6. That this affidavit is made on personal knowledge.

Further Affiant saith not.

Robert N. Hutcheson
AFFIANT President

STATE OF TENNESSEE
COUNTY OF DAVIDSON

Before me personally appeared Robert N. Hutcheson, with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who acknowledges that such person executed the foregoing affidavit for the purposes therein contained.

Witness my hand and seal at office this 2nd day of June, 20 21.

Jean M. Starkey
Notary Public

My commission expires March 03, 2025



06/01/2021

FOUR STAR PAVING, LLC
CONT LIC NO: 00050045
LIC STATUS: ACTIVE
EXPIRATION DATE: 1/31/2023
HRA-B; HRA-E.3; MU-D:
UNLIMITED



1441 Elm Hill Pike
Nashville, TN 37210

Part B

Paving Specifications

Please bid using the following bid form:

Scope: This bid is for the July 1 2021 thru June 30, 2022, school year and pricing shall be good for the remaining school year.

All paving costs below to include cleaning, milling, key joints and tie ins, removal of any vegetation, cleaning of loose sand and millings and applying the required tack coats per standard DOT specifications and laying of top coat as specified in separate line items below. Any low drains, of utility covers, risers are to be included, unless the paving is milled down to make them smooth and level to travel and to not impose any trip hazard. This bid may be applied to any location as needed.

Overlay:

Price per square yard of 2 inch overlay rolled to 1.5 inch minimum thickness \$ 14.25 per square yard of paving.

Paving:

Price per square yard of 2 inch CW grade(220# per sq. yd.) / binder, with 1.5 inch (165# per sq. yd.) top coat finish paving overlay \$ 28.50 per square yard of paving.

Milling:

Sawing/Demo/milling existing pavement by the square yard removed down to 4 inches, to include sawing and hauling off/disposal of the excess debris. \$ 15.00 per square yard of demo.

Patch paving:

To saw cut, remove all loose or broken materials, to include binder, or wet earth, insuring solid dry compacted layer is exposed, adding back 4inches of pug or rock material compacted 2 inches of commercial grade CW binder, and 2 inches topcoat rolled to 1.5 inches and level. All patches to be level and smooth to finish grade. Per Sq. Yard.

\$ 110.00

Earth removal:

Digging/ Undercutting of earth and removal and disposal of excess dirt \$ 50.00 per yard.

Crack sealing/ resealing of lots:

Cost to remove any vegetation from cracks, blow out and sweep clean pavement, hot tar slurry crack fill all cracks and then mop finish cracks level. \$ 1.05 per LF.

Cost to seal spray two coats of parking lot sealer. \$ 1.25 per yard

Painting/Striping of lots:

Re-striping of parking lots/drives for the following locations pricing each location at the existing striping layout as needed/ if change is requested later, additional payment adjustments may apply:

CES _____ EHHS _____ HCHS _____ HCMS _____

CIS _____ EHIS _____ EHMS _____ EHES _____ Central Office _____

BOE reserves the right to allow other bidders that are not pavers to bid "striping only" in this bid, and to award any said bidder the striping portion of the bid.

by: *David M. Vaughn*
DAVID M. VAUGHN

REC'D JAN 11 2021

STATE OF TENNESSEE
DEPARTMENT OF
COMMERCE AND INSURANCE

FOUR STAR PAVING, LLC

373859

ID NUMBER: 50045
LIC STATUS: ACTIVE
EXPIRATION DATE: January 31, 2023

BOARD FOR LICENSING CONTRACTORS
CONTRACTOR

THIS IS TO CERTIFY THAT ALL REQUIREMENTS
OF THE STATE OF TENNESSEE HAVE BEEN MET

ATTN:MICHAEL MAYNARD
FOUR STAR PAVING, LLC
1441 ELM HILL PIKE
NASHVILLE, TN 37210

State of Tennessee

373859

12438512

BOARD FOR LICENSING CONTRACTORS
CONTRACTOR
FOUR STAR PAVING, LLC

This is to certify that all requirements of the State of Tennessee have been met.

ID NUMBER: 50045
LIC STATUS: ACTIVE
EXPIRATION DATE: January 31, 2023
UNLIMITED; HRA-B; HRA-E.3; MU-D



IN-1313
DEPARTMENT OF
COMMERCE AND INSURANCE


DRUG-FREE WORKPLACE AFFIDAVIT

STATE OF TENNESSEE

COUNTY OF DAVIDSON

The undersigned, principal officer of FOUR STAR PAVING LLC, an employer of five(5) or more employees contracting with Hickman County government to provide construction services states under oath as follows:

1. The undersigned is a principal officer of FOUR STAR PAVING LLC (hereinafter referred to as the "Company"), and is duly authorized to execute this Affidavit on behalf of the Company.
2. The Company submits this Affidavit pursuant to T.C.A. § 50-9-113, which requires each employer with no less than five (5) employees receiving pay who contracts with the state or any local government to provide construction services to submit an affidavit stating that such employer has a drug-free workplace program that complies with Title 50, Chapter 9, of the *Tennessee Code Annotated*.
3. The Company is in compliance with T.C.A. 50-9-113. Further affiant saith not.


Principal Officer

STATE OF TENNESSEE

COUNTY OF DAVIDSON

Before me personally appeared Robert Loudonville with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who acknowledged that such person executed the foregoing affidavit for the purposes therein contained.

Witness my hand and seal at office this 24 day of May 2021


Notary Public
My commission expires: 5/21/22



Hickman County Government

Conflict of Interest Disclosure Form

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

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

Date: 5/24/21 Name: MG Maynard

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

I have no conflict of interest to report.

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

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

Date: 5/24/21 Signature: MG Maynard

AIA Document 310 - 2010 Bid Bond

CONTRACTOR (Name, legal status and address):

SURETY (Name, legal status and principal place of business):

Four Star Paving LLC

Fidelity and Deposit Company of Maryland

1441 Elm Hill Pike

1299 Zurich Way

Nashville, TN 37210

Schaumburg, IL 60196

OWNER (Name, legal status and address):

Hickman County Finance Office

114 North Central Ave., Suite 203

Centerville, TN 37033

Bond Amount: Five Percent (5%) of Amount of Attached Bid

PROJECT : (Name, location or address, and Project number, if any):

School Paving Services for 2021-2022, Hickman County, Tennessee

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters in to a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed by the Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 2nd day of June, 2021

(Witness)

(Seal)

Four Star Paving LLC

(Principal)

(Seal)

(Title)

Fidelity and Deposit Company of Maryland

(Surety)

(Witness)

(Seal)

(Title) Mark Neal

Attorney-in-Fact

**ZURICH AMERICAN INSURANCE COMPANY
COLONIAL AMERICAN CASUALTY AND SURETY COMPANY
FIDELITY AND DEPOSIT COMPANY OF MARYLAND
POWER OF ATTORNEY**

KNOW ALL MEN BY THESE PRESENTS: That the ZURICH AMERICAN INSURANCE COMPANY, a corporation of the State of New York, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, a corporation of the State of Illinois, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND a corporation of the State of Illinois (herein collectively called the "Companies"), by **Robert D. Murray, Vice President**, in pursuance of authority granted by Article V, Section 8, of the By-Laws of said Companies, which are set forth on the reverse side hereof and are hereby certified to be in full force and effect on the date hereof, do hereby nominate, constitute, and appoint **Frank E. NEAL, III, Mark NEAL, Brent W. NEAL, Michael B. MATTOX, and Jerri BAIN of Nashville, Tennessee EACH**, its true and lawful agent and Attorney-in-Fact, to make, execute, seal and deliver, for, and on its behalf as surety, and as its act and deed: **any and all bonds and undertakings**, and the execution of such bonds or undertakings in pursuance of these presents, shall be as binding upon said Companies, as fully and amply, to all intents and purposes, as if they had been duly executed and acknowledged by the regularly elected officers of the ZURICH AMERICAN INSURANCE COMPANY at its office in New York, New York., the regularly elected officers of the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY at its office in Owings Mills, Maryland., and the regularly elected officers of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at its office in Owings Mills, Maryland., in their own proper persons.

The said Vice President does hereby certify that the extract set forth on the reverse side hereof is a true copy of Article V, Section 8, of the By-Laws of said Companies, and is now in force.

IN WITNESS WHEREOF, the said Vice-President has hereunto subscribed his/her names and affixed the Corporate Seals of the said **ZURICH AMERICAN INSURANCE COMPANY, COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and FIDELITY AND DEPOSIT COMPANY OF MARYLAND**, this 17th day of November, A.D. 2020.



**ATTEST:
ZURICH AMERICAN INSURANCE COMPANY
COLONIAL AMERICAN CASUALTY AND SURETY COMPANY
FIDELITY AND DEPOSIT COMPANY OF MARYLAND**

By: *Robert D. Murray*
Vice President

By: *Dawn E. Brown*
Secretary

**State of Maryland
County of Baltimore**

On this 11th day of November, A.D. 2020, before the subscriber, a Notary Public of the State of Maryland, duly commissioned and qualified, **Robert D. Murray, Vice President and Dawn E. Brown, Secretary** of the Companies, to me personally known to be the individuals and officers described in and who executed the preceding instrument, and acknowledged the execution of same, and being by me duly sworn, deposed and saith, that he/she is the said officer of the Company aforesaid, and that the seals affixed to the preceding instrument are the Corporate Seals of said Companies, and that the said Corporate Seals and the signature as such officer were duly affixed and subscribed to the said instrument by the authority and direction of the said Corporations.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal the day and year first above written.



Constance A. Dunn, Notary Public
My Commission Expires: July 9, 2023

The Hickman County Finance Office will be accepting bids for a Metal Equipment Storage Building.

All bidders must have a TN business license, carry a 1 million liability insurance and worker compensation insurance and must attach copies of certificates to bid. Bidders must also meet all Local, State, and Federal laws regarding working on school properties as outlined in TCA 49-5-406.

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

Specifications can be found at: www.hickmank12.org/request-for-proposal or contact the Building Maintenance Office at 931 -729-3391 Ext. 3.

All sealed bids must be mailed or hand delivered to the Hickman County Finance Office, 114 North Central Ave, Suite 203, Centerville TN 37033 and clearly marked on the outside of the mailing envelope "Metal Equipment Storage Building". Sealed bids will be opened on Wednesday, June 2, 2021 at 10:00 a.m. in the Finance Office.

The Hickman County Board of Ed reserves the right to accept, or reject, any and all bids or parts of bids, and to waive any informalities that would prevent its acceptance of a better bid.

Present Penny Mayberry
Candi Dan

Conder Construction	85,000.00
Quinn Construction	117,700.00

**Conder Construction
Greg Conder
Licensed Contractor
Residential & Commercial
License #41362
3225 Carolina Avenue
Centerville, Tennessee 37033
931-209-6918**

**BID for Metal Equipment Storage Building
Hickman County Schools
115 Murphree Avenue
Centerville, Tennessee 37033
June 1, 2021**

Description of Work

60 x 40 x 18 red iron building with 24 gauge metal
5 inch concrete slab
4 - 12 x 12 side garage doors
1 steel 3070 side entry, no glass, no windows
On slab with red iron and 3 foot lead in poured aprons at each door
3 inch R+W insulation in the roof structure
Grade work included
Commercial gutters

Total BID Price: \$85,000.00

*BID price subject to change with rising cost of material

A handwritten signature in black ink, appearing to read "Greg Conder". The signature is fluid and cursive, with the first name "Greg" written in a larger, more prominent script than the last name "Conder".



2282 Old Decaturville Road
P.O. Box 220
Parsons, TN 38363
Phone: 731-847-6313
Cell: 731-549-4796
Fax: 731-847-6315
E-mail: minuteman3@tds.net

June 2, 2021

Quinn CC Project Number: 21127

Hickman County Schools
115 Murphree Avenue
Centerville, TN 37033

RE: Proposal for 40' x 60' x 18' (Top of Ridge) Storage Building

We propose to furnish labor, equipment, and materials to construct a 2,400 SF storage building per the attached (owner furnished) building specifications and the following general description:

01 General Requirements

- Travel to Job Site
- Job-Site Supervision
- Temporary Toilet
- Final Cleaning of Facility Before Move-In
- Weekly Clean-Up of Construction Debris
- Temporary Electrical for Construction Purposes
- Temporary Water for Construction Purposes
- Builders Risk Insurance by Owner
- Building Permit by Owner (If Required)
- Quinn Construction Corp. - General Liability and Workers Compensation Insurance Included (See Attached Sample Certificate for Included Limits – Additional Coverage Can be Provided Upon Request at An Additional Charge)
- Quinn Construction Corp. - Equipment Floater Coverage with Maximum Item Limit of \$150,000.00 Included in Proposal Amount
- Quinn Construction Corp. – Environmental/Pollution Coverage with a Limit of \$1,000,000.00 Included in Proposal Amount
Quinn Construction Corp. – Commercial Builder's Risk/Installation Coverage with Location Limit of \$200,000.00, Transit Limit of \$200,000.00, and Maximum Paid for Any One (1) Loss/Occurrence of \$200,000.00 Included in Proposal Amount

01 General Requirements Continued

- Quinn Construction Corp. – Automobile Liability Coverage with Limit of \$1,000,000.00 and Umbrella of \$5,000,000.00
- Quinn Construction Corp. – Commercial General Liability Coverage with Limits of \$1,000,000.00 Per Occurrence, \$2,000,000.00 General Aggregate, and \$5,000,000.00 Umbrella Included in Proposal Amount
- Quinn Construction Corp. – Workers Compensation Insurance with Limit of \$500,000.00 Included in Proposal Amount
- Quinn Construction Corp. – Excess Liability/Umbrella Coverage with \$5,000,000.00 Limit
- All Subcontractors to Have Workers Compensation and General Liability Coverage (Certificates Can be Provided Upon Request – Limits May Not Match General Contractor's Limits – Additional Coverage Can be Provided Upon Request at An Additional Charge)
- One-Year Total Project Warranty by Contractor (Excludes Misc. Typical Maintenance Items)
- Payment and Performance Bond Not Included in Proposal Amount (Add 2.5 % to Estimate Amount if Required)
- State and Local Sales Tax Included for Materials Furnished by Contractor
- Soil Testing Not Included in Proposal Amount (If Required)
- Contractor to Take Concrete Cylinders with Strength Testing by Independent Construction Materials Laboratory
- Site Surveys and PE Stamped Civil Drawings Not Included (If Required)
- Color Chip Samples for Selection of Wall and Trim Colors
- PE-Stamped Foundation Drawings
- Non-PE Stamped Building System Submittal Drawings and Product Information (To Confirm Order Details Prior to Submittal)
- Three (3) Copies of PE Stamped Pre-Engineered Building System Erection Drawings
- Layout of Building Location by Contractor with Approval by Owner Prior to Footing Excavation

02 Site Work

- Rough/General Grading for Building by Others
- 4" Compacted Granular Fill Below Slab
- Excavation for Footings and Perimeter Turndown
- Site Restoration, Seed and Straw Disturbed Areas Upon Completion of Project by Others

03 Concrete

- Reinforced Footings and Turndown (4,000 PSI Design Mix)
- 6 Mil Vapor Barrier Below Slab
- 6/6 10/10 WWM Supported by Plastic Chairs
- 40' x 60' - 4" Thick Machine Troweled Concrete Slab (4,000 PSI Design Mix)
- One (1) 4' x 3' x 6" Broom Finish Pad at Personnel Door
- Four (4) 13' x 3' x 6" Broom Finish Pads at 12' x 12' OH Doors
- Wet-Cut Saw/Control Joints
- Curing of Above Concrete Pads (Cure and Seal)
- Joint Filler Not Included (If Required)
- Floor Sealer or Other Floor Coatings Not Included (If Required)

05 Metals

- Anchor Bolts

07 Thermal & Moisture Protection

- 3" Fiberglass Roof Insulation with PSK Standard Duty Facer
- Wall Insulation Not Included (Per Project Specifications)

08 Doors & Windows

- Four (4) 12' x 12' Coiling Doors (Subcontract Allowance of \$1,500.00 Per Door Included in Proposal Amount)
- One (1) Exterior 3 x 7 Pre-Assembled Hollow Metal Personnel Door with Lever Hardware and Closer

13 Special Construction

- 40' x 60' x 18' (Top of Ridge at Roof Height) Tier I Classic II Building System by Butler Manufacturing Co.
 - 24 GA BR-II Roof System with Alzyn/Galvalume Finish
 - 24 GA BR-II Wall Panel System with Kynar Finish – Standard Color Selection

13 Special Construction Continued

- Gutters and Downspouts
- Freight to Job Site
- Professional Unloading and Erection of the Above Building System
- See attached Drawings, Unit Summary Report, and Product Information for More Details

For the lump sum contract amount of:

One Hundred Seventeen Thousand Seven Hundred and No/100 Dollars -----

-----(\$ 117,700.00)

Notes:

1. Pricing is good for 30 days from date of proposal (clear order with color selections must be submitted to Butler Manufacturing within 30 days)
2. Removal and replacement of poor soil conditions not included (if required)
3. Work not listed above is not included in proposal scope

We appreciate the opportunity to offer this proposal.

Feel free to contact me at any time if you need any further information.

Sincerely,



Will Quinn, Vice-President
Quinn Construction Corporation

Part B

Metal Equipment Storage Building Specifications

Scope:

This project is being proposed as follows:

Provide and build a Pre-Engineered Building (requires 3 sets cad engineered stamped drawings before construction by the supplier of the steel building kit. (Schools 1, Site Construction 1, codes 1)

To turnkey build inclusive as follows:

To **turnkey build** a storage Building 60 foot long x 40 foot deep and 18 feet center height **red iron** building with minimum **24 gauge** metal skin. To include enclosure of all 4 sides and 4-side entry rollup 12 x 12 garage entry doors, and one 3.0 x 7.0 side entry door. (NO windows) Roof shall have 3 inch vinyl/fiberglass rolled insulation to prevent sweating and rusting of the structure. Side walls –non-insulated. Building shall include a 4 inch slab with to code depth in ground piers support for iron columns, and or footers. Each entry door shall have a minimum 3 ft concrete sloped apron for entry and exit. Building shall have standard box, commercial gutters to shed ground water away from slab and building.

We reserve the right for the location of door placements that best suits the lot and our use for entry and exit, and will be decided with the awarded bidder upon notification of bid acceptance.

Please **Attach** any rendered drawings, brochures, and photos with the bid, as well as documents specified in the bid announcement. Also if bid is accepted a time line for the materials and construction thereof.

366501 12078780

State of Tennessee

BOARD FOR LICENSING CONTRACTORS
CONTRACTOR

QUINN CONSTRUCTION CORPORATION

This is to certify that all requirements of the State of Tennessee have been met.

ID NUMBER: 13678
LIC STATUS: ACTIVE
EXPIRATION DATE: May 31, 2022
UNLIMITED; BC; CE; CMC-A; CMC-C; HRA-A; HRA-C; MU-A.2; MU-A.3; MU-B



IN-1313
DEPARTMENT OF
COMMERCE AND INSURANCE



TN BUREAU OF WORKERS' COMPENSATION

AUG 12 2020

Tennessee Bureau of Workers' Compensation
220 French Landing Drive, I-B
Nashville, TN 37243-1002

Phone: 615-532-1321 FAX: 615-253-5265 Email: DFW.Program@tn.gov

https://www.tn.gov/workforce/injuries-at-work/employers/employers/drug-free-workplace-program.html

DRUG-FREE

2020073245 DRUG FREE WORKPLACE PROGRAM APPLICATION

- 1. This application must be complete, legible and signed or it will be RETURNED.
2. This application must be resubmitted anytime the employer changes insurance carriers.
3. This form must be submitted to the Bureau. Please include the completed original copy of this form plus one photocopy, a copy of PROOF OF COVERAGE and two pre-addressed, stamped envelopes:
a. One addressed to your Workers' Compensation Insurance Carrier and
b. One addressed to the employer named below.
4. THIS APPLICATION MUST BE RENEWED ANNUALLY.

Check One: New application [] Renewal application [x] Changed Insurance Carrier []

Company Name Quinn Construction Corporation FEIN: 62-088-5033

Mailing Address PO Box 220 City Parsons State & Zip TN 38363

Business Address 2282 Old Decaturville Road City Parsons State & Zip TN 38363

Primary Contact (Name and Title) Will Quinn Vice-President

Phone # 731-847-6313 Fax # 731-847-6315 Email minuteman3@tds.net

Nature of Business General Contractor Total # of FT & PT employees 27

Workers' Compensation Insurance Carrier FCCI

Lab Certification (circle one): SAMHSA CAP-FUDTAP Other

Name of Testing Laboratory Alere Toxicology City Gretna State LA ZIP 70053

Name of Medical Review Officer (MRO) Dr. David Nahin Phone # 877-295-3381

Have all employees hired prior to the date of this application been provided at least one hour of substance abuse training? Yes [x] No []

Have all employees hired prior to the date of this application been informed of your company's drug free program policies? Yes [x] No []

Effective date of your program 12/14/1998

Renewal applicants only:

Number of tests performed in past 12 months for each of the following:

Job Applicants: Total 5 Positive 1 Routine Fitness for Duty: Total 0 Positive 0
Post work accident: Total 1 Positive 0 EAP Follow-up: Total 0 Positive 0
Random (optional): Total 2 Positive 0 Reasonable Suspicion Total 0 Positive 0

Have all employees that have undergone substance abuse training acknowledged, in writing, their attendance at that training and the existence of your company's drug free program policies? (Yes) No

I hereby certify that all provisions and requirements of the Tennessee Drug-Free Workplace Program as established by T.C.A. have been met and implemented. (To be signed by all applicants)

Owner/Officer's Signature and title Will Quinn VICE-PRESIDENT Will Quinn 8-10-20
Bureau of Workers' Compensation Representative Signature Title W. Lance Wheaton 8/12/2020
Accepted Date



MEMORANDUM

TO: Quinn Construction Corporation
Attention: Will Quinn

FROM: Lance Wheaton, Tennessee Drug-Free Workplace Program

SUBJECT: Drug-Free Workplace Application

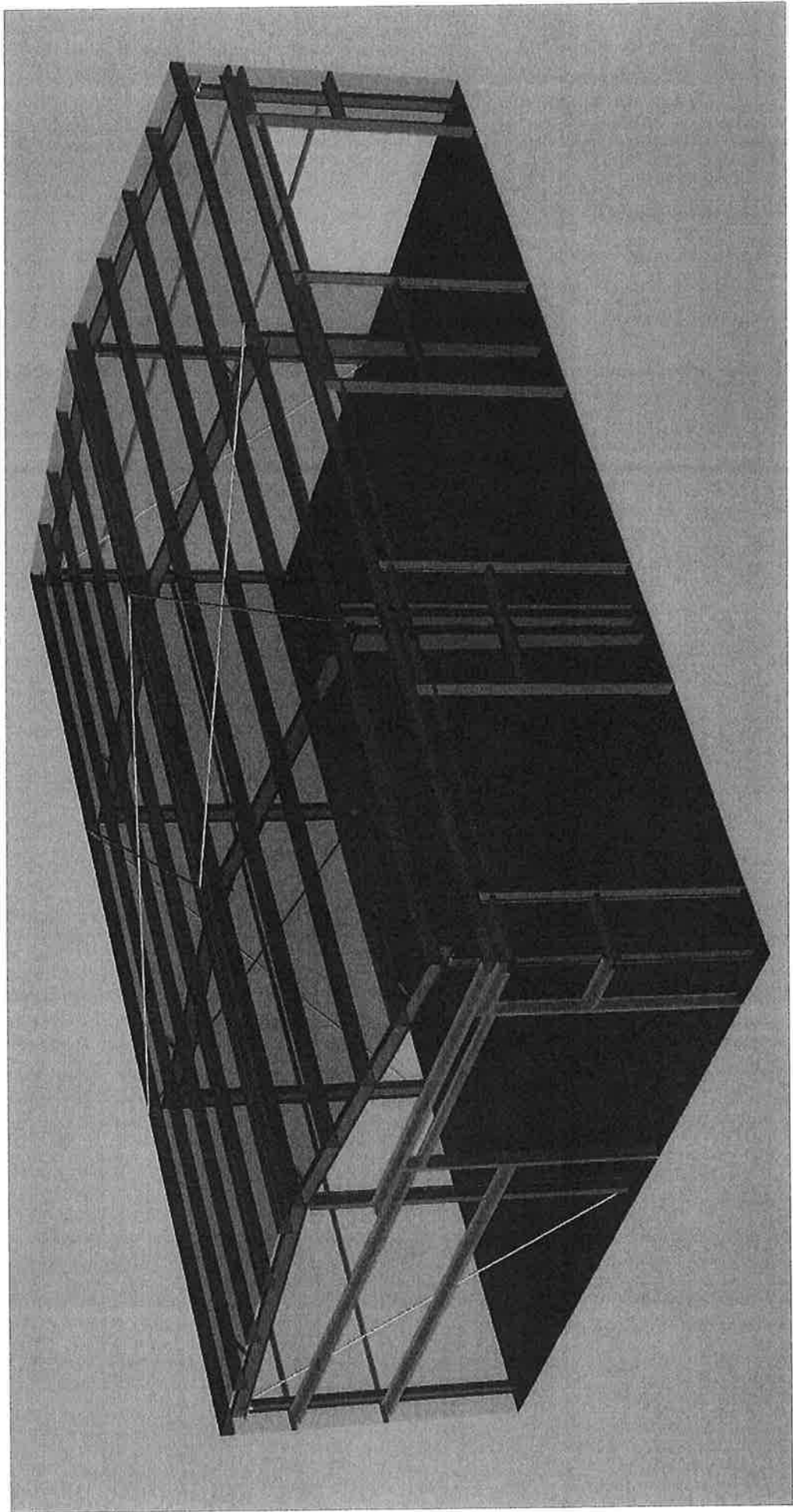
DATE: Aug 12, 2020

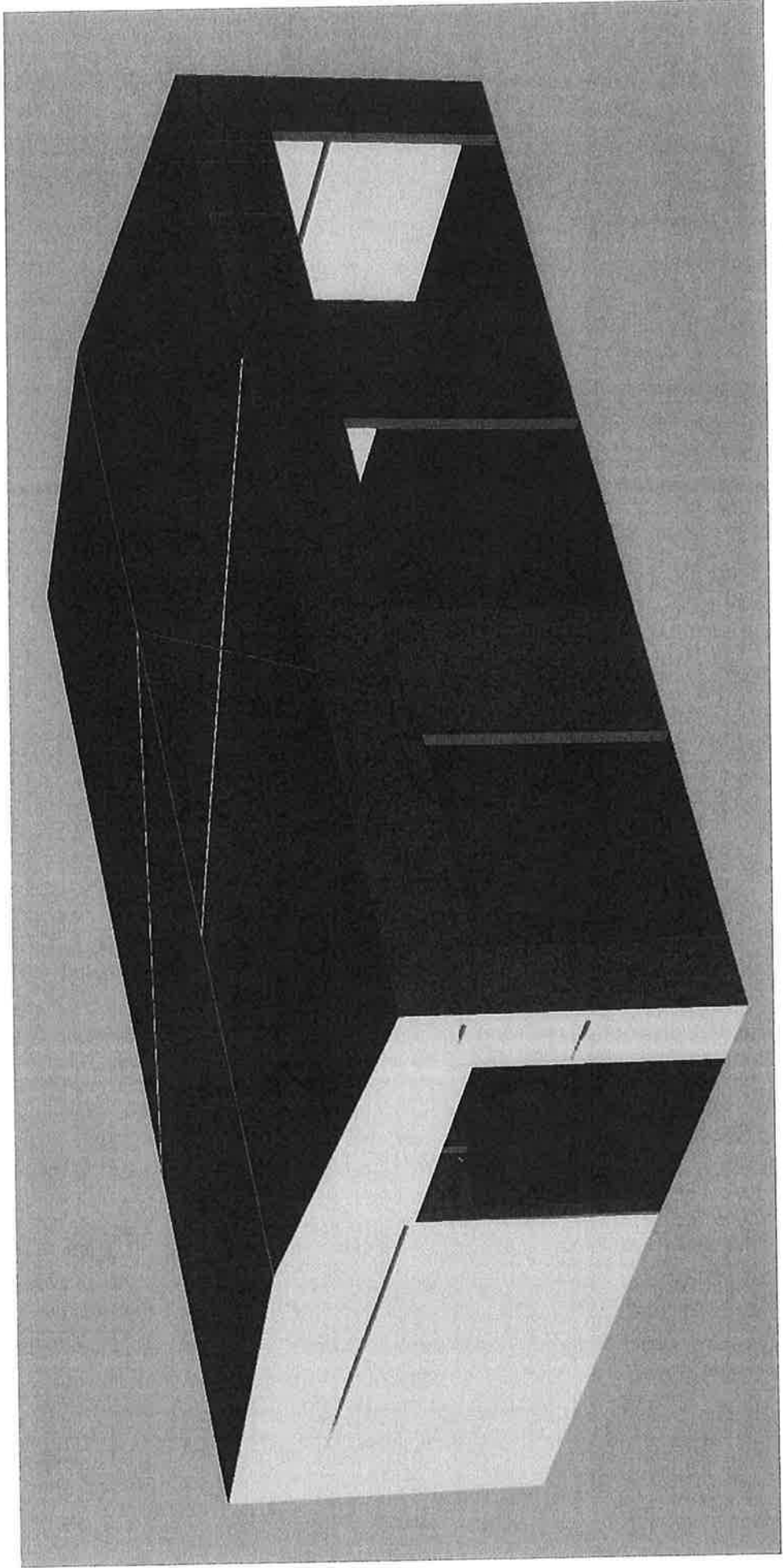
This is to notify you that your application for participation in the Tennessee Drug-Free Workplace Program has been received and accepted. Pursuant to T.C.A. 50-6-418 and T.C.A. 50-9-101, et sequentia, you are entitled to a five percent (5%) premium credit on your workers' compensation insurance policy. You will begin to accrue the premium discount on a pro rata basis as of the date of our acceptance of your application; this is the date on the application next to the signature of the Commissioner or his designee.

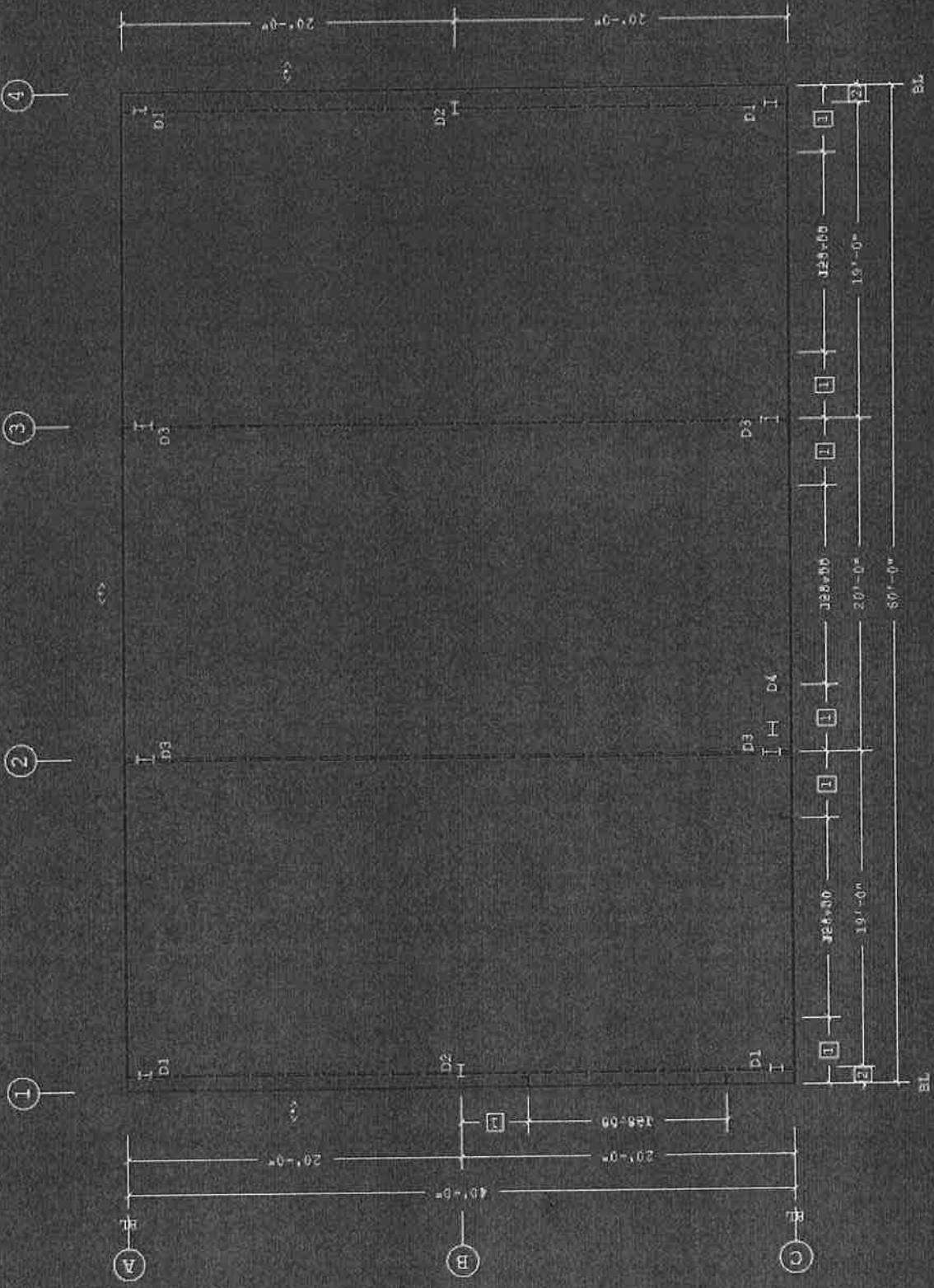
Your workers' compensation insurance provider is being notified of your participation and must apply to your policy the premium credit granted under this program directly upon receipt of notification or make payment for such credit effective after the annual final premium audit has been completed DFWP Rules and Regulations, Chapter 0800-2-12-.02(5)].

