

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---June 6, 2022

The Hickman county Board of Education met on June 6, 2022, at 7:00 PM in Room 203 of the Central Office Building.

Call To Order

Moment of Silence

Pledge of Allegiance

Approval of May 2, 2022 Regular Board Meeting Minutes

Approval of May 16, 2022 Special Called Board Meeting Minutes

Approval of May 18, 2022 Special Called Board Meeting Minutes

Approval of Agenda

Special Recognition

Employee of the Month

Principal of the Year

Supervisor of the Year

Employee of the Year

Friend of Education

Lifetime Transportation Award

District Championship Recognition

State Level Competitor Recognition

Communications to the Board

Director's Report

Financial Report

ESSER Updates

Family Resource Centers

Transportation Bus Routes

Items Requiring Board Action

Trip Request

EHHS HOSA National Competition

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---June 6, 2022

Board Meeting Schedule for 2022-2023

Annual Agenda for 2022-2023

ESSER Plan Revisions

Recommendations for Tenure

Budget Amendments

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,  
Amendments and Addenda

2022-2023 142 Federal Budget

2022-2023 Differentiated Pay Plan

2022-2023 Pay Scales

Personnel Decisions

TSSE Membership Dues

Capital Outlay Projects 2021-2022

Point of Sale Bid Approval for School Nutrition

Revised Board Policy 6.204 (2nd Reading)

Revised Board Policy 1.108 (2nd Reading)

Revised Board Policy 3.3001 (2nd Reading)

Board Policy Review 4.300--4.408

Announcements

Adjourn

Monday, May 2, 2022  
REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, May 2, 2022, 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, Ron Gammons, Steve Gianakos, Jane Herron, Tim Hobbs, Jim Hudgins, and Vance Willis.

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

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

Tim Hobbs made a motion to approve the minutes from the board meeting held on Monday, April 4, 2022. Steve Gianakos seconded the motion.

Monday, April 4, 2022  
REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, April 4, 2022, 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, Ron Gammons, Jane Herron, Tim Hobbs, and Vance Willis. Jim Hudgins and Steve Gianakos were absent from the meeting.

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

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

Jane Herron made a motion to approve the minutes from the meeting held on March 7, 2022. Ron Gammons seconded the motion.  
On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to approve the agenda. Tim Hobbs seconded the motion.  
The Hickman County Board of Education will meet in regular session on Monday, April 4, 2022, at 7:00 p.m. in room 203 of the Central Office Building. A work session will be held at 6:00 p.m. before the board meeting in Room 203.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of March 7, 2022 Regular Board Meeting Minutes
- V. Approval of Agenda
- VI. Special Recognition
  - A. Employee of the Month--Steve Gianakos
  - B. Student Recognition of ACT 29 and above--High School Principals
- VII. Communications to the Board
  - A. Director's Report--Director of Schools
  - B. Financial Report--Business Officer
  - C. ESSER Updates--ESSER Manager
  - D. Facility Use Request--Parent

VIII. Items Requiring Board Action

- A. Trip Requests
    - 1. EHHS Senior Class--Sponsor and Students
    - 2. HCHS TNStrong Conference--Sponsor and Students
    - 3. EHHS Culinary Arts Jr. Chef Competition--Sponsor and Students
  - B. EHES Job Share Request for 2022-2023--EHES Principal and K-12 Supervisor
  - C. CIS Job Share Request for 2022-2023--CIS Principal and K-12 Supervisor
  - D. Budget Amendments--Business Officer
  - E. Hygiene Paper Products Bid--Maintenance Director
  - F. School Mowing Services Bid--Maintenance Director
  - G. School Patch & Paving Services Bid--Maintenance Director
  - H. School Parking Lot Striping Services Bid--Maintenance Director
  - I. Yearly School System Technology Service Plan Bid--Technology Coordinator
  - J. Best for All Grant--Director of Schools
  - K. Revised Board Policy 1.102 - (1st Reading)--Director of Accountability
  - L. Revised Board Policy 6.206 - (1st Reading)--Director of Accountability
  - M. Board Policy Review 3.300--3.602 --Director of Accountability
- IX. Announcements
- X. Adjourn

On a voice vote, the motion was approved 5-0.

Beth Robinson was recognized by Amy Bryant as the Employee of the Month for April.

The Board of Education recognized students that achieved an ACT score of 29 and above:  
 HCHS: Houston Hudgins, John Jacobs, Sara True  
 EHHS: Kyla O'Guin, Amelia Reed, Kayla Dungee

Ron Gammons made a motion to accept the Director's Report. Jane Herron seconded the motion.

Memorandum

To: Board Members  
 From: Michelle Gilbert  
 Date: March 22, 2022  
 RE: April Director's Report

**Leave of Absence**

- Professional
- Support Staff
- Maria Kennedy
- Kayla Pardue

**Hiring**

- |                      |                                      |
|----------------------|--------------------------------------|
| <u>Professional</u>  |                                      |
| Lynne Anderson       | EHES Special Education Teacher       |
| Samuel McGreevy      | EHMS Teacher                         |
| Gabrielle Horner     | EHES Teacher                         |
| Joseph Slaughter     | EHES/EHIS Physical Education Teacher |
| Amber Walker         | CES SLP Interim                      |
| <u>Support Staff</u> |                                      |
| Jennifer Kinney      | Substitute Teacher                   |
| Staci Conner         | Substitute Teacher                   |
| Natalie Greene       | Substitute Teacher                   |

**Resignation**

Professional  
Scott Hannah

ALC Teacher

Support Staff

**Retirement**

Professional  
Support Staff

**Transfers**

Professional  
Support Staff

**Appointment**

Professional  
Support Staff  
Robin Gilliam

EHHS Tennis Coach

**Open Positions**

2 Secondary Math Positions  
2 Secondary Science Positions  
1 Spanish Position  
1 Special Education Position  
1 Speech Language Position  
1 Behavior Support Position  
Bus Drivers

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

On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to accept the financial report. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Vance Willis made a motion to accept the ESSER update. Amy Bryant seconded the motion. On a voice vote, the motion was approved 5-0.

Mr. Eugene Berry spoke to the Board of Education concerning a Facility Use Request. He was concerned that his request had not been approved. Michelle Gilbert informed the board members the only outstanding issue for the application was the school employee that was needed to supervise while the facility was in use.

Ron Gammons made a motion to approve a trip request for the EHHS senior class to travel to Dollywood on May 11, 2022. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Vance Willis made a motion to approve a trip request for the HCHS TN Strong to attend a conference from June 5-7, 2022. Jane Herron seconded the motion. On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to approve the trip request for EHHS Culinary Arts to attend the Junior Chef Competition at MTSU on April 27-28, 2022. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to approve the job share requests from East Hickman Elementary School for the 2022-2023 school year. Vance Willis seconded the motion. On a voice vote, the motion was approved 5-0.

Tim Hobbs made a motion to approve the job share request from Centerville Intermediate School for the 2022-2023 school year. Ron Gammons seconded the motion. On a voice vote, the motion was approved 5-0.

Amy Bryant made a motion to approve budget amendments 27-29. 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 5-0-0-2

Ron Gammons made a motion to approve the award of the hygiene paper products bid for 2022-2023 to Kelsan. They were the lowest bid. Jane Herron 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 5-0-0-2

Amy Bryant made a motion to approve the award of the mowing bid for 2022-2023 to Petty and Sons Mowing. 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 5-0-0-2

Vance Willis made a motion to approve the schools patch and paving services for 2022-2023 to Sessions Paving. 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 5-0-0-2

Tim Hobbs made a motion to approve the award of the school parking lot striping and painting bid to Sessions. They were the low bid. 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 5-0-0-2

Ron Gammons made a motion to approve the award of the technology services contract for \$45,000.00 for 2022-2023 to Bluegrass. Jane Herron 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 5-0-0-2

Ron Gammons made a motion to approve the spending plan and submission of the Best for All Grant for \$200,000.00. 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 5-0-0-2

Ron Gammons made a motion to approve revised board policy 1.102 on first reading. Amy Bryant seconded the motion. On a voice vote, the motion was approved 5-0.

Vance Willis made a motion to approve revised board policy 6.206 on first reading. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Amy Bryant made a motion to approve the review and update of board policies 3.300-3.602. Vance Willis seconded the motion. On a voice vote, the motion was approved 5-0.

Michelle Gilbert announced that the Board of Education would hold a work session for the 2022-2023 school budgets on Monday, April 18, 2022, at 6:00 p.m. at the Central Office.

The meeting was adjourned at 7:57 p.m.  
On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the agenda for the May 2, 2022, board meeting. Jane Herron seconded the motion.

The Hickman County Board of Education will meet in regular session on Monday, May 2, 2022, at 7:00 p.m. in the library of Hickman County High School. A work session will be held at 6:00 p.m. in the library of Hickman County High School .

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of April 4, 2022 Regular Board Meeting Minutes
- V. Approval of Agenda
- VI. Special Recognition
  - A. Employee of the Month--Jane Herron
  - B. CES Teacher of the Year--Jim Hudgins
  - C. EHES Teacher of the Year--Vance Willis
  - D. CIS Teacher of the Year--Jane Herron
  - E. EHIS Teacher of the Year--Ron Gammons
  - F. EHMS Teacher of the Year--Steve Gianakos
  - G. HCMS Teacher of the Year--Tim Hobbs
  - H. EHHS Teacher of the Year--Amy Bryant
  - I. HCHS Teacher of the Year--Jim Hudgins
  - J. Hickman County Grades PK-4 Teacher of the Year--Vance Willis



- K. Hickman County Grades 5-8 Teacher of the Year--Jane Herron
- L. Hickman County Grades 9-12 Teacher of the Year--Ron Gammons
- M. District Championship Recognition--Amy Bryant
- VII. Communications to the Board
  - A. Director's Report--Director of Schools
  - B. Financial Report--Business Officer
  - C. ESSER Updates--ESSER Manager
  - D. Administrative Reports--Director of Schools
  - E. SCOPE Conference--SCOPE Attendees
  - F. OPEB Quarterly Report--Director of Schools
  - G. Director of Schools Evaluation--Board Chair
  - H. Board of Education Self-Evaluation--Board Chair
- VIII. Items Requiring Board Action
  - A. Trip Requests
    - 1. HCHS Basketball Camp--Principal
    - 2. EHHS International Bridge Building Competition--Sponsor and Students
    - 3. EHHS FBLA National Conference--Sponsor and Students
    - 4. EHHS Football Camp--Coach and Players
    - 5. EHMS Boys Basketball Camp--Coach and Players
  - B. ESSER Plan Revisions--Director of Schools
  - C. Transportation Capital Purchase--Director of Transportation
  - D. Budget Amendments--Business Officer
  - E. Athletic Practice During the School Day--Deputy Superintendent
  - F. EHHS Cafeteria HVAC Purchase--Maintenance Director
  - G. Chromebook Bid--Business Officer
  - H. Student Chromebook Management Bid--Business Officer
  - I. Chromebook Charging Cart Bid--Business Officer
  - J. School Security Camera Systems Bid--Business Officer
  - K. Cognia Accreditation--Director of Schools
  - L. 2022-2023 141, 143 Budgets--Director of Schools
  - M. Revised Board Policy 3.3001 - (1st Reading)--Director of Accountability
  - N. Revised Board Policy 1.102 - (2nd Reading)--Director of Accountability
  - O. Revised Board Policy 6.206 - (2nd Reading)--Director of Accountability
  - P. Board Policy Review 4.100-4.212 --Director of Accountability
- IX. Announcements
- X. Adjourn

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

Amber Warren was recognized as the Employee of the Month for the month of May.

The Building Level Teachers of the Year were recognized.

CES, Amber Kelley

EHES, Rachel Smith

CIS, Amy Johnston

EHIS, Jennifer Lange

EHMS, Darrell Hanes

HCMS, Lynette Harris

EHHS, Cynthia Morgan

HCHS, Becky Cude

The District Level Teachers of the Year were recognized.

Grades PreK-4, Amber Kelley  
Grades 5-8, Darrell Hanes  
Grades 9-12, Becky Cude

The athletic teams that won a district championship were recognized, including HCMS Girls Golf, HCMS Boys Golf, HCMS Girls Soccer, HCMS Boys Soccer, HCMS Girls Cross Country, and EHHS Girls basketball.

Ron Gammons made a motion to accept the Director's Report. Jim Hudgins seconded the motion.

Memorandum

To: Board Members  
From: Michelle Gilbert  
Date: April 22, 2022  
RE: May Director's Report

**Leave of Absence**

Professional

Sandie Luna

April 11-May 20, 2022 (FMLA)

Support Staff

**Hiring**

Professional

Support Staff

Brenda Lynch

EHMS Bookkeeper

Ashanti Reynolds

Food Service

Dina Binkley

Food Service

**Resignation**

Professional

Tommy Stanley

HCHS Business Teacher/Head Girls Basketball Coach

Charles Price

HCHS JROTC Instructor

Support Staff

Patti Edwards

Food Service

**Retirement**

Professional

Pam Mitchell Clark

EHHS/HCHS Art (end of 2021-2022 year)

Don Qualls

Career Technical Education Director (June 30, 2022)

Support Staff

**Transfers**

Professional

Support Staff

**Appointment**

Professional

Support Staff

**Open Positions**

2 Secondary Math Positions

2 Secondary English Positions  
2 Secondary Science Positions  
1 Spanish Position  
1 Special Education Position  
1 Speech Language Position  
1 Behavior Support Position  
Bus Drivers

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

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

The financial report was not available, and it was stated both financial reports would be included in the June meeting.

Jane Herron made a motion to accept the ESSER updates. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

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

Attendees from the SCOPE Conference presented to the Board of Education and were presented certificates.

Ron Gammons made a motion to accept the Quarterly OPEB report. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the Director of Schools evaluation report for the 2021-2022 school year. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the Board of Education self-evaluation report for the 2021-2022 school year. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve a trip request for the HCHS Girls Basketball Team to attend overnight team camp. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve the overnight trip request for Braylee Clark to attend the International Bridge Building Competition in Allentown, PA, to represent EHHS. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve the overnight trip request for EHHS FBLA to attend the national conference in Chicago, IL, from June 28-July 2, 2022. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the EHHS overnight football camp to be held at EHHS. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve the EHMS Boys Basketball overnight trip request for basketball camp at Freed-Hardeman University on June 2-June 13, 2022. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Tim Hobbs made a motion to approve the revisions to the ESSER 1.0 plan to include revisions for summer camp. 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.

Steve Gianakos made a motion to approve the capital purchase of a wheel balancer for the Department of Transportation for \$19, 393.82 as presented. Jim Hudgins 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 approve budget amendments 30-33 as presented. Jim Hudgins 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.

Tim Hobbs made a motion to approve the practice of allowing athletic practice during the school day for the 2022-2023 school year. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Jim Hudgins made a motion to approve the EHHS HVAC purchase of \$20,611.00 for the unit and \$6,700 for installation. Ron Gammons seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

- 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 approve the chromebook bid for System Liquidation at \$271.00 per unit. Jane Herron seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

- 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 approve the student chromebook management software bid at \$16,128.82/year to Aristotle. Jim Hudgins seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

- 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 the charging cart bid for chromebooks to Central Tech at \$699.00/cart. Jim Hudgins seconded the motion.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

- 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 purchase of security cameras and installation for HCHS to Bluegrass for \$10,700.00 and not to exceed \$50,000.00 in total. 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.

Ron Gammons made a motion to not pursue Cognia accreditation. 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.

Vance Willis made a motion to approve the 143 budget presented for the 2022-2023 school year. 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 the 2022-2023 141 budget with the following revisions: 1) capital outlay list as presented with the removal of projects for a total of \$1,466,600.00, 2) additional \$400,000.00 to insurance for 70/30 and a \$100/month HSA school-funded deposit, and 3) increase property tax revenue to an additional \$0.08 or an option to help with the capital outlay list from the county. Jim Hudgins seconded the motion.

Amy Bryant made a motion to amend the motion to add back the original items on the capital outlay, except for the EHHS Track, Ball Park Road Paving, and EHHS Soccer Concession stand, which would add \$348,000.00 back to the capital outlay list. 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 to amend was approved 6-1.

Vance Willis made a motion to amend the original motion to change the request for an additional \$0.08 to request an additional \$0.10. 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 amendment to the motion was approved 6-1.

Steve Gianakos made a motion to amend the original motion to remove the HSA #2 revision for an additional \$400,000.00 to insurance for 70/30 with the \$100.00/month for HSA school-funded deposit. Jane Herron 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 to amend the original motion failed 3-4.

Before voting on the original motion as amended, Steve Gianakos, Jane Herron, Tim Hobbs, and Vance Willis declared a conflict of interest but would vote in the best interests of their constituents.

<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 revised board policy 3.3001 on first reading and revised board policies 1.102 and 6.206 on second reading. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the update and review of board policies 4.100-4.212. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant announced that the dates for the TSBA Conference and Convention had been shared with the Board.

Amy Bryant scheduled and announced a special called board meeting for Monday, May 16, 2022, at 6:00 p.m. in Room 203 of the Central Office.

The meeting was adjourned at 9:00 p.m.



Monday, May 16, 2022  
SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a special called session on Monday, May 16, 2022, 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, Ron Gammons, Steve Gianakos, Jane Herron, Tim Hobbs, Jim Hudgins, and Vance Willis. Mr. Hobbs entered the meeting at 6:04 p.m.

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

Vance Willis led the group in the Pledge of Allegiance.

Steve Gianakos made a motion to approve the agenda for May 16, 2022. Jim Hudgins seconded the motion.

The Hickman County Board of Education will meet in a special called session on Monday, May 16, 2022, at 6:00 p.m. 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. Board Policy 6.204 (1st reading)--Director of Schools
  - B. Board Policy 1.108 (1st reading)--Director of Schools
  - C. Budget Amendments--Business Officer
  - D. Reconsideration of the 2022-2023 141, 143 Budgets--Director of Schools
- VI. Announcements
- VII. Adjourn

On a voice vote, the motion was approved 6-0.

Vance Willis made a motion to approve revised board policy 6.204 on first reading. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 6-0.

Steve Gianakos made a motion to approve revised board policy 1.108 on first reading. Jane Herron seconded the motion. Tim Hobbs entered the meeting at this time.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

Amy Bryant

Ron Gammons

Steve Gianakos

Jane Herron

Tim Hobbs

Jim Hudgins

Vance Willis

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

Steve Gianakos made a motion to approve budget amendment 34. Ron Gammons seconded the motion. Jim Hudgins left the meeting.

Aye \_\_\_\_\_ Nay \_\_\_\_\_ Pass \_\_\_\_\_ Absent \_\_\_\_\_

Amy Bryant  
Ron Gammons  
Steve Gianakos  
Jane Herron  
Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 6-0-1.

Amy Bryant made a motion to amend the 141 budget for 2022-2023 to reflect a \$0.06 increase in revenue from property tax and to remove \$240,000.00 from school capital outlay roofing projects and place them under the county list of capital outlay projects. Steve Gianakos seconded the motion.

Vance Willis made a motion to amend the motion to request a \$0.05 increase in revenue from property tax instead of a \$0.05 increase. 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 to amend the original motion was approved 6-0-1.

<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 amended motion for the 141 budget for 2022-2023 was approved 6-0-1.

An announcement was made that a special called meeting would be held on Wednesday, May 18, 2022, at 7:20 p.m. in Room 203 of the Central Office.

The meeting was adjourned at 7:20 p.m.

Monday, May 18, 2022  
SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a special called session on Wednesday, May 18, 2022, at 7:30 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Ron Gammons, Jane Herron, Tim Hobbs, Jim Hudgins, and Vance Willis. Steve Gianakos was absent from the meeting. Chair Amy Bryant attended the meeting remotely.

Tim Hobbs asked the group to observe a moment of silence.

Tim Hobbs led the group in the Pledge of Allegiance.

Ron Gammons made a motion to approve the agenda. Vance Willis seconded the motion.

The Hickman County Board of Education will meet in a special called session on Monday, May 18, 2022, at 7:30 p.m. 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. Reconsideration of the 2022-2023 141 Budget (if needed)--Director of Schools
- VI. Announcements
- VII. Adjourn

On a voice vote, the motion was approved 6-0.

Vance Willis made a motion to revise the 141 budget with \$0.03 increase in property tax increase instead of \$0.05. Jim Hudgins seconded the motion.

Discussion was held on the motion regarding the 141 budget. The Chair, Tim Hobbs, recognized Steve Phillips to speak regarding the budget committee meetings.

Vance Willis withdrew his motion.

Vance Willis made a motion to revise the 2022-2023 141 budget to include moving an LPN position back to ESSER (\$32,000.00), remove \$326,000.00 in capital outlay projects, requesting \$150,000.00 from the county for capital outlay from adequate facilities, remove the transfer of \$165,000.00 in the budget, and increasing the budget for local option sales tax to \$250,000.00. 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 6-0-1.

The meeting was adjourned at 8:38 p.m.