By accepting this application, the State of Tennessee is not certifying the accuracy or completeness of either your application or your Drug-Free Workplace Program. We are acknowledging receipt of your certification, attested by your signature, that all provisions and requirements of the Tennessee Drug-Free Workplace Program as established by T.C.A. 50-9-101, et sequentia, have been met and implemented. We further acknowledge that you may have "made a good faith effort" and may have "complied substantially" with Program requirements and are, therefore, "rebuttably presumed to be entitled" to the benefits of the Program.

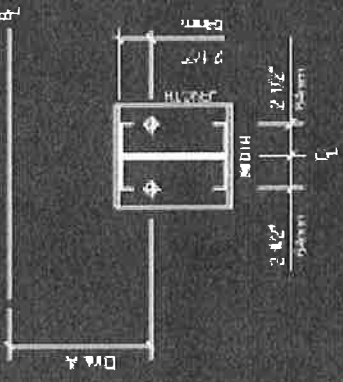
A copy of your application is enclosed for your review and records. If you have any questions or need any other information, please contact us at 1-800-332-2667 or 1-615-741-2395. Thank you for your participation in the effort to promote drug-free workplaces in Tennessee.



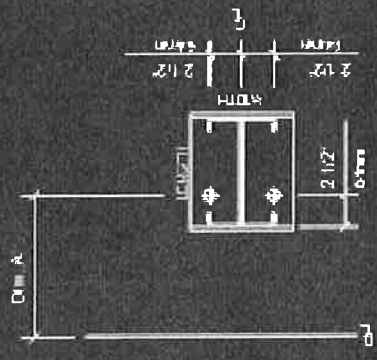




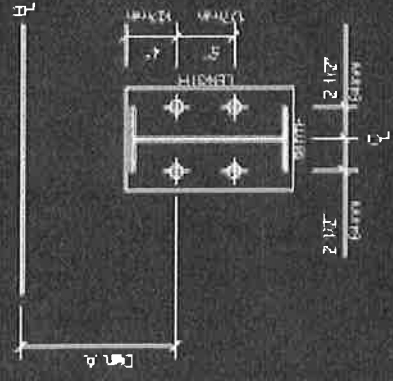
ANCHOR ROD PLAN



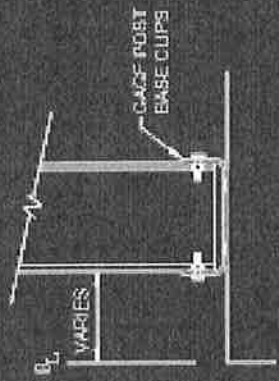
D1 (2) 3/4" Dia. GR36 Anchor Rods
 Plate W=8" L=8 1/2"
 Dim: A=11"
 Elev. =100'-0"



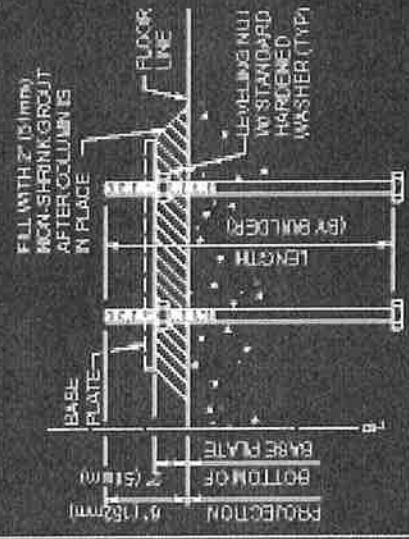
D2 (2) 3/4" Dia. GR36 Anchor Rods
 Plate W=8" L=8 1/2"
 Dim: A=11"
 Elev. =100'-0"



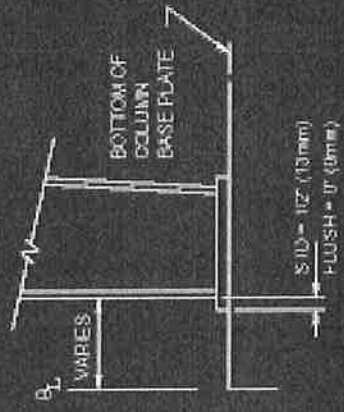
D3 (4) 3/4" Dia. GR36 Anchor Rods
 Plate W=8" L=1'-1"
 Dim: A=1'-0"
 Elev. =100'-0"



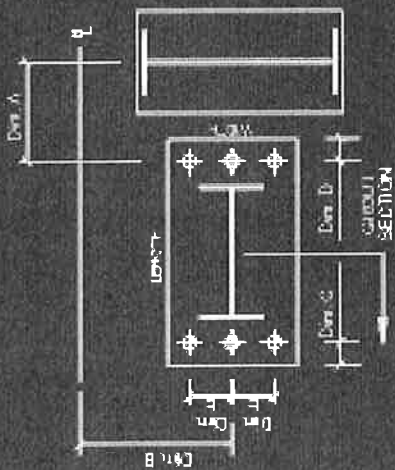
TYPICAL GAGE POST
 BASE PLATE DETAIL



GRAUTED BASE REQUIREMENT



TYPICAL COLUMN
 BASE PLATE DETAIL



D4 (6) 1" Dia. GR36 Anchor Rods

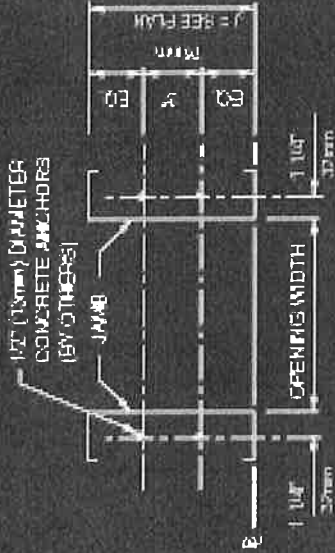
Plate W=1'-0" L=1'-5"

Dim: A=3 5/8" B=1'-1"

C=1 5/8" D=1 5/8" E=4"

Elev. -100'-2"

1. ANCHOR RODS MUST BE LARGE ENOUGH TO MEET ALL OTHER CODES AND REQUIREMENTS AND BE FINISHED TO MEET THE REQUIREMENTS OF THE CONTRACT DOCUMENTS.
2. ANCHOR RODS MUST BE PROTECTED FROM CORROSION BY ALL AVAILABLE MEANS INCLUDING PROTECTIVE PAINTS AND COATINGS. ANCHOR RODS MUST BE PROTECTED FROM CORROSION BY ALL AVAILABLE MEANS INCLUDING PROTECTIVE PAINTS AND COATINGS. ANCHOR RODS MUST BE PROTECTED FROM CORROSION BY ALL AVAILABLE MEANS INCLUDING PROTECTIVE PAINTS AND COATINGS.
3. ANCHOR RODS MUST BE PROTECTED FROM CORROSION BY ALL AVAILABLE MEANS INCLUDING PROTECTIVE PAINTS AND COATINGS.
4. ANCHOR RODS MUST BE PROTECTED FROM CORROSION BY ALL AVAILABLE MEANS INCLUDING PROTECTIVE PAINTS AND COATINGS.
5. DESIGN LOADS AND MOMENTS ARE SPECIFIED IN THE DRAWING REPORT.



NOTE: 1" (25mm) PROJECTION ABOVE

BOTTOM OF JAMB CLIP

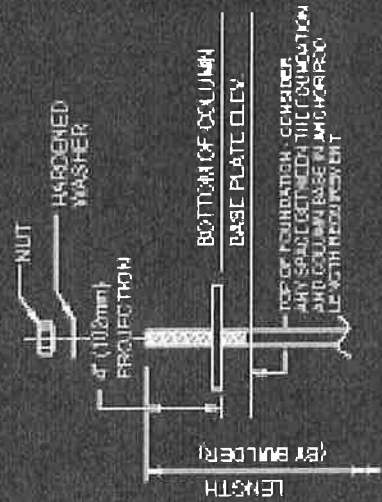
SEE PLAN FOR JAMB SIZES - J = SIZE

JAMB SET VALUES

T EO = 2" (51mm) 866U - 234W 73mm

T EO = 3 1/2" (89mm) 1156U - 4 1/4" (110mm)

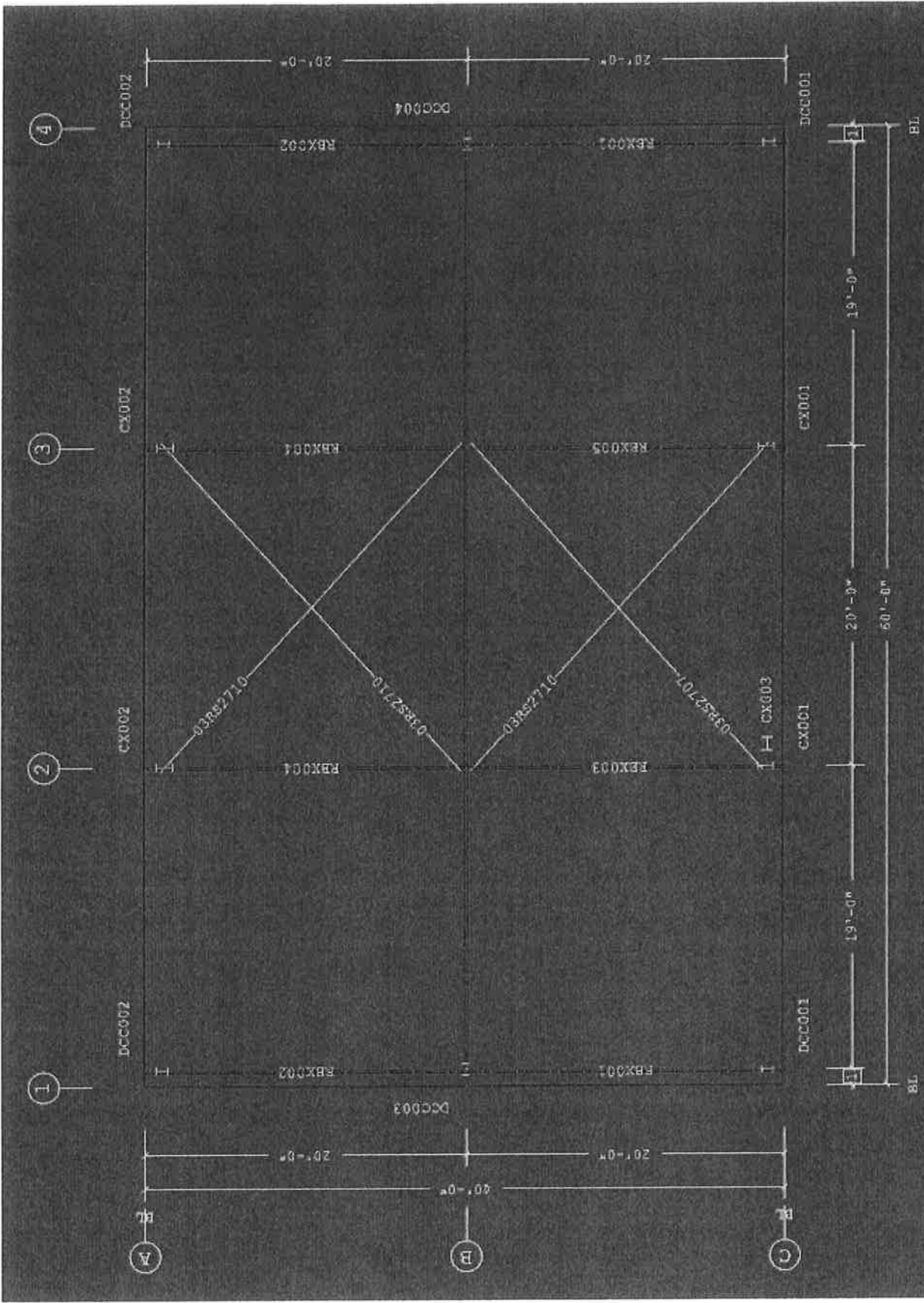
FRAMED OPENING DETAIL



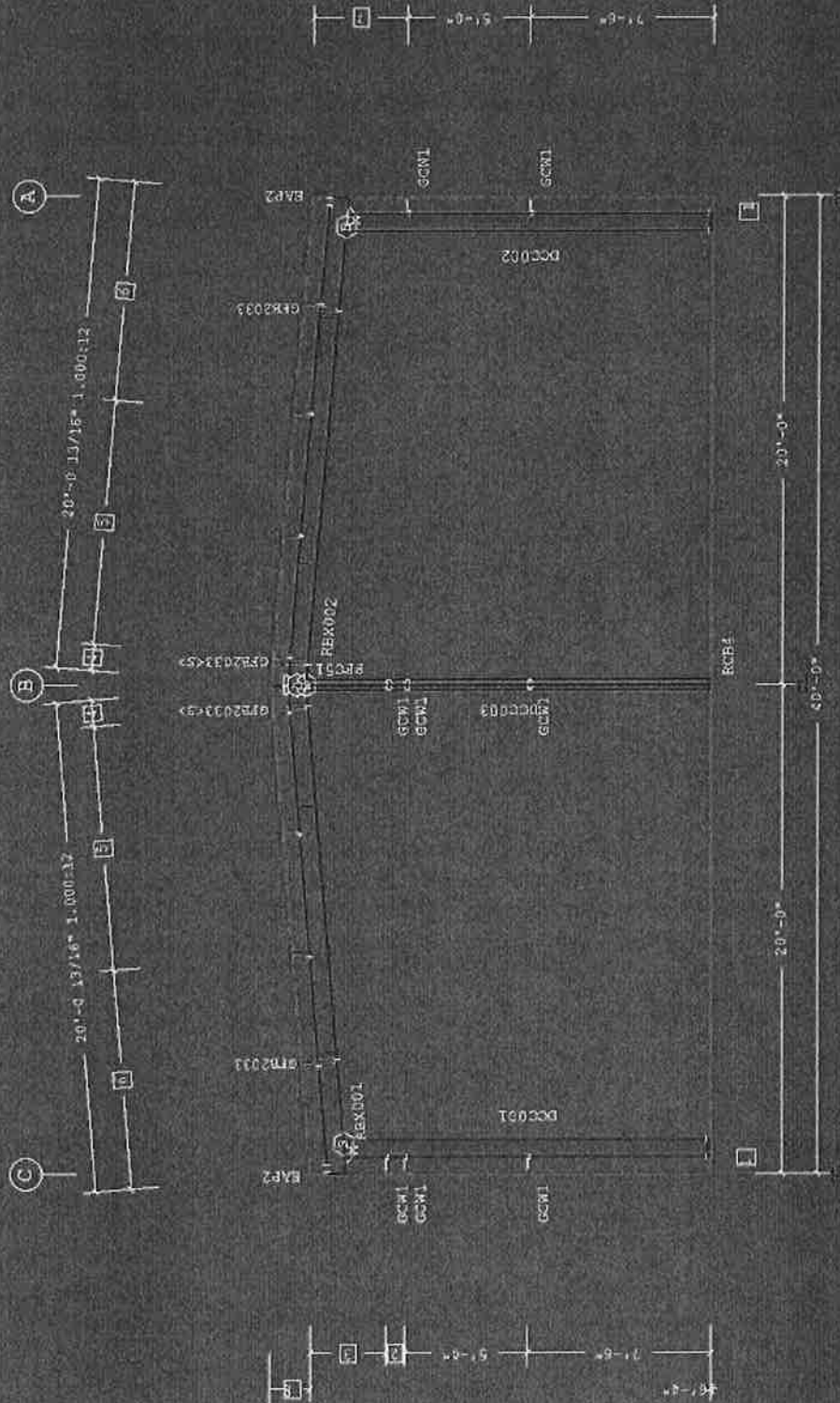
THE d PROJECTION ABOVE THE BOTTOM OF THE BASE PLATE MUST BE AT LEAST 1/4" (6.35mm) MINIMUM TO PERMIT A MINIMUM 1/4" (6.35mm) PROJECTION ABOVE THE FOUNDATION. THE d PROJECTION ABOVE THE BOTTOM OF THE BASE PLATE MUST BE AT LEAST 1/4" (6.35mm) MINIMUM TO PERMIT A MINIMUM 1/4" (6.35mm) PROJECTION ABOVE THE FOUNDATION. THE d PROJECTION ABOVE THE BOTTOM OF THE BASE PLATE MUST BE AT LEAST 1/4" (6.35mm) MINIMUM TO PERMIT A MINIMUM 1/4" (6.35mm) PROJECTION ABOVE THE FOUNDATION.

THE ANCHOR ROD PROJECTION MAY NEED TO BE CUT OFF IF IT DOES NOT INTERFERE WITH THE POSITION OF PARTS.

SUGGESTED ANCHOR ROD PROJECTION



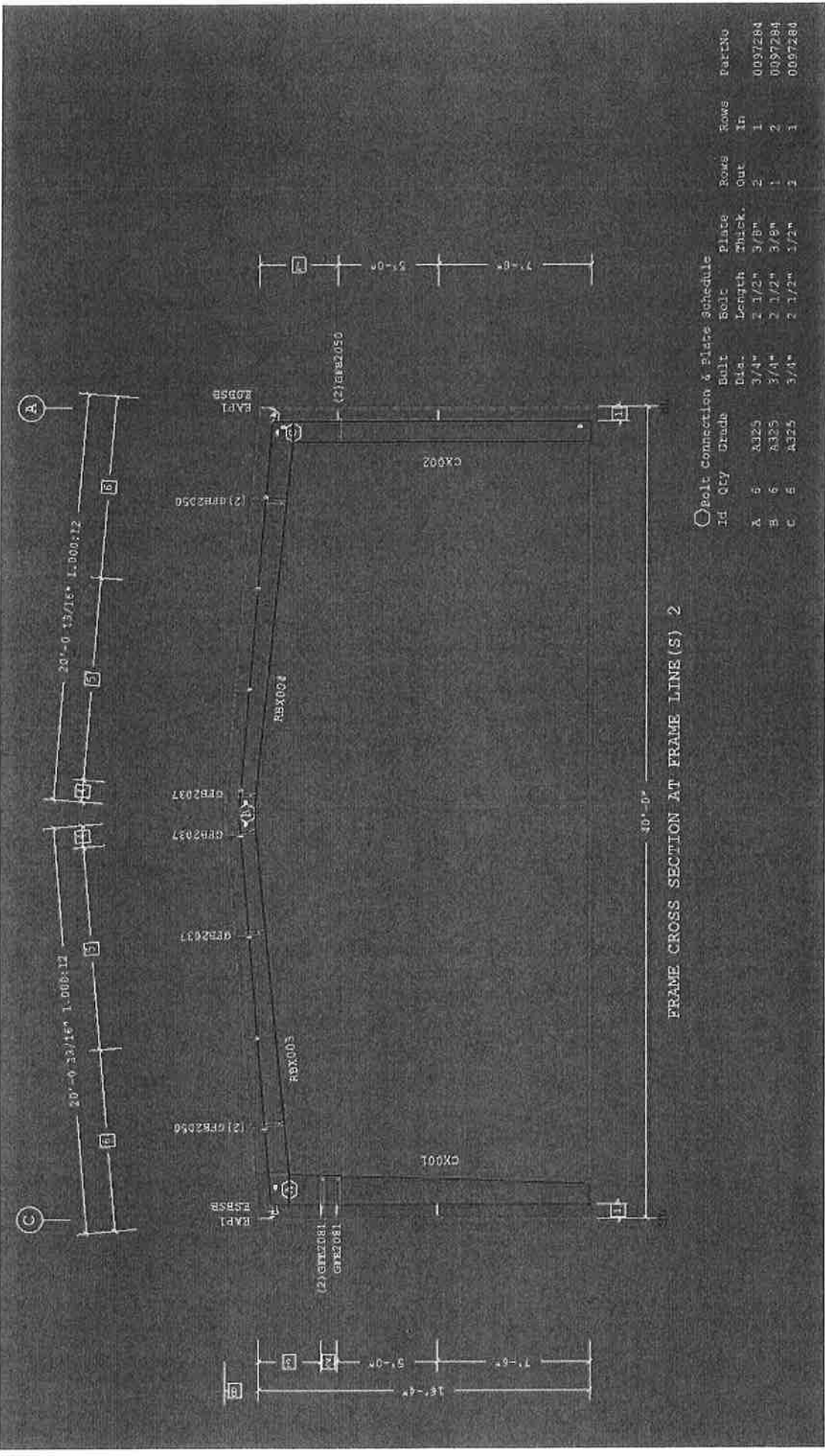
PRIMARY AND ROOF BRACING PLAN



FRAME CROSS SECTION AT FRAME LINE(S) 1

○ Bolt connection 6 plate schedule
 ID dry grade
 Dia. 1/2"
 Length 1 1/2"
 Rows 2
 Rows In 1
 Rows Out 2
 Part No 45080
 49080
 <> - (2) Washers (095872) req'd at Flange Brace to Secondary.

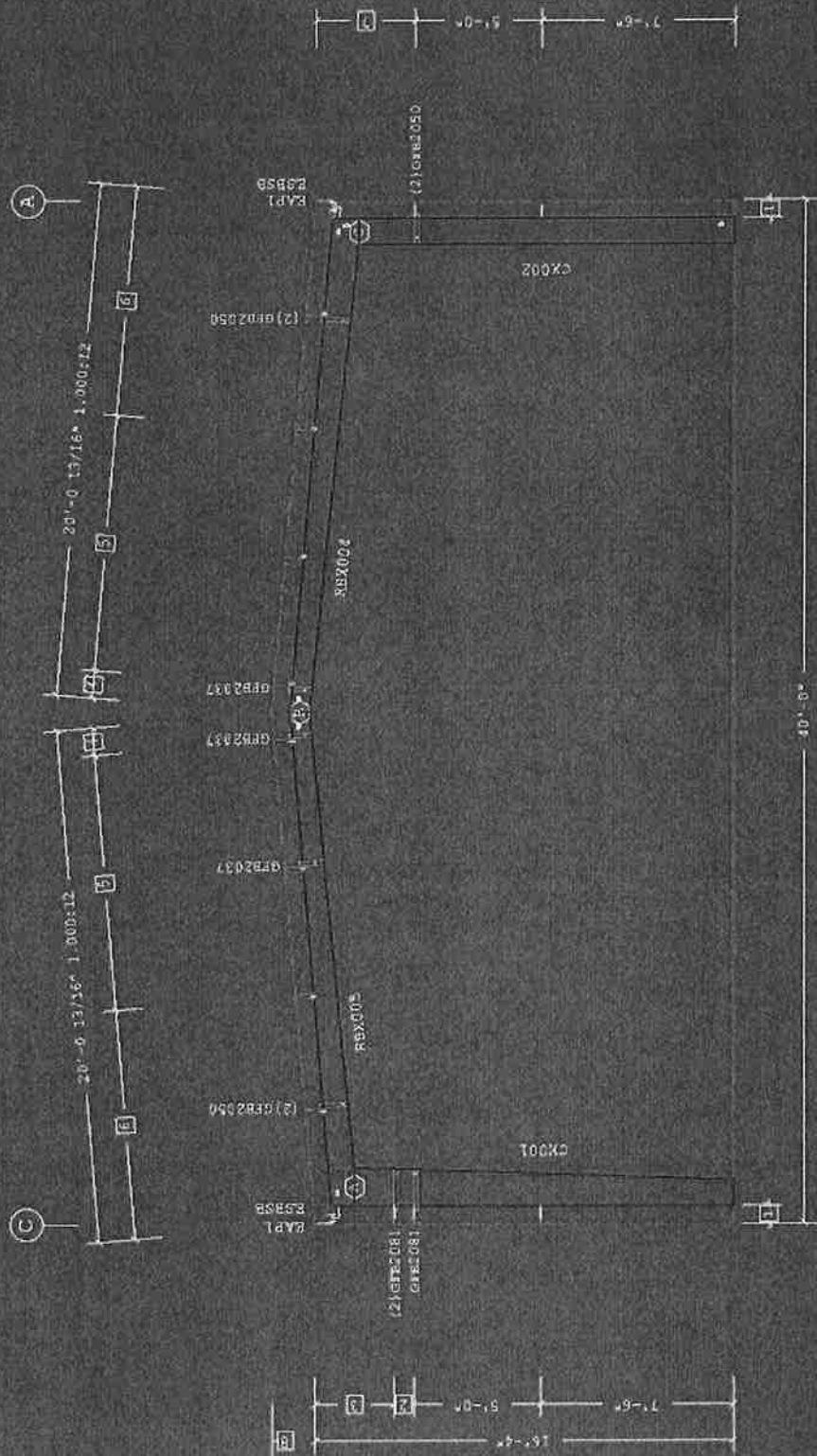
Rows	Rows In	Rows Out	Part No
2	1	2	45080
1	-	-	49080



Bolt connection & plate schedule

Id	Qty	Grade	Bolt Dia.	Bolt Length	Plate Thick.		Rows In	PartNo
					Out	In		
A	5	A325	3/4"	2 1/2"	3/8"	3/8"	1	0097284
B	6	A325	3/4"	2 1/2"	3/8"	3/8"	2	0097284
C	5	A325	3/4"	2 1/2"	3/2"	3/2"	1	0097280

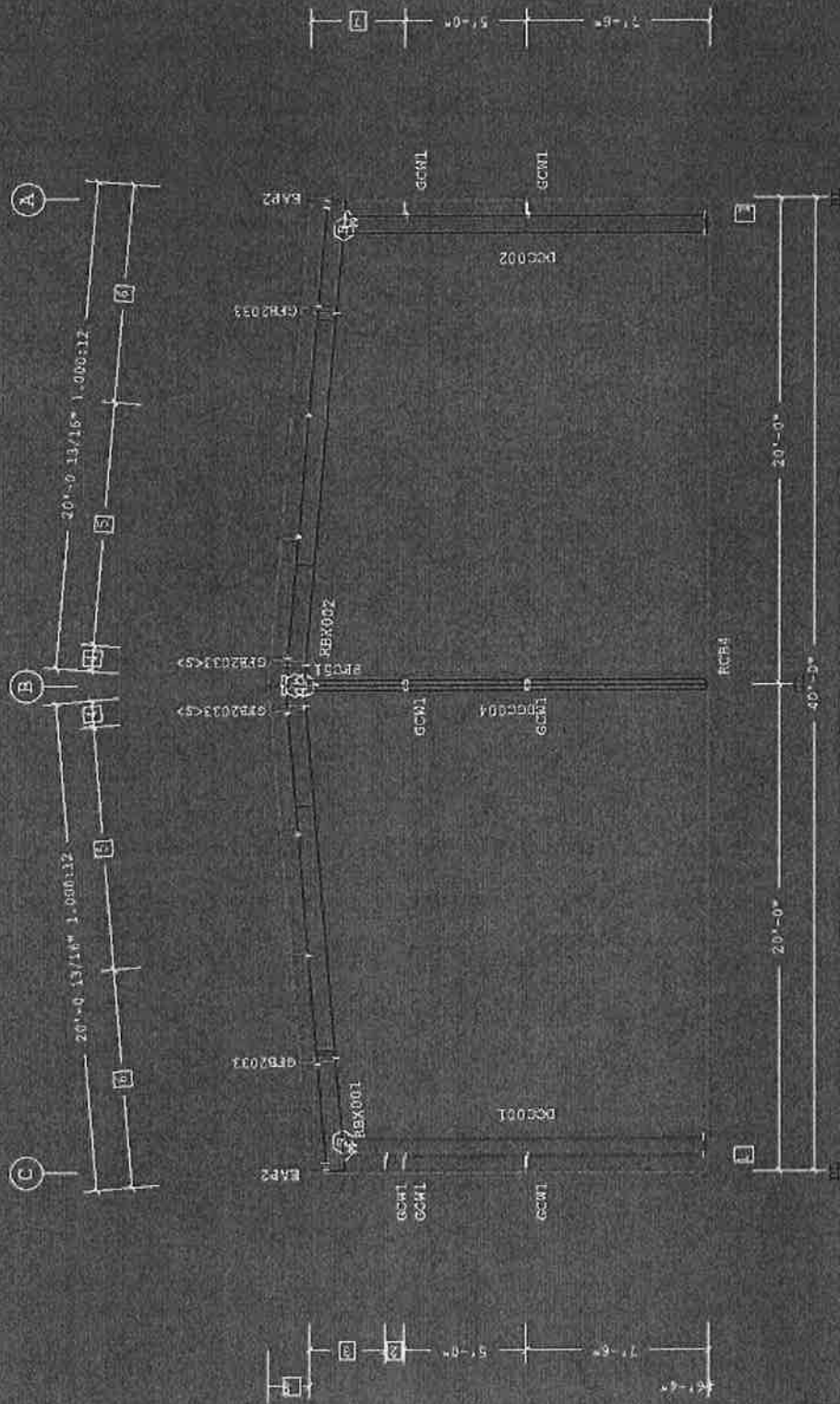
FRAME CROSS SECTION AT FRAME LINE (S) 2



FRAME CROSS SECTION AT FRAME LINE(S) 3

⊙ Bolt Connection & Plate Schedule

Id	Qty	Grade	Bolt Dia.	Bolt Length	Plate		Rows		PartNo
					Thick.	Thick.	Out	In	
A	6	A325	3/4"	2 1/2"	3/8"	2	1		0097284
B	6	A325	3/4"	2 1/2"	3/8"	1	2		0097284
C	6	A325	3/4"	2 1/2"	1/2"	2	1		0097284



FRAME CROSS SECTION AT FRAME LINE(S) 4

Bolt connection & plate schedule

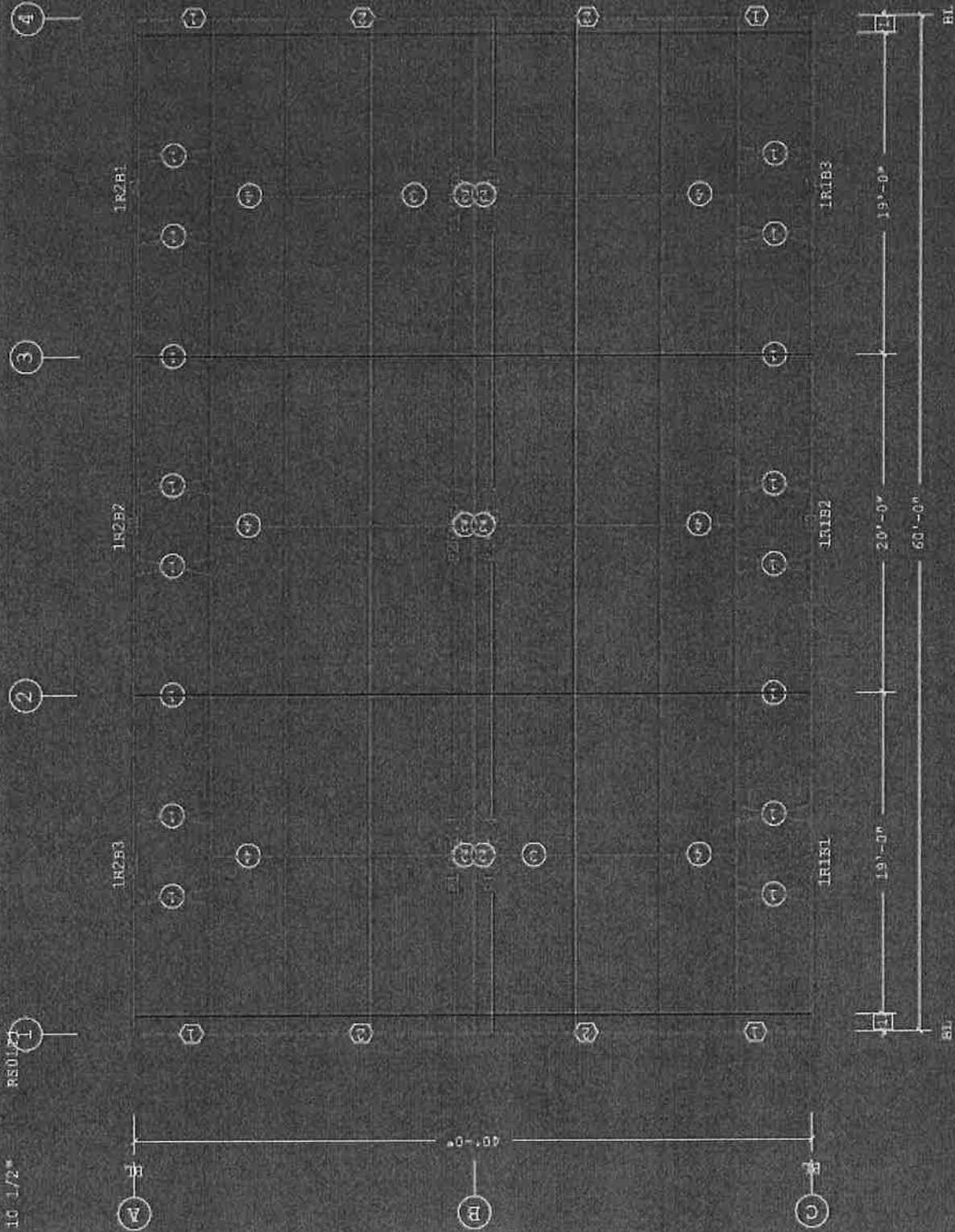
ID	Qty	Grade	Bolt Dia.	Plate Thick.	Plate Length	Row In	Row Out	Part No
A	6	A325	1/2"	1/4"	1 1/2"	2	1	49080
B	4	A325	1/2"	1/4"	1 1/2"	-	-	49080

<S> - (2) Washers (095072) req'd at flange brace to secondary.