**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 46 N., Nunnely, 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 6, 2022, at 7:00 p.m. in Room 203 of the Hickman County Board of Education Central Office. A work session will be held in Room 203 at 6:00 p.m.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of May 2, 2022 Regular Board Meeting Minutes
- V. Approval of May 16, 2022 Special Called Board Meeting Minutes
- VI. Approval of May 18, 2022 Special Called Board Meeting Minutes
- VII. Approval of Agenda
- VIII. Special Recognition
  - A. Employee of the Month--Jim Hudgins
  - B. Principal of the Year--Ron Gammons
  - C. Supervisor of the Year--Steve Gianakos
  - D. Employee of the Year--Tim Hobbs
  - E. Friend of Education--Amy Bryant
  - F. Lifetime Transportation Award--Jim Hudgins
  - G. District Championship Recognition--Tim Hobbs
  - H. State Level Competitor Recognition--Steve Gianakos
- IX. Communications to the Board
  - A. Director's Report--Director of Schools
  - B. Financial Report--Business Officer
  - C. ESSER Updates--ESSER Manager
  - D. Family Resource Centers-- Family Resource Centers Directors
  - E. Transportation Bus Routes
- X. Items Requiring Board Action
  - A. Trip Request
    1. EHHS HOSA National Competition--Sponsor and Students
  - B. Board Meeting Schedule for 2022-2023--Director of Schools
  - C. Annual Agenda for 2022-2023--Director of Schools
  - D. ESSER Plan Revisions--Director of Schools
  - E. Recommendations for Tenure--Director of Accountability

- F. Budget Amendments--Business Officer
  - G. Resolution to Grant Authority to Designate Reserves--Director of Schools
  - H. Grant Executive Committee Authority to Close Out Fiscal Year--Director of Schools
  - I. Authorize Director of Schools to Submit Grants, Applications, Reports, Amendments, and Addenda--Director of Schools
  - J. 2022-2023 142 Federal Budget--Business Officer and Federal Programs Director
  - K. 2022-2023 Differentiated Pay Plan--Director of Schools
  - L. 2022-2023 Pay Scales--Director of Schools
  - M. Personnel Decisions--Director of Schools
  - N. TSSE Membership Dues--Director of Schools
  - O. Capital Outlay Projects 2021-2022--Director of Schools
  - P. Point of Sale Bid Approval for School Nutrition--Food Service Director
  - Q. Revised Board Policy 6.204 - (2nd Reading)--Director of Schools
  - R. Revised Board Policy 1.108 - (2nd Reading)--Director of Schools
  - S. Revised Board Policy 3.3001 - (2nd Reading)--Director of Accountability
  - T. Board Policy Review 4.300--4.408 --Director of Accountability
- 
- XI. Announcements
  
  - XII. Adjourn



**Hickman County Schools**

**Principal of the Year**

**Jennifer Hudgins**

**2021-2022**



**Hickman County Schools**

**Supervisor of the Year**

**Julia Thomasson**

**2021-2022**





Hickman County Schools

2021-2022

Employee of the Year

**Floy Ann McCutchen**

In Recognition of

Her contributions to the students and schools in the Hickman County School System by driving double bus routes throughout the 2021-2022 school year with high levels of attendance and maintaining a safe and positive environment for our students

June 2022



Hickman County Schools

2021-2022

Employee of the Year

**Becky Malugin**

In Recognition of

Her contributions to the Hickman County School System in multiple roles during the school year and her willingness to promote teamwork and adapt for the needs of the students of the school system

June 2022



Hickman County Schools

2021-2022

Friends of Education

**Juanest and Eartha Cathey**

In Recognition of

Their contributions and support to the Hickman County School System by providing backpacks and school supplies for the families and students of Hickman County

June 2022



**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

Memorandum

To: Board Members  
From: Michelle Gilbert  
Date: May 28, 2022  
RE: June Director's Report

**Leave of Absence**

Professional

Kendra Mayberry 2022-2023 school year

Support Staff

**Hiring**

Professional

David Carroll HCCHS Math

Support Staff

Glenn Devore Maintenance Technician  
Tina Tidwell EHHS Guidance Secretary  
Heather Jefferson Food Service  
Tiffany Underwood Food Service  
Anissa Western Food Service

**Resignation**

Professional

Anndrea Eubanks EHIS Teacher  
Cayla Moulton EHMS Teacher/Athletic Director  
Gabrielle Horner EHMS Teacher  
Paul Ewing EHHS Teacher  
Jason Terlecki EHHS Teacher

Support Staff

Kayla Pardue EHHS Guidance Secretary  
Jennifer Chilton HCMS Softball Coach

**Retirement**

Professional

Jennifer Lynn HCMS/HCCHS Choir  
Judi Culver EHIS Special Education

Support Staff

**Transfers**

Professional

Support Staff

**Appointment**

Professional

Support Staff

**Open Positions**

- 2 Secondary Math Positions
- 2 Secondary English Positions
- 2 Secondary Science Positions
- 1 Spanish Position
- 2 Special Education Positions
- 1 Speech Language Position
- 1 Behavior Support Position
- Bus Drivers

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

Account	Description	Year-To-Date		Month-To-Date		% of Avg
		Budget Estimate	Actual	Estimate Avg/Mth	Actual	
<b>141</b>	General Purpose School					
<b>Revenues</b>						
40110	Current Property Tax	2,953,439.00	(3,105,201.63)	246,119.92	(36,534.89)	14.84 %
40120	Trustee's Collections - Prior Year	80,000.00	(68,858.90)	6,666.67	(293.08)	4.40 %
40125	Trustee's Collections - Bankruptcy	0.00	(1,588.63)	0.00	(26.62)	0.00 %
40130	Cir Clk/Clk & Master Collections-Pr Yr	45,000.00	(32,309.20)	3,750.00	(5,579.94)	148.80 %
40140	Interest And Penalty	21,000.00	(13,886.87)	1,750.00	(1,621.36)	92.65 %
40161	Payments In Lieu Of Taxes - T. V. A.	4,000.00	(2,761.19)	333.33	(274.38)	82.31 %
40162	Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	500.00	0.00	0.00 %
40210	Local Option Sales Tax	2,100,000.00	(2,184,293.76)	175,000.00	(242,771.55)	138.73 %
40270	Business Tax	30,000.00	(34,681.06)	2,500.00	(17,633.64)	705.35 %
41110	Marriage Licenses	1,300.00	(997.50)	108.33	(133.00)	122.77 %
43517	Tuition - Other	2,000.00	(2,900.00)	166.67	0.00	0.00 %
43570	Receipts From Individual Schools	30,000.00	(2,668.61)	2,500.00	0.00	0.00 %
43582	Community Service Fees - Adults	200.00	(104.20)	16.67	(66.20)	397.20 %
44120	Lease/Rentals	1,000.00	(10,601.81)	83.33	0.00	0.00 %
44170	Miscellaneous Refunds	30,000.00	(628.81)	2,500.00	(100.00)	4.00 %
44530	Sale Of Equipment	10,000.00	(11,729.10)	833.33	0.00	0.00 %
44560	Damages Recovered From Individuals	3,000.00	(674.03)	250.00	(24.03)	9.61 %
44570	Contributions & Gifts	15,000.00	(18,360.94)	1,250.00	(2,750.00)	220.00 %
46511	Basic Education Program	22,770,000.00	(20,725,090.55)	1,897,500.00	0.00	0.00 %
46515	Early Childhood Education	417,796.00	(320,368.79)	34,816.33	(38,981.53)	111.96 %
46520	School Food Service	22,000.00	(19,518.14)	1,833.33	0.00	0.00 %
46550	Driver Education	10,000.00	0.00	833.33	0.00	0.00 %
46590	Other State Education Funds	685,716.71	0.00	57,143.06	0.00	0.00 %
46591	Coordinated School Health	90,000.00	(76,674.23)	7,500.00	0.00	0.00 %
46594	Family Resource Centers	59,223.00	(59,223.30)	4,935.25	(14,805.81)	300.00 %
46610	Career Ladder Program	50,000.00	(54,256.78)	4,166.67	(27,718.14)	665.24 %
46851	State Revenue Sharing -T.V.A.	240,000.00	(150,758.28)	20,000.00	0.00	0.00 %
46980	Other State Grants	0.00	(271,914.00)	0.00	(271,914.00)	0.00 %
46981	Safe Schools	86,560.00	(0.30)	7,213.33	0.00	0.00 %
46990	Other State Revenues	15,000.00	(5,046.06)	1,250.00	0.00	0.00 %
47640	Rotc Reimbursement	70,000.00	(64,282.74)	5,833.33	(7,219.95)	123.77 %
48990	Other	88,676.79	(19,800.00)	7,389.73	0.00	0.00 %
49700	Insurance Recovery	10,000.00	0.00	833.33	0.00	0.00 %
49800	Transfers In	25,000.00	0.00	2,083.33	0.00	0.00 %
<b>Total Revenues</b>		<b>29,971,911.50</b>	<b>(27,265,179.41)</b>	<b>2,497,659.29</b>	<b>(668,448.12)</b>	<b>26.76 %</b>
<b>Expenditures</b>						
71100	Regular Instruction Program	(14,932,275.12)	12,520,475.60	(1,244,356.26)	519,206.37	41.72 %

141	General Purpose School	Account	Description	Year-To-Date			Month-To-Date		
				Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71150		Alternative Instruction Program	(180,671.00)	158,567.83	87.77 %	(15,055.92)	24,742.77	164.34 %	
71200		Special Education Program	(3,194,103.00)	2,460,805.29	77.04 %	(266,175.25)	537,959.23	202.11 %	
71300		Career and Technical Education	(1,264,794.50)	857,014.12	67.76 %	(105,399.54)	171,074.69	162.31 %	
72110		Attendance	(175,970.00)	74,735.36	42.47 %	(14,664.17)	14,447.51	98.52 %	
72120		Health Services	(386,008.00)	340,795.98	88.29 %	(32,167.33)	63,760.75	198.22 %	
72130		Other Student Support	(1,020,144.00)	750,531.84	73.57 %	(85,012.00)	128,560.47	151.23 %	
72210		Regular Instruction Program	(1,349,864.80)	1,037,154.38	76.83 %	(112,488.73)	275,009.34	244.48 %	
72220		Special Education Program	(121,505.00)	88,383.79	72.74 %	(10,125.42)	15,639.19	154.45 %	
72230		Career and Technical Education	(126,749.29)	96,548.97	76.17 %	(10,562.44)	11,510.71	108.98 %	
72250		Technology	(339,567.00)	286,745.90	84.44 %	(28,297.25)	11,184.72	39.53 %	
72290		Other Programs	(35,000.00)	19,010.57	54.32 %	(2,916.67)	0.00	0.00 %	
72310		Board Of Education	(669,913.00)	450,728.02	67.28 %	(55,826.08)	10,512.60	18.83 %	
72320		Director Of Schools	(310,564.00)	242,486.79	78.08 %	(25,880.33)	15,948.94	61.63 %	
72410		Office Of The Principal	(1,853,785.00)	1,291,556.72	69.67 %	(154,482.08)	196,459.94	127.17 %	
72510		Fiscal Services	(45,000.00)	45,000.00	100.00 %	(3,750.00)	0.00	0.00 %	
72610		Operation Of Plant	(2,389,305.57)	1,944,889.18	81.40 %	(199,108.80)	206,726.53	103.83 %	
72620		Maintenance Of Plant	(1,185,022.00)	903,515.21	76.24 %	(98,751.83)	57,629.63	58.36 %	
72710		Transportation	(2,433,392.26)	1,767,151.18	72.62 %	(202,782.69)	180,815.41	89.17 %	
72810		Central And Other	(257,500.00)	41,626.37	16.17 %	(21,458.33)	8,105.45	37.77 %	
73100		Food Service	(77,477.96)	0.00	0.00 %	(6,456.50)	0.00	0.00 %	
73300		Community Services	(132,316.00)	104,379.60	78.89 %	(11,026.33)	23,672.08	214.69 %	
73400		Early Childhood Education	(473,041.00)	294,136.05	62.18 %	(39,420.08)	68,215.94	173.05 %	
76100		Regular Capital Outlay	(450,000.00)	249,291.00	55.40 %	(37,500.00)	0.00	0.00 %	
99100		Transfers Out	(165,000.00)	163,284.00	98.96 %	(13,750.00)	0.00	0.00 %	
<b>Total</b>		<b>Expenditures</b>	<b>(33,568,968.50)</b>	<b>26,188,813.75</b>	<b>78.01 %</b>	<b>(2,797,414.04)</b>	<b>2,541,182.27</b>	<b>90.84 %</b>	
<b>Total</b>	<b>141</b>	General Purpose School	<b>(3,597,057.00)</b>	<b>(1,076,365.66)</b>	<b>-29.92 %</b>	<b>(299,754.75)</b>	<b>1,872,734.15</b>	<b>624.76 %</b>	

Account	Description	Year-To-Date		Month-To-Date		% of Avg
		Budget Estimate	Actual	Estimate Avg/Mth	Actual	
<b>142</b>	School Federal Projects					
<b>Revenues</b>						
44170	Miscellaneous Refunds	0.00	0.00	0.00 %	0.00	0.00 %
47131	Vocational Educ - Basic Grants To	109,612.01	(100,724.75)	91.89 %	9,134.33	(44,973.49)
47141	Title 1 Grants To Local Educ Agencies	1,186,253.19	(862,502.43)	72.71 %	98,854.43	(137,455.20)
47143	Special Education - Grants To States	1,038,457.86	(568,475.46)	54.74 %	86,538.16	(101,197.76)
47145	Special Education Preschool Grants	38,311.92	(10,490.88)	27.38 %	3,192.66	0.00
47146	English Language Acquisition Grants	163,325.97	(21,809.59)	13.35 %	13,610.50	0.00
47148	Rural Education	136,635.33	(16,156.95)	11.82 %	11,386.28	0.00
47189	Eisenhower Prof Development State	189,897.40	(127,567.91)	67.18 %	15,824.78	(22,628.60)
47301	COVID-19 Grant #1	256,012.87	(175,566.62)	68.58 %	21,334.41	(106,687.38)
47307	COVID-19 Grant B	2,801,712.86	(72,494.59)	2.59 %	233,476.07	(22,861.69)
47309	COVID-19 Grant D	288,000.00	(86,000.00)	29.86 %	24,000.00	0.00
47401	American Rescue Plan Act Grant #1	8,171,426.08	(260,264.91)	3.19 %	680,952.17	(214,363.90)
47402	American Rescue Plan Act Grant #2	202,505.77	0.00	0.00 %	16,875.48	0.00
47403	American Rescue Plan Act Grant #3	13,501.22	0.00	0.00 %	1,125.10	0.00
47404	American Rescue Plan Act Grant #4	36,654.70	0.00	0.00 %	3,054.56	0.00
47590	Other Federal Through State	333,914.58	(269,738.77)	80.78 %	27,826.22	(99,359.30)
<b>Total</b>	<b>Revenues</b>	<b>14,966,221.76</b>	<b>(2,571,792.86)</b>	<b>17.18 %</b>	<b>1,247,185.15</b>	<b>(749,527.32)</b>
<b>Expenditures</b>						
71100	Regular Instruction Program	(4,959,266.57)	1,140,848.56	23.00 %	(413,272.21)	172,938.53
71150	Alternative Instruction Program	(75,000.00)	0.00	0.00 %	(6,250.00)	0.00
71200	Special Education Program	(1,018,649.33)	373,821.05	36.70 %	(84,887.44)	39,793.68
71300	Career and Technical Education	(86,956.81)	79,667.86	91.62 %	(7,246.40)	3,380.28
72110	Attendance	(100,000.00)	0.00	0.00 %	(8,333.33)	0.00
72120	Health Services	(63,823.20)	0.00	0.00 %	(5,318.60)	0.00
72130	Other Student Support	(811,299.86)	357,947.14	44.12 %	(67,608.32)	38,440.28
72210	Regular Instruction Program	(1,742,093.13)	415,274.52	23.84 %	(145,174.43)	78,100.78
72220	Special Education Program	(560,140.90)	269,371.68	48.09 %	(46,678.41)	37,463.15
72230	Career and Technical Education	(2,527.20)	0.00	0.00 %	(210.60)	0.00
72250	Technology	(255,000.00)	75,523.90	29.62 %	(21,250.00)	0.00
72610	Operation Of Plant	(2,050,548.17)	23,720.00	1.16 %	(170,879.01)	0.00
72710	Transportation	(3,000.00)	0.00	0.00 %	(250.00)	0.00
73100	Food Service	(219,416.80)	0.00	0.00 %	(18,284.73)	0.00
76100	Regular Capital Outlay	(3,008,003.58)	0.00	0.00 %	(250,666.97)	0.00
99100	Transfers Out	(10,496.21)	0.00	0.00 %	(874.68)	0.00
<b>Total</b>	<b>Expenditures</b>	<b>(14,966,221.76)</b>	<b>2,736,174.71</b>	<b>18.28 %</b>	<b>(1,247,185.15)</b>	<b>370,116.70</b>
<b>Total</b>	<b>142</b>	<b>0.00</b>	<b>164,381.85</b>	<b>100.00 %</b>	<b>0.00</b>	<b>(379,410.62)</b>
	School Federal Projects					<b>29.68 %</b>



Template Name: LGC Summary  
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Hickman County Finance  
 Summary Financial Statement  
 May 2022

User: Michael Elkins  
 Date/Time: 6/6/2022 12:26 PM  
 Page 4 of 4

143	Central Cafeteria	Account	Description	Year-To-Date		Month-To-Date			
				Budget Estimate	Actual	% of Budget	Avg/Mth	Actual	% of Avg
<b>Revenues</b>									
43521			Lunch Payments - Children	0.00	0.00	0.00 %	0.00	0.00 %	
43522			Lunch Payments - Adults	75,000.00	(28,062.29)	37.42 %	6,250.00	0.00 %	
43523			Income From Breakfast	10,000.00	(719.58)	7.20 %	833.33	0.00 %	
43525			A La Carte Sales	175,000.00	(137,068.68)	78.32 %	14,583.33	0.00 %	
43570			Receipts From Individual Schools	0.00	(20,000.00)	0.00 %	0.00	0.00 %	
44110			Investment Income	200.00	(113.74)	56.87 %	16.67	(13.25)	
44170			Miscellaneous Refunds	0.00	0.00	0.00 %	0.00	0.00 %	
44530			Sale Of Equipment	0.00	(9.00)	0.00 %	0.00	0.00 %	
47111			USDA School Lunch Program	1,340,000.00	(1,772,671.64)	132.29 %	111,666.67	(211,955.50)	
47113			Breakfast	560,000.00	(613,810.66)	109.61 %	46,666.67	(77,490.93)	
47114			USDA - Other	15,000.00	(36,383.26)	242.56 %	1,250.00	(1,933.00)	
			<b>Total Revenues</b>	<b>2,175,200.00</b>	<b>(2,608,838.85)</b>	<b>119.94 %</b>	<b>181,266.67</b>	<b>(311,392.68)</b>	<b>171.79 %</b>
<b>Expenditures</b>									
73100			Food Service	(2,175,200.00)	2,051,908.52	94.33 %	(181,266.67)	22,366.08	12.34 %
			<b>Total Expenditures</b>	<b>(2,175,200.00)</b>	<b>2,051,908.52</b>	<b>94.33 %</b>	<b>(181,266.67)</b>	<b>22,366.08</b>	<b>12.34 %</b>
<b>Total</b>	<b>143</b>		Central Cafeteria	<b>0.00</b>	<b>(556,930.33)</b>	<b>100.00 %</b>	<b>0.00</b>	<b>(289,026.60)</b>	<b>0.00 %</b>

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

**Priority 1**

**GOAL 1: Family Support**

**By May 2022, the Centerville Family Resource Center will increase the number of 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. Ninety-four (94) Friday Friends bags are given out each Friday for those students in need. Overall we serve forty-six (46) families. 4.09% of the Centerville area schools population was served by this program.
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, 2021.
8. Two hundred three (203) children from eighty-five (85) families were helped with Christmas gifts. 13.55% of the Centerville area schools population was served by this program.
9. FRC received ninety (90) toys from the Turkey Trot hosted by Coordinated School Health and two hundred (200) toys from Toys for Tots.

**Priority 1**

**GOAL 2: Family Wellbeing**

**By May, 2022 the Centerville Family Resource Center will collaborate with the AWARE program to offer free parenting classes to any parent who has a student enrolled in the system as a family outreach for social and emotional wellbeing giving parents ideas on three ways to approach raising children, identifying sources of behavior, helping build self-esteem and communicating effectively.**

**ACTIVITY:**

1. In September, 2021 the Centerville Family Resource made and sent flyers to principals, counselors and truant officers to announce the parenting classes that the AWARE tem would begin presenting to any parent in Hickman County
2. The Centerville Family Resource Center posted on their Facebook page the information about parenting classes.
3. The Centerville Family Resource Center will provide childcare, with the help of other adults, for any parent who may need this service while attending class.
4. Only one parent signed up for parenting classes and she did not need help with childcare. This program will be replaced by a different program next school year.

**Priority 2**

**GOAL 1: Chronically Out of School**

**By May 2022, the Centerville Family Resource Center will work with Hickman County Middle School to decrease by 45% the number of chronically out of school students with bi-weekly check ins**

**ACTIVITY:**

1. By September 2021, the Centerville Family Resource Center Director will coordinate with the Skyward DBA to determine students who are missing 2 or more days from school each month.
2. Students who have missed 2 or less days per month will have their name entered into a drawing for a prize at the end of each month. One boy and one girl prized will be awarded. The parents of the monthly winners will also receive a prize. At the end of each semester, a boy and girl will be chosen to win a bicycle, skateboard or a tablet.
3. Chronic absenteeism has been reduced to 3.53% compared to 12.53% last school year. This is a 71.82% reductios from the previous school year.

**Priority 2**

**GOAL 2: Academic, College and Career Supports**

**By May, 2022, 70% of students attending Smart From the Start programs will show an improvement compared to quarterly data.**

**Activity:**

1. In August 2021, fliers and application forms for Smart from the Start were supplied to the Hickman Library and Centerville Elementary School.
2. Twenty-two (22) children are enrolled in our Smart From the Start program. This is an increase of six (6) students from last school year.
3. Smart From the Start Story Hour is provided every Wednesday and Friday at the Centerville Family Resource Center. Each Story Time is theme related. Stories, arts and crafts and snacks are provided. Occasionally, books are given to the students. At the end of each story hour, children are given a packet of educational worksheets to work on at home with the parent. At the end of each story hour, children are given a packet of educational worksheets to work on at home with their parents.
4. At the beginning of the year, students are tested to see if they know shapes, numbers, letters, colors, etc. Students tested at the beginning of the year with 11 children knew only a few colors and shapes. Verbal checks are done weekly and testing at the end of the year showed a great improvement.
5. Testing at the end of the year, 95% of students showed progress.
6. Evaluation forms were handed out in an April story hour. Information obtained from these forms will help to better improve the programs.

**Priority 3**

**GOAL 1: Student and Family Engagement**

**By August, 2021, the Centerville Family Resource Center will achieve 65% participation of all students and their parents in grades 3<sup>rd</sup>, 6<sup>th</sup> and 9<sup>th</sup> through transitional orientations.**

**ACTIVITY:**

1. In July 2021, calls with the Alert Now telephone system went out to all parents of new 3<sup>rd</sup>, 6<sup>th</sup> and 9<sup>th</sup> grade students at Centerville Intermediate, Hickman County Middle and Hickman County High about orientations. 9<sup>th</sup> graders were invited to a social distancing time to tour the school and meet with counselors to complete their schedules.
2. On Tuesday, July 27, 2021 Centerville Intermediate held orientation for 3<sup>rd</sup> graders. Forty-six (46) students and seventy-three (73) guest attended.
3. On July 29, 2021 Hickman County Middle School held orientation for 6<sup>th</sup> graders. A total of sixty-one (61) students with 113 guests attended.
3. On Friday, July 29, 2021 Hickman County High School held 9<sup>th</sup> grade orientation with seventy-nine (79) students and one hundred forty-two (142) guests in attendance.
4. A total of two hundred eighty-six (186) students with three hundred twenty-eight (328) guests attended the orientations. A total of 56.19% of the students were in attendance.
5. Surveys were given to parents to see if orientations were helpful.