10 1/2" REVISED

10 1/2" RS

10 1/2" RS



ROOF SECONDARY PLAN

1351211217

06500

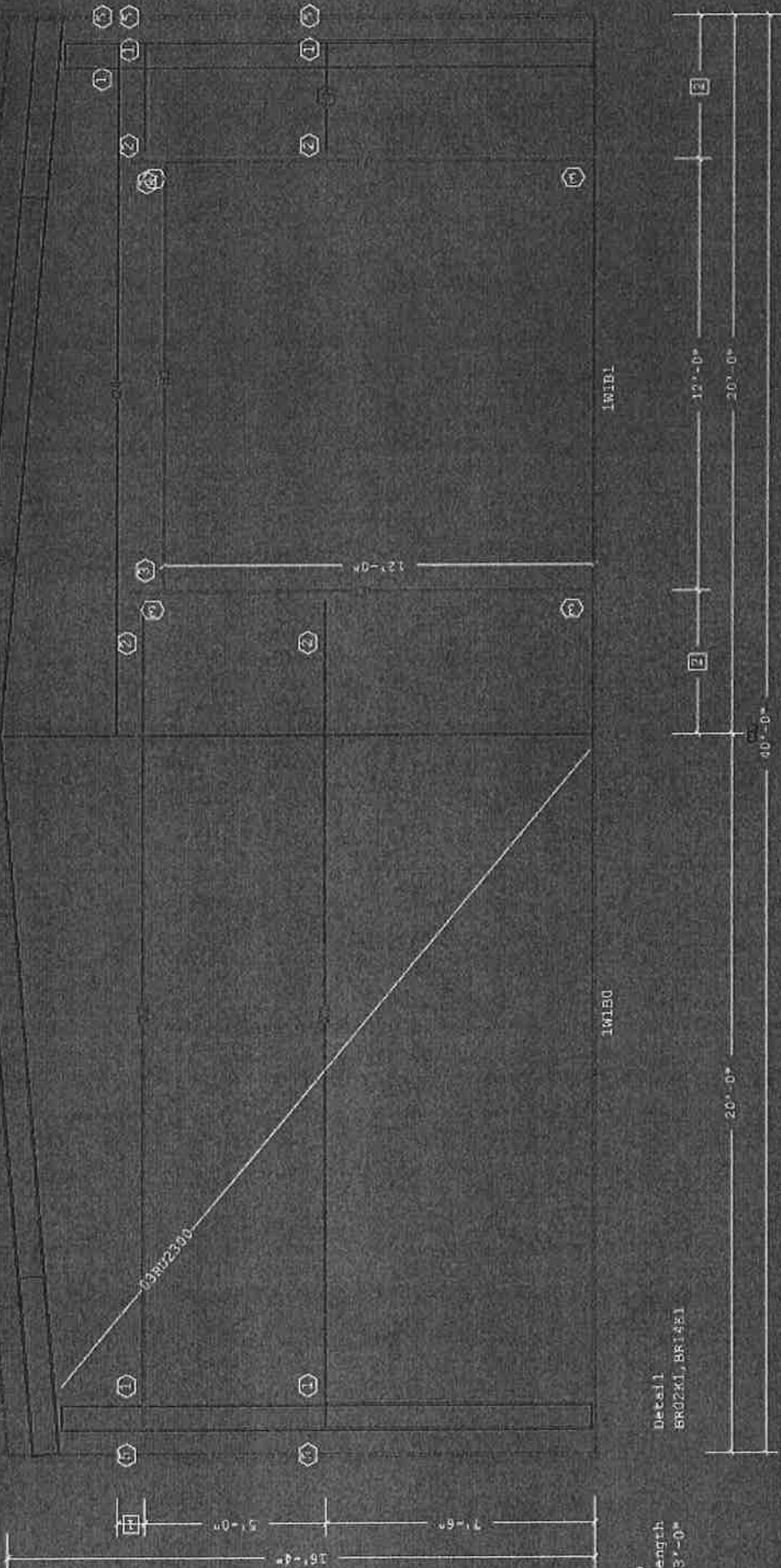
8 1/2"

MSZ0F8,MSZ0FZ,MSZ0BZ,MSZ0BB

(C)

(B)

(A)



Detail
BR02K1, BR14E1

Length
23'-0"

40'-0"

20'-0"

12'-0"

20'-0"

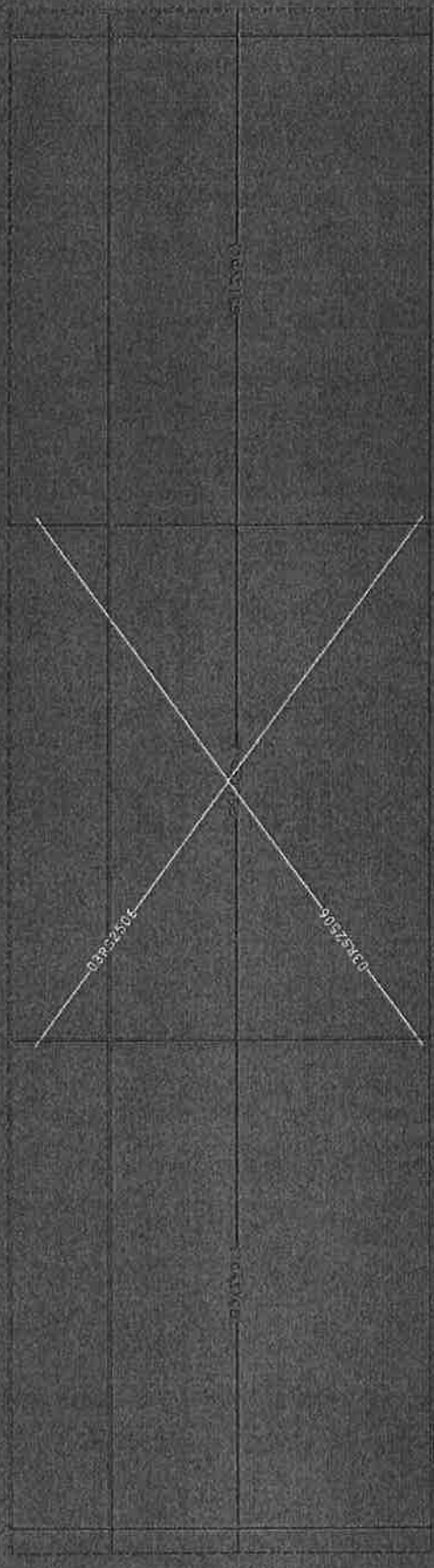
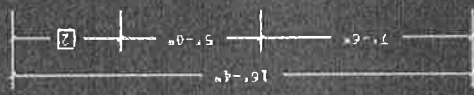
SECONDARY ELEVATION AT 1

1

2

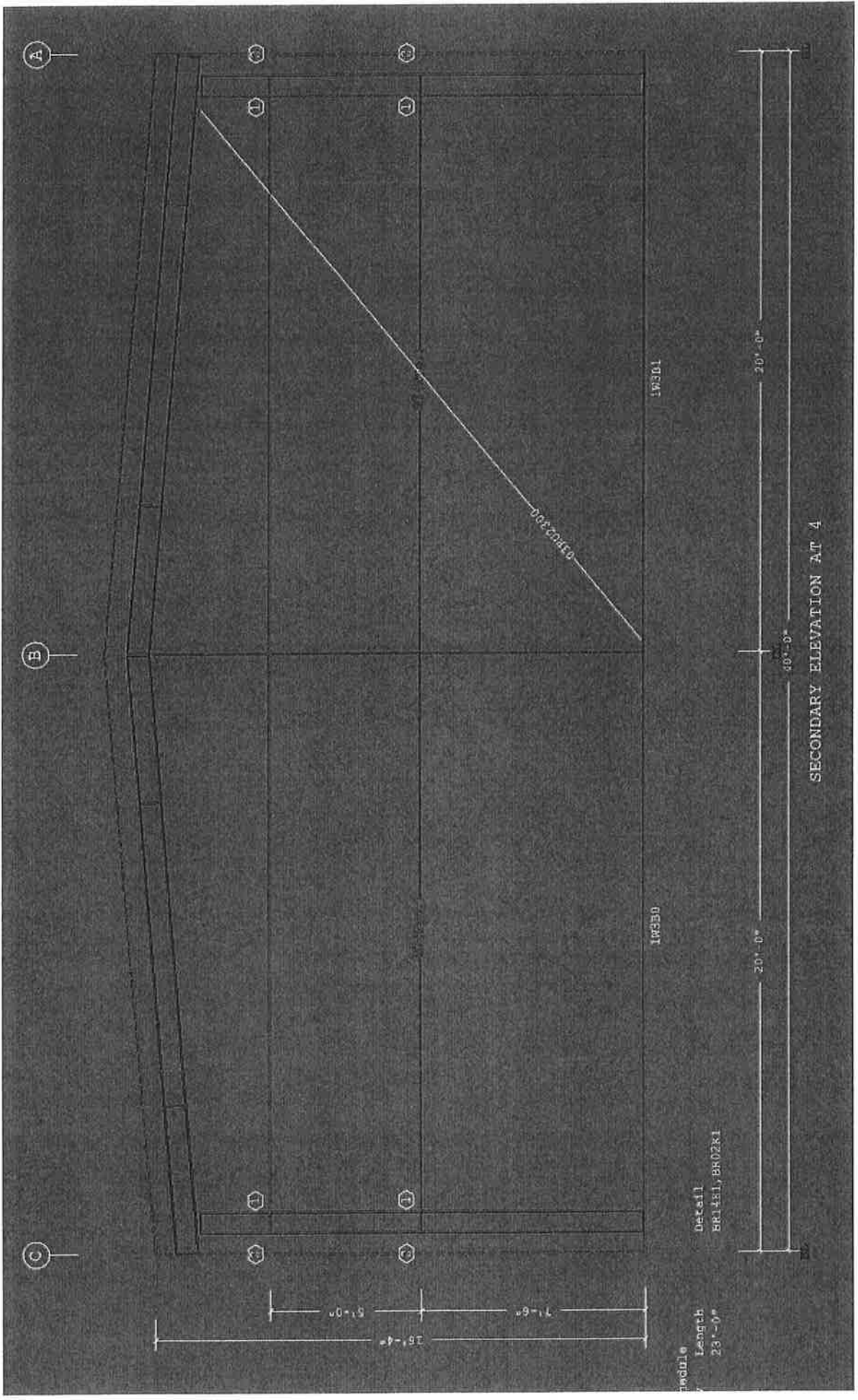
3

4



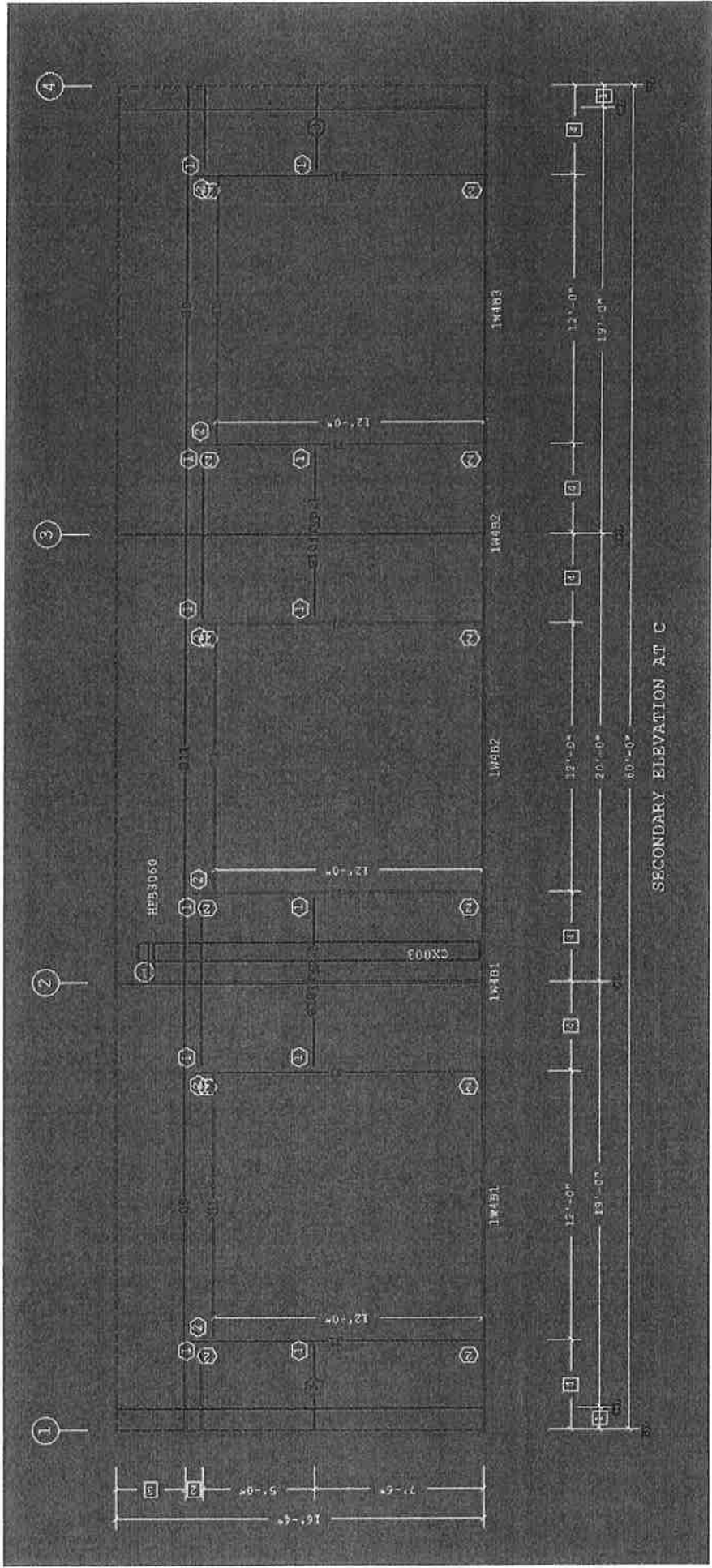
SECONDARY ELEVATION AT A

Barc. Schedule
Qty Length
Z 25'-6"



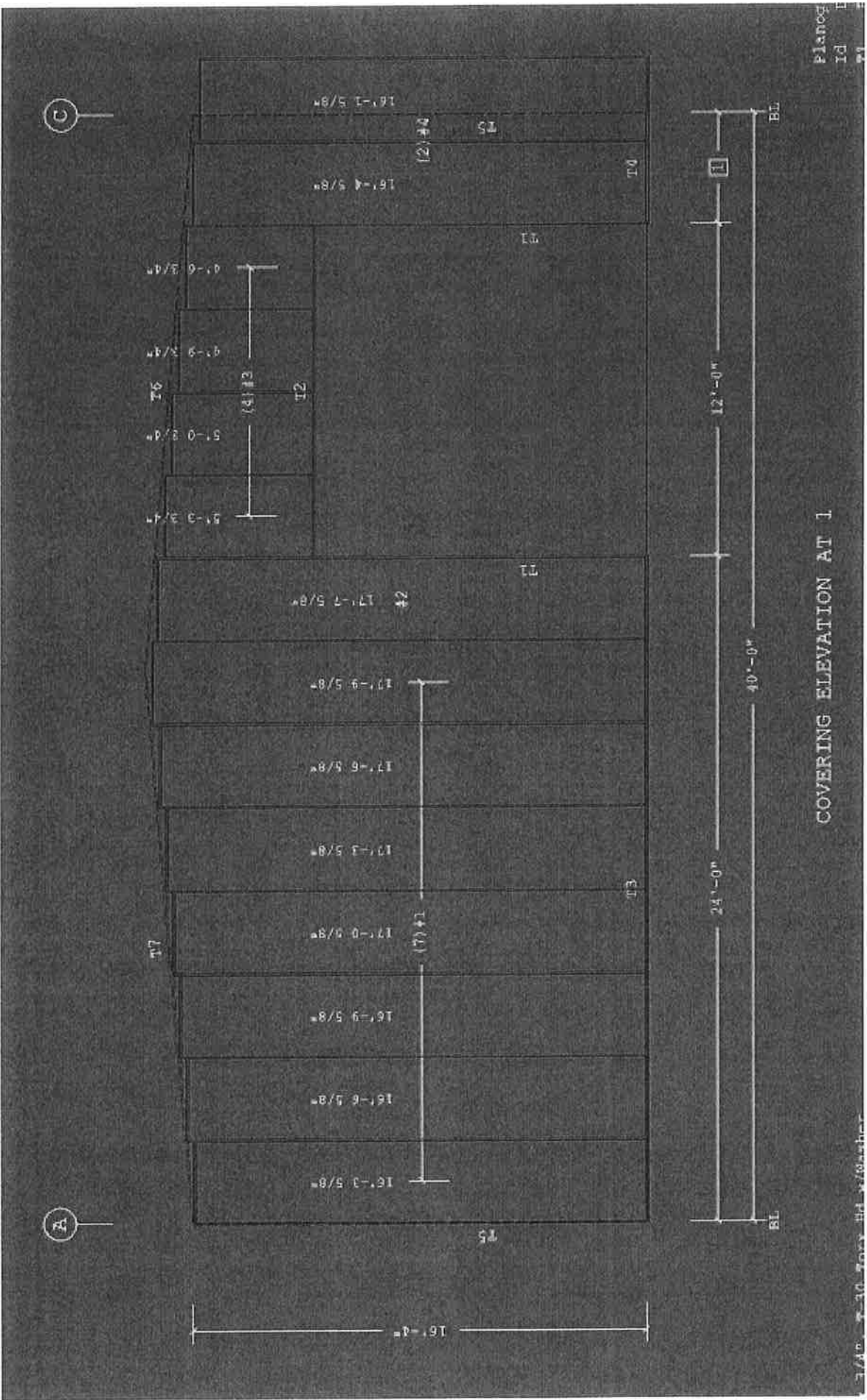
Module Length 23'-0"
 Detail 10 BR1481, BR02X1

SECONDARY ELEVATION AT 4



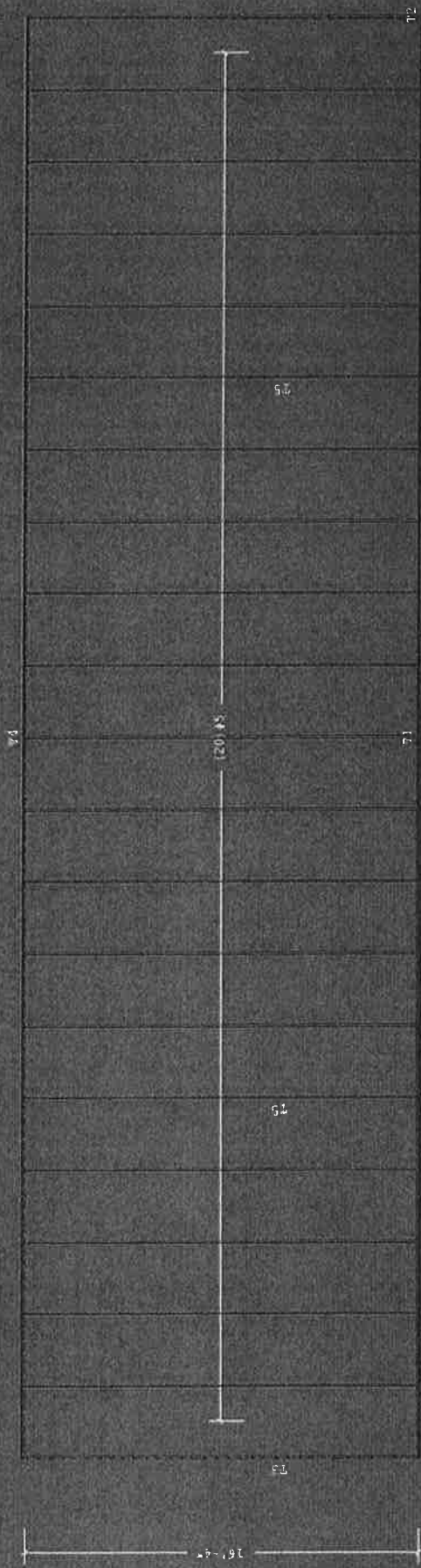
SECONDARY ELEVATION AT C

COVERING ELEVATION AT 1



1

4



CL

CL

0'-0"

COVERING ELEVATION RT A

Birch White

T5 (1.7) BRCL12, BRGT20R, (2.0) W310A

Cool Birch White

K

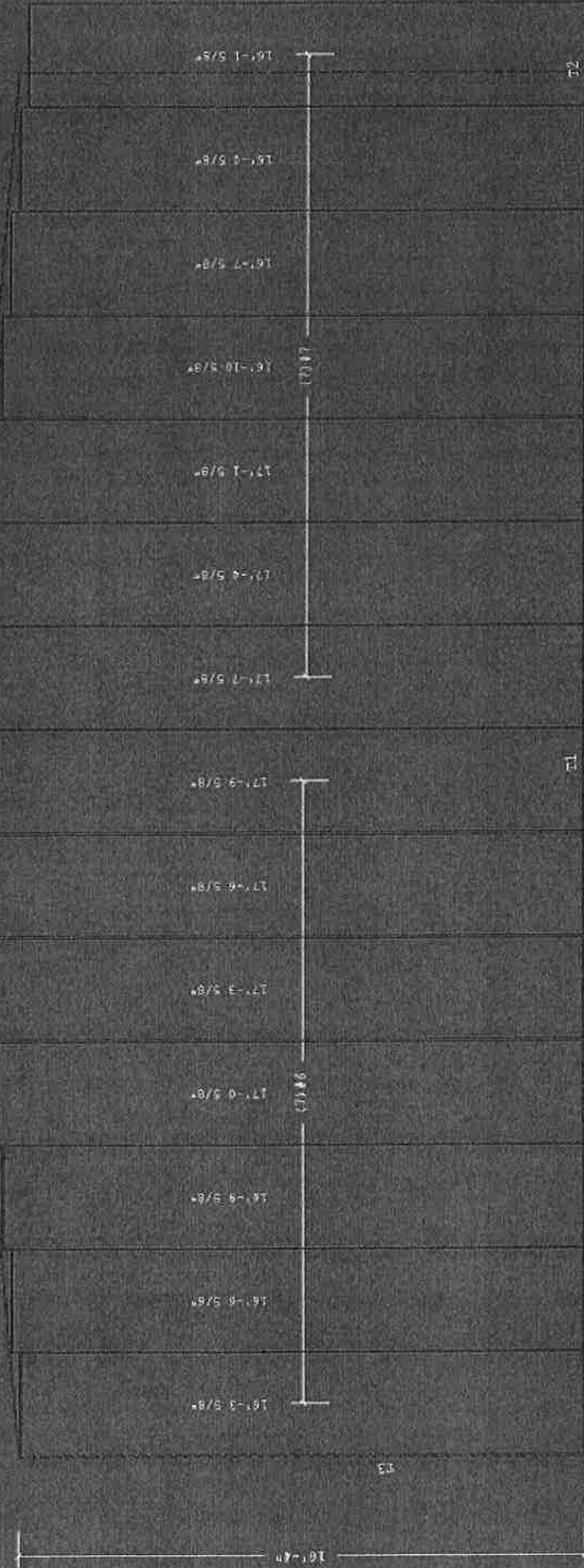
(C)

(A)

T3

T4

T5



EL

30'-0"

EL

ul=

Description
(T-1) 1/4" x 3/4", T-30 Torx Hd w/Rseher

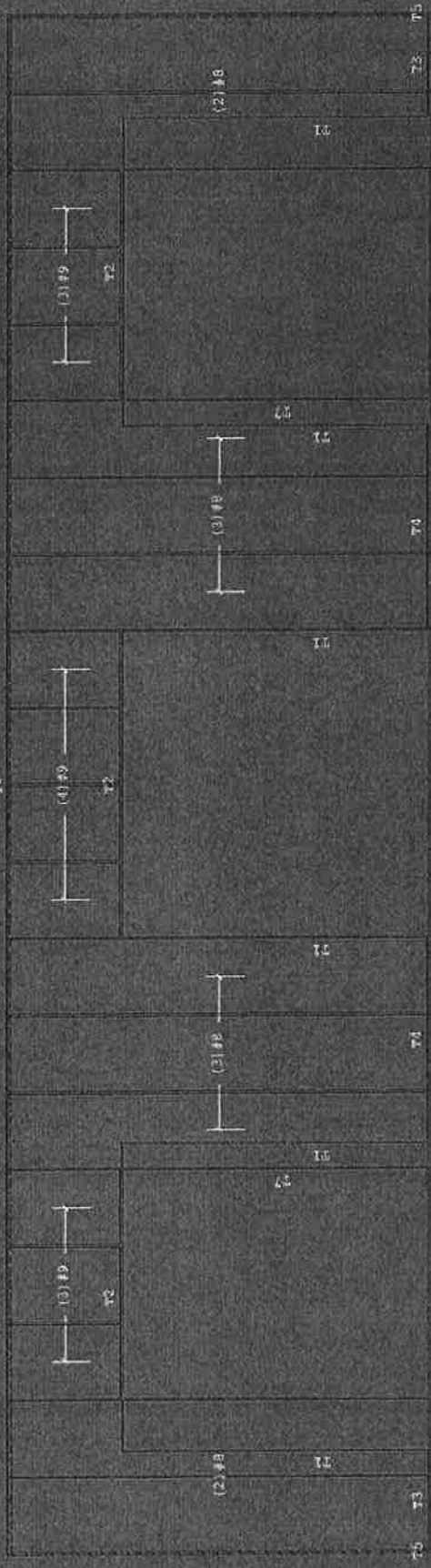
COVERING ELEVATION AT 4

Pictograph Schedule
Id Details

T1 P-0408/3, P-041505, P-0

4

1



Schedule Description
 Paragraph Schedule
 id Details



Unit Summary Report : Unit 1 - Storage Building

Date: 6/1/2021
Time: 2:04 PM
Version: 4.5.0.1
File: Hickman County Storage
Building.adv

*** Tier I Classic ***

Builder Information			
Builder		Contact	
Name:	Quinn Construction Corporation	Name:	Will Quinn
Address:	2282 Old Decaturville Road Parsons, Tennessee 38363 Decatur United States	Phone:	(731) 847-6313
		Cell:	(731) 549-4796
		Fax:	(731) 847-6315
		Estimator:	Will Quinn
		Email:	minuteman3@tds.net
Account Number:	204103901		

Project Information			
Hickman County Storage Building			
Site Location		Region/Plant	
Hwy 100		Region:	East
Centerville, Tennessee 37033		Shipping Plant:	Rainsville, AL
Hickman		Settings	
United States		Site Type:	New Construction
		Pricing Type:	Tier I Classic
		Request Type:	Purchase Order
		Effective Date:	4/12/2021
Elevation		Warranty Options	
Finish Floor Elevation:	0"	Material/Finish:	3-Year Standard
Special Requirements		Suppliers	
Tension Control Bolts:	No	Insulation Vendor:	Bay

Informational : You have selected Bay as the insulation supplier on this project. This selection only applies to fiberglass blanket insulation and insulation accessories. This selection does not apply to other products that may be ordered on this project such as the CMR-24® roof system panels which do not utilize fiberglass blanket insulation.

Warning Statement : Tier I Classics will not be clarified. The Advantage file will be processed as entered. It is the Builder's responsibility to verify ALL Advantage input for accuracy.

Unit Size					
Shape:	Rectangle				
Wall 1:	40' 0"		Finish Floor Elevation:	0"	
Wall 2:	60' 0"		Width Extension:	No	
Wall 3:	40' 0"				
Wall 4:	60' 0"				
Profile Type:	Double Slope				
Ridge:	20' 0"				
Left Eave:	16' 4"	Wall 1			

Unit Size

Left Slope: 1.0000
 Right Eave: 16' 4"
 Right Slope: 1.0000

Codes & Loads

Building Code:	IBC15	International Building Code – 2015 Edition	
Pricing Code:	IBC15	International Building Code – 2015 Edition	
General		Wind Loads	
Use Category:	II (Standard Occupancy Structure)	Ultimate Wind Speed (mph): 115.0	
Roof Loads		Nominal Wind Speed (mph): 89.1	
Live Load (psf):	20.00 (reducible)	Wind Enclosure: Enclosed	
Ground Snow Load (psf):	0.00	Wind Exposure: B	
Calculated Roof Snow (psf):	0.00	Wind Importance Factor: 1.00	
Specified Min. Roof Snow:	No	Basic Wind Pressure (psf): 20.16	
Roof Surface Condition:	Unobstructed, Slippery Roof	Hurricane Prone Region: No	
Roof Exposure:	Fully Exposed	Wind-Borne Debris Region: No	
Thermal Condition:	Unheated	Impact Resistant Covering: No	
Snow Importance Factor:	1.00	Seismic Loads	
Collateral Load (psf):	3.00	Soil Profile:	Stiff Soil (D,4)
Collateral Load Desc:	Lighting, Misc.	Seismic Ss (%):	37.5
		Seismic S1 (%):	17.1
		Seismic Importance Factor:	1.00
		Seismic Design Category:	C

Frames

Consolidate : No

Wall	Frame	Position	Spacing
4	Pinned Endwall #1	0"	0"
	Clearspan #1	20' 0"	20' 0"
	Clearspan #1	40' 0"	20' 0"
	Pinned Endwall #2	60' 0"	20' 0"

Pinned Endwall #1

Frame			
Type:	Pinned Endwall		
Span:	40' 0"		
Angle:	90		
Column, Wall 4		Column, Wall 2	
Offset:	Match Girts	Offset:	Match Girts
Shape:	Straight	Shape:	Straight
Type:	Standard	Type:	Standard
Elevation:	0"	Elevation:	0"
Endwall Posts (Layout from Wall 4 to Wall 2)			
Section Widths:	Endwall	Required	
	Posts:		
1	20' 0"	Setback:	Match Girts
2	20' 0"	Material:	Determined by System
		Depth:	None
		Constraint:	
		Elevation:	0"

Clearspan #1

Frame	
Type:	Clearspan LRF

Span:	40' 0"		
Angle:	90		
Column, Wall 4		Column, Wall 2	
Offset:	Match Girts	Offset:	Match Girts
Shape:	Tapered	Shape:	Tapered
Type:	Standard	Type:	Standard
Elevation:	0"	Elevation:	0"
Knee Plate Orientation:	Determined by System	Knee Plate Orientation:	Determined by System

Pinned Endwall #2			
Frame			
Type:	Pinned Endwall		
Span:	40' 0"		
Angle:	90		
Column, Wall 4		Column, Wall 2	
Offset:	Match Girts	Offset:	Match Girts
Shape:	Straight	Shape:	Straight
Type:	Standard	Type:	Standard
Elevation:	0"	Elevation:	0"
Endwall Posts (Layout from Wall 4 to Wall 2)			
Section Widths:	Endwall	Required	
	Posts:		
1	20' 0"	Setback:	Match Girts
2	20' 0"	Material:	Determined by System
		Depth:	None
		Constraint:	
		Elevation:	0"

Bracing

Determined by System : No

	Bracing	Locations		
		Wall	Bays	
Roof	Roof Rods	4	1	
			2	X
			3	
Wall 1	Wall Rods		Sections	
			1	X
			2	
Wall 2	Wall Rods	Bay	Sections	
		1	1	
		2	1	X
		3	1	
Wall 3	Wall Rods		Sections	
			1	
			2	X
Wall 4	Windposts	Bay	Sections	
		1	1	
		2	1	L
		3	1	

Roof Structurals

Consolidate : No

Roof Structurals

Purlins

Type:	Zee		
Depth:	8 1/2"	Supply clips at all purlin-to-structural connections:	No
Connection Type:	Continuous	Always supply at least one row of channel purlin braces:	Yes
Clip Type:	Welded (only when design requires clips)		
Spacing:	Standard		
Punched:	No		

Wall Structurals

Consolidate (all walls) : No

Surface	Description	Punched	
Wall 1	All Girts	Sec 1	No
	Consolidate Girts: No	Sec 2	No
Wall 2	All Girts	Bay 1	No
	Consolidate Girts: No	Bay 2	No
Wall 3	All Girts	Bay 3	No
	Consolidate Girts: No	Sec 1	No
Wall 4	All Girts	Sec 2	No
	Consolidate Girts: No	Bay 1	No
		Bay 2	No
		Bay 3	No

Roof Panels

Definition : Butlerib® II #1
Ridge Assembly : Standard

Butlerib® II #1		2408 sq ft	
Type:	Butlerib® II		
Gage:	24-gage		
Finish:	Alzn-Plain		
Panel Options			
Clip/Thermal Blocks:	None	Punched Panels:	No
Splice:	Inline	Request UL-90 Rating:	No



Weathertightness:	Not Requested	ThermaLiner Insulation System:	No
Fasteners			
Panel-to-Panel:	SDS (T-1) 1/4"-14 x 7/8", 3/8" Hex Hd SS w/Washer		
Panel-to-Structural:	SDS (T-3) 1/4"-14 x 1-1/4", 3/8" Hex Hd w/Washer		
Painted to Match Roof:	No		
Insulation : Supplied by Butler (Bay)		Facing	
Type:Blanket R-Value:Single Layer	R10 (≈3")	Facing Type:	Polypropylene Scrim Kraft, Standard Duty
Between Panel & Purlin:	3"	Facing Tabs:	2 @ 3"
Insulation : Roll Widths		Fall Protection System	
Start:	48" Wide	Type:	None
Intermediate:	72" Wide	Installation Sleds:	0
End:	72" Wide	Total Insulation Thickness:	3"

Informational : Panel lengths vary depending on the building width and are furnished to minimize the number of splices. If actual panel dimensions are needed, refer to the standard erection drawings for more information

Informational : Flat stock is not available because raw material is 80 KSI high strength steel and cannot be break formed.

Informational : Ridge and Transition panels : 24 gage ALZN roofs are furnished with 26 gage ALZN ridge and transition panels. 24 gage Butler-Cote® roofs are furnished with 26 gage Butler-Cote® ridge and transition panels.

Informational : When self-drilling panel-to-structural fasteners are ordered, roof secondary's are furnished unpunched. Pre-punched secondary's are provided with punched panels or other fastening systems.