**Priority 3**

**GOAL 2: Collaboration/Partnership**

**By October, 2021 the Centerville Family Resource Center will serve 100% of teachers and students in grades K-5<sup>th</sup> 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 by telephone in August 2021 to explain the Adopt-A-Class program. A total of thirty-six (36) sponsors have been matched with thirty-five (35) classrooms.
2. Sponsors were so happy to be able to return to the classrooms to visit with the children and present programs for them.
3. In April, 2022 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.

The East Hickman Family Resource Center's Goals and accomplishments for the 2021-2022 school year are as follows:

**Priority 1**

**GOAL 1: Family Support**

**By May 2022, the East Hickman Family Resource Center will increase the number of 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 twenty (120) Friday Friends bags are given out each Friday for students in need. Overall we serve fifty-nine (59) families. This is an increase of thirty-eight (38) from last school year. 7.7% of East Hickman School's student population was served through this program.
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 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, 2021.
8. Two hundred eighty-four (284) children from one hundred ten (110) families requested help with Christmas gifts. This was an increase of six (6) children from last school year. 16.75% of East Hickman School's student population was served through this program.
9. The East Hickman FRC received ninety (90) toys from the Turkey Trot hosted by Coordinated School Health and two hundred (200) toys from Toys for Tots.



**Priority 1**

**Goal 2: Family Wellbeing**

**By May, 2022 the East Hickman Family Resource Center will collaborate with the AWARE program to offer free parenting classes to any parent who has a student enrolled in the system as a family outreach for social and emotional wellbeing giving parents ideas on three ways to approach raising children, identifying sources of behavior, helping build self-esteem and communicating effectively.**

**Activity:**

1. The East Hickman Family Resource Center made and sent flyers principals, counselors and truant officer to announce the parenting classes that the AWARE team would begin presenting to any parent in Hickman County.
2. The East Hickman Family Resource Center posted on their Facebook page the information about parenting classes.
3. The East Hickman Family Resource Center will provide childcare, with the help of other adults, for any parent who may need this service while attending class.
4. Only one parent signed up for parenting classes and she did not need childcare. This program will be replaced by a different program next year.

**Priority 2**

**GOAL 1: Chronically Out of School**

**By May 2022, East Hickman Family Resource Center will work with East Hickman Elementary school to decrease by 45% the number of chronically out of school students/families for bi-weekly check-ins, compared to the previous school year.**

1. The East Hickman Family Resource Center Director will coordinate with the Skyward DBA to determine students who are missing 2 or more days from school each month.
2. Students who have missed 2 or less days monthly will have their names entered for a prize at the end of the month. One boy and one girl prize will be awarded. Parents of these winners will also receive a prize. At the end of each semester, a boy and girl will be chosen to win a bicycle, scooter or tablet.
3. Chronic absenteeism has been reduced to 7% compared to 11% last school year.

**Priority 2**

**GOAL 2: Academic, College and Career Supports**

**By May, 2022, 70% of students attending Smart From the Start programs will show an improvement compared to quarterly data.**

**ACTIVITY:**

1. In August 2021, fliers and application forms for Smart from the Start were supplied to the East Hickman Library and East Hickman Elementary School.
2. Seventeen (17) children from thirteen (13) 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 parents.
5. At the beginning of the year, students are tested to see if they know shapes, numbers, letters, colors, etc. Only 18% of students tested at the beginning of the year knew all the information on the test. Verbal checks are done weekly and testing at the end of the year showed a great improvement.
6. Testing at the end of the year, 95% of students showed progress.
7. Evaluation forms were handed out in an April story hour. Information obtained from these forms will help to better improve the programs.

**Priority 3**

**GOAL 1: Student and Family Engagement**

**By August, 2021, the East Hickman Family Resource Center will achieve 65% participation of all students and their parents in grades 3<sup>rd</sup>, 6<sup>th</sup> and 9<sup>th</sup> through transitional orientations.**

**ACTIVITY:**

1. In July 2021, calls with the Alert Now telephone system went out to all parents of new 3<sup>rd</sup>, 6<sup>th</sup> and 9<sup>th</sup> grade students at East Hickman Intermediate, East Hickman Middle and East Hickman High about "Virtual" orientations. 9<sup>th</sup> graders were invited to a social distancing time to tour the school and meet with counselors to complete their schedules.
2. On Tuesday, July 27, 2021 East Hickman Intermediate and East Hickman Middle School held orientation for 3<sup>rd</sup> and 6<sup>th</sup> graders. A total of 67 students with 113 guests attended East Hickman Intermediate orientation. A total of 57 students and 98 guests attended East Hickman Middle School orientation.
3. On Friday, July 29, 2021 the East Hickman High School held 9<sup>th</sup> grade orientation with 107 students and 149 guests in attendance.
4. A total of two hundred thirty-one (231) students with three hundred sixty (360) guests attended the orientations. A total of 66% of the students were in attendance.

**Priority 3**

**GOAL 2: Collaboration/Partnership**

**By October, 2021 the East Hickman Family Resource Center will serve 100% of teachers and students in grades K-5<sup>th</sup> 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 2021 to explain the Adopt-A-Class program. A total of forty (40) sponsors have been matched with forty (40) classrooms.
2. Sponsors were so happy to be able to return to the classrooms to visit with the children and present programs for them.
3. In April, 2022 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: 4/27/22

Name of School: East Hickman High School

Item Request: EHHS HOSA National Competition

Explanation:

2 students placed at state level and will be competing in the HOSA national competition. 4 students will be assigned duties for courtesy corps. I will be driving students in a school van and Michelle O'Guin will drive her car and stay with us. We will stay 3 nights June 22-24 at Towne Place Suites, Nashville near the airport.

Attachments (if necessary and appropriate):

transportation request form

Signature of Person requesting to be placed on the agenda:

Bonnie Kelley, PE

Signature of Building Principal:

Kimberly Williams



2022-2023

Hickman County Board of Education Meeting Dates

July 11, 2022

August 1, 2022

September 12, 2022 Work Session

October 3, 2022

November 7, 2022

December 5, 2022

January 9, 2023

February 6, 2023

March 6, 2023

April 3, 2023

May 1, 2023

June 5, 2023

Hickman County Board of Education  
Annual Agenda 2022-2023

July 2022

Work Session	Board Meeting
Evaluation tool selected for the Director of Schools for the 2022-2023 school year	Student Discipline Hearing Authority Designation
	Approval of School Fees
Board Policy Review	Board Policy Review

August 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review

September 2022

Work Session	Board Meeting
Strategic Plan and Goals	

October 2022

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 2022



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

December 2022

Work Session	Board Meeting
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January 2023

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

February 2023

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

March 2023

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

April 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review

2022-2023 Budget Discussion	Textbook Adoption Approval
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May 2023

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 2023

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



ESSER Plan Revisions

June 2022-2023

LPN position for health services and the promotion of healthy habits	\$32,000
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**Recommendations for Tenure**

**June 2022**

**(Required: Names Read Aloud and Voted upon by Board of Education)**

**Charlotte Boehms**

**Patricia Qualls**

**Cheri Cutelle**

**Kendra Mayberry**

**Leah Isenberg\***

**Tracy Rivers\***

**Rebecca Powers**

**Allison Gilbert**

**Amber Warren**

**Approved: \_\_\_\_\_**

**Director of Schools**

\*tenure reinstated after two years of employment due to previous tenure in the system

Resolution 22-01

Assignment Authority  
GASB 54

BE IT RESOLVED by the Board of Education of Hickman County, Tennessee, assembled in regular session this 6th day of June, 2022, 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, 2022.

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:

### Closing out 2021-2022 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 will be 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 2021-2022 school year and for the rising 2022-2023 school year on behalf of the Hickman County School System.

**Hickman County Finance  
 FY 2023 - Consolidated Budget (Federal)  
 Placeholder Amounts**

Fund :		142		Sub Fund :		010 Consolidated Admin	
Acct #		Acct Description		Budget Amount			
47141		Title 1 Grants To Local Educ Agencies		\$		167,000.00	
<b>72210</b>		<b>Regular Instruction Program</b>					
105		Supervisor/Director				(82,535.00)	
161		Secretary(s)				(34,500.00)	
201		Social Security				(8,700.00)	
204		State Retirement				(3,300.00)	
207		Medical Insurance				(12,000.00)	
336		Maintenance And Repair Services-Equipment				(3,000.00)	
355		Travel				(3,000.00)	
499		Other Supplies And Materials				(5,000.00)	
524		Inservice				(2,000.00)	
790		Other Equipment				(12,965.00)	
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>		<b>\$</b>		<b>(167,000.00)</b>	
<b>Total For Fund:</b>		<b>142</b>	<b>010 Consolidated Admin</b>			<b>0.00</b>	

Fund :		142		Sub Fund :		101 Title I	
Acct #		Acct Description		Budget Amount			
47141		Title 1 Grants To Local Educ Agencies		\$		843,934.74	
<b>71100</b>		<b>Regular Instruction Program</b>					
189		Other Salaries & Wages				(622,500.00)	
198		Non-Certified Substitute Teachers				(1,000.00)	
201		Social Security				(45,846.00)	
204		State Retirement				(63,822.00)	
207		Medical Insurance				(70,000.00)	
429		Instructional Supplies And Materials				(6,000.00)	
722		Regular Instruction Equipment				(1,827.39)	
<b>Total</b>	<b>71100</b>	<b>Regular Instruction Program</b>		<b>\$</b>		<b>(810,995.39)</b>	
<b>72130</b>		<b>Other Student Support</b>					
307		Communication				(500.00)	
499		Other Supplies And Materials				(11,439.35)	
599		Other Charges				(4,500.00)	
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>		<b>\$</b>		<b>(16,439.35)</b>	
<b>72210</b>		<b>Regular Instruction Program</b>					
336		Maintenance And Repair Services-Equipment				(7,500.00)	
524		Inservice				(6,000.00)	
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>		<b>\$</b>		<b>(13,500.00)</b>	
<b>72710</b>		<b>Transportation</b>					
599		Other Charges				(3,000.00)	
<b>Total</b>	<b>72710</b>	<b>Transportation</b>		<b>\$</b>		<b>(3,000.00)</b>	
<b>Total</b>	<b>70000</b>			<b>\$</b>		<b>(843,934.74)</b>	
<b>Total For Fund:</b>		<b>142</b>	<b>101 Title I</b>			<b>0.00</b>	



**Hickman County Finance  
FY 2023 - Consolidated Budget (Federal)  
Placeholder Amounts**

Fund :		142		Sub Fund :		201 Title II	
Acct #	Acct Description			Budget Amount			
<b>47189</b>	<b>Eisenhower Prof Development State Grants</b>			<b>\$ 128,405.22</b>			
					125,468.00		
<b>72210</b>	<b>Regular Instruction Program</b>						
189		Other Salaries & Wages		(88,030.22)			
198		Non-Certified Substitute Teachers		(100.00)			
201		Social Security		(7,864.00)			
204		State Retirement		(11,022.00)			
207		Medical Insurance		(15,800.00)			
212		Employer Medicare		(1,839.00)			
355		Travel		(1,400.00)			
499		Other Supplies And Materials		(1,050.00)			
524		Inservice		(500.00)			
599		Other Charges		(800.00)			
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>		<b>\$ (128,405.22)</b>			
<b>Total For Fund:</b>		<b>142</b>	<b>201</b>	<b>Title II</b>		<b>0.00</b>	

Fund :		142		Sub Fund :		401 Title IV	
Acct #	Acct Description			Budget Amount			
<b>47146</b>	<b>English Language Acquisition Grants</b>			<b>\$ 76,375.64</b>			
<b>72210</b>	<b>Regular Instruction Program</b>						
189		Other Salaries & Wages		(33,510.00)			
196		In-Service Training		(8,750.00)			
201		Social Security		(3,534.00)			
204		State Retirement		(4,681.22)			
207		Medical Insurance		(2,000.00)			
212		Employer Medicare		(1.00)			
499		Other Supplies And Materials		(3,000.00)			
524		Inservice		(19,399.42)			
599		Other Charges		(1,500.00)			
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>		<b>\$ (76,375.64)</b>			
<b>Total For Fund:</b>		<b>142</b>	<b>401</b>	<b>Title IV</b>		<b>0.00</b>	

**Hickman County Finance  
FY 2023 - Consolidated Budget (Federal)  
Placeholder Amounts**

Fund :		Sub Fund :		Title V	
<b>Acct #</b>		<b>Acct Description</b>			<b>Budget Amount</b>
<b>47148</b>		<b>Rural Education</b>			<b>\$ 91,442.47</b>
<b>71100</b>		<b>Regular Instruction Program</b>			
189		Other Salaries & Wages			(10,000.00)
201		Social Security			(2,506.00)
204		State Retirement			(2,582.42)
429		Instructional Supplies And Materials			(18,255.00)
722		Regular Instruction Equipment			(3,556.47)
<b>Total</b>	<b>71100</b>	<b>Regular Instruction Program</b>			<b>\$ (36,899.89)</b>
<b>72130</b>		<b>Other Student Support</b>			
307		Communication			(8,500.00)
499		Other Supplies And Materials			(4,100.00)
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>			<b>\$ (12,600.00)</b>
<b>72210</b>		<b>Regular Instruction Program</b>			
189		Other Salaries & Wages			(30,500.00)
196		In-Service Training			(1,200.00)
201		Social Security			(2,333.25)
204		State Retirement			(3,553.55)
524		Inservice			(4,100.00)
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>			<b>\$ (41,686.80)</b>
<b>Total</b>	<b>70000</b>				<b>\$ (91,186.69)</b>
<b>99100</b>		<b>Transfers Out</b>			
504		Indirect Cost			(255.78)
<b>Total</b>	<b>99100</b>	<b>Transfers Out</b>			<b>\$ (255.78)</b>
<b>Total For Fund:</b>	<b>142</b>	<b>601</b>	<b>Title V</b>		<b>0.00</b>

**Hickman County Finance**  
**FY 2023 - Consolidated Budget (Federal)**  
**Placeholder Amounts**

Fund :		Sub Fund :		
142		901 IDEA Part B		
Acct #	Acct Description			Budget Amount
47143	Special Education - Grants To States			\$ 872,038.00
<b>71200</b>	<b>Special Education Program</b>			
163	Educational Assistants			(375,000.00)
189	Other Salaries & Wages			(100.00)
198	Non-Certified Substitute Teachers			(100.00)
201	Social Security			(27,850.40)
204	State Retirement			(51,957.36)
207	Medical Insurance			(59,640.95)
212	Employer Medicare			(6,342.03)
399	Other Contracted Services			(5,000.00)
429	Instructional Supplies And Materials			(100.00)
725	Special Education Equipment			(100.00)
<b>Total</b>	<b>71200</b>	<b>Special Education Program</b>		<b>\$ (526,190.74)</b>
<b>72220</b>	<b>Special Education Program</b>			
105	Supervisor/Director			(6,950.00)
124	Psychological Personnel			(143,000.00)
131	Medical Personnel			(60,188.00)
161	Secretary(s)			(48,567.00)
201	Social Security			(15,608.81)
204	State Retirement			(24,033.00)
207	Medical Insurance			(25,000.00)
212	Employer Medicare			(3,650.45)
312	Contracts With Private Agencies			(100.00)
348	Postal Charges			(50.00)
399	Other Contracted Services			(11,100.00)
499	Other Supplies And Materials			(50.00)
790	Other Equipment			(50.00)
<b>Total</b>	<b>72220</b>	<b>Special Education Program</b>		<b>\$ (338,347.26)</b>
<b>Total</b>	<b>70000</b>			
<b>99000</b>	<b>Other Uses</b>			<b>\$ (864,538.00)</b>
<b>99100</b>	<b>Transfers Out</b>			
504	Indirect Cost			(7,500.00)
<b>Total</b>	<b>99100</b>	<b>Transfers Out</b>		<b>\$ (7,500.00)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>901 IDEA Part B</b>	<b>0.00</b>

**Hickman County Finance**  
**FY 2023 - Consolidated Budget (Federal)**  
**Placeholder Amounts**

Fund :		142		Sub Fund :		911 IDEA Preschool	
Acct #		Acct Description		Budget Amount			
47145		Special Education Preschool Grants		\$		26,361.00	
<b>71200</b>		<b>Special Education Program</b>					
163		Educational Assistants				(14,618.00)	
189		Other Salaries & Wages				(1,000.00)	
201		Social Security				(970.00)	
204		State Retirement				(1,725.00)	
207		Medical Insurance				(2,000.00)	
212		Employer Medicare				(227.00)	
499		Other Supplies And Materials				(2,245.08)	
725		Special Education Equipment				(1,072.79)	
<b>Total</b>	<b>71200</b>	<b>Special Education Program</b>		\$		<b>(23,857.87)</b>	
<b>72220</b>		<b>Special Education Program</b>					
399		Other Contracted Services				(2,000.00)	
<b>Total</b>	<b>72220</b>	<b>Special Education Program</b>		\$		<b>(2,000.00)</b>	
<b>Total</b>	<b>70000</b>			\$		<b>(25,857.87)</b>	
<b>99000</b>		<b>Other Uses</b>					
<b>99100</b>		<b>Transfers Out</b>					
504		Indirect Cost				(503.13)	
<b>Total</b>	<b>99100</b>	<b>Transfers Out</b>		\$		<b>(503.13)</b>	
<b>Total For Fund:</b>		<b>142</b>	<b>911 IDEA Preschool</b>			<b>0.00</b>	

**Hickman County Finance**  
**FY 2023 - CTE Perkins Basic (Federal)**  
**Placeholder Amounts**

Fund :	142	Sub Fund :	801 CTE Perkins Basic	
<b>Acct #</b>		<b>Acct Description</b>		<b>Budget Amount</b>
<b>47131</b>		<b>Vocational Educ - Basic Grants To States</b>		<b>\$ 65,196.32</b>
<b>71300</b>		<b>Career and Technical Education Program</b>		
163		Educational Assistants		(17,100.00)
201		Social Security		(1,400.00)
204		State Retirement		(2,550.00)
207		Medical Insurance		(1,800.00)
210		Unemployment Compensation		(100.00)
399		Other Contracted Services		(4,696.32)
499		Other Supplies And Materials		(5,500.00)
730		Vocational Instruction Equipment		(11,000.00)
<b>Total</b>	<b>71300</b>	<b>Career and Technical</b>		<b>\$ (44,146.32)</b>
<b>72130</b>		<b>Other Student Support</b>		
189	PD	Other Salaries & Wages		(6,500.00)
355	C	Travel		(12,000.00)
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>		<b>\$ (18,500.00)</b>
<b>72230</b>		<b>Career and Technical Education Program</b>		
162		Clerical Personnel		(1,900.00)
201		Social Security		(150.00)
204		State Retirement		(300.00)
207		Medical Insurance		(200.00)
<b>Total</b>	<b>72230</b>	<b>Career and Technical</b>		<b>(2,550.00)</b>
<b>Total</b>	<b>70000</b>	<b>Career and Technical</b>		<b>(65,196.32)</b>
<b>Total For Fund:</b>	<b>142</b>	<b>801 CTE Perkins Basic</b>		<b>0.00</b>

**Hickman County Finance  
 FY 2023 -Project AWARE (Federal)  
 Placeholder Amounts**

Fund :		Sub Fund :		Project AWARE	
Acct #	Acct Description			\$	Budget Amount
<b>44170</b>	<b>Miscellaneous Refunds</b>				<b>285,000.00</b>
<b>72130</b>	<b>Other Student Support</b>				
105	Supervisor/Director				(65,000.00)
189	Other Salaries & Wages				(125,000.00)
198	Non-Certified Substitute Teachers				(2,100.00)
201	Social Security				(14,535.00)
204	State Retirement				(17,674.67)
207	Medical Insurance				(15,600.00)
212	Employer Medicare				0.00
307	Communication				(2,100.00)
355	Travel				(6,000.00)
399	Other Contracted Services				(16,000.00)
435	Office Supplies				(4,000.00)
499	Other Supplies And Materials				(3,610.00)
524	Inservice				(3,000.00)
599	Other Charges				(10,380.33)
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>		<b>\$</b>	<b>(285,000.00)</b>
<b>Total For Fund:</b>		<b>142</b>			<b>0.00</b>

**Hickman County Finance**  
**FY 2023 -ARP Related Programs (Federal)**  
**Placeholder Amounts**

Fund :	142	Sub Fund :	709 ARP HOMELESS 2.0	
Acct #	Acct Description	\$	Budget Amount	
<b>47404</b>	<b>American Rescue Plan Act Grant #4</b>		<b>26,009.13</b>	
<b>72130</b>	<b>Other Student Support</b>			
189	Other Salaries & Wages		(20,000.00)	
201	Social Security		(1,240.00)	
204	State Retirement		(2,060.00)	
212	Employer Medicare		(290.00)	
499	Other Supplies And Materials		(2,419.13)	
<b>Total</b>	<b>72130 Other Student Support</b>	<b>\$</b>	<b>(26,009.13)</b>	
<b>Total For Fund:</b>		<b>142</b>	<b>709 ARP HOMELESS 2.0</b>	<b>0.00</b>

Fund :	142	Sub Fund :	909 ARP IDEA Part B	
Acct #	Acct Description	\$	Budget Amount	
<b>47402</b>	<b>American Rescue Plan Act Grant #2</b>		<b>144,953.84</b>	
<b>71200</b>	<b>Special Education Program</b>			
189	Other Salaries & Wages		(9,000.00)	
201	Social Security		(558.00)	
204	State Retirement		(927.00)	
212	Employer Medicare		(130.50)	
429	Instructional Supplies And Materials		(28,695.73)	
499	Other Supplies And Materials		0.00	
725	Special Education Equipment		(33,439.24)	
<b>Total</b>	<b>71200 Special Education Program</b>	<b>\$</b>	<b>(72,750.46)</b>	
<b>72000</b>	<b>Support Services</b>			
<b>72220</b>	<b>Special Education Program</b>			
189	Other Salaries & Wages		(3,500.00)	
201	Social Security		(217.00)	
204	State Retirement		(360.50)	
212	Employer Medicare		(50.75)	
312	Contracts With Private Agencies		(40,804.92)	
399	Other Contracted Services		(3,288.06)	
499	Other Supplies And Materials		(6,748.83)	
790	Other Equipment		(17,233.32)	
<b>Total</b>	<b>72220 Special Education Program</b>	<b>\$</b>	<b>(72,203.38)</b>	
<b>Total</b>	<b>70000</b>	<b>\$</b>	<b>(144,953.84)</b>	
<b>Total For Fund:</b>		<b>142</b>	<b>909 ARP IDEA Part B</b>	<b>0.00</b>