Wall Panels

Wall	Panels	Start	End	Sq Ft
1	Butlerib® II #1	0"	40' 0"	543
2	Butlerib® II #1	0"	60' 0"	980
3	Butlerib® II #1	0"	40' 0"	687
4	Butlerib® II #1	0"	60' 0"	620

Butlerib® II #1		2829 sq ft	
Type:	Butlerib® II		
Gage:	24-gage		
Finish:	Butler-Cote		
Color:	Cool Birch White - Stocked		
Panel Options		Base Condition	
Punched Panels:	No	Position:	Lapped Foundation
Wall-to-Eave Closure:	Yes	Closure:	Foam
		Trim:	Base
		Option:	Angle
		Base Trim Color:	Match Wall Panel
Fasteners			
Panel-to-Panel:	SDS (T-1) 1/4-14 x 3/4" T-30 Torx Hd w/Washer		
Panel-to-Structural:	SDS (T-3) #12-14 x 1 1/4" T-30 Torx Hd w/Washer		
Scrubolt at Base and Eave:	No		
Insulation : None (Bay)			
R-Value:	(≈0")	Facing Type:	None
Between Panel & Girt:	0"	Facing Tabs:	None
Insulation : Roll Widths			
Start:	None		
Intermediate:	None		
End:	None		

Edge of Roof

Wall	Definition			Type	Start	End	Length
1	Gable Trim #1			Gable Trim	0"	40' 0"	40' 0"
2	Gutter #1			Gutter	0"	60' 0"	60' 0"
	Downspout Qty	Distance (from eave)	Eave Condition				
	4	16' 4"	At Wall				
3	Gable Trim #1			Gable Trim	0"	40' 0"	40' 0"
4	Gutter #1			Gutter	0"	60' 0"	60' 0"
	Downspout Qty	Distance (from eave)	Eave Condition				
	4	16' 4"	At Wall				

Gable Trim #1

80 In ft

Type: Gable Trim
 Finish: Butler-Cote
 High Wind Clip: No
 Trim Color: Cool Birch White - Stocked

Gutter #1

120 In ft

Type: Gutter
 Gutter Type: Exterior
 Finish: Butler-Cote
 Width: 4 1/2" Downspout Size: 4"
 Weatherseal: Yes Supplied By Butler: Yes
 Color: Cool Birch White - Stocked Downspout Color: Match Gutter

Wall Accessories

Wall	Accessory	Type	Position	Details
1	12 x 12 OH Door	Overhead Door Opening	30' 0" Centerline 0" Bottom	
4	12 x 12 OH Door	Overhead Door Opening	10' 0" Centerline 0" Bottom	
	12 x 12 OH Door	Overhead Door Opening	30' 0" Centerline 0" Bottom	
	12 x 12 OH Door	Overhead Door Opening	50' 0" Centerline 0" Bottom	
Qty	Accessory	Type	Wall Panel	Details
1	Pre-assembled Personnel Door #1	Pre-assembled Personnel Door	Butlerib® II #1	Mount Type: Flush Frame Depth: 8 1/2" Post Extension Req'd: No Liner Panel Trim Req'd: No

12 x 12 OH Door

Qty : 4

Auto On Module: No
 Factory Cut Opening: Yes
 Door Flashing: No
 Opening Trim
 Width: 12' 0" Trim Color: Match Wall Panel
 Height: 12' 0"
 Additional Header: No
 Vertical Jamb Lift: No

High Jamb Lift: No
 Door Part Weight: 0
 Door Part Height: 0"
 Overhead Clearance: 0"

Pre-assembled Personnel Door #1				Qty: 1
Auto On Module:	No			
Factory Cut Opening:	No			
Series		Swing		
Series:	Standard Duty (400 Series)	Swing:	A	
Size:	3'0" x 7'0"	Direction:	Out	
Trim Color:	Match Wall Panel			
Options				
Fire Rated:	No			
Wind Rated:	No			
Masonry Wall:	No			
Lockset/Exit Device		Options		
Type:	Hager Grade 2 Lever	Crash Chains:	None	
Latch Guard:	No	Kick Plates:	None	
Master Keyed:	No	Weatherseal:	Standard	
Keying Group:	Keyed Alike	Hinge:	Chrome	
Best Small Format	No	Crating:	Standard	
Interchangeable Core:		Closer:	Hager 5400 Medium Duty	
		Hold Open Arm:	No	
Leaf and Frame		Glazing		
Frame Paint:	White Primer	A:	None	
Leaf Gage:	20			
Frame Gage:	18			



Warning : If roll-up doors have wind locks, jambs will have to be designed for additional catenary loads. Contact your Regional Engineering Office for a quote on the roll-up door framing

Warning : 12 x 12 OH Door on the Wall 4 of Unit 1 - Storage Building is located in a Bay/Section which contains bracing. Please check for possible interference.

Informational : For accessory openings ordered with the factory cut option, only those panel widths that are entirely spanned by the opening are factory cut to length. Other panels must be field cut.

Informational : The price for overhead door and framed opening structurals is included in the wall structural price. The price for overhead door and framed opening trim is included in the trim price. Butler does not supply the overhead doors.

Wall Liner Panels

Wall	Panels	Type	Channel Size	Start	End	Sq Ft
1	Open	Open		0"	40' 0"	687
2	Open	Open		0"	60' 0"	980
3	Open	Open		0"	40' 0"	687
4	Open	Open		0"	60' 0"	980

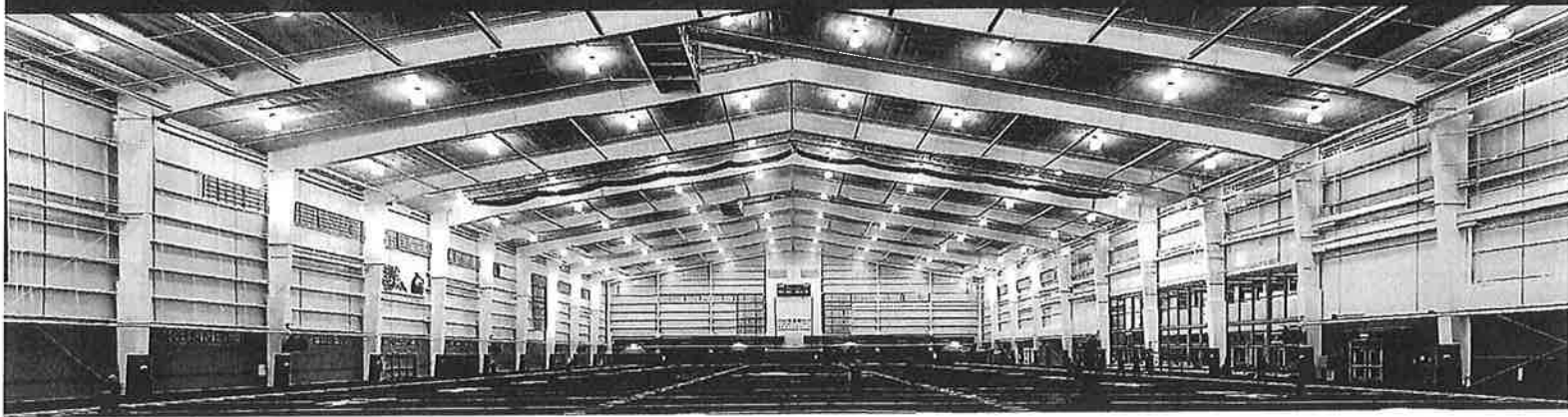
Ceiling Liner Panels

Definition : Open



Widespan™ Structural System

Maximize the functionality and productivity of your building's interior space



A structural system should enhance a building's functionality, not stand in its way. That's the principle upon which the Widespan™ structural system is designed. This versatile rigid frame system assures maximum use of interior space, while also providing virtually unlimited flexibility with regard to building width, height, roof slope, and exterior finish.

Choose the Widespan structural system to create functional uninterrupted space in applications such as warehouses, offices, retail stores, and recreational centers.

Assure Unmatched Functionality

The Widespan structural system is available in three different framing options. Each is designed to complement and enhance your building's intended use. You can also specify straight or tapered columns to meet your budget and performance parameters.

LRF Framing System

The LRF framing system provides a variable roof slope as low as 1/4:12 to 4:12 for a contemporary exterior profile. Buildings can be specified in widths from 30 feet to virtually unlimited lengths, in 6-inch increments, for large clearspan interiors.



MRF Framing System

The MRF framing system is specifically designed for wide buildings using a minimum of interior columns. MRF frame buildings are available in widths from 60 feet to 300 feet, with interior modules from 20 feet to 80 feet.

WX Framing System

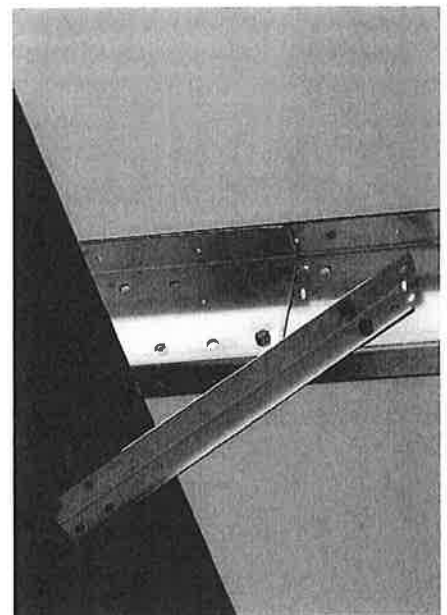
The WX framing system provides additional space for expansions, enabling greater design freedom now or in the future. WX frames are available in widths up to 60 feet.

Save Time And Money In Construction

With a systems construction solution from Butler, every Butler component is engineered and manufactured to assemble together. So the entire building—from the structural system to the wall and roof systems—can be built with greater speed and precision than is generally possible with conventional construction methods.

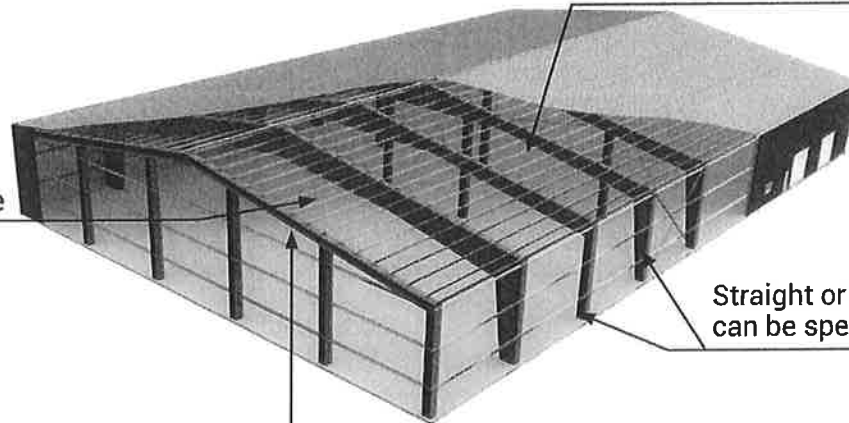
Enhance Protection And Durability

The Widespan structural system features acrylic-coated galvanized C/Z structural members for added durability and reduced maintenance costs over the life of the building. This value-added feature comes standard from Butler at no additional cost.



Widespan™ Structural System

Large areas of uninterrupted space



Acrylic-coated galvanized C/Z structurals

Straight or tapered columns can be specified

Optional expandable endwall for future expansion

The Butler Difference

Butler Builders provide complete construction services with single-source responsibility

- Reputable professionals with extensive knowledge of local building codes

Maximize your building's performance with a complete Butler® system solution

- Innovative structural, wall and roof systems
- Precision-engineered for seamless integration



Key Benefits

- Extensive Widespan framing options maximize use of interior space
- LRF framing system accommodates low-slope roof for contemporary beauty
- ~~• MRF framing system reduces interior columns to create uninterrupted space~~
- ~~• WX framing system allows expansions for greater design freedom~~
- Butler engineering adds precision and speed for cost savings in design and construction
- Acrylic-coated galvanized C/Z structurals come standard for added durability

Butler Manufacturing
Kansas City, MO
816-968-3000

www.butlermfg.com

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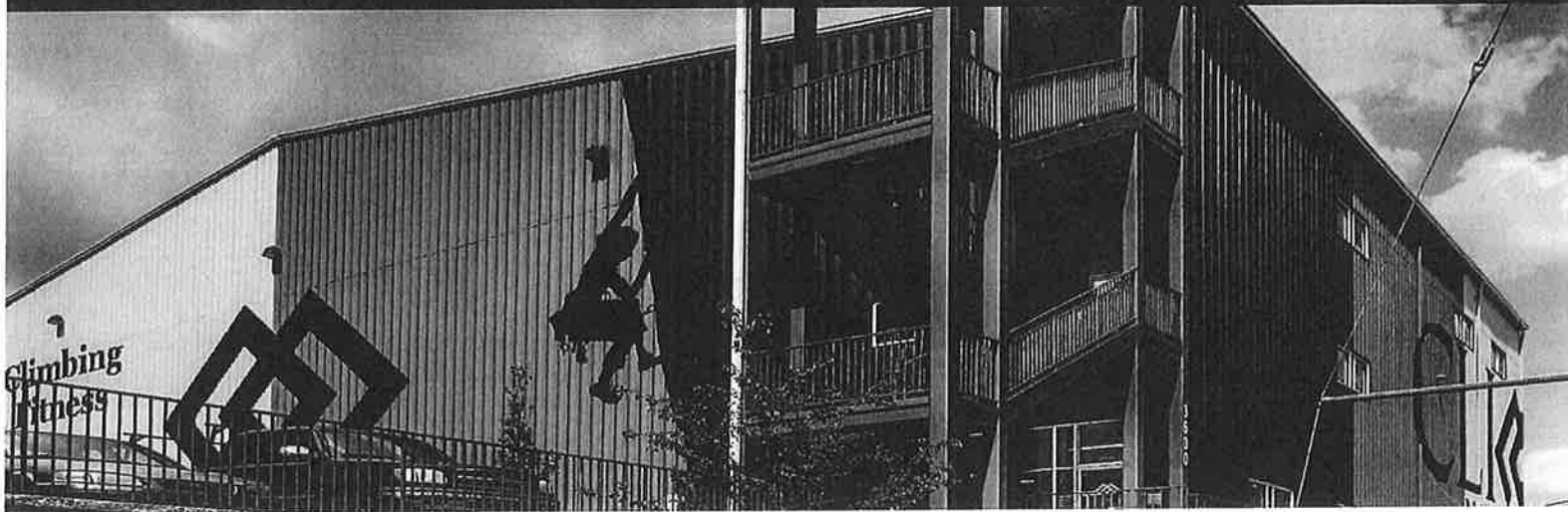
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Form No. 3530 2/21



Butlerib® II Wall System

Create the look and performance you want with outstanding affordability

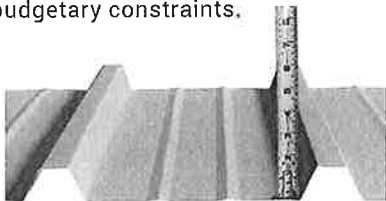


With an attractive combination of aesthetics, performance, and affordability, the Butlerib® II wall system remains an extremely popular choice for virtually any type of building application. The Butlerib II system can be used either alone or incorporated with other materials such as brick, EIFS, and other Butler® metal wall systems for unlimited design freedom.

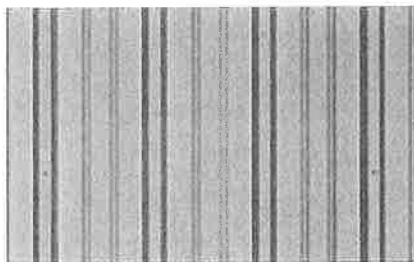
Choose the Butlerib II wall system to add installation speed and long-term performance for your building, whether it's a large-scale warehouse or a small retail center.

Add Beauty And Strength

Butlerib® II wall panels feature a full 1½-inch-deep corrugation for a clean, simple appearance and added strength. The panels are also available in a variety of material thicknesses, enabling you to balance the building's performance requirements with budgetary constraints.



The Butlerib II wall panels feature a 1½" corrugation for additional strength.



The Butlerib II wall panels are 3 feet wide and up to 40 feet in length, so wall installation can be completed quickly—even on large buildings.

Assure Fast And Accurate Installation

Each Butlerib II wall system panel and supporting structure is available factory punched to assure precision and speed in the installation process. A variety of fastener options can be specified depending upon the project's aesthetic and security needs, including the Butler Scrubolt™ with twice the pull-out strength of industry standard fasteners.

Add Strength And Performance

A deep 1-1/2-inch corrugation makes the Butlerib II roof panel one of the strongest standard ribbed panels in the industry. And the exclusive Butlerib II panel purlin bearing "return leg" provides added support at the panel sidelaps to withstand roof traffic.

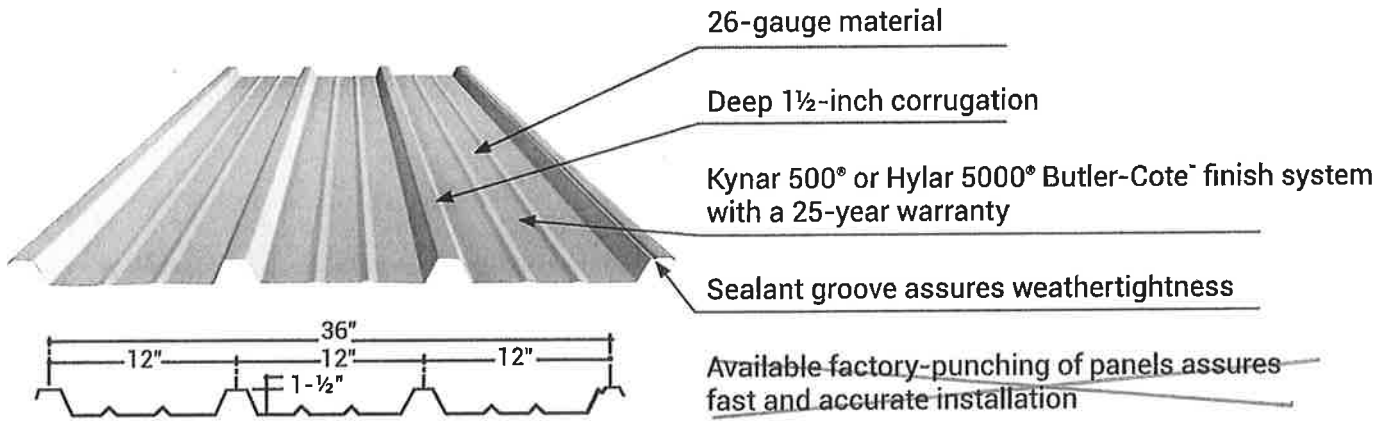
Achieve Unmatched Design Versatility

Pre-designed and factory-fabricated transition materials allow you to combine Butlerib II panels with a variety of Butler wall systems, conventional materials, doors, and/or windows without extensive field modifications.

Enhance The Beauty And Durability

All Butlerib II wall panels feature the high-quality Butler-Cote™ premium finish. Made with a 70% Kynar 500® or Hylar 5000® resin, this incredibly durable coating resists fading and chalking to remain vibrant for years, unlike typical silicone polyester paints. Many attractive standard color options are also available. The Butler-Cote finish includes a 25-year warranty against chalking and fading.

Butlerib® II Wall System



The Butler Difference

Butler Builders provide complete construction services with single-source responsibility

- Reputable professionals with extensive knowledge of local building codes

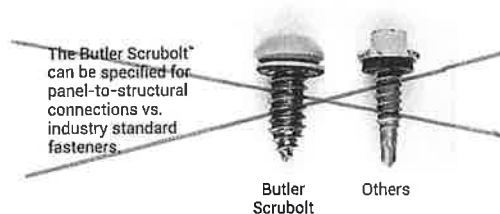
Maximize your building's performance with a complete Butler® system solution

- Innovative structural, wall and roof systems
- Precision-engineered for seamless integration



Key Benefits

- Deep 1½-inch panel corrugations add beauty and strength
- Available factory punching assures fast and accurate installation
- A variety of fasteners to meet your aesthetic and security needs
- Predesigned transition materials coordinate with other building materials
- Superior-performance Butler-Cote™ finish system (Kynar 500® or Hylar 5000®) adds beauty and protection
- 24-gauge also available in certain colors



Butler Manufacturing
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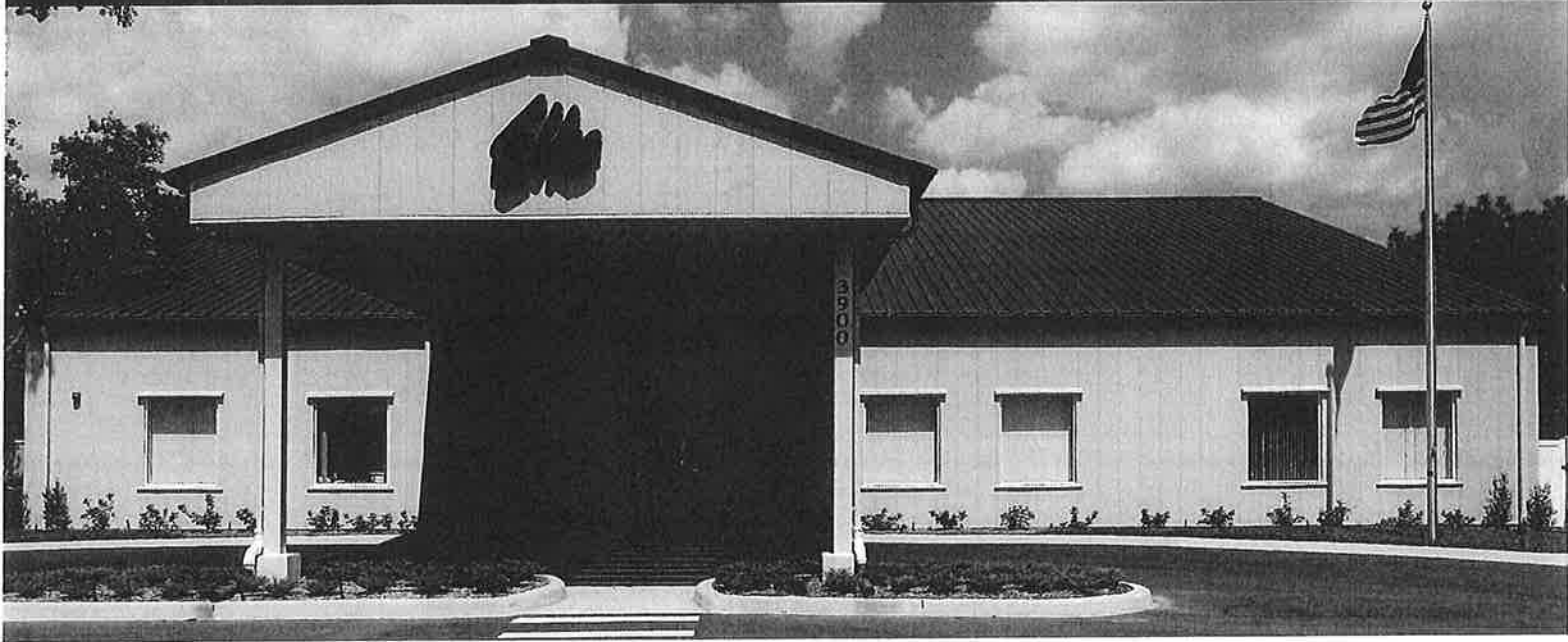
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Form No. 4263 2/21



Butlerib® II Roof System

Assure durable roofing performance with unmatched affordability.



Assure Accurate Installation

Butlerib® II roof system panels are available factory cut and punched to assure accurate alignment and easy installation. They're secured to the supporting structural system with Butler's superior Scrubolt™ fastener or Butler's exclusive Lock-Rivet™ fastener, which does not work loose over time.

Extend Performance Life

Available factory-slotted holes allow the Butlerib II roof system's panels to expand and contract during seasonal temperature changes. This reduces stress on the panels and fasteners to extend the life of the entire roof system.

A building's roof system is no place to compromise quality and protection—particularly on projects with heightened budgetary constraints. The Butlerib® II roof system is engineered to provide the ideal option in such instances, offering low installation time and maintenance costs with the assurance of a 10-year weathertightness warranty.

Several features make the Butlerib II roof system the best through-fastened roof system in the industry. Choose this economical option to add weathertight protection to community buildings, churches, storage facilities, and more.

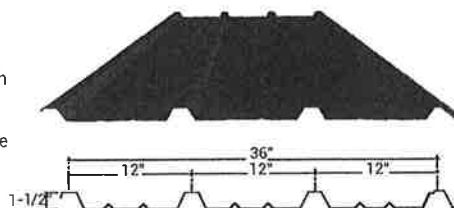
Add Strength And Performance

A deep 1-1/2-inch corrugation makes the Butlerib II roof panel one of the strongest standard ribbed panels in the industry. And the exclusive Butlerib II panel purlin bearing "return leg" provides added support at the panel sidelaps to withstand roof traffic.

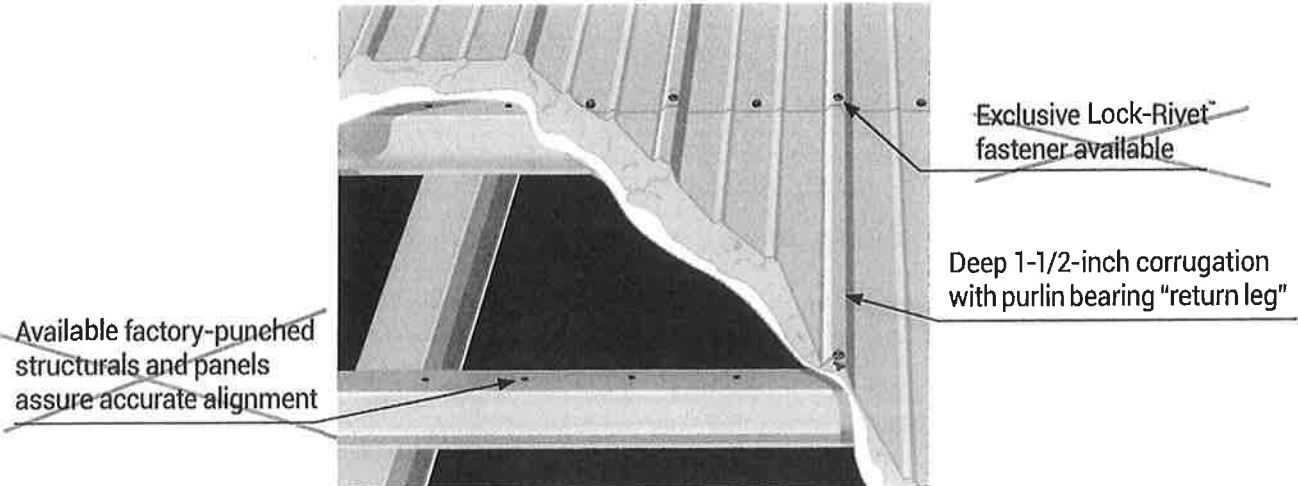
Enhance And Protect The Beauty

All painted Butlerib II roof panels feature the high-quality Butler-Cote™ premium finish. Made with a 70% Kynar 500® or Hylar 5000® resin, this incredibly durable coating resists fading and chalking to remain vibrant for years. "Cool roof" colors are also available, which may help you qualify for LEED® credits.

Corrugations standing 1-1/2" high provide extreme durability while offering an attractive appearance



Butlerib® II Roof System



The Butler Difference

Butler Builders provide complete construction services with single-source responsibility

- Reputable professionals with extensive knowledge of local building codes

Maximize your building's performance with a complete Butler® system solution

- Innovative structural, wall and roof systems
- Precision-engineered for seamless integration



Key Benefits

- Exclusive Lock-Rivet™ fastener does not work loose over time
- Available factory-slotted holes on panels allow for thermal expansion
- Deep 1-1/2-inch corrugation and purlin bearing "return leg" add strength and support
- Kynar 500® or Hylar 5000® Butler-Cote™ finish system resists chalking/fading and is backed by a 25-year warranty on painted panels
- Available 10-year weathertightness warranty underscores the performance

Other Manufacturers



Butler



Butler Manufacturing
Kansas City, MO
816-968-3000

www.buttermfg.com

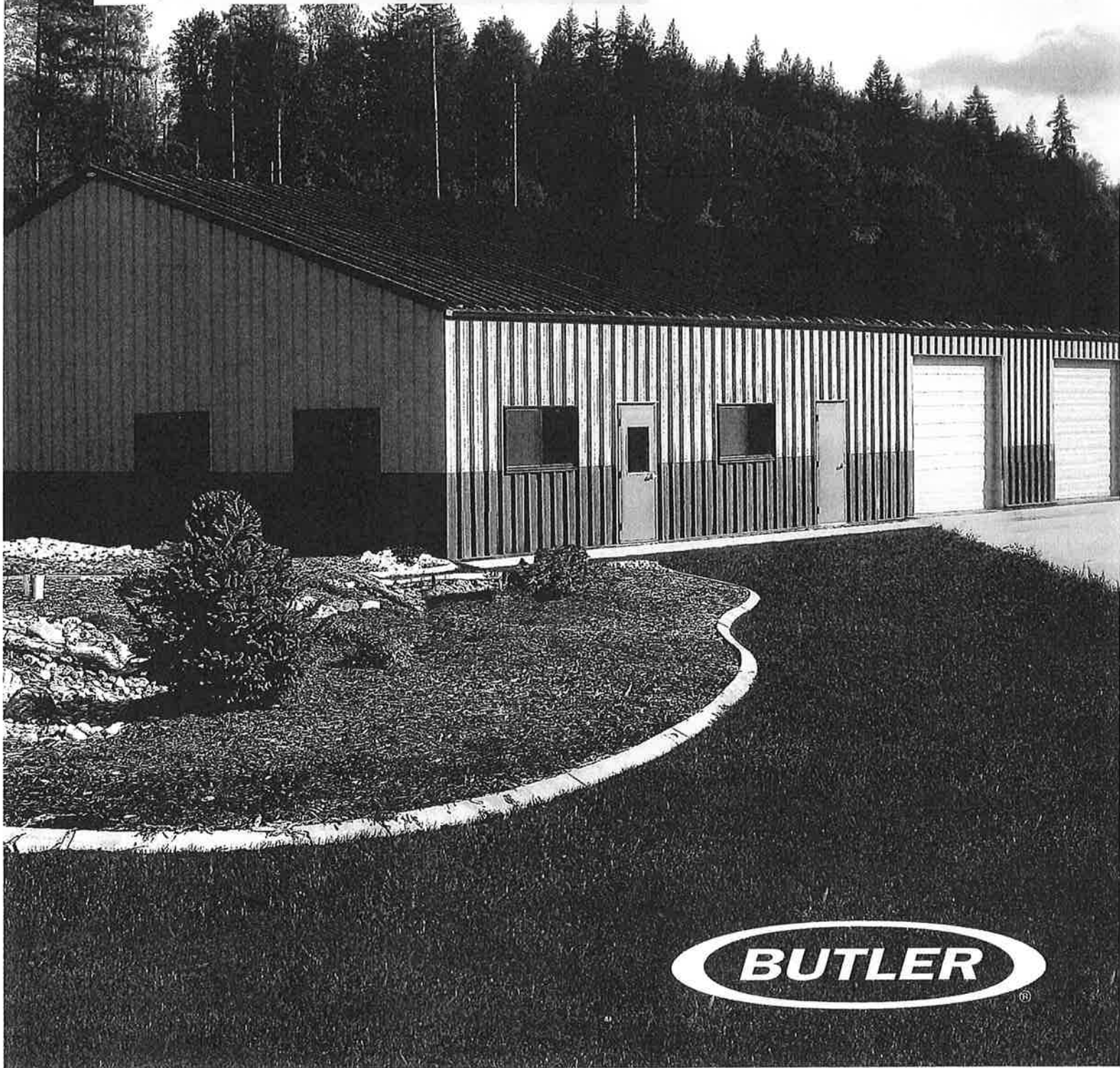
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Form No. 4264 1/21

Butler Tier I Classic™ Buildings

Explore The Butler Difference



PROVEN BUILDING QUALITY.

Since 1901, Butler Manufacturing has built a reputation as the leading producer of metal building systems that keep out the weather and look like new years after they are built.

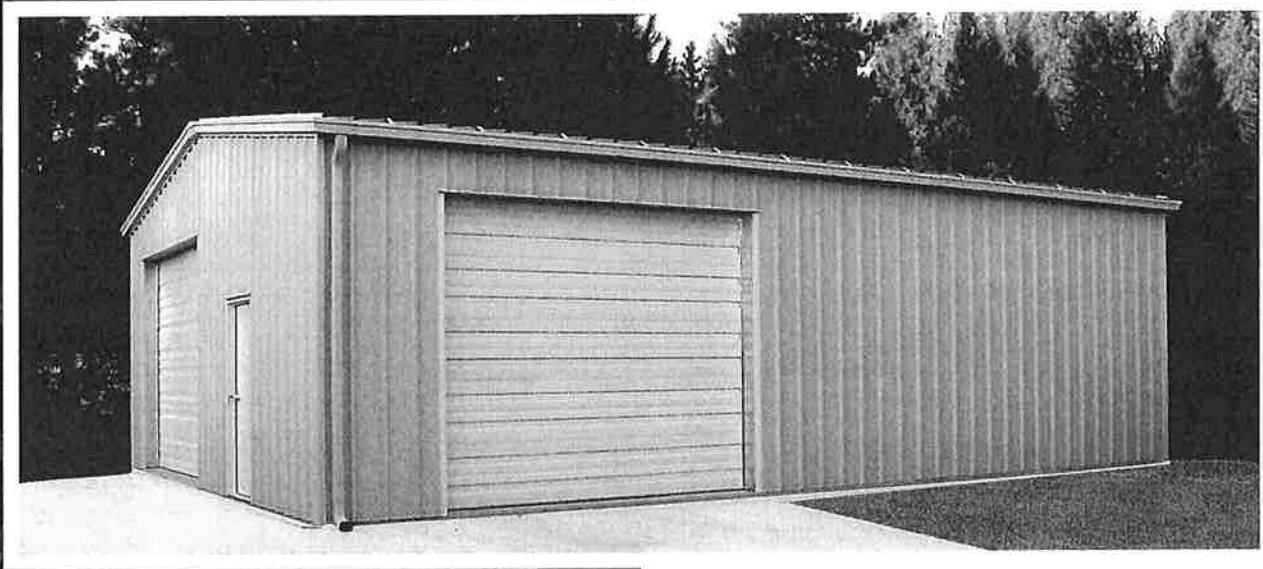
The Tier I Classic™ building system is one of these systems. It offers a competitive price with a short lead time and with the Butler® quality you expect.

Whether you need a building for storage, production processes, or even for retail or commercial use, we can design a Butler building to meet your needs.



Flexible Designs

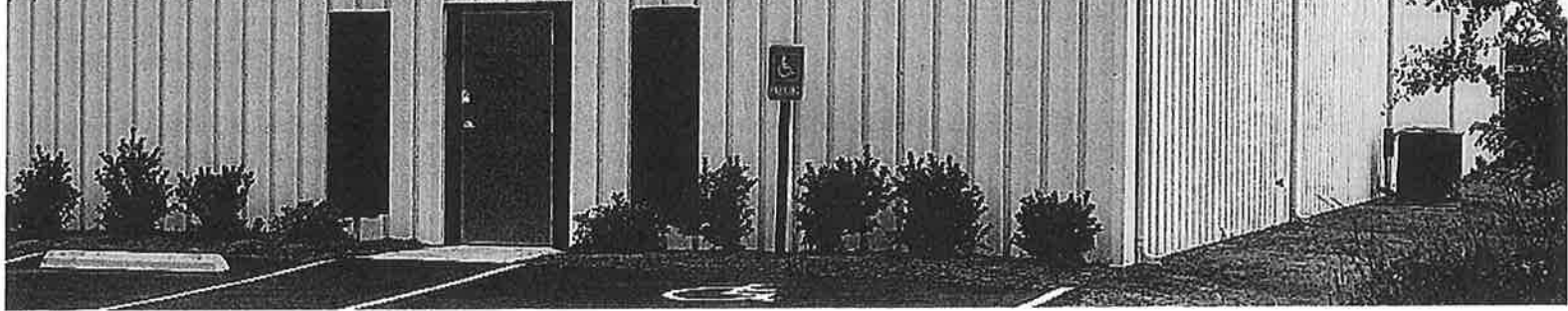
Butler Tier II Classic building systems are available in a wide variety of slopes, widths, and heights. You may also choose an array of accessories to make your building more functional and attractive. These include: at-eave overhangs and canopies, gutters and downspouts, overhead doors, personnel doors, and interior liner panels.





Butler Tier I Classic™ Buildings

ING SERVICES



Butlerib® II



- 3' wide panel
- Corrugations 12" on center
- 1-1/2" high corrugation

Shadowall™

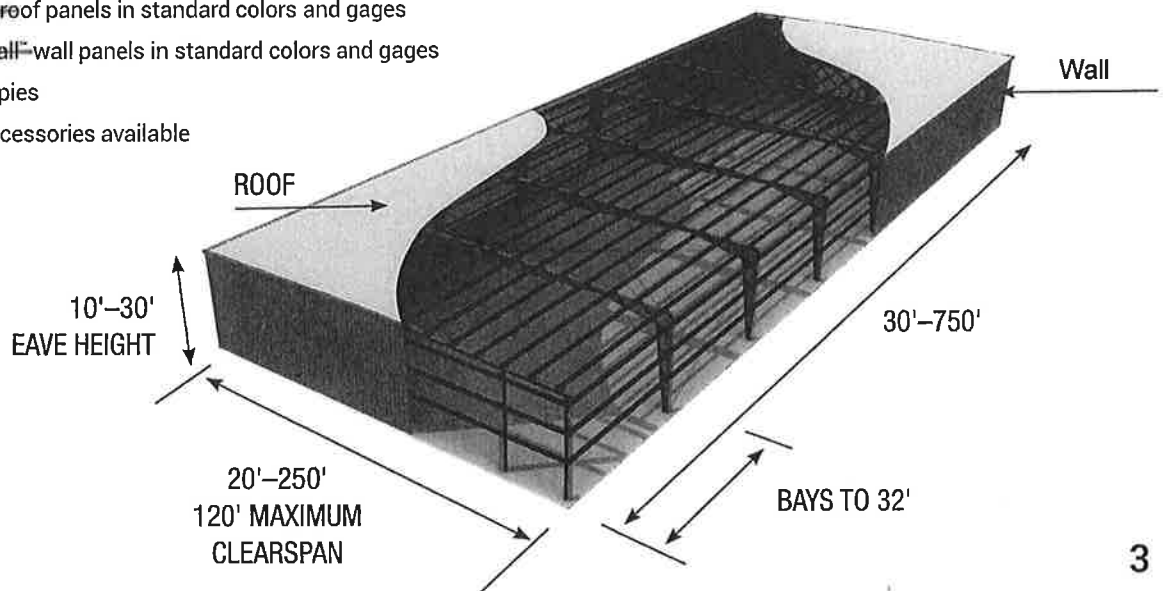


- 3' wide panel
- Corrugations 12" on center
- 1-7/16" high corrugation

Butler Tier I Classic™ Building System

Parameters

- 1/4:12 to 4:12 Roof Slope
- Straight or Tapered columns
- Rod, portal frames, or diaphragm bracing options
- Butlerib® II or MR-24® roof panels in standard colors and gages
- Butlerib® II or Shadowall™ wall panels in standard colors and gages
- At or below eave canopies
- Standard trims and accessories available





Applications



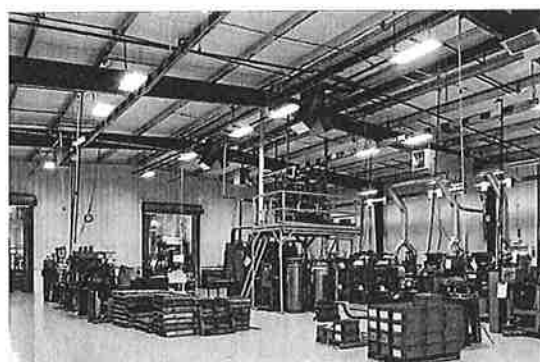
The Ultimate Solution

Each Tier I Classic™ building is engineered and manufactured to meet local building codes, and you can be confident it will provide years of low-maintenance ownership.

Several nationally recognized companies rely on Butler to meet their construction needs. Whether your needs are complex or basic, nationwide or local, a Butler® building system can enhance your operation with an affordable and attractive solution.

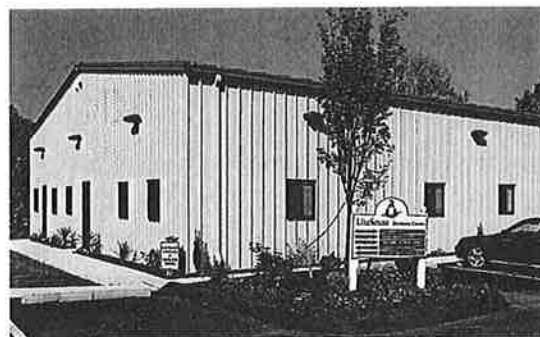
Agricultural/Farm Buildings

Thousands of satisfied customers have built cost-effective pre-engineered Tier I Classic™ buildings. From elaborate dairy and livestock barns to roof-only structures, a Tier I Classic building can be equipped to support your entire agricultural operation. You can even choose a multi-use facility for your specific application to maximize your space and budget. Durable Tier I Classic steel buildings are not susceptible to mold and termite infestation, as found with wood frame buildings.

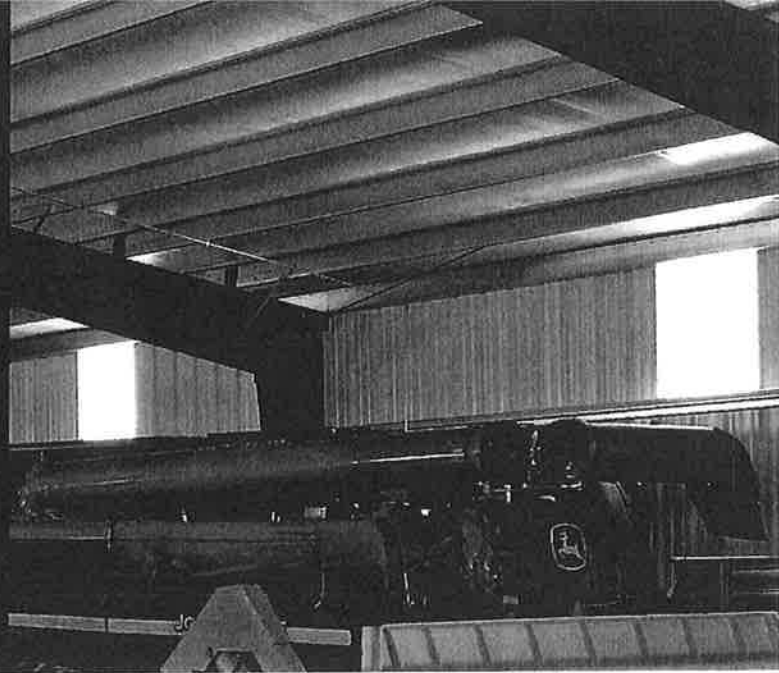


Community Buildings

Tier I Classic community buildings are competitively priced, attractive, low-maintenance solutions for gymnasiums, fire departments, community park shelters and more. Your Butler Builder® can help you design a Tier I Classic building that is uniquely tailored to your specific community building needs.



YOU HAVE IDEAS. WE HAVE SOLUTIONS.



Warehouse/Distribution Buildings

A Tier I Classic building can meet your desired requirements for your warehouse/distribution facility. From a trucking terminal with multiple overhead door bays to product storage space, Tier I Classic is an efficient and economical building solution. A variety of accessories and framing options are also available to accommodate your interior space needs.

Additionally, you can choose from the Butler-Cote™ finish system selection of paint colors to create the perfect image for your company.

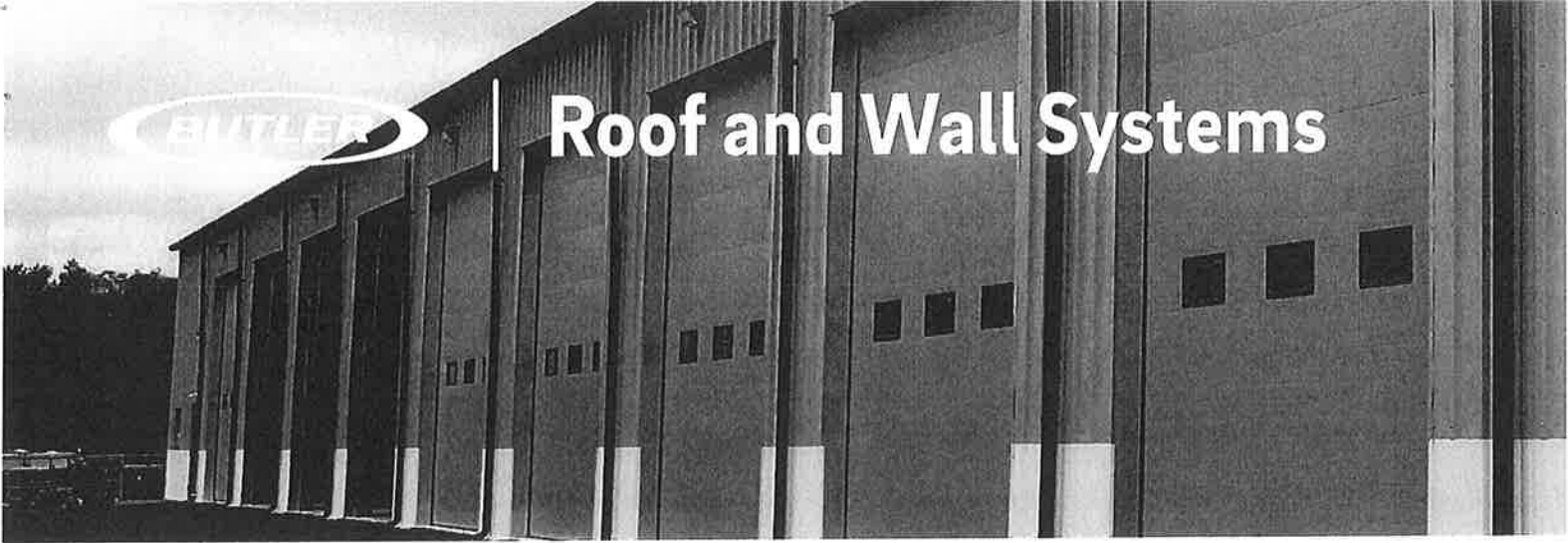
Retail/Office Buildings

Tier I Classic commercial building solutions can be specified to meet almost any project requirement. You can incorporate not only metal wall panels into your facility, but also brick, block, stucco, and veneer up to a 8' wainscot.



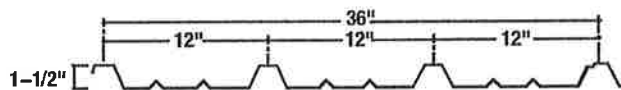


Roof and Wall Systems

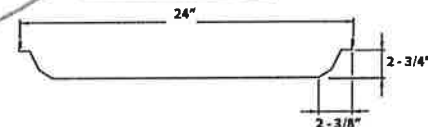


Roof Systems

Butlerib® II



MR-24®

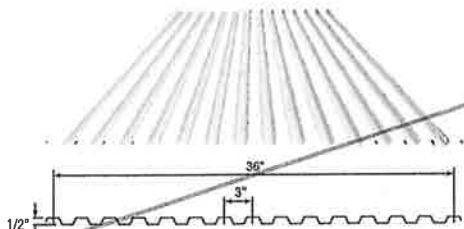


	Butlerib® II	MR-24®
APPLICATIONS	Agricultural, Commercial, Industrial	Commercial, Industrial
SLOPE	Minimum 1/2:12	Minimum: 1/4:12, Maximum 4:12
SUBSTRUCTURE	Open framing or solid substrate	Open framing or solid substrate
PANEL COVERAGE	36"	24"
RIB HEIGHT	1-1/2"	2-3/4"
MATERIAL	26-gauge or 24-gauge	24-gauge
FINISH	Galvalume® or Kynar® finish	Galvalume® or Kynar® finish

Liner Panels

Liner Panel

Available in either Butlerib® II or MOD-36 in an 8' standard length, or up to full wall height, with an unpainted Galvalume® or Butler-Cote™ finish. (Interior white color standard for MOD-36)

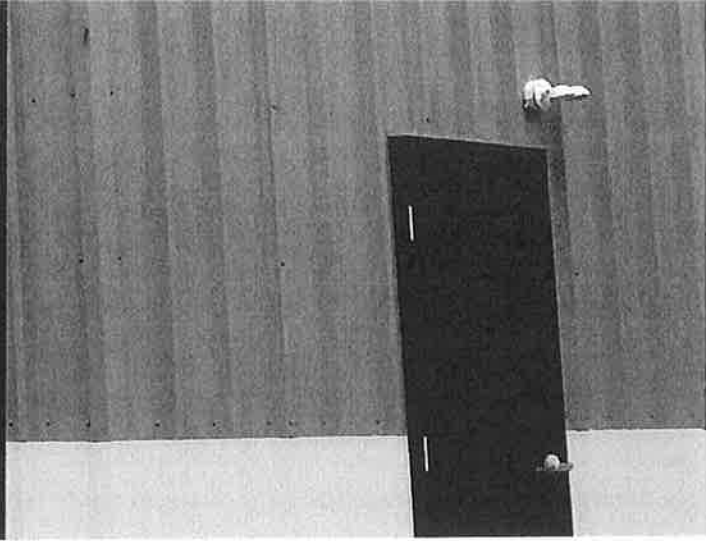


6

MOD-36 Liner Panel

	MOD-36 Liner
APPLICATIONS	Interior wall liner
PANEL COVERAGE	36"
PROFILE DEPTH	1/2"
MATERIAL	28-gauge solid steel
FASTENING SYSTEM	Exposed
FINISH	Interior white

FIELD PROVEN DESIGNS BUILT TO LAST



Integrity Means Everything

Butler is known for its design integrity in the building systems industry. We go to great lengths to assure that our buildings are certified to the highest design and manufacturing standards and comply with all applicable codes. You can also take comfort in knowing that all Butler® products are thoroughly tested to assure consistently superior quality.

A Building That Performs

You can count on Butler to provide the best materials available. Our standard exterior finish is Butler-Cote™, a fluoropolymer finish system (a full strength, 70% Kynar 500® or Hylar 5000® finish). The Butler-Cote finish will resist chalking and fading better than industry-standard coatings and is backed by a 25-year warranty.

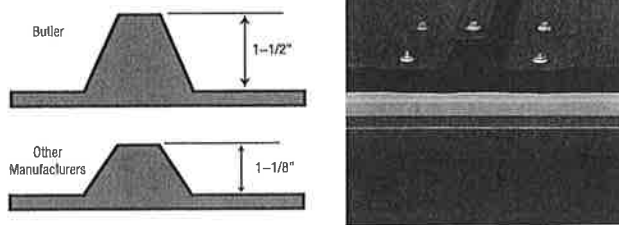
BUTLER FINISH VS. OTHER MANUFACTURERS



The Industry's Strongest Metal Panels

The deep one-and-one-half-inch corrugation on the Butlerib® II roof panels offer the strongest panel configuration available. This configuration provides substantially more resistance to wind uplift and roof traffic than any other panel.

BUTLER PANELS VS. OTHER MANUFACTURERS



Reliable Roof Protection

The MR-24 and Butlerib II roof systems both offer an attractive combination of protection, beauty, and affordability. The MR-24 roof system is a standing-seam roof system that delivers high-performance and weathertight protection. It acts like a monolithic steel surface covering your entire building. Because the MR-24 roof system is metal and moves freely with the forces of expansion and contraction, additional insulation thicknesses will not cause roof deterioration as commonly happens with conventional built-up roofs. The Butlerib II is the best thru-fastened roof system in the industry.



To provide added support against roof traffic, Butlerib II roof panels incorporate a "return leg" on all sidelap connections. Roof panel systems without a return leg often separate under fastener installation or roof-traffic pressure, increasing the probability of roof failure and leaks. With either roof system, you'll save on roof maintenance costs and headaches.

A Builder You Can Trust

No aspect of The Butler Difference is more important than the Butler Builder®. Today, there are more than 1,000 Butler Builders in North America. Visit www.butlermfg.com to find the Butler Builder near you.

Experience the Butler Difference.

Butler Builders—offering single-source responsibility and complete construction services. Find your local Butler Builder® at www.butlermfg.com.

High-performance products—such as acrylic-coated galvanized C/Z purlins and girts, and structural and wall systems that integrate easily with conventional building materials.

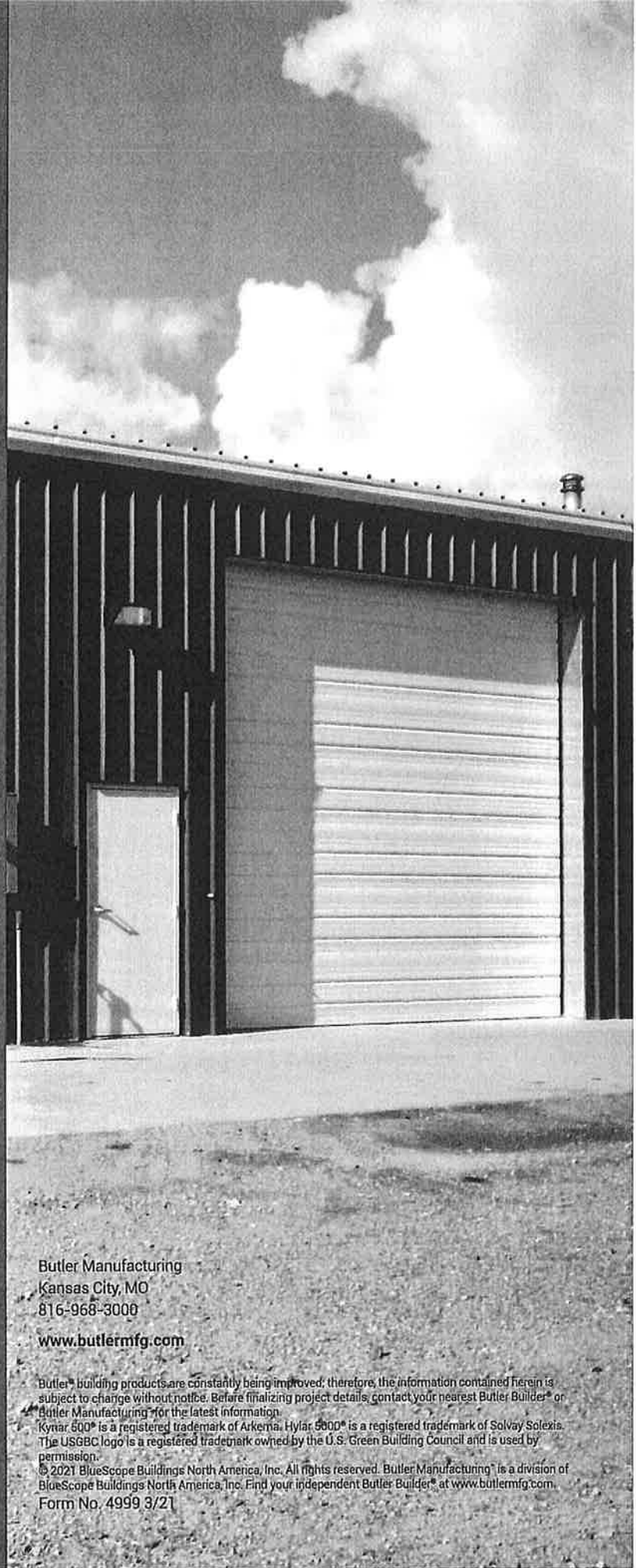
Butler-Cote™ finish—only Butler offers this superior full-strength Kynar 500® or Hylar 5000® Fluoropolymer finish system as the standard exterior finish on all painted panels and trim.



Butler Manufacturing
Kansas City, MO
816-968-3000

www.butlermfg.com

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Butler-Cote™ Finish System

For Butler® Building Systems



BUTLER

Butler-Cote™ Finish System

for Butler® Building Systems

All Butler-Cote™ fluoropolymer finishes have a Solar Reflectance Index of 29 or greater.

Roof Systems

MR-24° AND CMR-24° ROOF SYSTEMS



Cool Solar White 22 & 24 ga.



Cool Ivory White 24 ga.



Cool Shell Gray 22 & 24 ga.



Cool Emerald Green 24 ga.



Cool Ocean Blue 24 ga.

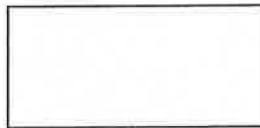


Cool Brick Red 24 ga.



Cool Harvest 22 & 24 ga.

VSR II° ROOF SYSTEM



Cool Solar White 24 ga.



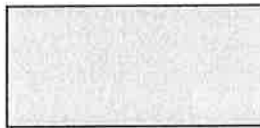
Cool Igloo White 24 ga.



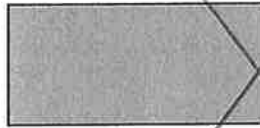
Cool Ivory White 24 ga.



Cool Shell Gray 24 ga.



Cool Country Wheat 24 ga.



Cool Desert Beige 24 ga.



Cool Gray Stone 24 ga.



Cool Marsh Green 24 ga.



Cool Emerald Green 24 ga.



Cool Palm Green 24 ga.



Cool Ocean Blue 24 ga.



Cool Majestic Blue 24 ga.



Cool Brick Red 24 ga.



Cool Harvest 24 ga.

BUTLERIB° II ROOF SYSTEM



Cool Solar White 24 & 26 ga.



Cool Shell Gray 26 ga.



Cool Emerald Green 26 ga.

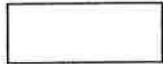
MODULEZE™ II SOFFIT COLORS



Cool Solar White 24 ga.



Cool Ivory White 24 ga.



Cool Birch White 24 ga.



Cool Shell Gray 24 ga.



Cool Desert Beige 24 ga.



Cool Harvest 24 ga.

For color, gauges, or color/panel combinations not shown, additional charges apply and a minimum order is required.



Wall Systems

SHADOWALL™, BUTLERIB® II, STYLWALL® II FLAT AND FLUTED WALL SYSTEMS, AND MOD-36 (GABLE TRIM, EAVE TRIM, GUTTER AND DOWNSPOUTS)



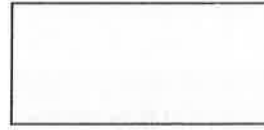
Cool Solar White*



Cool Igloo White*



Cool Ivory White*



Cool Birch White*



Cool Shell Gray*



Cool Country Wheat*



Cool Desert Beige*



Cool Gray Stone



Cool Emerald Green



Cool Ocean Blue



Cool Majestic Blue



Cool Brick Red



Cool Harvest*



Cool Onyx Black (Trim Only)

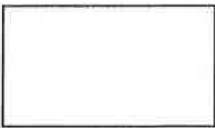


Cool Marsh Green



Cool Palm Green

BUTLER THERMAWALL™ WALL SYSTEM



Cool Solar White



Cool Birch White

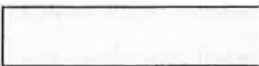


Cool Shell Gray



Cool Country Wheat

INTERIOR FINISH COLORS (NOT FORMULATED FOR EXTERIOR USE)



Light Gray (Butlerib® II roof & wall, StylWall® II Fluted, Shadowall™, MR-24®, VSR II™ and MOD-36)



Igloo White (Butler Thermawall™ & TextureWall™) USDA-approved



Interior White (CMR-24® Liner and MOD-36 in 22 or 28 gauge only)

GAUGE AVAILABILITY

Butlerib® II & Shadowall™ - 26 gauge

StylWall® II Flat - 26 gauge

StylWall® II Fluted - 24 gauge

MOD-36 - 22, 24, 26, and 28 gauge

Trim - 26 gauge

*Also available in 24 gauge for Butlerib® II, Shadowall™ and MOD-36

All color selections are close representations, but are limited by processing and viewing conditions. Lead times may vary by product selection. Contact your Butler Builder® for more information.

A Commitment to Building Green

All standard Butler-Cote™ 25-year fluoropolymer color finishes feature a Solar Reflectance Index (SRI) of 29 or greater.

Enhance and Protect the Beauty

The standard exterior paint finish for all Butler panels and trim is the Butler-Cote system, consisting of a full strength 70% Kynar 500® or Hylar 5000® PVDF resin-base fluoropolymer finish.

The Butler-Cote system resists the chalking and fading that often leaves a building looking drab

and dated. Our 25-year warranty guarantees that, on roof and wall panel standard colors, chalking will not exceed a rating of #8 and fading will not exceed 5ΔE color difference units. The warranty also covers peeling, cracks, or chipping of the paint finish.

While many manufacturers' warranties are prorated after a certain period of time, we offer our Butler-Cote roof and wall panel warranty for a full 25 years—with no prorating. It's a testament to our high performance standards.

FLUOROPOLYMER FINISH VS. SILICONE POLYESTER AFTER 8 YEARS OF WEATHERING.

	Butler-Cote™ Fluoropolymer Finish	Industry Standard Silicone Polyester Coating
Original Color		
Level of Chalking Allowable Within Warranty Terms		
Warranty Period	25 years	10 years

BUTLER-COTE™ FINISH SYSTEM SOLAR REFLECTANCE DATA

Available Standard "Cool" Colors	Initial Solar Reflectance	Initial Emittance	Solar Reflectance Index (SRI)
Cool Solar White	0.76	0.84	93
Cool Igloo White	0.64	0.84	76
Cool Ivory White	0.63	0.83	74
Cool Birch White	0.64	0.84	77
Cool Shell Gray	0.55	0.84	63
Cool Country Wheat	0.61	0.84	72
Cool Desert Beige	0.49	0.84	55
Cool Gray Stone	0.37	0.85	39
Cool Marsh Green	0.34	0.85	35
Cool Emerald Green	0.30	0.85	30
Cool Palm Green	0.30	0.84	29
Cool Ocean Blue	0.33	0.84	33
Cool Majestic Blue	0.30	0.84	29
Cool Brick Red	0.34	0.85	35
Cool Harvest	0.32	0.84	32
Cool Onyx Black	0.30	0.84	29
Galvalume® Plus	0.70	0.84	84



Butler Manufacturing
Kansas City, MO
816-968-3000

www.butlermfg.com



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Form No. 4828 9/20



Hickman County Schools Board Agenda Item Request

Date: April 30, 2021

Name of School: East Hickman Elementary School

Item Request: EHES Job Share

Explanation: Mrs. Beth Beard and Mrs. Ella Lassen are seeking approval to have the opportunity to job share in second grade at East Hickman Elementary for the upcoming 2021-2022 school year.

See attached proposal

Signature of Person requesting to be placed on the agenda:

Beth Beard Ella Lassen

Signature of Building Principal:

Riigha Coble

April 29, 2021

To whom it may concern:

We are requesting a job share position for the 2021-2022 school year. The purpose of requesting a job share position is to be able to better care for our families while continuing to serve as educators. As educators, we bring more than 40 years of combined knowledge and experience to the classroom. We believe this combined with our ability to plan and work well together will be beneficial to all involved. The following attachment includes our plan and other important information regarding job sharing.

Thank you for consideration on this matter.

Sincerely,

Ella Lissan



Beth Beard



East Hickman Elementary School
Job Share Proposal- Ella Lissan and Beth Beard

Our proposal is to work in a job share arrangement for the 2021-2022 school year.

Advantages of Job Sharing

We would first like to highlight some advantages that we feel our proposal will bring to East Hickman Elementary School.

- The school will be able to keep/gain experienced teachers. Ella has taught for 22 years and Beth has taught for 23 years. Ella has taught 5th, 4th grade and 2nd grade. Beth has taught 1st grade, 2nd grade, and worked as a title 1 interventionist. Hickman County Board of Education has invested money and time in training us to meet whole school initiatives and development.
- Ella's experience at the intermediate school level will help prepare students for the next grade level. Beth's experience with younger students and as an interventionist is beneficial to students who may struggle or need extra help. By working together, we can blend these experiences to reach more students.
- We will be working the days that best fit with our other commitments and therefore we can be more fresh, energetic, and creative during the hours that we are teaching. This can lead to improved output.
- This job share will enhance our professional life by allowing us to better balance work and family responsibilities.
- Two teachers will be involved in monitoring to ensure children achieve their full potential and progress accordingly.
- Children can benefit from being able to confide in a choice of two teachers.
- Although we have similar teaching styles and strategies, we also bring to the table different attributes, therefore reaching more students. Some students may relate better to one teacher than the other.
- We will both hold high expectations for behavior and performance and will enforce classroom rules consistently.
- We have taught 2nd grade together for 11 years so we are very familiar with each other's teaching style. We have collaborated daily for the past several years and are able to plan well together.
- Having two teachers can help prepare students for the upcoming year, wherein they may have 2 to 3 different teachers.
- Two teachers to help with fundraisers and school activities.
- School system saves money due to teachers not receiving benefits.
- We will bring two sets of skills, talents, and experience to the job. This:
 - Increases the staff resource base;
 - Supports the pooling of ideas;
 - Offers the opportunity for us to learn from one another and maintain and develop skills;
 - Maximizes individual strengths and can minimize individual weaknesses.

Working Week

We propose that we would split the working week as follows:

- Monday and Wednesday- Beth
- Tuesday and Thursday- Ella
- Fridays- Ella and Beth will alternate
- Both teachers will work the first full week of school.

Salary/Benefits

We propose to be paid according to our years experience and education just as we would in a full time position. However, we will be paid half of that of a full time teacher. As a job share employee, we will not receive benefits, which will save the school district money.

Responsibilities for Curriculum, Assessment, and Planning

We will take joint responsibility for planning our lessons to align with TN state standards.

We will plan for the week ahead together.

We will ensure that assessment and record keeping are done the same by each teacher.

Liaison

We will maintain a class liaison file detailing incidents, parent communication, etc. for reference during the week to provide continuity. This would include a seating chart, medical notes, behavior issues, and student information.

We will both use the same Class Dojo account. Each of us will be able to get notifications of behavior and parent communications so that we are always in the loop.

Faculty and Committee Meetings

The teacher who is working on the meeting day will share all information with the other.

Professional Development and Administrative Days

We will both attend all professional development and administrative days. We will both complete all professional development online training sessions. We will both attend the PD Summit.

Parent Teacher Conferences

We will both attend all parent teacher conferences as scheduled by the district.

IEP/S-Team/RTI Meetings

Whichever teacher is working on the scheduled meeting day will attend and provide all information to the teacher not in attendance.

More Information on how we intend to work together to make the arrangement work

To ensure this is an effective job share arrangement we would:

- Communicate regularly with each other using a communication book and also through emails, texts, phone calls, and meetings. This will be important if issues arise with children or if there are any parental concerns at any time. This will ensure continuity and consistency, particularly where behavior is concerned;
- Plan together at the beginning of each 9 weeks and also weekly for the upcoming week.
- Meet regularly to discuss targets and standards of children's progress and discuss next steps;
- Where possible, ensure that any problems that arise are resolved by the end of the day so that the other teacher does not have to deal with them the next day.

Review of the Job Share Arrangement

We understand that the renewal of a job share position must be reviewed and approved each year by our principal, superintendent, and the school board.

ESSER 3.0 Learning Loss Set-Aside Example Allowable Uses

Based on the amount allocated from the State's ARP ESSER award, each LEA must reserve at least 20 percent of funds to address learning loss through the implementation of evidence-based interventions and ensure that those interventions respond to students' social, emotional, and academic needs to address the disproportionate impact of COVID-19 on underrepresented student subgroups (each major racial and ethnic group, students from low-income families, students with disabilities, English learners, gender, migrant students, students experiencing homelessness, and students and youth in foster care).