**Hickman County Finance**  
**FY 2023 -ARP Related Programs (Federal)**  
**Placeholder Amounts**

Fund :	142	Sub Fund :	919 ARP IDEA Preschool	Budget Amount
Acct #			Acct Description	
47403			American Rescue Plan Act Grant #3	\$ 11,038.16
71200			<b>Special Education Program</b>	
429			Instructional Supplies And Materials	(4,774.72)
725			Special Education Equipment	(6,022.35)
<b>Total</b>	<b>71200</b>		<b>Special Education Program</b>	<b>\$ (10,797.07)</b>
72220			<b>Special Education Program</b>	
399			Other Contracted Services	(241.09)
<b>Total</b>	<b>72220</b>		<b>Special Education Program</b>	<b>\$ (241.09)</b>
<b>Total</b>	<b>70000</b>			<b>\$ (11,038.16)</b>
<b>Total For Fund:</b>			<b>142 919 ARP IDEA Preschool</b>	<b>0.00</b>

Fund :	142	Sub Fund :	937 TN ALL Corps	Budget Amount
Acct #			Acct Description	
47401			American Rescue Plan Act Grant #1	\$ 107,325.72
72210			<b>Regular Instruction Program</b>	
189			Other Salaries & Wages	(96,696.42)
201			Social Security	(5,997.08)
212			Employer Medicare	(1,402.10)
429			Instructional Supplies And Materials	(2,205.12)
524			Inservice	(1,025.00)
<b>Total</b>	<b>72210</b>		<b>Regular Instruction Program</b>	<b>\$ (107,325.72)</b>
<b>Total For Fund:</b>			<b>142 937 TN ALL Corps</b>	<b>0.00</b>

Fund :	142	Sub Fund :	938 BEST FOR ALL GRANT	Budget Amount
Acct #			Acct Description	
47307			COVID-19 Grant B	\$ 200,000.00
71100			<b>Regular Instruction Program</b>	
722			Regular Instruction Equipment	(122,000.00)
<b>Total</b>	<b>71100</b>		<b>Regular Instruction Program</b>	<b>\$ (122,000.00)</b>
72130			<b>Other Student Support</b>	
130			Social Workers	(45,000.00)
201			Social Security	(2,790.00)
204			State Retirement	(4,500.00)
207			Medical Insurance	(8,000.00)
212			Employer Medicare	(652.50)
790			Other Equipment	(17,057.50)
<b>Total</b>	<b>72130</b>		<b>Other Student Support</b>	<b>\$ (78,000.00)</b>
<b>Total</b>	<b>70000</b>			<b>\$ (200,000.00)</b>
<b>Total For Fund:</b>			<b>142 938 BEST FOR ALL GRANT</b>	<b>0.00</b>



**Hickman County Finance**  
**FY 2023 -ARP Related Programs (Federal)**  
**Placeholder Amounts**

Fund :		Sub Fund :			
Acct #		Acct Description		\$	Budget Amount
142		939	ESSER Planning Grant		
47401		American Rescue Plan Act Grant #1			86,795.65
72210		Regular Instruction Program			
189		Other Salaries & Wages			(68,700.00)
201		Social Security			(4,259.40)
204		State Retirement			(7,076.10)
212		Employer Medicare			(996.15)
355		Travel			(5,000.00)
524		Inservice			(764.00)
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>		<b>\$</b>	<b>(86,795.65)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>939</b>	<b>ESSER Planning Grant</b>	<b>0.00</b>

Fund :		Sub Fund :			
Acct #		Acct Description		\$	Budget Amount
142		951	FY22 Literacy Training Teacher Stipend		
47309		COVID-19 Grant D			125,000.00
71100		Regular Instruction Program			
189		Other Salaries & Wages			(107,103.08)
201		Social Security			(8,193.39)
204		State Retirement			(9,703.53)
<b>Total</b>	<b>71100</b>	<b>Regular Instruction Program</b>		<b>\$</b>	<b>(125,000.00)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>951</b>	<b>FY22 Literacy Training Teacher St</b>	<b>0.00</b>

Fund :		Sub Fund :			
Acct #		Acct Description		\$	Budget Amount
142		955	Early Literacy Networks		
47309		COVID-19 Grant D			40,510.00
72210		Regular Instruction Program			
399		Other Contracted Services			(40,510.00)
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>		<b>\$</b>	<b>(40,510.00)</b>
<b>Total For Fund:</b>		<b>142</b>			<b>0.00</b>

**Hickman County Finance**  
**FY 2023 -ESSER Programs (Federal)**  
**Placeholder Amounts**

Fund :	142	Sub Fund :	932 ESSER 2.0	
<b>Acct #</b>		<b>Acct Description</b>		<b>Budget Amount</b>
<b>47307</b>		<b>COVID-19 Grant B</b>		<b>\$ 2,513,579.90</b>
<b>71100</b>		<b>Regular Instruction Program</b>		
189		Other Salaries & Wages		(82,309.50)
201		Social Security		(5,103.19)
204		State Retirement		(10,179.02)
212		Employer Medicare		(1,193.49)
722		Regular Instruction Equipment		(12,729.69)
<b>Total</b>	<b>71100</b>	<b>Regular Instruction Program</b>		<b>\$ (111,514.89)</b>
<b>72130</b>		<b>Other Student Support</b>		
189		Other Salaries & Wages		(16,527.63)
201		Social Security		(1,047.21)
204		State Retirement		(1,702.35)
212		Employer Medicare		(239.65)
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>		<b>\$ (19,516.84)</b>
<b>72610</b>		<b>Operation Of Plant</b>		
720		Plant Operation Equipment		(1,232,548.17)
<b>Total</b>	<b>72610</b>	<b>Operation Of Plant</b>		<b>\$ (1,232,548.17)</b>
<b>76100</b>		<b>Regular Capital Outlay</b>		
321		Engineering Services		(30,000.00)
399		Other Contracted Services		(120,000.00)
707		Building Improvements		(1,000,000.00)
<b>Total</b>	<b>76100</b>	<b>Regular Capital Outlay</b>		<b>\$ (1,150,000.00)</b>
<b>Total</b>	<b>70000</b>			<b>\$ (2,513,579.90)</b>
<b>Total For Fund:</b>	<b>142</b>	<b>932 ESSER 2.0</b>		<b>0.00</b>



**Hickman County Finance**  
**FY 2023 -ESSER Programs (Federal)**  
**Placeholder Amounts**

<b>72130</b>	<b>Other Student Support</b>		
189	Other Salaries & Wages		(78,504.60)
201	Social Security		(5,301.00)
204	State Retirement		(9,319.05)
207	Medical Insurance		(6,900.00)
212	Employer Medicare		(1,287.85)
399	Other Contracted Services		(9,750.00)
<b>Total</b>	<b>72130 Other Student Support</b>	<b>\$</b>	<b>(111,062.50)</b>
<b>72210</b>	<b>Regular Instruction Program</b>		
105	Supervisor/Director		(153,495.00)
138	Instructional Computer Personnel		(203,860.00)
201	Social Security		(21,928.16)
204	State Retirement		(36,429.04)
207	Medical Insurance		(31,600.00)
212	Employer Medicare		(5,128.36)
524	Inservice		(12,000.00)
<b>Total</b>	<b>72210 Regular Instruction Program</b>	<b>\$</b>	<b>(464,440.56)</b>
<b>72250</b>	<b>Technology</b>		
162	Clerical Personnel		(121,980.00)
201	Social Security		(9,300.00)
204	State Retirement		(16,545.00)
212	Employer Medicare		(2,175.00)
399	Other Contracted Services		0.00
790	Other Equipment		(29,476.10)
<b>Total</b>	<b>72250 Technology</b>	<b>\$</b>	<b>(179,476.10)</b>
<b>72610</b>	<b>Operation Of Plant</b>		
328	Janitorial Services		(24,280.00)
720	Plant Operation Equipment		(770,000.00)
<b>Total</b>	<b>72610 Operation Of Plant</b>	<b>\$</b>	<b>(794,280.00)</b>
<b>73100</b>	<b>Food Service</b>		
710	Food Service Equipment		(200,000.00)
<b>Total</b>	<b>73100 Food Service</b>	<b>\$</b>	<b>(200,000.00)</b>
<b>76100</b>	<b>Regular Capital Outlay</b>		
321	Engineering Services		(60,000.00)
399	Other Contracted Services		(240,000.00)
706	Building Construction		(421,235.20)
707	Building Improvements		(1,136,768.38)
<b>Total</b>	<b>76100 Regular Capital Outlay</b>	<b>\$</b>	<b>(1,858,003.58)</b>
<b>Total</b>	<b>70000</b>	<b>\$</b>	<b>(6,421,690.16)</b>
<b>Total For Fund:</b>	<b>142</b>	<b>933</b>	<b>ESSER 3.0</b>
			<b>0.00</b>

**Hickman County (410)**

**2022-2023 Differentiated Pay Plan**

<b>Differentiated Element</b>	<b>Description</b>	<b>Compensation Type and Size</b>	<b>Reach</b>	<b>Estimated Cost</b>	<b>Estimated Salary Expenditures</b>
	<p>Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).</p>	<p>Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?</p>	<p>Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?</p>	<p>How much does the district estimate it will pay out for this differentiated pay element?</p>	<p>What percentage of salary expenditures (excluding benefit costs) does this element cover?</p>
<p><b>Hard-to-Staff (School, Subject, or Placement)</b></p>	<p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2022-2023 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, secondary English, Secondary Science, K-12 School Counselors, K-12 Principals, and</p>	<p>The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2022 and one half on or about 1 May 2023. Amounts are negotiable from \$1,000.00 to \$5,000.00.</p>	<p>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.</p>	<p>It is estimated that the bonus will be approximately \$65,000.00 for the 2022-2023 school year.</p>	<p>The bonus will be approximately 1% of salary expenditures.</p>

	Secondary Foreign Language teachers.				
<b>Performance</b>	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2021-2022 school year based on the LOE scores calculated in TNCompass.	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).	All teachers and assistant principals (who are not under a performance contract) are eligible to receive the bonus.	It is estimated this stipend will be approximately \$225,000.00 for the 2022-2023 school year.	This bonus is estimated to be approximately 2% of salary expenditures.
<b>Additional Instructional Roles or Responsibilities</b>	Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers.  Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.	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.  Social emotional learning liaisons, foster care liaisons, and child abuse coordinators will be paid a stipend of	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.	The district estimates the bonus payments will total approximately \$60,000.00 for the 2022-2023 school year.	The bonus is estimated to be approximately less than 1% of salary expenditures.