Purchasing and Expense Examples:		Allowable	20% Yes	20% No
<i>These examples will be revised as ESSER 3.0 office hours continue. The allowable column shows items that are allowable under ESSER 3.0, while the 20% Yes and 20% No columns show what options are and are not allowable under the Learning Loss set-aside requirement.</i>				
Hiring for Positions	Learning Loss Supervisor	✓	✓	
	Curriculum Supervisor	✓		✓
	Additional Teachers (Class Size Reduction)	✓	✓	
	Additional Paraprofessionals	✓	✓	
	Additional Art/Music Teachers	✓	✓	
	District-Wide or School-Based Learning Loss Instructional Coaches	✓	✓	
	Staff to Support Data Analysis (<i>including, but not limited to the disaggregation of data for students, student sub-groups, teacher effectiveness, program effectiveness, curriculum, and interventions</i>)	✓		✓
	Additional School Counselors for Student and Family Outreach	✓	✓	
	Additional Social Workers	✓	✓	
	Stipends for Teachers Participating in After-School or Summer Programs to Improve Instruction	✓	✓	
	Stipends for After-School and Summer Program Site Administrators	✓	✓	
Materials/Instructional Supports	Textbooks to Standards (Tier I)	✓		✓
	Intervention Programs (Tier II and Tier III)	✓	✓	
	Effective Instructional Materials (<i>including intervention materials for students with skill deficits</i>)	✓	✓	
	Effective Instructional Materials (<i>to meet the needs of underrepresented student subgroups</i>)	✓	✓	
	Developing Teacher Pacing and Sequencing Guides (<i>for grade- and subject-level objectives to support the upgraded curriculum (Tier I)</i>)	✓		✓
	Developing Grade- and Subject-Level Assessments (<i>to measure student progress with the upgraded curriculum (Tier I)</i>)	✓		✓
	Developing Sample Lesson Plans and Assessments for the Upgraded Curriculum (Tier I)	✓		✓
	Developing Teacher Training Materials Aligned with the Upgraded Curriculum (Tier I)	✓		✓
Extended Programming	Textbooks to Support the Upgraded Curriculum	✓		✓
	Supplemental Materials to Support the Upgraded Curriculum (Tier I)	✓		✓
	Providing Transportation for Students Attending After-School or Summer Programs	✓	✓	
	Instructional Supplies and Materials to Implement After-School or Summer Programs	✓	✓	
	Instructional Software and Equipment to Implement After-School or Summer Programs	✓	✓	
	Implementing School-Based Instructional Improvement Strategies (<i>such as credit recovery programs, reengagement strategies, smaller learning communities, competency-based instruction, and acceleration of basic reading and mathematics skills (i.e., middle and high school programming)</i>)	✓	✓	
	Offering extended school day, week, or year programs to support students	✓	✓	
Implementing After-School or Summer Programs	✓	✓		

Hickman County School System

Job Title: Student Support Supervisor

Contract Period: 12 month contract

Reports to: Director of Schools

Purpose of Job

Manage and oversee culture components of the school system to build and provide a safe environment and services to support students and families.

Essential Duties and Responsibilities

- Serve as the safety coordinator for the school system
- Work with the School Resources Officers
- Monitor and audit completion of safety drills at each location in the school system
- Inspect playgrounds for safety
- Chair Safety Assessment team; conduct assessments completed annually
- Monitor the camera system in the school system and assist leaders with needed video retrieval
- Assist new employees with pictures and badge printing
- Background checks
- Chair of the Parent Advisory Council
- Chair of Calendar Committee
- Serve as the homeless liaison for the school system
- Collaborate with the Family Resource Center with community initiatives
- Advisor for the student advisory councils at the high school level
- District Management of the STOPit app
- Oversee high-dosage tutoring program and track data from tutoring program for student learning loss

Minimum Training and Experience Required

Applicants must demonstrate strong communication skills to communicate with colleagues, teachers, and supervisors. Time management, mechanical, and troubleshooting skills are required for this position. Previous experience in maintenance fields are preferred.

Evaluation Process

Annual evaluation with the supervisor of the school based on the job description.

Application Process

Candidates wishing to apply for this position should complete an Application for the Hickman County School System, located [here](#). Applications can be mailed to 115 Murphree Avenue, Centerville, TN 37033.

Hickman County School System

Job Title: Federal Grants and Projects Manager

Contract Period: 12 month contract

Reports to: Federal Programs Director

Purpose of Job

The purpose of this job is to administer federal grants and projects through the ESSER funds.

Essential Duties and Responsibilities

- Monitors ESSER expenditures and programs to ensure compliance with Federal laws.
- Oversees ESSER projects to ensure they are completed on-time and within budget.
- Communicates with the community about educational objectives and goals, as well as results.
- Attends professional learning related to ESSER programming and planning.
- Collaborates the implementation of needs assessment and projects.
- Prepares and maintains records, reports, and inventories necessary for federal/state/local regulations.
- Administers the budget and sees that projects operate within funded budgets.
- Ensures resource availability and allocation.
- Keep abreast of changes in statutes, policies, procedures and methods as they pertain to public education.
- Effectively communicate and interact with colleagues and members of the general public and other groups involved in the operation of the school system.
- Assemble information and make written reports about the utilization of ESSER monies.
- Other duties and responsibilities as assigned by the Federal Programs Director or the Director of Schools.

Minimum Training and Experience Required

Applicants must demonstrate strong verbal and written communication skills to communicate with vendors, colleagues, and submit required reports. Applicants must demonstrate strong computer skills to monitor programs and submit reports, expenditures, and planning revisions electronically.

Evaluation Process

Annual evaluation based on the deadlines and requirements of the ESSER program and the job description responsibilities.

Application Process

Candidates wishing to apply for this position should complete an Application for the Hickman County School System, located [here](#). Applications can be mailed to 115 Murphree Avenue, Centerville, TN 37033.

Hickman County School System

Job Title: Database Administrator

Contract Period: 10 month contract

Reports to: At-Risk Coordinator

Purpose of Job

Collaborate with school system administrators, parents, and students to remove barriers to student attendance and comply with school board policies and state laws.

Essential Duties and Responsibilities

- Prepares and maintains accurate records and files regarding students' attendance, tardiness, and truancy throughout progressive Tier system
- Prepares correspondence pertaining to student attendance and records as appropriate
- Communicates with students and parents regarding attendance related issues
- Makes phone calls and/or sends letters regarding student attendance concerns and problems
- Schedules truancy meetings for the district when students are in Tier 2 and/or Tier 3
- Alternative learning assistance to address learning loss for at-risk students
- Other duties as assigned by the At-Risk Coordinator

Minimum Training and Experience Required

Applicants must demonstrate strong communication skills to communicate with colleagues, teachers, parents, and students. Time management, computer, and organizational skills are required for this position.

Evaluation Process

Annual evaluation with the supervisor based on the job description.

Application Process

Candidates wishing to apply for this position should complete an Application for the Hickman County School System, located [here](#). Applications can be mailed to 115 Murphree Avenue, Centerville, TN 37033.



Hickman County High School

Kevin Eady, EDS, Principal
Julie Rice, Assistant Principal

1645 Bulldog Boulevard · Centerville, Tennessee 37033
Telephone 931-729-2616 · Fax 931-729-2925

Mike Smithson
Athletic Director
Hickman County High School

Mrs. Gilbert And School Board,

I would like to propose that the athletic coaching supplement for girls volleyball head coach be raised to 10%. At the previous time it is 5%. All other head coaches are as follows: Football 12% Basketball 12%, Baseball 10%, Softball 10%, Soccer(coaches both teams) 10% Golf(Coaches both teams) 10% Track (coaches both teams) 10% Tennis (coaches both teams) 10%.

Volleyball starts and practices during summer, and the time and effort put in by the coach deserves same % as other head coaches. The volleyball program has grown into one of the most successful teams at Hickman County High as well as a growing program at East Hickman.

Thank you for your consideration

A handwritten signature in blue ink that reads 'Mike Smithson'. The signature is written in a cursive style with a large, looping 'M' and 'S'.

Mike Smithson

FY 2022
HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET
FUND 142 - FEDERAL PROGRAMS
June 7, 2021
(Placeholders - Carryover not included)

Program Object		Description	Amount
Project Aware			
Revenue			
47590	964	Revenue	285,000.00
Expenditures			
72130	105	964 Supervisor/Director	65,000.00
72130	189	964 Other Salaries & Wages	125,000.00
72130	198	964 Non-Certified Subs	2,100.00
72130	201	964 Social Security	14,535.00
72130	204	964 State Retirement	17,674.67
72130	207	964 Medical Insurance	31,600.00
72130	307	964 Communication	2,100.00
72130	355	964 Travel	6,000.00
72130	435	964 Office Supplies	4,000.00
72130	499	964 Other Supplies & Materials	3,610.00
72130	524	964 Inservice	3,000.00
72130	599	964 Other Charges	10,380.33
Total Expenditures - Project Aware (964)			285,000.00

FY 2022
Hickman County Schools - Budget Spreadsheet
FUND 142 - Federal Programs
Sub Fund 930 - ESSER
(Placeholders - Estimated Carryover)
June 7, 2021

Account Number	Account Description	Budget Amount
47301	COVID-19 Grant #1	\$ 370,403.10
71100	Regular Instruction Program	
189	Other Salaries & Wages	\$ 149,600.00
201	Social Security	\$ 9,425.00
204	State Retirement	\$ 16,500.00
212	Employer Medicare	\$ 2,170.00
429	Instructional Supplies And Materials	\$ 53.07
499	Other Supplies And Materials	\$ -
722	Regular Instruction Equipment	\$ 161,345.03
Total	71100 Regular Instruction Program	\$ 339,093.10
71200	Special Education Program	
163	Educational Assistants	\$ 1,289.44
201	Social Security	\$ 98.64
212	Employer Medicare	\$ 870.00
429	Instructional Supplies And Materials	\$ -
Total	71200 Special Education Program	\$ 2,258.08
72120	Health Services	
413	Drugs And Medical Supplies	\$ 2,715.47
Total	72120 Health Services	\$ 2,715.47
72210	Regular Instruction Program	
189	Other Salaries & Wages	\$ 4,000.00
201	Social Security	\$ 248.00
212	Employer Medicare	\$ 58.00
399	Other Contracted Services	\$ 8,306.40
Total	72210 Regular Instruction Program	\$ 12,612.40
72220	Special Education Program	
399	Other Contracted Services	\$ 10,000.00
Total	72220 Special Education Program	\$ 10,000.00
72610	Operation Of Plant	
328	Janitorial Services	\$ 3,724.05
Total	72610 Operation Of Plant	\$ 3,724.05
Total	70000	\$ 370,403.10

FY 2022
Hickman County Schools - Budget Spreadsheet
FUND 142 - Federal Programs
Sub Fund 932 - ESSER 2.0
(Placeholders - Estimated Carryover)
June 7, 2021

47307	COVID-19 Grant B	\$	1,317,035.67
72130	Other Student Support		
189	Other Salaries & Wages	\$	75,000.00
201	Social Security	\$	4,650.00
204	State Retirement	\$	3,750.00
212	Employer Medicare	\$	1,087.50
Total	72130 Other Student Support	\$	84,487.50
72610	Operation Of Plant		
720	Plant Operation Equipment	\$	1,232,548.17
Total	72610 Operation Of Plant	\$	1,232,548.17
Total	70000	\$	1,317,035.67

Budget Overview

Hickman County (410) Public District - FY 2022 - CTE Perkins Basic - Rev 0 - CTE Perkins Basic

Fund 142 - Sub fund 801

Indirect Cost	
Total Contributing to Indirect Cost	\$48,000.00
Indirect Cost Rate	1.82%
Maximum Allowed for Indirect Cost	\$857.98

Filter by Location: All - \$67,612.01

Line Item Number	Account Number	71300 - Vocational Education Program	72130 - Other Student Support	Total
163 - Educational Assistants		19,000.00		19,000.00
189PD - Other Salaries & Wages (PD)			3,500.00	3,500.00
201 - Social Security		1,472.00	268.00	1,740.00
204 - State Retirement		2,800.00	360.00	3,160.00
207 - Medical Insurance		1,500.00	0.00	1,500.00
210 - Unemployment Compensation		100.00	0.00	100.00

Line Item Number	Account Number	71300 - Vocational Education Program	72130 - Other Student Support	Total
355C - Travel (CTSO)			10,000.00	10,000.00
399 - Other Contracted Services		5,500.00	0.00	5,500.00
499 - Other Supplies and Materials		7,000.00		7,000.00
524PD - In-Service / Staff Development (PD)			2,000.00	2,000.00
730 - Vocational Instruction Equipment		14,112.01		14,112.01
Total		51,484.01	16,128.00	67,612.01
			Adjusted Allocation	67,612.01
			Remaining	0.00

Budget Overview

Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - Consolidated Admin Pool
Fund 142 - Sub fund 010

Indirect Cost

Total Contributing to Indirect Cost \$155,000.00

Indirect Cost Rate 1.82%

Maximum Allowed for Indirect Cost \$2,770.57

Filter by Location: All - \$168,000.00 ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	Total
105 - Supervisor / Director		77,344.00	77,344.00
161 - Secretary(s)		31,500.00	31,500.00
201 - Social Security		8,356.00	8,356.00
204 - State Retirement		12,000.00	12,000.00
207 - Medical Insurance		11,800.00	11,800.00
336 - Maintenance & Repair Services - Equipment		3,000.00	3,000.00
355 - Travel		3,000.00	3,000.00

Account Number	72210 - Support Services/Regular Instruction Program	Total
Line Item Number		
499 - Other Supplies and Materials	6,000.00	6,000.00
524 - In-Service / Staff Development	2,000.00	2,000.00
790 - Other Equipment	13,000.00	13,000.00
Total	168,000.00	168,000.00
	Adjusted Allocation	168,000.00
	Remaining	0.00

Budget Overview

Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - Title I, Part A
Fund 142 - Sub fund 101

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filter by Location: ▼

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
Line Item Number					
116 - Teachers	669,650.00				669,650.00
198 - Non-certified Substitute Teachers	500.00		0.00		500.00
201 - Social Security	51,028.23	0.00	0.00	0.00	51,028.23
204 - State Retirement	68,726.64	0.00	0.00	0.00	68,726.64
207 - Medical Insurance	70,000.00	0.00	0.00	0.00	70,000.00

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
Line Item Number					
307 - Communication		500.00	0.00	0.00	500.00
336 - Maintenance & Repair Services - Equipment	0.00	0.00	7,500.00		7,500.00
355 - Travel		700.00	0.00	0.00	700.00
429 - Instructional Supplies & Materials	400.00				400.00
499 - Other Supplies and Materials	0.00	11,908.13	0.00	0.00	11,908.13
524 - In-Service / Staff Development		0.00	2,000.00	0.00	2,000.00
599 - Other Charges	0.00	4,500.00	0.00	3,000.00	7,500.00
722 - Regular Instruction Equipment	400.00				400.00
Total	860,704.87	17,608.13	9,500.00	3,000.00	890,813.00
			Adjusted Allocation		890,813.00
				Remaining	0.00

Budget Overview

**Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - Title II-A
Fund 142 - Sub fund 201**

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filter by Location: ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages		114,000.00	114,000.00
198 - Non-certified Substitute Teachers		4,000.00	4,000.00
201 - Social Security		5,483.00	5,483.00
204 - State Retirement		1.00	1.00
207 - Medical Insurance		1.00	1.00
355 - Travel		1,483.00	1,483.00
524 - In-Service / Staff Development		500.00	500.00

Account Number	72210 - Support Services/Regular Instruction Program	Total
Line Item Number		
Total	125,468.00	125,468.00
	Adjusted Allocation	125,468.00
	Remaining	0.00

Budget Overview

**Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - Title IV
Fund 142 - Sub fund 401**

Indirect Cost	
Total Contributing to Indirect Cost	\$75,307.68
Indirect Cost Rate	1.82%
Maximum Allowed for Indirect Cost	\$1,365.71

Filter by Location: All - \$76,404.97 ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	99100 - Transfers Out	Total
189 - Other Salaries & Wages		33,510.00		33,510.00
201 - Social Security		2,564.00		2,564.00
204 - State Retirement		3,579.97		3,579.97
207 - Medical Insurance		2,000.00		2,000.00
499 - Other Supplies and Materials		21,000.00		21,000.00
504 - Indirect Cost			1,097.29	1,097.29

Account Number	72210 - Support Services/Regular Instruction Program	99100 - Transfers Out	Total
Line Item Number			
524 - In-Service / Staff Development	11,153.71		11,153.71
599 - Other Charges	1,500.00		1,500.00
Total	75,307.68	1,097.29	76,404.97
		Adjusted Allocation	76,404.97
		Remaining	0.00

Budget Overview

Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - Title V
Fund 142 - Sub fund 601

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filter by Location: All - \$76,380.48

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	99100 - Transfers Out	Total
Line Item Number					
189 - Other Salaries & Wages	10,000.00	0.00	27,062.00		37,062.00
196 - In-Service Training			2,294.18		2,294.18
201 - Social Security	2,506.00	0.00	2,460.00		4,966.00
204 - State Retirement	2,582.41	0.00	3,077.33		5,659.74
307 - Communication		10,000.00	0.00		10,000.00

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	99100 - Transfers Out	Total
Line Item Number					
429 - Instructional Supplies & Materials	5,639.76				5,639.76
499 - Other Supplies and Materials	0.00	5,784.45	0.00		5,784.45
504 - Indirect Cost				1,323.00	1,323.00
524 - In-Service / Staff Development		0.00	1,500.00		1,500.00
722 - Regular Instruction Equipment	2,151.35				2,151.35
Total	22,879.52	15,784.45	36,393.51	1,323.00	76,380.48
			Adjusted Allocation	Adjusted Allocation	76,380.48
				Remaining	0.00

Budget Overview

Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - IDEA, Part B
Fund 142 - Sub fund 901

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filter by Location: ▼

Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	99100 - Transfers Out	Total
Line Item Number				
105 - Supervisor / Director		6,950.00		6,950.00
124 - Psychological Personnel		138,101.00		138,101.00
161 - Secretary(s)		46,100.00		46,100.00
163 - Educational Assistants	375,050.00			375,050.00
189 - Other Salaries & Wages	4,000.00		0.00	4,000.00

Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	99100 - Transfers Out	Total
Line Item Number				
198 - Non-certified Substitute Teachers	23,000.00			23,000.00
201 - Social Security	25,190.00	15,950.00		41,140.00
204 - State Retirement	42,300.00	27,200.00		69,500.00
207 - Medical Insurance	65,800.00	20,000.00		85,800.00
212 - Employer Medicare	5,485.00	3,400.00		8,885.00
312 - Contracts with Private Agencies	0.00	21,650.00		21,650.00
348 - Postal Charges		600.00		600.00
399 - Other Contracted Services	0.00	16,200.00		16,200.00
429 - Instructional Supplies & Materials	9,500.00			9,500.00
504 - Indirect Cost			7,500.00	7,500.00
725 - Special Education Equipment	9,000.00			9,000.00
Total	559,325.00	296,151.00	7,500.00	862,976.00
			Adjusted Allocation	862,976.00

Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	99100 - Transfers Out	Total
Line Item Number	Remaining			0.00

Budget Overview

Hickman County (410) Public District - FY 2022 - Consolidated - Rev 0 - IDEA Preschool
Fund 142 - Sub fund 911

Indirect Cost	
Total Contributing to Indirect Cost	\$25,665.00
Indirect Cost Rate	1.82%
Maximum Allowed for Indirect Cost	\$465.17

Filter by Location: All - \$26,024.00 ▼

Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	99100 - Transfers Out	Total
Line Item Number				
163 - Educational Assistants	16,000.00			16,000.00
189 - Other Salaries & Wages	1,000.00	0.00		1,000.00
201 - Social Security	1,400.00	0.00		1,400.00
204 - State Retirement	2,100.00	0.00		2,100.00
207 - Medical Insurance	2,000.00	0.00		2,000.00

Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	99100 - Transfers Out	Total
Line Item Number				
210 - Unemployment Compensation	100.00	0.00		100.00
212 - Employer Medicare	251.00	0.00		251.00
399 - Other Contracted Services	0.00	2,000.00		2,000.00
499 - Other Supplies and Materials	814.00	0.00		814.00
504 - Indirect Cost			359.00	359.00
Total	23,665.00	2,000.00	359.00	26,024.00
			Adjusted Allocation	26,024.00
			Remaining	0.00

Hickman County (410)

2021-2022 Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The district will offer a signing and/or retention bonus for hard to fill positions. For the 2021-2022 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers.	The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2021 and one half on or about 1 May 2022. Amounts are negotiable from \$1,000.00 to \$5,000.00.	The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that 12-15 will receive the bonus. For retention, it is estimated that 5-8 will receive the bonus.	It is estimated that the bonus will be approximately \$65,000.00 for the 2021-2022 school year.	The bonus will be approximately 1% of salary expenditures.

	<p>The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2020-2021 school year based on the LOE scores calculated in TNCompass.</p>	<p>Compensation will be given as a bonus on or about 1 December 2021 with \$225,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00: level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).</p>	<p>All teachers and assistant principals (who are not under a performance contract) are eligible to receive the bonus.</p>	<p>It is estimated this stipend will be approximately \$225,000.00 for the 2021-2022 school year.</p>	<p>This bonus is estimated to be approximately 2% of salary expenditures.</p>
<p>Additional Instructional Roles or Responsibilities</p>	<p>Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers.</p> <p>Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.</p>	<p>The compensation will be provided as a stipend for specific leadership roles to build instructional capacity and/or deliver remediation. Specific amounts will range for \$250 - \$1,000.</p> <p>Social emotional learning liaisons and child abuse coordinators will be paid a stipend of \$1,500.00 per year for</p>	<p>District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school.</p>	<p>The district estimates the bonus payments will total approximately \$60,000.00 for the 2020-2021 school year.</p>	<p>The bonus is estimated to be approximately less than 1% of salary expenditures.</p>

	<p>Hickman County will pay a stipend to teacher leaders to serve as building liaisons at their school for social-emotional learning training.</p> <p>Hickman County will pay a stipend for teacher leaders that serve as child abuse coordinators in school buildings, as required in T.C.A.</p> <p>Hickman County will pay a stipend to bookkeepers at the middle and high school level to complete the additional responsibilities of student instructional clubs, competitions, scholarships, and athletic programs.</p>	<p>additional duties.</p> <p>Middle and high school level bookkeepers will receive an additional \$5,000.00 per year for additional bookkeeping requirements and responsibilities.</p>		
			<p>The District will continue to pay for education training in five lanes: Bachelors,</p>	<p>The cost will be less than 1% of salary expenditures.</p>
			<p>All teachers are eligible. All teachers</p>	<p>The District estimates that the degree increase will be \$15,000.00 for the</p>
			<p>Compensation is given as a base pay increase. Qualifying teachers, depending on their</p>	
			<p>Education*</p>	

	<p>Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)</p>	<p>degree, receive an increase of \$1,000.00 - \$3,000.00.</p>	<p>participate.</p>	<p>2020-2021 school year.</p>	
<p>Experience*</p>	<p>The District will continue to pay for experience up to 30 years of experience.</p>	<p>Each year a teacher earns a base step increase as indicated on the salary schedule.</p>	<p>All teachers are eligible. All teachers participate.</p>	<p>The District estimates that the 2019-2020 step experience increase will be approximately \$250,000.00.</p>	<p>The cost will be less than 5% of salary expenditures.</p>

*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.

**BEP SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2022**

Proposed May 10, 2021

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
	FY 2022	FY 2022	FY 2022	FY 2022	FY 2022
0	\$40,000	\$41,000	\$43,500	\$44,600	\$46,800
1	\$40,700	\$42,500	\$45,000	\$46,200	\$48,400
2	\$41,300	\$43,400	\$45,900	\$46,700	\$49,400
3	\$41,400	\$43,550	\$46,000	\$46,900	\$49,600
4	\$41,500	\$43,800	\$46,100	\$47,000	\$49,800
5	\$41,700	\$44,300	\$46,700	\$47,400	\$50,000
6	\$42,700	\$45,550	\$47,200	\$47,900	\$50,200
7	\$43,300	\$45,900	\$47,900	\$48,600	\$51,200
8	\$43,600	\$46,100	\$48,500	\$49,100	\$52,200
9	\$43,900	\$46,600	\$48,800	\$49,700	\$53,200
10	\$44,300	\$47,100	\$49,300	\$50,100	\$54,300
11	\$45,250	\$49,200	\$50,800	\$51,800	\$55,500
12	\$45,600	\$50,300	\$51,300	\$52,400	\$55,900
13	\$45,800	\$50,400	\$51,450	\$52,800	\$56,200
14	\$46,000	\$50,500	\$51,600	\$53,000	\$57,300
15	\$46,200	\$50,700	\$52,000	\$53,500	\$57,600
16	\$48,000	\$52,400	\$54,000	\$55,800	\$59,800
17	\$48,900	\$53,000	\$54,600	\$56,600	\$61,000
18	\$49,000	\$53,100	\$54,900	\$57,200	\$61,700
19	\$49,200	\$53,200	\$55,000	\$57,500	\$61,800
20	\$49,300	\$53,300	\$55,900	\$58,000	\$62,700
21	\$50,900	\$54,900	\$57,400	\$59,500	\$64,300
22	\$51,000	\$55,000	\$57,600	\$59,800	\$64,500
23	\$51,100	\$55,100	\$57,700	\$59,900	\$64,700
24	\$51,200	\$55,200	\$57,800	\$60,000	\$64,900
25	\$51,300	\$55,300	\$57,900	\$60,100	\$65,100
26	\$51,450	\$55,500	\$58,000	\$60,200	\$65,300
27	\$51,600	\$55,600	\$58,100	\$60,400	\$65,600
28	\$51,700	\$55,700	\$58,200	\$60,500	\$65,800
29	\$51,800	\$55,800	\$58,300	\$60,600	\$66,000
30	\$52,400	\$56,100	\$58,800	\$61,000	\$67,600

**HICKMAN COUNTY SCHOOLS
Principal Salaries FY 2022
Proposed June 7, 2021**

12 Month Employment				
Years Exp.	Elementary FY 2022	Middle School FY 2022	High School FY 2022	
0	\$ 71,750	\$ 74,620	\$	77,490
1	\$ 74,825	\$ 77,818	\$	80,811
2	\$ 74,825	\$ 77,818	\$	80,811
3	\$ 74,825	\$ 77,818	\$	80,811
4	\$ 74,825	\$ 77,818	\$	80,811
5	\$ 74,825	\$ 77,818	\$	80,811
6	\$ 77,388	\$ 80,483	\$	83,579
7	\$ 77,388	\$ 80,483	\$	83,579
8	\$ 77,388	\$ 80,483	\$	83,579
9	\$ 77,388	\$ 80,483	\$	83,579
10	\$ 77,388	\$ 80,483	\$	83,579
11	\$ 79,438	\$ 82,615	\$	85,793
12	\$ 79,438	\$ 82,615	\$	85,793
13	\$ 79,438	\$ 82,615	\$	85,793
14	\$ 79,438	\$ 82,615	\$	85,793
15	\$ 81,488	\$ 84,747	\$	88,007
Degree Supplement				
EdS	\$ 1,500	\$ 1,500	\$	1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$	2,500

*11 Month Positions would be prorated

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

Hickman County Schools
Assistant Principal Salaries FY 2022

Proposed 05-10-21

12 Month - High School	
Years Exp.	FY 2022 Proposed
0	\$ 69,700.00
1	\$ 72,700.00
2	\$ 72,700.00
3	\$ 72,700.00
4	\$ 72,700.00
5	\$ 72,700.00
6	\$ 75,200.00
7	\$ 75,200.00
8	\$ 75,200.00
9	\$ 75,200.00
10	\$ 75,200.00
11	\$ 77,200.00
12	\$ 77,200.00
13	\$ 77,200.00
14	\$ 77,200.00
15	\$ 79,200.00
Degree Supplement	
EdS	\$ 1,500
PhD/EdD	\$ 2,500

*11 Month Positions would be prorated

Hickman County Schools
School Psychologist
FY 2022 - 11 Month Salary Schedule

Proposed June 7, 2021

BEP Salary by Training and Experience (Teacher Pay Scale)

x 1.1 (Eleventh Month)

+28% of base BEP Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY - 0	\$ 56,580	\$ 60,030	\$ 61,548	\$ 64,584
PSY - 1	\$ 58,650	\$ 62,100	\$ 63,756	\$ 66,792
PSY - 2	\$ 59,892	\$ 63,342	\$ 64,446	\$ 68,172
PSY - 3	\$ 60,099	\$ 63,480	\$ 64,722	\$ 68,448
PSY - 4	\$ 60,444	\$ 63,618	\$ 64,860	\$ 68,724
PSY - 5	\$ 61,134	\$ 64,446	\$ 65,412	\$ 69,000
PSY - 6	\$ 62,859	\$ 65,136	\$ 66,102	\$ 69,276
PSY - 7	\$ 63,342	\$ 66,102	\$ 67,068	\$ 70,656
PSY - 8	\$ 63,618	\$ 66,930	\$ 67,758	\$ 72,036
PSY - 9	\$ 64,308	\$ 67,344	\$ 68,586	\$ 73,416
PSY - 10	\$ 64,998	\$ 68,034	\$ 69,138	\$ 74,934
PSY - 11	\$ 67,896	\$ 70,104	\$ 71,484	\$ 76,590
PSY - 12	\$ 69,414	\$ 70,794	\$ 72,312	\$ 77,142
PSY - 13	\$ 69,552	\$ 71,001	\$ 72,864	\$ 77,556
PSY - 14	\$ 69,690	\$ 71,208	\$ 73,140	\$ 79,074
PSY - 15	\$ 69,966	\$ 71,760	\$ 73,830	\$ 79,488
PSY - 16	\$ 72,312	\$ 74,520	\$ 77,004	\$ 82,524
PSY - 17	\$ 73,140	\$ 75,348	\$ 78,108	\$ 84,180
PSY - 18	\$ 73,278	\$ 75,762	\$ 78,936	\$ 85,146
PSY - 19	\$ 73,416	\$ 75,900	\$ 79,350	\$ 85,284
PSY - 20	\$ 73,554	\$ 77,142	\$ 80,040	\$ 86,526
PSY - 21	\$ 75,762	\$ 79,212	\$ 82,110	\$ 88,734
PSY - 22	\$ 75,900	\$ 79,488	\$ 82,524	\$ 89,010
PSY - 23	\$ 76,038	\$ 79,626	\$ 82,662	\$ 89,286
PSY - 24	\$ 76,176	\$ 79,764	\$ 82,800	\$ 89,562
PSY - 25	\$ 76,314	\$ 79,902	\$ 82,938	\$ 89,838
PSY - 26	\$ 76,590	\$ 80,040	\$ 83,076	\$ 90,114
PSY - 27	\$ 76,728	\$ 80,178	\$ 83,352	\$ 90,528
PSY - 28	\$ 76,866	\$ 80,316	\$ 83,490	\$ 90,804
PSY - 29	\$ 77,004	\$ 80,454	\$ 83,628	\$ 91,080
PSY - 30	\$ 77,418	\$ 81,144	\$ 84,180	\$ 93,288

HICKMAN COUNTY SCHOOLS

**FY 2022
School Psychologist
11 Month Salary**

BEP Salary Scale
x 1.1 (Eleventh Month)
+ 28 % of base BEP Salary

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

**FY 2022
Speech Pathologist**

BEP Salary Scale
Pathologist Adjustment **\$ 5,000**

**FY 2022
Occupational Therapist**

BEP Scale Salary
Occupational Therapist Adjustment **\$ 15,000**

**FY 2022
Central Office
Supervisors' Salary Formula**

Hickman County BEP Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.2

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

Academic Responsibility Supplement

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

Financial Responsibility Supplement

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

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

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

** Deputy Superintendent is to be second highest Central Office employee and Chief Academic Officer is to be third highest Central Office employee. However, there must be a minimum ten percent (10%) separation between Superintendent's salary (Superintendent's salary is capped by contract).

**Additional Local Supplement – Supervisor
(Effective 2016-2017)**

\$1,500.00 Base 1st Year As Supervisor

\$3,000.00 Base 2nd Year And Beyond As Supervisor

\$500.00 Added Per Program Supervised

**SOCIAL WORKER SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2022**

Proposed June 7, 2021

YEARS	Social Worker (BA/BS)	Social Worker (MA/BS)	*LCSW- **LPC	Ph.D.
	FY 2022	FY 2022	FY 2022	FY 2022
0	\$40,000	\$41,000	\$43,500	\$46,800
1	\$40,700	\$42,500	\$45,000	\$48,400
2	\$41,300	\$43,400	\$45,900	\$49,400
3	\$41,400	\$43,550	\$46,000	\$49,600
4	\$41,500	\$43,800	\$46,100	\$49,800
5	\$41,700	\$44,300	\$46,700	\$50,000
6	\$42,700	\$45,550	\$47,200	\$50,200
7	\$43,300	\$45,900	\$47,900	\$51,200
8	\$43,600	\$46,100	\$48,500	\$52,200
9	\$43,900	\$46,600	\$48,800	\$53,200
10	\$44,300	\$47,100	\$49,300	\$54,300
11	\$45,250	\$49,200	\$50,800	\$55,500
12	\$45,600	\$50,300	\$51,300	\$55,900
13	\$45,800	\$50,400	\$51,450	\$56,200
14	\$46,000	\$50,500	\$51,600	\$57,300
15	\$46,200	\$50,700	\$52,000	\$57,600
16	\$48,000	\$52,400	\$54,000	\$59,800
17	\$48,900	\$53,000	\$54,600	\$61,000
18	\$49,000	\$53,100	\$54,900	\$61,700
19	\$49,200	\$53,200	\$55,000	\$61,800
20	\$49,300	\$53,300	\$55,900	\$62,700
21	\$50,900	\$54,900	\$57,400	\$64,300
22	\$51,000	\$55,000	\$57,600	\$64,500
23	\$51,100	\$55,100	\$57,700	\$64,700
24	\$51,200	\$55,200	\$57,800	\$64,900
25	\$51,300	\$55,300	\$57,900	\$65,100
26	\$51,450	\$55,500	\$58,000	\$65,300
27	\$51,600	\$55,600	\$58,100	\$65,600
28	\$51,700	\$55,700	\$58,200	\$65,800
29	\$51,800	\$55,800	\$58,300	\$66,000
30	\$52,400	\$56,100	\$58,800	\$67,600

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
12 Month Technology/Maintenance/Transportation/Food Service/Community Services
Supervisor*/Coordinated School Health
Salary Schedule
FY 2022

Proposed June 7, 2021

Years of Experience	FY2022 Step
SNE - 0	\$ 48,600
SNE - 1	\$ 51,638
SNE - 2	\$ 53,663
SNE - 3	\$ 53,663
SNE - 4	\$ 53,663
SNE - 5	\$ 53,663
SNE - 6	\$ 56,700
SNE - 7	\$ 56,700
SNE - 8	\$ 56,700
SNE - 9	\$ 56,700
SNE - 10	\$ 56,700
SNE - 11	\$ 60,750
SNE - 12	\$ 60,750
SNE - 13	\$ 60,750
SNE - 14	\$ 60,750
SNE - 15	\$ 63,788
SNE - 16	\$ 63,788
SNE - 17	\$ 63,788
SNE - 18	\$ 63,788
SNE - 19	\$ 63,788
SNE - 20	\$ 63,788
SNE - 21	\$ 63,788
SNE - 22	\$ 63,788
SNE - 23	\$ 63,788
SNE - 24	\$ 63,788
SNE - 25	\$ 63,788
SNE - 26	\$ 63,788
SNE - 27	\$ 63,788
SNE - 28	\$ 63,788
SNE - 29	\$ 63,788
SNE - 30	\$ 63,788

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

*Includes responsibility for Student Database Management System

**Hickman County Schools
Central Office - 12 Month Programs/Grants
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
PG - 0	\$ 28,418
PG - 1	\$ 28,756
PG - 2	\$ 29,094
PG - 3	\$ 29,432
PG - 4	\$ 29,771
PG - 5	\$ 30,109
PG - 6	\$ 30,447
PG - 7	\$ 30,785
PG - 8	\$ 31,124
PG - 9	\$ 31,462
PG - 10	\$ 31,698
PG - 11	\$ 32,139
PG - 12	\$ 32,477
PG - 13	\$ 32,815
PG - 14	\$ 33,153
PG - 15	\$ 33,491
PG - 16	\$ 33,831
PG - 17	\$ 34,169
PG - 18	\$ 34,507
PG - 19	\$ 34,845
PG - 20	\$ 35,183
PG - 21	\$ 35,522
PG - 22	\$ 35,860
PG - 23	\$ 36,198
PG - 24	\$ 36,537
PG - 25	\$ 36,875
PG - 26	\$ 37,213
PG - 27	\$ 37,552
PG - 28	\$ 37,890
PG - 29	\$ 38,228
PG - 30	\$ 38,566

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

* 10 month personnel salaries will be pro-rated from this schedule

**Hickman County Schools
Central Office - 12 Month Secretary
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
SCO - 0	\$ 19,355
SCO - 1	\$ 19,489
SCO - 2	\$ 19,621
SCO - 3	\$ 19,755
SCO - 4	\$ 19,899
SCO - 5	\$ 20,031
SCO - 6	\$ 20,165
SCO - 7	\$ 20,299
SCO - 8	\$ 20,431
SCO - 9	\$ 20,575
SCO - 10	\$ 20,975
SCO - 11	\$ 21,108
SCO - 12	\$ 21,251
SCO - 13	\$ 21,385
SCO - 14	\$ 21,518
SCO - 15	\$ 21,928
SCO - 16	\$ 22,061
SCO - 17	\$ 22,195
SCO - 18	\$ 22,328
SCO - 19	\$ 22,461
SCO - 20	\$ 22,871
SCO - 21	\$ 23,005
SCO - 22	\$ 23,138
SCO - 23	\$ 23,281
SCO - 24	\$ 23,415
SCO - 25	\$ 23,814
SCO - 26	\$ 23,958
SCO - 27	\$ 24,091
SCO - 28	\$ 24,224
SCO - 29	\$ 24,358
SCO - 30	\$ 24,768

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

- 10 month personnel salaries will be pro-rated from this schedule.
- Serving more than one supervisor or office = \$ 500.00 per supervisor or office

Hickman County Schools
Central Office - 12 Month Administrative Assistant
Salary Schedule
FY 2022

Proposed June 7, 2021

Years of Experience	FY 2022 Step
AA - 0	\$ 20,299
AA - 1	\$ 20,431
AA - 2	\$ 20,575
AA - 3	\$ 21,651
AA - 4	\$ 22,328
AA - 5	\$ 24,255
AA - 6	\$ 24,860
AA - 7	\$ 26,090
AA - 8	\$ 26,838
AA - 9	\$ 27,516
AA - 10	\$ 28,807
AA - 11	\$ 29,525
AA - 12	\$ 29,863
AA - 13	\$ 30,714
AA - 14	\$ 31,565
AA - 15	\$ 32,425
AA - 16	\$ 33,349
AA - 17	\$ 36,219
AA - 18	\$ 37,695
AA - 19	\$ 39,992
AA - 20	\$ 40,852
AA - 21	\$ 41,888
AA - 22	\$ 42,626
AA - 23	\$ 43,241
AA - 24	\$ 43,897
AA - 25	\$ 44,727
AA - 26	\$ 45,957
AA - 27	\$ 47,013
AA - 28	\$ 47,495
AA - 29	\$ 47,865
AA - 30	\$ 49,546

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Human Resources Add \$5,000 To Scale

* 10 month personnel salaries will be pro-rated from this schedule

Serving more than one supervisor or office = \$ 500.00 per supervisor or office

Hickman County Schools
12 Month School Nutrition Coordinator (CO) - Salary
Schedule
FY 2022

Proposed June 7, 2021

Years of Experience	FY 2022 Step
NC - 0	\$ 20,299
NC - 1	\$ 20,431
NC - 2	\$ 20,575
NC - 3	\$ 21,651
NC - 4	\$ 22,328
NC - 5	\$ 23,005
NC - 6	\$ 23,681
NC - 7	\$ 24,358
NC - 8	\$ 25,034
NC - 9	\$ 25,711
NC - 10	\$ 27,054
NC - 11	\$ 27,740
NC - 12	\$ 28,418
NC - 13	\$ 29,094
NC - 14	\$ 31,462
NC - 15	\$ 32,425
NC - 16	\$ 33,585
NC - 17	\$ 35,235
NC - 18	\$ 36,629
NC - 19	\$ 39,582
NC - 20	\$ 40,534
NC - 21	\$ 41,262
NC - 22	\$ 41,806
NC - 23	\$ 42,575
NC - 24	\$ 43,241
NC - 25	\$ 43,897
NC - 26	\$ 44,225
NC - 27	\$ 44,563
NC - 28	\$ 44,891
NC - 29	\$ 45,835
NC - 30	\$ 46,389

**Hickman County School Food Service
School Secretary/Bookkeeper
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
SSB - 0	\$ 14,926
SSB - 1	\$ 15,757
SSB - 2	\$ 16,095
SSB - 3	\$ 16,156
SSB - 4	\$ 16,362
SSB - 5	\$ 16,567
SSB - 6	\$ 16,720
SSB - 7	\$ 16,884
SSB - 8	\$ 17,048
SSB - 9	\$ 17,213
SSB - 10	\$ 17,387
SSB - 11	\$ 17,551
SSB - 12	\$ 17,715
SSB - 13	\$ 17,879
SSB - 14	\$ 18,043
SSB - 15	\$ 18,217
SSB - 16	\$ 18,381
SSB - 17	\$ 18,545
SSB - 18	\$ 18,699
SSB - 19	\$ 18,863
SSB - 20	\$ 19,047
SSB - 21	\$ 19,201
SSB - 22	\$ 19,365
SSB - 23	\$ 19,529
SSB - 24	\$ 19,693
SSB - 25	\$ 19,877
SSB - 26	\$ 20,041
SSB - 27	\$ 20,205
SSB - 28	\$ 20,369
SSB - 29	\$ 20,534
SSB - 30	\$ 20,709

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Work Schedule:
180 Student Days
10 in-service days/other
10 vacation days
Total of 200 paid days

Sick Leave: 10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

**Hickman County Schools
 Bus Drivers - Salary Schedule
 FY 2022
 Proposed June 7, 2021**

Years of Experience	FY 2022 Step
BUS - 0	\$ 11,629
BUS - 1	\$ 12,631
BUS - 2	\$ 12,712
BUS - 3	\$ 12,793
BUS - 4	\$ 12,874
BUS - 5	\$ 12,945
BUS - 6	\$ 13,026
BUS - 7	\$ 13,107
BUS - 8	\$ 13,188
BUS - 9	\$ 13,269
BUS - 10	\$ 13,350
BUS - 11	\$ 13,431
BUS - 12	\$ 13,512
BUS - 13	\$ 13,593
BUS - 14	\$ 13,674
BUS - 15	\$ 13,755
BUS - 16	\$ 13,836
BUS - 17	\$ 13,907
BUS - 18	\$ 13,988
BUS - 19	\$ 14,069
BUS - 20	\$ 14,150
BUS - 21	\$ 14,231
BUS - 22	\$ 14,312
BUS - 23	\$ 14,393
BUS - 24	\$ 14,474
BUS - 25	\$ 14,555
BUS - 26	\$ 14,636
BUS - 27	\$ 14,707
BUS - 28	\$ 14,798
BUS - 29	\$ 14,869
BUS - 30	\$ 15,041

- A. Five days sick leave - unlimited accumulation. Accumulated sick days can be used toward retirement.
- B. School system pays retirement after six (6) months probationary period for full-time employees.
- C. Up to \$50 reimbursement for physical exam after appropriate paperwork is turned in to the Central Office.
- D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.
- E. School system pays two (2) full days of in-service (if attended).
- F. If a bus driver terminates employment with the Hickman County Board of Education and is later re-hired, the driver's salary will be based on 0 experience for one (1) year (probationary period). After that period, the salary will be based on prior experience.

**Hickman County School Food Service
Educational Assistants
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
TA - 0	\$ 14,618
TA - 1	\$ 15,357
TA - 2	\$ 15,552
TA - 3	\$ 15,736
TA - 4	\$ 15,931
TA - 5	\$ 16,116
TA - 6	\$ 16,269
TA - 7	\$ 16,413
TA - 8	\$ 16,567
TA - 9	\$ 16,720
TA - 10	\$ 16,864
TA - 11	\$ 17,018
TA - 12	\$ 17,161
TA - 13	\$ 17,315
TA - 14	\$ 17,459
TA - 15	\$ 17,602
TA - 16	\$ 17,756
TA - 17	\$ 17,909
TA - 18	\$ 18,053
TA - 19	\$ 18,207
TA - 20	\$ 18,371
TA - 21	\$ 18,515
TA - 22	\$ 18,668
TA - 23	\$ 18,811
TA - 24	\$ 18,965
TA - 25	\$ 19,129
TA - 26	\$ 19,283
TA - 27	\$ 19,427
TA - 28	\$ 19,581
TA - 29	\$ 19,725
TA - 30	\$ 19,899

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Work Schedule: 180 student days
10 in-service days/other
10 vacation days
Total of:200 paid days

Sick Leave: 10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
12 Month Special Services - Salary Schedule
FY 2022

Proposed June 7, 2021

Years of Experience	FY2022		Increase	
	Step	Actual	%	
SSAD - 0	\$ 20,073			
SSAD - 1	\$ 20,698	\$ 873	4.40%	
SSAD - 2	\$ 21,323	\$ 881	4.31%	
SSAD - 3	\$ 21,949	\$ 889	4.22%	
SSAD - 4	\$ 22,564	\$ 886	4.09%	
SSAD - 5	\$ 23,189	\$ 904	4.06%	
SSAD - 6	\$ 23,814	\$ 911	3.98%	
SSAD - 7	\$ 24,440	\$ 920	3.91%	
SSAD - 8	\$ 25,065	\$ 927	3.84%	
SSAD - 9	\$ 25,690	\$ 934	3.77%	
SSAD - 10	\$ 26,316	\$ 943	3.72%	
SSAD - 11	\$ 26,942	\$ 951	3.66%	
SSAD - 12	\$ 27,444	\$ 835	3.14%	
SSAD - 13	\$ 28,182	\$ 1,077	3.97%	
SSAD - 14	\$ 28,807	\$ 973	3.50%	
SSAD - 15	\$ 29,432	\$ 981	3.45%	
SSAD - 16	\$ 30,058	\$ 989	3.40%	
SSAD - 17	\$ 30,683	\$ 996	3.36%	
SSAD - 18	\$ 31,309	\$ 1,005	3.32%	
SSAD - 19	\$ 31,923	\$ 1,001	3.24%	
SSAD - 20	\$ 32,549	\$ 1,020	3.24%	
SSAD - 21	\$ 33,175	\$ 1,028	3.20%	
SSAD - 22	\$ 33,799	\$ 1,034	3.16%	
SSAD - 23	\$ 34,425	\$ 1,043	3.12%	
SSAD - 24	\$ 35,050	\$ 1,050	3.09%	
SSAD - 25	\$ 35,624	\$ 1,007	2.91%	
SSAD - 26	\$ 36,291	\$ 1,107	3.15%	
SSAD - 27	\$ 36,875	\$ 1,032	2.88%	
SSAD - 28	\$ 37,541	\$ 1,121	3.08%	
SSAD - 29	\$ 38,166	\$ 1,088	2.93%	
SSAD - 30	\$ 38,792	\$ 1,097	2.91%	

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

* 10 month personnel salaries will be pro-rated from this schedule

** Lead Teacher: BEP Salary Schedule x 1.2

Hickman County Schools
General Grounds Maintenance (Hourly Rate)
Pay Schedules
FY 2022

Proposed June 7, 2021

Years of Experience	FY 2022 Step
GGM - 0	\$ 9.39
GGM - 1	\$ 9.71
GGM - 2	\$ 9.79
GGM - 3	\$ 9.85
GGM - 4	\$ 9.91
GGM - 5	\$ 9.96
GGM - 6	\$ 10.04
GGM - 7	\$ 10.17
GGM - 8	\$ 10.30
GGM - 9	\$ 10.44
GGM - 10	\$ 10.56
GGM - 11	\$ 10.66
GGM - 12	\$ 10.76
GGM - 13	\$ 10.81
GGM - 14	\$ 10.86
GGM - 15	\$ 10.94
GGM - 16	\$ 11.01
GGM - 17	\$ 11.10
GGM - 18	\$ 11.15
GGM - 19	\$ 11.21
GGM - 20	\$ 11.28
GGM - 21	\$ 11.32
GGM - 22	\$ 11.39
GGM - 23	\$ 11.47
GGM - 24	\$ 11.54
GGM - 25	\$ 11.59
GGM - 26	\$ 11.64
GGM - 27	\$ 11.70
GGM - 28	\$ 11.80
GGM - 29	\$ 11.85
GGM - 30	\$ 12.01

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

**Hickman County Schools
Maintenance Mechanic (Hourly Rate)
Pay Schedules
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
MM - 0	\$ 13.14
MM - 1	\$ 13.80
MM - 2	\$ 14.10
MM - 3	\$ 14.45
MM - 4	\$ 14.77
MM - 5	\$ 15.08
MM - 6	\$ 15.43
MM - 7	\$ 15.73
MM - 8	\$ 16.07
MM - 9	\$ 16.39
MM - 10	\$ 16.70
MM - 11	\$ 17.05
MM - 12	\$ 17.35
MM - 13	\$ 17.68
MM - 14	\$ 17.99
MM - 15	\$ 18.33
MM - 16	\$ 18.65
MM - 17	\$ 18.96
MM - 18	\$ 19.31
MM - 19	\$ 19.63
MM - 20	\$ 19.93
MM - 21	\$ 20.27
MM - 22	\$ 20.59
MM - 23	\$ 20.90
MM - 24	\$ 21.24
MM - 25	\$ 21.56
MM - 26	\$ 21.90
MM - 27	\$ 22.20
MM - 28	\$ 22.54
MM - 29	\$ 22.87
MM - 30	\$ 23.16

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

**Hickman County Schools
Part-Time Mechanic (Hourly Rate)
Pay Schedules
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
0	\$ 11.40
1	\$ 11.55
2	\$ 11.65
3	\$ 11.79
4	\$ 11.91
5	\$ 12.05
6	\$ 12.17
7	\$ 12.30
8	\$ 12.42
9	\$ 12.57
10	\$ 12.69
11	\$ 12.83
12	\$ 12.95
13	\$ 13.05
14	\$ 13.17
15	\$ 13.22
16	\$ 13.34
17	\$ 13.45
18	\$ 13.70
19	\$ 13.82
20	\$ 13.93
21	\$ 14.06
22	\$ 14.20
23	\$ 14.31
24	\$ 14.45
25	\$ 14.55
26	\$ 14.67
27	\$ 14.78
28	\$ 14.91
29	\$ 15.02
30	\$ 15.22

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to \$50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office,

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

**Hickman County Schools
Supervising Mechanic
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
SM - 0	\$ 31,125
SM - 1	\$ 31,837
SM - 2	\$ 32,550
SM - 3	\$ 33,264
SM - 4	\$ 33,976
SM - 5	\$ 34,691
SM - 6	\$ 34,843
SM - 7	\$ 35,418
SM - 8	\$ 35,733
SM - 9	\$ 36,052
SM - 10	\$ 36,367
SM - 11	\$ 36,683
SM - 12	\$ 37,001
SM - 13	\$ 37,316
SM - 14	\$ 37,633
SM - 15	\$ 37,950
SM - 16	\$ 38,265
SM - 17	\$ 38,580
SM - 18	\$ 38,896
SM - 19	\$ 39,213
SM - 20	\$ 39,529
SM - 21	\$ 39,845
SM - 22	\$ 40,163
SM - 23	\$ 40,479
SM - 24	\$ 40,794
SM - 25	\$ 41,111
SM - 26	\$ 41,686
SM - 27	\$ 42,260
SM - 28	\$ 42,835
SM - 29	\$ 43,411
SM - 30	\$ 43,986

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to \$50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

**Hickman County Schools
Full-Time Mechanic
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
FTM - 0	\$ 28,170
FTM - 1	\$ 28,483
FTM - 2	\$ 28,832
FTM - 3	\$ 29,168
FTM - 4	\$ 29,506
FTM - 5	\$ 29,846
FTM - 6	\$ 30,185
FTM - 7	\$ 30,522
FTM - 8	\$ 30,859
FTM - 9	\$ 31,199
FTM - 10	\$ 31,539
FTM - 11	\$ 31,874
FTM - 12	\$ 32,215
FTM - 13	\$ 32,553
FTM - 14	\$ 32,892
FTM - 15	\$ 33,228
FTM - 16	\$ 33,566
FTM - 17	\$ 33,908
FTM - 18	\$ 34,244
FTM - 19	\$ 34,580
FTM - 20	\$ 34,921
FTM - 21	\$ 35,258
FTM - 22	\$ 35,597
FTM - 23	\$ 35,935
FTM - 24	\$ 36,274
FTM - 25	\$ 36,613
FTM - 26	\$ 36,952
FTM - 27	\$ 37,288
FTM - 28	\$ 37,627
FTM - 29	\$ 37,964
FTM - 30	\$ 38,305

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to \$50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

**Hickman County Schools
Chief Mechanic
Salary Schedule
FY 2022**

Proposed June 7, 2021

Years of Experience	FY 2022 Step
CM - 0	\$ 33,987
CM - 1	\$ 34,641
CM - 2	\$ 35,292
CM - 3	\$ 35,947
CM - 4	\$ 36,600
CM - 5	\$ 37,256
CM - 6	\$ 37,906
CM - 7	\$ 38,563
CM - 8	\$ 39,215
CM - 9	\$ 39,869
CM - 10	\$ 40,521
CM - 11	\$ 41,176
CM - 12	\$ 42,850
CM - 13	\$ 43,550
CM - 14	\$ 44,201
CM - 15	\$ 44,858
CM - 16	\$ 45,509
CM - 17	\$ 46,164
CM - 18	\$ 46,815
CM - 19	\$ 47,473
CM - 20	\$ 48,123
CM - 21	\$ 48,778
CM - 22	\$ 49,430
CM - 23	\$ 50,087
CM - 24	\$ 50,347
CM - 25	\$ 50,738
CM - 26	\$ 52,045
CM - 27	\$ 52,701
CM - 28	\$ 53,353
CM - 29	\$ 54,008
CM - 30	\$ 54,658

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to \$50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

East Hickman Elementary School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

East Hickman Elementary School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Jamie Manor	12	yes
Allison Gilbert	7.5	yes
Brandy Warren	6	yes
Tonda Gainey	5.5	yes
Ashley Wenner	4.5	yes
Justin Warren	4	yes
Michele Griggs	3	yes
Cathy Morgan	3	yes
Rebekah Sorensen	3	yes
Heather Turner	3	yes
Landry Wade	2	Yes
Rachel Smith	8	Yes
Sarah Vander Leest	2	Yes
Laura Love	5	Yes
Lauren Powell	3	Yes
Catherine Shelby	3	Yes
Erin Morrow	1	Yes

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

II. Non-Tenured But Going On Tenure:

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

East Hickman Elementary School

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Laura Arnold	2 (returning tenure)	Yes

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

<u>Name</u>	<u>position</u>
-------------	-----------------

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

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

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

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

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

<u>Name</u>	<u>Current Position</u>	<u>Is To Be Re-Elected Yes/No</u>
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East Hickman Elementary School

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

Name

Jessica Armstrong
Beth Beard
Lori Bentley
Angela Campbell
Elizabeth Cannon
Yvonne Daniel
Angelica Essary
Alisa Keller
Ella Lassan
Stephanie Overbey
Michelle O'Guin
Angie Petty
Cathy Smith
Amanda Spivey
Kim Taylor
Amanda Tidwell/Jennifer Knight
Penny Wilson
Angela West
Jessica O'Daniel
Rachel McCaleb
Sara Lawson

East Hickman Elementary School

Reisha Coble
Signature of Principal

6/3/2021
Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date
Signature of Instructional Supervisor _____		Date

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date

Date Reviewed <u>6/3/21</u>	Concur	<u>Yes</u> / No
<u>Michelle Hewitt</u>		<u>6/3/21</u>
Signature of Director of Schools		Date

Exceptions:

East Hickman Intermediate School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

East Hickman Intermediate School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met		
Kelly Cochran	2	Yes
Sandra Schumann	2	Yes
Dillon Shelby	3	Yes
Mason Rochelle	3	Yes
Elizabeth Odom	4	Yes
Sandie Luna	4	Yes
Sandra Pape	5	Yes
Chenille Bonin	6	Yes
Sarah Booker	7	Yes
Elizabeth Grover	4	Yes
Dereck Hale	6	Yes
Sarah Fraley	13	Yes
Erin Morrow	1	Yes

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Patricia Qualls	5	Yes

East Hickman Intermediate School

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

Name position

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

Name Reason

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

Name Reason
Joy Mangrum **Resignation**

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

Name Returning 2020-2021 Position
Yes/No Last Held

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

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

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

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Debbie Gross
Celine Powell
Eden Creasy
Judi Culver
Tiffany Semore
Tonia Breece
Lora (Nicki) Cole
Cassie Hale
Michael Hanes

East Hickman Intermediate School

Cheryl Kiessling
Anndrea Eubanks
Michelle Lambert
Jennifer Lange
Diana Lankford
Deana Graham
Kim Smith
Nick Simmons

East Hickman Intermediate School

Mary Tidwell
Signature of Principal

6/2/21
Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date
Signature of Instructional Supervisor _____		Date

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date

Date Reviewed <u>6/2/21</u>	Concur	<input checked="" type="radio"/> Yes / No
<u>Michelle Fivert</u>		<u>6/2/21</u>
Signature of Director of Schools		Date

Exceptions:

East Hickman Middle School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

East Hickman Middle School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Kristin Stewart	2	Yes
Cortnie Fitts	2	Yes
Preston Hall	3	Yes
Tori McClanahan	3	Yes
Elizabeth Roberson	5	Yes
Jennifer Clendenion	5	Yes
Lauren Sauls	5	Yes
Cayla Moulton	5	Yes
Tara Rhea	5	Yes
Amber Warren	6	Yes
Vicki Beerman	1	Yes
Hayley Sawyer	1	Yes
Jessica Cook	1	Yes
Bert Buchler	1	Yes

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

East Hickman Middle School

II. Non-Tenured But Going On Tenure:

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

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

<u>Name</u>	<u>position</u>
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IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

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

<u>Name</u>	<u>Reason</u>
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East Hickman Middle School

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

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

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

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

(Administrators are not to recommend themselves)

Name

Melanine Livengood
Darrell Hanes
Christian Fisher
Melinda Stone
Bethany Ring
Brian Graham
Kerri Crafton
Greg Gunther
Shannon Nolen
Karen Cost
Michael Redding
Robert Phillips

East Hickman Middle School

Bryan Anderson
Signature of Principal

6/2/21
Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date _____
Signature of Instructional Supervisor _____		Date _____

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date _____

Date Reviewed <u>6/2/21</u>	Concur	<input checked="" type="radio"/> Yes / No
<u>Michelle Gilbert</u> Signature of Director of Schools		<u>6/2/21</u> Date

Exceptions:

East Hickman High School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2020-2021 Year**

East Hickman High School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election</u> <u>Yes/No</u>
Myles Williams	9	Yes
Cheri Cutulle	7	Yes
Lyndsey Spain	7	Yes
Charlotte Boehms	6	Yes
Paul Ewing	3	Yes
Matt Salewsky	3	Yes
Aaron Saunders	3	Yes
Bonnie Kelly	3	Yes
Kittie Atencio	3	Yes
Danie Irvine	2	Yes
Billy Sawyer	2	Yes
Brandon Smith	2	Yes
Jerry Davenport	1	Yes
McKenzie Etheridge	1	Yes
Andrea Irwin	1	Yes

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

II. Non-Tenured But Going On Tenure:

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

Recommendation
For Re-Election

East Hickman High School

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

<u>Name</u>	<u>position</u>
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IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

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

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

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

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

East Hickman High School

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

<u>Name</u>		
Scott Angell		
David Carter		
Robin Castleberry		
Todd Collins		
Dana Cook		
Alice Guardo		
Sheryl Guire		
Greg Gunther		
Mickey Mathis		
Greg Matney		
Leanna McCaleb		
Pam Mitchell Clark		
Cyndi Morgan		
Kenda Polk		
Tracy Poth		
Beth Robinson		
Teresa Tharpe		
Jennifer Turpin		
Crystal Wilson		
Amy Matney		
Drew Smith		
Connie Graves		
Chris Austin		
Robyn Emerson		
Emily Cross		

East Hickman High School

Michael Beaman 6-3-21
 Signature of Principal Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date _____
Signature of Instructional Supervisor _____		Date _____

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date _____

Date Reviewed <u>6/3/21</u>	Concur	Yes / No
<u>Michelle Hivent</u>		<u>6/3/21</u>
Signature of Director of Schools		Date

Exceptions:

Centerville Elementary School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

Centerville Elementary School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Brandy Mayberry	4	Yes
Rose Korte	4	Yes
Savannah Barber	2	Yes
Meagan Lynam	2	Yes
Valerie Gonzalez	2	Yes
Sarah Routt	2	Yes

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Kendra Beard Mayberry	5	Yes
Leah Isenberg*	2	Yes

Centerville Elementary School

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

<u>Name</u>	<u>position</u>
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IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

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

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

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

<u>Name</u>	<u>Returning 2020-2021</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
Mindy James	Yes	RTI

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

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

<u>Current</u>	<u>Is To Be</u> <u>Re-Elected</u>
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Centerville Elementary School

Name

Position

Yes/No

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Savannah Anglin
Shelda Qualls
Kim Jenkins
Amber Kelley
Dionne Yablonski
Heather Martin
Stephanie Spitzer
Marissa Tidwell
Teresa Totty
Mendy Davis
Andrea Ragsdale
Daniel Bey
Lori Cochran
Kathy French
Carol Anderson
Dawn Mayberry
Cary Wright
Allison Tucker
Christine Hoover
Rachael Atkinson
Tessa Tucker
Emily Atkinson
Lynne Anderson
Michelle Atkinson
Donna Barber
Ashley Maddox

Centerville Intermediate School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

Centerville Intermediate School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Emily Ragsdale	1	Yes
Katlynn Lambdin	1	Yes
Sky Kelly	1	Yes
Kimberly Clark	.5	Yes
Jennifer Prosser	5	Yes
Amy Johnston	4	Yes
Brooke Rogers	3	Yes
Shelby Hoover	3	Yes
Shamekia Jenkins	6	Yes
Bethany Powers	6	Yes
Meredith Qualls	7	Yes

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Allie Sue Hughes	5	Yes
Patricia Qualls	5	Yes

Centerville Intermediate School

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

<u>Name</u>	<u>position</u>
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IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

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

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

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

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

<u>Name</u>	<u>Returning 2020-2021</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
Emily Mobley	Yes	4th-Grade

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

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

<u>Name</u>	<u>Current</u> <u>Position</u>	<u>Re-Elected</u> <u>Yes/No</u>
Crystal Litton	4th-Grade	No

VIII. Tenured And Recommended for Re-Election

Centerville Intermediate School

(Administrators are not to recommend themselves)

Name

Lea Ann Buchanan
Mollie Chessor
Carolyn Middleton
Susan Prince
Jana Willis
Ashley Rochelle
Kevin Johnston
Linda Warren
Daniel Bey
Mike Kelley
Tara Chessor
Dusty Covington
Karissa Campbell
Tarrah Lawson
Jamie Lawson

Centerville Intermediate School

Eric Cannon
Signature of Principal

June 3rd, 2021
Date

Date Reviewed _____ Concur Yes / No

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed _____ Concur Yes / No

Signature of Special Programs Director

Date

Date Reviewed 6/3/21 Concur Yes / No

Michelle Gilbert
Signature of Director of Schools

6/3/21
Date

Exceptions:

Hickman County Middle School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

Hickman County Middle School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Abigail Loveless	1	yes
Laura Harris	2	yes
Ryan Harrison	1	yes
Ethan Horner	9	yes
Shannon Tays	3	yes
Fatih Armstrong Tanner	2	yes
Amanda Kelly	2	yes
Zach Bentley	2	yes

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Kassi Holloway	5	Yes

Hickman County Middle School

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

Name position

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

Name Reason

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

Name Reason

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

Name Returning 2020-2021 Position
Yes/No Last Held

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

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

Current Is To Be
Re-Elected

Hickman County Middle School

Name

Position

Yes/No

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Shelby Owens
Jennifer Brewer
Kathy Brown
Beth Copley
Lynette Harris
Lonnie Mayberry
Robin DeVault
Jeff Church
Paul Gilbert
Tammy Worley
Christie Carter
Gayle Mathis
Tony Roder
Shaun Lawson
Ron Puckett
Mary Ellen Hatton
Cynthia Gasparro

Hickman County Middle School

Tina S. Thigpen
Tina S. Thigpen

Signature of Principal

Wednesday, June 2, 2021
Saturday April 3, 2021
Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date _____
Signature of Instructional Supervisor _____		Date _____

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date _____

Date Reviewed <u>6/2/21</u>	Concur	<u>Yes</u> / No
<u>Michelle Hivert</u> Signature of Director of Schools		<u>6/3/21</u> Date

Exceptions:

Hickman County High School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

Hickman County High School

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Scott Riley	6	Yes
Brent Beard	3	Yes
Charles Price	4	Yes
Heather McCord	3	Yes
Ed Medford	3	Yes
Levi Griego	2	Yes
Jill Bosarge	1	Yes
Chris Dawson	6	Yes
Jennifer Cooper	7	Yes

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

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Terri Barber	5	Yes

Hickman County High School

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Alice Anne Jacobs
Melissa Istre
Ashley Totty
Sarah Delaney
Mark Delaney
Bruce Jackson
Eric Istre
Becky Cude
Clay Chessor
Raven Davidson
Libby Claud
Larry Rochelle
Tony Choate
Ron Mayberry
Wanda Warren
Brian Qualls
Tabby Plunkett
Pam Mitchell Clark
Cynthia Hughes
Jennifer Lynn
Jim Herron
Matthew Dotson
Talitha Beard
Julie Rice
Thomas Stanley
Eddie Boone
Emily Cross
Kristin Carter
Craig Shelton

Hickman County High School

Ken D. Eady
Signature of Principal

6/3/2021
Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date
Signature of Instructional Supervisor _____		Date

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date

Date Reviewed <u>6/3/21</u>	Concur	<input checked="" type="radio"/> Yes <input type="radio"/> No
<u>Michelle Stewart</u>		<u>6/3/21</u>
Signature of Director of Schools		Date

Exceptions:

System-Wide

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2021-2022 School Year**

System-Wide

1. Non-Tenured And Not Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Michael Beem	7	Yes
Kara Hobbs	3	Yes
Andy Daniels	1	Yes
Christy Uhl	2	Yes
Cecily Dotson	2	Yes

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

System-Wide

II. Non-Tenured But Going On Tenure:

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Jana Acy	2*	Yes
Marcy Tidwell	2*	Yes

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

<u>Name</u>	<u>position</u>
-------------	-----------------

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

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

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

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

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

<u>Name</u>	<u>Returning 2021-2022 Yes/No</u>	<u>Position Last Held</u>
Julie Rice	yes	HCHS AP

System-Wide

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

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

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

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Stacey Alexa
Bryan Anglin
Stacia Anglin
Eric Cannon
Sylina Cannon
Leigha Coble
Courtney Crawford
Katrina Davis
Michael Elkins
Tara Gilbert
Pauline Hibbs
Jennifer Hudgins
Cynthia Hughes
Tarrah Lawson
Becky Malugin
Angie Manor
Ron Puckett
Don Qualls
Julie Rice
Misty Shelton
Katelyn Tanner
Tina Thigpen
Julia Thomasson

System-Wide

N/A

Signature of Principal

Date

Date Reviewed _____ Concur Yes / No

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed _____ Concur Yes / No

Signature of Special Programs Director

Date

Date Reviewed 6/2/07 Concur Yes / No

Michelle Hubert
Signature of Director of Schools

6/2/07
Date

Exceptions:

Tennessee School Systems for Equity

Wayne Qualls, Executive Director

2021 – 2022 Membership Dues Invoice

HICKMAN Co.

Board of Education

Dues Structure

ADM Used is 6th Month of Current FY AS Reported To TDOE By LEA

\$1.50 Per Student Up To First 1500 ADM

\$0.75 Per Student Up To Next 3000 ADM

Calculation Capped At 4500 ADM

3148

6th Month FY 2020-2021 ADM

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

II. \$0.75 X $\frac{1648}{\text{ADM Up To Next 3000 Students}}$ = \$ 1,236.00
(Capped at 4500 ADM by TSSE Board)

III. Total Amount of Dues for 2021–2022 (I+II) = \$ 3,486.00

Member systems are encouraged to make a voluntary contribution to the TSSE Legal Fund to help pay for the \$100,000.00+ in legal expenses expended in 2020-2021 defending member systems in the Shelby County BOE/ Davidson County BOE lawsuit. See IV. below.

IV. Contribution Amount to TSSE Legal Fund = \$ _____

IV. Total Amount Enclosed (III + IV) = \$ _____

Please Remit To: TSSE

2880 Dodd Hollow Road
Centerville, TN 37033

141-72310-320



Misty Shelton
Director of Accountability
Hickman County Schools
115 Murphree Avenue
Centerville, Tennessee 37033

To: School Board Members
From: Misty Shelton
Date: June 2021

Recommended for deletion:

The following policies were recommended for deletion from TSBA since the model policy of 6.400 was adopted at the May board meeting. The information found in the following policies would ideally be placed in administrative procedures.

6.401- Student Health Services
6.406- Student Psychological Services
6.407- Student Social Services

Up for review:

6.600- Student Records
6.601- Annual Notification of Rights
6.602- Inspection and Correction Procedures
6.6031- Directory Information Procedure
6.604- Media access to Students
6.704- Student Publications
6.709- Student Fees and Fines

(This concludes the 2nd two year review of policies. Great Job!!!)

Thank you in advance for your careful consideration of these policies.

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834

up for deletion

Hickman County Board of Education			
	Descriptor Term: Student Health Services	Descriptor Code: 6.401	Issued Date: 04/05/21
		Rescinds: 6.401	Issued: 12/03/18

1 The major objective of student health services is to protect and promote the health of the student. This
2 responsibility is shared by all individuals and agencies in the community.

3 To obtain this objective:

- 4 1. A safe, sanitary, healthful school environment shall be provided; and
- 5 2. Basic principles of healthful living shall be taught.

7 The student health services program¹ shall include:

- 8 1. Identification of physical, mental or emotional characteristics of students which will prevent
- 9 them from attaining their potentialities through public education;
- 10 2. Evidence of a complete medical examination of every student entering school for the first time;
- 11 3. Proof of immunization except those who are exempt by statute;
- 12 4. A medical examination as directed by the TSSAA of every student prior to participation in
- 13 interscholastic athletics;
- 14 5. A cumulative health record;
- 15 6. A record for each student which contains information as to how and where to contact parents
- 16 in case of emergency;
- 17 7. A report of each accident taking place while the student is under the jurisdiction of the school;
- 18 8. Plan for taking care of sick or injured students;
- 19 9. Procedures for reporting suspected child abuse or neglect;
- 20 10. Plan for dealing with communicable diseases;
- 21 11. Procedures for dispensing medication;
- 22 12. Teacher referral of students for available health service; and
- 23 13. Method for evaluating criteria, including the extent and use of available health services based
- 24 upon the needs of students within the school.

Legal References

1. TRR/MS 0520-1-3-.08

Cross References

Communicable Diseases 6.403
Medicines 6.405

Up for deletion

Hickman County Board of Education			
	Descriptor Term: Student Psychological Services	Descriptor Code: 6.406	Issued Date: 04/05/21
		Rescinds: 6.406	Issued: 12/03/18

- 1 The director of schools will develop a program for making psychological services available to all
2 students.¹ This program shall cooperate with other agencies in consultative screening and assessment
3 services.
- 4 No school personnel shall conduct any mental health screenings, except as provided by law.²
- 5 School counselors shall respect the right of privacy of the students they counsel. Confidentiality shall
6 be maintained by the counselor except:
- 7 1. Where there is a clear and present danger to the student or other persons;
 - 8 2. To consult with another psychologist when it is in the best interests of the student; or
 - 9 3. When the student and/or parent waives this privilege in writing.
- 10
11
- 12 When a counselor is in doubt about what information to release in a judicial proceeding, the counselor
13 shall consult with the board attorney.

Legal References

1. TRR/MS 0520-01-03-.08
2. TCA 49-2-124

Cross References

Testing Programs 4.700

Up for deletion

Hickman County Board of Education			
	Descriptor Term: Student Social Services	Descriptor Code: 6.407	Issued Date: 04/05/21
		Rescinds: 6.407	Issued: 12/03/18

1 Each school shall provide a social service program for all students through the cooperative efforts of the
2 principal, teachers, and guidance counselor.¹

3 The principal shall develop a program of social services which shall include such services and activities
4 as:

- 5 1. Orientation of parents and students to the school program;
- 6
- 7 2. Student referral and/or welfare provisions;
- 8
- 9 3. Collection and maintenance of student data and record systems;
- 10
- 11 4. Educational information for use by students, parents and teachers;
- 12
- 13 5. Conflict resolution techniques; and
- 14
- 15 6. Referral information and/or outlets for referral for drug abuse counseling, pregnancy
16 counseling, and psychological services.

17 The classroom teacher, because of close contacts with the student shall be a key person in the social
18 services program.

19 Social workers will be available to coordinate with agencies outside the school system the referral and
20 delivery of services to students.

21 School administrators are authorized to work with recognized groups who may furnish special services
22 to students.

Legal References

1. TRR/MS 0520-1-3-.08



Misty Shelton
Director of Accountability
Hickman County Schools
115 Murphree Avenue
Centerville, Tennessee 37033

To: School Board Members
From: Misty Shelton
Date: June 2021

Recommended for deletion:

The following policies were recommended for deletion from TSBA since the model policy of 6.400 was adopted at the May board meeting. The information found in the following policies would ideally be placed in administrative procedures.

6.401- Student Health Services
6.406- Student Psychological Services
6.407- Student Social Services

Up for review:

6.600- Student Records
6.601- Annual Notification of Rights
6.602- Inspection and Correction Procedures
6.6031- Directory Information Procedure
6.604- Media access to Students
6.704- Student Publications
6.709- Student Fees and Fines

(This concludes the 2nd two year review of policies. Great Job!!!)

Thank you in advance for your careful consideration of these policies.

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834

Hickman County Board of Education

Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: 02/04/19
	Rescinds: 6.600	Issued: 07/07/14

1 A cumulative record shall be kept for each student enrolled in school. The folder shall contain a health
2 record, attendance record, and scholarship record; shall be kept current; and shall accompany the
3 student through his/her school career.¹

4 The name used on the record of the student entering the school system must be the same as that shown
5 on the birth certificate, unless evidence is presented that such name has been legally changed. If the
6 parent does not have, or cannot obtain a birth certificate, then the name used on the records of such
7 student shall be as shown on documents which are acceptable as proof of date of birth.

8 The name used on the records of a student entering the system from another school must be the same
9 as that shown on records from the school previously attended unless evidence is presented that such
10 name has been legally changed as prescribed by law.

11 When a student transfers to another school within the system, copies of the student's records, including
12 the student's disciplinary records, shall be sent to the transfer school.²

13 When a student transfers to a school outside the system, copies of the student's records, including the
14 student's disciplinary records, shall be sent to the transfer school.²

15 All records shall be remitted in accordance with the Family Education Rights and Privacy Act
16 (FERPA).³

17 ACCESS TO STUDENT RECORDS

18 Student records shall be confidential. Authorized school officials shall have access to and permit
19 access to student education records for legitimate educational purposes.⁴ A "legitimate educational
20 interest" is the official's need to know information in order to:

- 21 1. Perform required administrative tasks;
- 22 2. Perform a supervisory or instructional task directly related to the student's education;
- 23 3. Perform a service or benefit for the student or the student's family such as health care,
24 counseling, student job placement, or student financial aid.

25 Authorized school officials may release information from or permit access to a student's education
26 record without the parent(s) or eligible student's* prior written consent in the following instances:

- 27 1. To comply with a judicial order or lawfully issued subpoena. The school system will make a
28 reasonable effort to notify the student's parent(s) or the eligible student before making a

- 1 disclosure;⁵
- 2
- 3 2. If the disclosure is an item of directory information;⁶
- 4
- 5 3. To comply with the requirements of child abuse reports to the extent known by the school
- 6 officials including the name, address, and age of the child; the name and address of the person
- 7 responsible for the care of the child, and the facts requiring the report;⁷
- 8
- 9 4. When certain federal and state officials need information in order to audit or enforce legal
- 10 conditions related to federally-supported education programs in the school system;⁸
- 11
- 12 5. When the school system has entered into a contract or written agreement for an organization to
- 13 conduct scientific research on the system's behalf to develop tests or improve instruction,
- 14 provided that the studies are conducted in a manner which will not permit the personal
- 15 identification of students and their parents by individuals other than representatives of the
- 16 organization and the information will be destroyed when no longer needed for the purpose for
- 17 which the study was conducted;⁹
- 18
- 19 6. To appropriate officials if the parent(s) claim the student as a dependent as defined by the
- 20 Internal Revenue Code;¹⁰
- 21
- 22 7. To accrediting organizations to carry out their accrediting functions;¹¹
- 23
- 24 8. When a student seeks or intends to enroll in another school district or a post-secondary school.
- 25 Parent(s) of students or eligible students have a right to obtain copies of records transferred
- 26 under this provision;¹²
- 27
- 28 9. To financial institutions or government agencies that provide or may provide financial aid to a
- 29 student in order to establish eligibility, to determine the amount of financial aid, to establish
- 30 conditions for the receipt of financial aid, and to enforce financial aid agreements;¹³
- 31
- 32 10. To make the needed disclosure in a health or safety emergency when warranted by the serious-
- 33 ness of the threat to the student or other persons, when the information is necessary and needed
- 34 to meet the emergency, when time is an important and limiting factor, and when the persons to
- 35 whom the information is to be disclosed are qualified and in a position to deal with the
- 36 emergency;¹⁴
- 37
- 38 11. To the Attorney General or his designee for official purposes related to the investigation or
- 39 prosecution of an act of domestic or international terrorism. An educational agency that, in
- 40 good faith, produces education records in accordance with an order issued under this Act shall
- 41 not be liable to any person for that production;¹⁵
- 42
- 43 12. To any agency caseworker or other representative of a state or local child welfare agency or
- 44 tribal organization authorized to access the student's educational records when such agencies or
- 45 organizations are legally responsible for the care and protection of the student;¹⁶

1 Authorized school officials may release information from a student's education record if the student's
2 parent(s) or the eligible student gives written consent for the disclosure. The written consent must
3 include:¹⁷

- 4 1. A specification of the records to be released;
- 5
- 6 2. The reasons for the disclosure;
- 7
- 8 3. The person, organization, or class of persons or organizations to whom the disclosure is to be
9 made;
- 10
- 11 4. The signature of the parent(s) or eligible student;
- 12
- 13 5. The date of the consent and, if appropriate, a date when the consent is to be terminated. The
14 student's parent(s) or the eligible student* may obtain a copy of any records disclosed under
15 this provision.

16 The school system will maintain an accurate record of all requests to disclose information from or to
17 permit access to a student's education records. The system will maintain an accurate record of
18 information it discloses and access it permits. The system will maintain this record as long as it
19 maintains the student's education record.¹⁸

20 The record will include at least:¹⁸

- 21 1. The name of the person or agency that makes the request;
- 22
- 23 2. The interest the person or agency has in the information;
- 24
- 25 3. The date the person or agency makes the request; and
- 26
- 27 4. Whether the request is granted and, if it is, the date access is permitted or the disclosure is
28 made.

29 * *The student becomes an "eligible student" when he/she reaches age 18 or enrolls in a post-secondary*
30 *school, at which time all of the above rights become the student's right.*

Legal References

1. 20 USCA § 1232g; TCA 10-7-503, 504; TRR/MS 0520-01-03-.03(11)
2. TCA 49-6-3001(c)(1)
3. TCA 49-1-701, et seq.
4. TCA 10-7-504(a)(4); 20 USCA § 1232g
5. 20 USCA § 1232g(b)(2)(B)
6. 20 USCA § 1232g(b)(2); TCA 10-7-504(a)(4)(A)
7. TCA 37-1-403
8. 20 USCA § 1232g(b)(3)
9. 20 USCA § 1232g(b)(1)(F)
10. 20 USCA § 1232g(b)(1)(H)
11. 20 USCA § 1232g(b)(1)(G)
12. TRR/MS 0520-01-03-.03(9)
13. 20 USCA § 1232g(b)(1)(D)
14. 20 USCA § 1232g(b)(1)(I)
15. 20 USCA § 1232g(j); USA Patriot Act of 2001 § 507
16. 20 USCA § 1232g
17. 34 CFR § 99.30
18. 34 CFR § 99.32(a)

Cross References

School District Records 1.407
Promotion and Retention 4.603
Testing Programs 4.700
Attendance 6.200
Withdrawals 6.207
Child Custody/Parental Access 6.209
Bus Safety and Conduct 6.308
Corporal Punishment 6.314
Disciplinary Hearing Authority 6.317
Admission of Suspended/Expelled Students 6.318
AIDS 6.404

Hickman County Board of Education			
	Descriptor Term: Student Records Annual Notification of Rights	Descriptor Code: 6.601	Issued Date: 02/04/19
		Rescinds: 6.601	Issued: 04/06/15

1 Within the first three weeks of each school year, the school system shall notify parent(s) of students and
 2 eligible students* of each student's privacy rights.¹ For students enrolling after the above period, this
 3 information shall be given to the student's parent(s) or the eligible student at the time of enrollment.²
 4 The notice shall include the right of the student's parent(s) or the eligible student to:

- 5 1. Inspect and review the student's education records;
- 6 2. Seek correction of items in the record which are believed to be inaccurate, misleading or in
 7 violation of the student's rights, including the right to a hearing upon request;
- 8 3. File a complaint with the appropriate state or federal officials when the school system violates
 9 laws and regulations relative to student records;
- 10 4. Obtain a copy of this policy and a copy of the student's educational records;
- 11 5. Exercise control over other people's access to the records, except when prior written consent is
 12 given, or under circumstances as provided by law or regulations, or where the school system has
 13 designated certain information as "directory information." Parent(s) of students or eligible
 14 students have two weeks after notification to advise the school system in writing of items they
 15 designate not to be used as directory information. The records custodian shall mark the
 16 appropriate student records for which directory information is to be limited, and this designation
 17 shall remain in effect until it is modified by the written direction of the student's parent(s) or the
 18 eligible student.

19 **DIRECTORY INFORMATION**

20 "Directory information" means information contained in an education record of a student which would
 21 not generally be considered harmful or an invasion of privacy if disclosed. It includes, but is not limited
 22 to the student's name, address, telephone number, e-mail address, photograph, date and place of birth,
 23 dates of attendance, grade level, enrollment status, participation in officially recognized activities and
 24 sports, weight and height of members of athletic teams, degrees, honors and awards received, and the
 25 most recent educational agency or institution attended.³

26 Student directory information for 11th and 12th graders shall be made available upon request to persons
 27 or groups which make students aware of occupational and educational options, including official
 28 recruiting representatives of the military forces of the State and the United States.⁴

29 **The student becomes an "eligible student" when he/she reaches age 18 or enrolls in a post-secondary
 30 school, at which time all of the above rights become the student's rights.⁵*

Legal References

1. 34 CFR §§ 99.4, 99.7; TCA 49-1-703
2. 34 CFR § 99.7
3. 34 CFR § 99.3
4. TCA 49-6-406; 10 USCA § 503(c)
5. 34 CFR §§ 99.3, 99.5; TCA 49-1-704

Hickman County Board of Education			
	Descriptor Term: Student Records Inspection & Correction Procedure	Descriptor Code: 6.602	Issued Date: 02/04/19
		Rescinds: 6.602	Issued: 04/06/15

1 **INSPECTION PROCEDURE**

2 Parent(s) of students and eligible students* may inspect and review the student’s education records upon written
3 request.¹

4 Parent(s) or eligible students shall submit to the records custodian a request which identifies as precisely as
5 possible the record(s) to inspect, and this inspection must be completed within 45 days from the receipt of the
6 request.

7 The right to inspect and review educational records includes the right to a response from school officials
8 concerning requests for explanation and interpretation of the data. School officials shall presume that the parent
9 has the authority to inspect and review records relating to his/her child unless the school sys - tem has been advised
10 that the parent does not have the authority under applicable state law governing guardianship, separation, and
11 divorce.²

12 When a record contains information about students other than the parent’s child or the eligible student, the
13 parent(s) or eligible student may not inspect and review that information.²

14 **FEES FOR COPIES**

15 A reasonable fee for copies provided to parent(s) or eligible students shall be determined by the director of schools.
16 If the fee represents an unusual hardship, it may be waived in part or entirely by the records custodian.³

17 **CORRECTION PROCEDURES**

18 Parent(s) of students or eligible students may seek to change any part of the student's record they believe to be
19 incorrect.⁴ The director of schools shall develop an acceptable procedure to establish an orderly process to review
20 and potentially correct an education record.

21 **The student becomes an “eligible student” when he/she reaches age 18 or enrolls in a post-secondary school, at
22 which time all of the above rights become the student’s rights.*

Legal References

1. 34 CFR §§ 99.3, 99.10; TCA 49-1-704
2. 34 CFR § 99.4
3. 34 CFR § 99.11
4. 34 CFR §§ 99.20, 99.21, 99.22

Hickman County Board of Education

Descriptor Term: Directory Information Procedure	Descriptor Code: 6.6031	Issued Date: 03/05/19
	Rescinds: 6.6031	Issued: 08/02/99

1 Statistical information not identified with a particular student may be released to any person, agency, or
2 the public.¹

3 “Directory Information” relating to a student includes the following: name, address, telephone listing,
4 date and place of birth, major field of study, participation in officially recognized activities and sports,
5 weight and height of members of athletic teams, dates of attendance, degrees and awards received and
6 the most recent or previous educational agency or institution attended by the student.²

7 Within the first three weeks of each school year, the school district will notify parents and eligible
8 students* of the items it proposes to designate as “directory information.” For students enrolling after
9 this notice is published, a list of the directory items will be given to the student’s parent(s) or eligible
10 student at the time and place of enrollment.³

11 After the parent(s) or eligible students have been notified, they will have two weeks to advise the school
12 system in writing (a letter to the director of schools' office) of any or all of the items they refuse to permit
13 the school system to designate as directory information about that student. At the end of the two-week
14 period, each student’s records will be appropriately marked by the records custodian to indicate the items
15 the school system will designate as directory information about that student. This designation will
16 remain in effect until it is modified by the written direction of the student’s parent(s) or the eligible
17 student.³

18 Student directory information for 11th and 12th graders shall be made available upon request to persons
19 or groups which make students aware of occupational and educational options, including official
20 recruiting representatives of the military forces of the State and the United States.⁴

21 **The student becomes an “eligible student” when he/she reaches age 18 or enrolls in a post-secondary*
22 *school, at which time all of the above rights become the student’s rights.*

Legal References

1. TCA 10-7-504(b)
2. 20 USCA 1232g(a)(5)(A)
3. 20 USCA 1232g(a)(5)(B)
4. TCA 49-6-406

Hickman County Board of Education

	Descriptor Term: Media Access to Students	Descriptor Code: 6.604	Issued Date: 03/05/19
		Rescinds: 6.604	Issued: 08/02/99

1 School administrators shall be authorized to grant permission and set parameters for media access to
 2 students in their respective schools. Media representatives shall be required to report to the
 3 administration for prior approval before accessing students involved in instructional programs and
 4 activities not attended by the general public. The media may interview and photograph students involved
 5 in instructional programs and school activities including athletic events. Such media access shall not be
 6 unduly disruptive and shall comply with Board policies.

7 Each year parents/guardians will be given the option to withhold permission for public news media
 8 interviews or photographs of their child at school.

9 Specific parental/guardian permission must be obtained if the story or photograph covers topics of a
 10 sensitive nature.

11 If any student is to be filmed or videotaped and will be identified or a primary subject of the filming or
 12 videotaping, prior written consent/release/waiver will be obtained from the student's parent/guardian.

13 District employees may release student information to the media only in accordance with applicable
 14 provisions of the education records law and Board policies governing directory information and
 15 personally identifiable information.¹

16 Parents will be advised of the Board's media access to students policy at the time of the student's
 17 registration and each fall in the student/parent handbook.

Legal References

1. 20 USCA § 1232g; TRR/MS 0520-01-03-.03(11)

Cross References

News Releases, News Conferences, and Interviews 1.503

Hickman County Board of Education			
	Descriptor Term: Student Publications	Descriptor Code: 6.704	Issued Date: 03/05/19
		Rescinds: 6.704	Issued: 08/02/99

1 **STUDENT RIGHTS**

2 The student shall be allowed to responsibly express himself/herself and to disseminate his/her views in
3 writing.¹

4 Any student may submit articles and editorials for school-sponsored publications. The procedure for
5 submission of materials shall be published and distributed to all students.

6 **STANDARDS**

7 School-sponsored publications shall adhere to commonly accepted community standards, and no printed
8 material may be distributed which:

- 9 1. Is obscene³
10 2. Is libelous
11 3. May create a material and substantial disruption of the normal school activity or appropriate
12 discipline in the school.

13 **CONTROL AND SUPERVISION**

14 Student publications shall be under the control of the principal. Each school shall have a faculty sponsor
15 who reviews all publications proposed to be distributed in the school by a student or school group.²

16 **DISTRIBUTION**

17 School authorities shall regulate the time, manner, place and duration for the distribution of publications
18 on school grounds.

19 As it pertains to the school, distribution shall be defined as any manner of disseminating written or
20 printed materials equally, systematically or merely at random to several or many persons on school
21 grounds.

22 **APPEALS**

23 If a request for distributing any portion of a student publication is denied by the faculty sponsor, the
24 decision may be appealed to the principal, then to the director of schools, and ultimately to the Board.

Legal References

1. U.S. Constitution, Amendment 1
2. *Tinker v. Des Moines Independent Community District*, 393 U.S. 503 (1969)
3. *Shamley v. Northwest Ind. School District*, 462 F. 2d 960, 970-71, 5th Cir., 1972

Cross References

- Use of Copyrighted Materials 4.404
- Use of the Internet 4.406
- Web Pages 4.407
- Controversial Issues 4.800

Hickman County Board of Education

	Descriptor Term: Student Fees and Fines	Descriptor Code: 6.709	Issued Date: 03/05/19
		Rescinds: 6.709	Issued: 03/06/17

1 School fees are defined as follows:¹

- 2 1. Fees for activities that occur during regular school hours, including field trips;
- 3 2. Fees for activities and supplies required to participate in all courses offered for credit or grades;
- 4 3. Equipment and supplies required to participate in interscholastic athletics and marching band, if
- 5 taken for credit;
- 6 4. Fees or tuition for courses taken for credit or grade during summer school;
- 7 5. Fees required for graduation ceremonies;
- 8 6. Fees for a copy of the student's records; and
- 9 7. Refundable deposits for locks or other security devices required for protection of school
- 10 property when used in conjunction with courses taken for credit or a grade.

11 School fees are not:¹

- 12 1. Fines for overdue library books;
- 13 2. Fines for the abuse of school parking privileges and other school rules developed for the safe
- 14 and efficient operation of the school;
- 15 3. Charges for lost, damaged, or destroyed textbooks, library books, workbooks, or other school
- 16 property;
- 17 4. Charges for debts owed the school;
- 18 5. Refundable deposits for locks or other security devices required for protection of school
- 19 property when used in not-for-credit extracurricular activities;
- 20 6. Costs to participate in not-for-credit extracurricular activities, including athletics; and
- 21 7. Tuition for non-resident students.

22 No fee will be charged any student as a condition to attending school,² but students shall be responsible

23 for normal school supplies, such as pencils and paper.

24 School fees shall be waived for students who receive free or reduced-price school lunches. The

25 application for determining eligibility for free or reduced-price lunches or a form supplied by the State

26 Department of Education shall be used to verify student eligibility for fee waivers.

27 At the beginning of the school year, each principal shall be responsible for providing to all students

28 and their parents or guardians written notice of the required student fees and the process for fee waiver

29 for students who receive free or reduced-price lunches. The parent or guardian of an eligible student

30 must sign the appropriate application for free or reduced-price lunches and the waiver of school fees,

31 but may pay for all or a portion of the school fees.

32 Written notice of approval or denial of request for fee waivers shall be provided to all parents or

33 guardians. Any denial shall contain specific grounds for denial and an opportunity for the parent or

34 guardian to meet with appropriate school personnel.

1 Persons collecting fees shall be provided a list containing only the names of those students eligible for
2 waivers and for whom they are responsible for collecting fees. Any records related to this program
3 which identify particular students shall be maintained in strictest confidence.

4 Prior to the beginning of school each year, the Board, upon the recommendation of the principals and
5 superintendent, shall approve all student fees for the upcoming school year. Additional fees may be
6 approved during the year as needed. The superintendent shall be responsible for maintaining copies of
7 all correspondence relating to this program.

8 No employee may charge a student for any service rendered on the school premises. Tutoring one's
9 own student for pay is prohibited.

10 **FINES³**

11 Students who destroy, damage, or lose school property, including but not limited to buildings, school
12 buses, books, equipment, and records, will be responsible for the actual cost of replacing or repairing
13 such materials or equipment.

14 The grades, grade cards, diploma or transcript of a student who is responsible for vandalism or theft or
15 who has otherwise incurred a debt to a school may be held until the student or the student's
16 parent/guardian has paid for the damages. When the student and parent are unable to pay the debt, the
17 district shall provide a program of voluntary work for the minor. Upon completion of the work, the
18 student's grades, diploma, and/or transcripts shall be released. Such sanctions shall not be imposed if
19 the student is not at fault.⁴

20 Failure to remit the cost of replacing or repairing such materials or to make satisfactory arrangements
21 with the administration for payment may result in suspension of the student. If payment is not
22 remitted, the matter will be referred to the Board for final disposition.

23 Textbooks are available free to students as a loan. Parent(s) will accept full responsibility for the
24 proper care, preservation, return, or replacement of textbooks issued to the student(s). The condition
25 of each book and a book number shall be recorded by the teacher issuing it.

26 The life of the book is considered to be six (6) years. Charges for lost books will be the remaining life
27 of the book. Damage fines will be based on the wear beyond that normally expected for one year. For
28 one year's wear there will be no charge.

29 Fines may be assessed for overdue, damaged, or lost library books. In no event will the fine exceed the
30 current cost of replacing the book.

1. TCA 49-2-114; TRR/MS 0520-01-03-.03(13)
2. TCA 49-6-3001(A); TCA 49-2-110(c)
3. TCA 37-10-101, 102
4. TRR/MS 0520-01-03-.03(13)

Revenues 2.400
Textbooks 4.401
Care of School Property 6.311

Exhibit 1

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name EHMS Boy's Basketball

Proposed fundraising activities: Free-throwathon

Purposed Uses of funds raised
Camps, uniforms, and equipment

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

Boys Basketball Team

Method by which school will receive profit check or cash

Requested by Brian Kinard Date 5/19/21
Name/Title

Approved by Bryan Anderson Date 5/20/21
Principal

Approved by Michelle Helbert Date 5/24/21
Director of Schools*

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Girls Basketball

Proposed fundraising activities: Free-Throw-A-Thon
Saturday, July 31st

Purposed Uses of funds raised
Apparel, Camps, Leagues

Expected student involvement (school-wide or specific school organization)
Specific Student Involvement 18-20 girls

Method by which school will receive profit Cash & Check

Requested by Tucker Hobbs Date 05/13/21
Name/Title

Approved by Brya Ayl Date 5/13/21
Principal

Approved by Michelle Hewitt Date 5/14/21
Director of Schools*

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

Exhibit 1

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name ETIMS Cheer

Proposed fundraising activities: ~~☉~~ Donation calendar

Purposed Uses of funds raised Team fees

Expected student involvement (school-wide or specific school organization) ETIMS Cheer Squad

Method by which school will receive profit Cash

Requested by Cayla Marlon Date 05-03-21
Name/Title

Approved by Byron Anli Date 5/3/21
Principal

Approved by Michelle Hevert Date 5/4/21
Director of Schools*

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



AMY BRYANT
9589 S. Lick Creek Rd., Lyles, TN 37098

JACKIE DEITMEN
1911 Dellmen Ln., Nunnally, TN 37137

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

JIM HUGGINS
1297 E. Grinders Switch Rd., Centerville, TN 37033

JEWELL PRINCE
2439 Skyview Dr., Centerville, TN 37033

KATHY REDDEN
11379 Moss Branch Rd., Bon Aqua, TN 37025

MIKE THOMASSON
105 Hickory Trace, Lyles, TN 37098

Michelle Gilbert
SUPERINTENDENT
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

School Support Organization Request For Fundraising Activities

Organization East Hickman Band Boosters

Proposed Fundraising Activity Pancake Breakfast

Date(s) June 19, 2021

Location(s) East Community Center

Requested By [Signature]
President/Chair of Organization

Date 22 May 2021

Recommended By [Signature]
Principal

Date May 24, 21

* Approved Michelle Gilbert
Director of Schools or Designee

Date 5/26/21

Not Approved Michelle Gilbert
Director of Schools or Designee

Date 5/25/21

MG 5/26/21

A signed copy will be mailed to the organization and forwarded to the school

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Girls Soccer

Account Number _____

Proposed fundraising activities: Car wash

Purposed Uses of funds raised: Referee fees

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

Method by which school will receive profit: Cash

Requested by: Wendell Gordon - Head Coach
Name/Title

5-19-21
Date

Approved by: Michelle Boen
Principal

5-19-21
Date

Approved by: Michelle Herbert
Director of Schools*

5/19/21
Date

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

AMY BRYANT
9589 S. Lick Creek Rd., Lyles, TN 37098

JACKIE DEITMEN
1911 Dellmen Ln., Nunnally, TN 37137

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

JIM HUDGINS
1297 E. Grinders Switch Rd., Centerville, TN 37033



Michelle Gilbert
SUPERINTENDENT
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

JEWELL PRINCE
2439 Skyview Dr., Centerville, TN 37033

KATHY REDDEN
11379 Moss Branch Rd., Bon Aqua, TN 37025

MIKE THOMASSON
105 Hickory Trace, Lyles, TN 37098

**School Support Organization
Request For Fundraising Activities**

Organization East Hickman Band Boosters

Proposed Fundraising Activity Carwash / Bake Sale

Date(s) 22 May 2021

Location(s) Tractor Supply Fairview

Requested By [Signature]
President/Chair of Organization

Date 05/22/21

Recommended By [Signature]
Principal

Date 5/17/21

Approved [Signature]
Director of Schools or Designee

Date 5/18/21

Not Approved _____
Director of Schools or Designee

Date _____

A signed copy will be mailed to the organization and forwarded to the school

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Cheerleading

Proposed fundraising activities: Calendar Fundraiser

Purposed Uses of funds raised

Cheerleading uniforms, apparel, + camp expenses

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

HCMS Cheerleading Squad

Method by which school will receive profit Currency

Requested by Madelyn Owens / Cheer Coach Date 05/17/2021
Name/Title

Approved by Lina S. Shupp Date 5-17-21
Principal

Approved by Michelle Hivent Date 5/19/21
Director of Schools*

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Cheerleading

Proposed fundraising activities: Peaches Sales

Purposed Uses of funds raised
Cheer uniforms and cheer apparel, +
Camp Cost

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

Method by which school will receive profit Currency

Requested by Mollie Chessor Date 5-17-21
Name/Title

Approved by Anna S. Sheppi Date 5-17-21
Principal

Approved by Michelle Filbert Date 5/18/21
Director of Schools*

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



AMY BRYANT
9509 S. Lick Creek Rd., Lyles, TN 37098

RONALD GAMMONS
6418 Rice Ln., Lyles, TN 37098

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

JIM HUDGINS
1297 E Grinders Switch Rd., Centerville, TN 37033

JANE HERRON
1222 Hwy 100., Centerville, TN 37033

STEVE GIANAKOS
8782 Dogwood Dr., Bon Aqua, TN 37025

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

Michelle Gilbert
Director of Schools
118 MURPHREE AVENUE
CENTERVILLE, TN 37033

School Support Organization Request For Fundraising Activities

Organization Quarterback Club

Proposed Fundraising Activity 2nd Annual Golf Scramble

Date(s) 6/12/2021

Location(s) Centerville Municipal Golf Course ^{2351 Skyview Dr.}
_{Centerville, TN 37033}

Requested By [Signature] 5/25/21
President/Chair of Organization Date

Recommended By [Signature] 5/25/2021
Principal Date

Approved [Signature] 5/26/21
Director of Schools or Designee Date

Not Approved _____
Director of Schools or Designee Date

**** A signed copy will be mailed to the organization and forwarded to the school****

TWO MAN TEXAS SCRAMBLE

**HOSTED BY
HCHS FOOTBALL**

June 12, 2021

8 am Registration

9 am Start

**Centerville Municipal Golf Course
2351 Skyview Drive
Centerville, TN 37033**

\$50 per player

Lunch Provided

**Please RSVP to
remcdonald@hickmank12.org**

**HOLE SPONSORSHIP
AVAILABLE**

**Registration
will be available
on the day of event.**

***SINGLES WILL BE PAIRED**



PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Football Cheerleading

Proposed fundraising activities: Car Wash

Purposed Uses of funds raised
New uniforms, rain jackets, homecoming supplies

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

Method by which school will receive profit Checks, cash

Requested by Tori McClanahan Coach Date 5-11-21
Name/Title

Approved by Ken D. Roof Date 5/11/2021
Principal

Approved by Michelle Hwert Date 5/13/21
Director of Schools*

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

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Hickmanite

Proposed fundraising activities: We would like to leave a
donation jar out at graduation as we distribute
the Hickmanite

Purposed Uses of funds raised

Funds would go toward the printing of next year's
Hickmanite

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

Hickmanite students will pass out issues of the
paper and collect donations.

Method by which school will receive profit Donations deposited to
Hickmanite account

Requested by Mark Delaney Date 5/10/21
Name/Title

Approved by Ken D. [Signature] Date 5/10/2021
Principal

Approved by Michelle Hewitt Date 5/10/21
Director of Schools*

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