	<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 and foster care liaisons 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>\$1,500.00 per year for 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>			
<b>Education*</b>	The District will continue to pay for education training in	Compensation is given as a base pay increase.	All teachers are eligible.	The District estimates that the degree increase will	The cost will be less than 1% of salary expenditures.

	five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)	Qualifying teachers, depending on their degree, receive an increase of \$1,000.00 - \$3,000.00.	All teachers participate.	be \$15,000.00 for the 2022-2023 school year.	
<b>Experience*</b>	The District will continue to pay for experience up to 30 years of experience.	Each year a teacher earns a base step increase as indicated on the salary schedule.	All teachers are eligible. All teachers participate.	The District estimates that the 2022-2023 step experience increase will be approximately \$250,000.00.	The cost will be less than 5% of salary expenditures.

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



**BEP SALARY SCHEDULE  
HICKMAN COUNTY SCHOOLS  
FY 2023  
Proposed June 6, 2022**

<b>YEARS</b>	<b>BACHELORS</b>	<b>MASTERS</b>	<b>MASTERS + 30/40</b>	<b>Ed.S.</b>	<b>Ed.D/Ph.D.</b>
0	\$41,600	\$43,300	\$45,200	\$46,400	\$48,700
1	\$42,300	\$44,200	\$46,800	\$48,000	\$50,300
2	\$43,000	\$45,100	\$47,700	\$48,600	\$51,400
3	\$43,100	\$45,300	\$47,800	\$48,800	\$51,600
4	\$43,200	\$45,600	\$47,900	\$48,900	\$51,800
5	\$43,400	\$46,100	\$48,600	\$49,300	\$52,000
6	\$44,400	\$47,400	\$49,100	\$49,800	\$52,200
7	\$45,000	\$47,700	\$49,800	\$50,500	\$53,200
8	\$45,300	\$47,900	\$50,400	\$51,100	\$54,300
9	\$45,700	\$48,500	\$50,800	\$51,700	\$55,300
10	\$46,100	\$49,000	\$51,300	\$52,100	\$56,500
11	\$47,100	\$51,400	\$52,800	\$53,900	\$57,700
12	\$47,400	\$52,300	\$53,400	\$54,500	\$58,100
13	\$47,600	\$52,400	\$53,500	\$54,900	\$58,400
14	\$47,800	\$52,500	\$53,700	\$55,100	\$59,600
15	\$48,000	\$52,700	\$54,100	\$55,600	\$59,900
16	\$49,900	\$54,500	\$56,200	\$58,000	\$62,200
17	\$50,900	\$55,100	\$56,800	\$58,900	\$63,400
18	\$51,000	\$55,200	\$57,100	\$59,500	\$64,200
19	\$51,200	\$55,300	\$57,200	\$59,800	\$64,300
20	\$51,300	\$55,400	\$58,100	\$60,300	\$65,200
21	\$52,900	\$57,100	\$59,700	\$61,900	\$66,900
22	\$53,000	\$57,200	\$59,900	\$62,200	\$67,100
23	\$53,100	\$57,300	\$60,000	\$62,300	\$67,300
24	\$53,200	\$57,400	\$60,100	\$62,400	\$67,500
25	\$53,400	\$57,500	\$60,200	\$62,500	\$67,700
26	\$53,500	\$57,700	\$60,300	\$62,600	\$67,900
27	\$53,700	\$57,800	\$60,400	\$62,800	\$68,200
28	\$53,800	\$57,900	\$60,500	\$62,900	\$68,400
29	\$53,900	\$58,000	\$60,600	\$63,000	\$68,600
30	\$54,500	\$58,300	\$61,200	\$63,400	\$70,300

**HICKMAN COUNTY SCHOOLS**  
**Principal Salaries FY 2023**  
**Proposed June 6, 2022**

<b>12 Month Employment</b>			
<b>Years Exp.</b>	<b>Elementary</b>	<b>Middle School</b>	<b>High School</b>
0	\$ 74,620	\$ 77,605	\$ 80,590
1	\$ 77,818	\$ 80,931	\$ 84,043
2	\$ 77,818	\$ 80,931	\$ 84,043
3	\$ 77,818	\$ 80,931	\$ 84,043
4	\$ 77,818	\$ 80,931	\$ 84,043
5	\$ 77,818	\$ 80,931	\$ 84,043
6	\$ 80,483	\$ 83,702	\$ 86,922
7	\$ 80,483	\$ 83,702	\$ 86,922
8	\$ 80,483	\$ 83,702	\$ 86,922
9	\$ 80,483	\$ 83,702	\$ 86,922
10	\$ 80,483	\$ 83,702	\$ 86,922
11	\$ 82,615	\$ 85,920	\$ 89,224
12	\$ 82,615	\$ 85,920	\$ 89,224
13	\$ 82,615	\$ 85,920	\$ 89,224
14	\$ 82,615	\$ 85,920	\$ 89,224
15	\$ 84,747	\$ 88,137	\$ 91,527
<b>Degree Supplement</b>			
EdS	\$ 1,500	\$ 1,500	\$ 1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$ 2,500

**Hickman County Schools**  
**Assistant Principal Salaries FY 2023**  
**Proposed June 6, 2022**

<b>12 Month - High School</b>	
<b>Years Exp.</b>	<b>Steps</b>
0	\$ 72,488.00
1	\$ 75,608.00
2	\$ 75,608.00
3	\$ 75,608.00
4	\$ 75,608.00
5	\$ 75,608.00
6	\$ 78,208.00
7	\$ 78,208.00
8	\$ 78,208.00
9	\$ 78,208.00
10	\$ 78,208.00
11	\$ 80,288.00
12	\$ 80,288.00
13	\$ 80,288.00
14	\$ 80,288.00
15	\$ 82,368.00
<b>Degree Supplement</b>	
EdS	\$ 1,500
PhD/EdD	\$ 2,500

\*11 Month Positions would be prorated

**HICKMAN COUNTY SCHOOLS  
FY 2023**

**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 2023  
Speech Pathologist**

BEP Salary Scale  
Pathologist Adjustment \$ 5,000

**FY 2023  
Occupational Therapist**

BEP Scale Salary  
Occupational Therapist Adjustment \$ 15,000

**FY 2023  
Registered Nurse (RN)**

BEP Salary scale

**FY 2023  
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 1<sup>st</sup> Year As Supervisor

\$3,000.00                      Base 2<sup>nd</sup> Year And Beyond As Supervisor

\$500.00 Added Per Program Supervised

**Hickman County Schools  
School Psychologist  
FY 2023 - 11 Month Salary Schedule  
Proposed June 6, 2022**

BEP Salary by Training and Experience (Teacher Pay Scale)

x 1.1 (Eleventh Month)

+28% of base BEP Salary

<b>YEARS</b>	<b>MASTERS</b>	<b>MASTERS + 30/40</b>	<b>Ed.S.</b>	<b>Ed.S.</b>
PSY - 0	\$59,754	\$62,376	\$64,032	\$67,206
PSY - 1	\$60,996	\$64,584	\$66,240	\$69,414
PSY - 2	\$62,238	\$65,826	\$67,068	\$70,932
PSY - 3	\$62,514	\$65,964	\$67,344	\$71,208
PSY - 4	\$62,928	\$66,102	\$67,482	\$71,484
PSY - 5	\$63,618	\$67,068	\$68,034	\$71,760
PSY - 6	\$65,412	\$67,758	\$68,724	\$72,036
PSY - 7	\$65,826	\$68,724	\$69,690	\$73,416
PSY - 8	\$66,102	\$69,552	\$70,518	\$74,934
PSY - 9	\$66,930	\$70,104	\$71,346	\$76,314
PSY - 10	\$67,620	\$70,794	\$71,898	\$77,970
PSY - 11	\$70,932	\$72,864	\$74,382	\$79,626
PSY - 12	\$72,174	\$73,692	\$75,210	\$80,178
PSY - 13	\$72,312	\$73,830	\$75,762	\$80,592
PSY - 14	\$72,450	\$74,106	\$76,038	\$82,248
PSY - 15	\$72,726	\$74,658	\$76,728	\$82,662
PSY - 16	\$75,210	\$77,556	\$80,040	\$85,836
PSY - 17	\$76,038	\$78,384	\$81,282	\$87,492
PSY - 18	\$76,176	\$78,798	\$82,110	\$88,596
PSY - 19	\$76,314	\$78,936	\$82,524	\$88,734
PSY - 20	\$76,452	\$80,178	\$83,214	\$89,976
PSY - 21	\$78,798	\$82,386	\$85,422	\$92,322
PSY - 22	\$78,936	\$82,662	\$85,836	\$92,598
PSY - 23	\$79,074	\$82,800	\$85,974	\$92,874
PSY - 24	\$79,212	\$82,938	\$86,112	\$93,150
PSY - 25	\$79,350	\$83,076	\$86,250	\$93,426
PSY - 26	\$79,626	\$83,214	\$86,388	\$93,702
PSY - 27	\$79,764	\$83,352	\$86,664	\$94,116
PSY - 28	\$79,902	\$83,490	\$86,802	\$94,392
PSY - 29	\$80,040	\$83,628	\$86,940	\$94,668
PSY - 30	\$80,454	\$84,456	\$87,492	\$97,014

**SOCIAL WORKER SALARY SCHEDULE  
HICKMAN COUNTY SCHOOLS  
FY 2023  
Proposed June 6, 2022**

<b>YEARS</b>	<b>Social Worker (BA/BS)</b>	<b>Social Worker (MA/BS)</b>	<b>*LCSW- **LPC</b>	<b>Ph.D.</b>
0	\$41,600	\$43,300	\$45,200	\$48,700
1	\$42,300	\$44,200	\$46,800	\$50,300
2	\$43,000	\$45,100	\$47,700	\$51,400
3	\$43,100	\$45,300	\$47,800	\$51,600
4	\$43,200	\$45,600	\$47,900	\$51,800
5	\$43,400	\$46,100	\$48,600	\$52,000
6	\$44,400	\$47,400	\$49,100	\$52,200
7	\$45,000	\$47,700	\$49,800	\$53,200
8	\$45,300	\$47,900	\$50,400	\$54,300
9	\$45,700	\$48,500	\$50,800	\$55,300
10	\$46,100	\$49,000	\$51,300	\$56,500
11	\$47,100	\$51,400	\$52,800	\$57,700
12	\$47,400	\$52,300	\$53,400	\$58,100
13	\$47,600	\$52,400	\$53,500	\$58,400
14	\$47,800	\$52,500	\$53,700	\$59,600
15	\$48,000	\$52,700	\$54,100	\$59,900
16	\$49,900	\$54,500	\$56,200	\$62,200
17	\$50,900	\$55,100	\$56,800	\$63,400
18	\$51,000	\$55,200	\$57,100	\$64,200
19	\$51,200	\$55,300	\$57,200	\$64,300
20	\$51,300	\$55,400	\$58,100	\$65,200
21	\$52,900	\$57,100	\$59,700	\$66,900
22	\$53,000	\$57,200	\$59,900	\$67,100
23	\$53,100	\$57,300	\$60,000	\$67,300
24	\$53,200	\$57,400	\$60,100	\$67,500
25	\$53,400	\$57,500	\$60,200	\$67,700
26	\$53,500	\$57,700	\$60,300	\$67,900
27	\$53,700	\$57,800	\$60,400	\$68,200
28	\$53,800	\$57,900	\$60,500	\$68,400
29	\$53,900	\$58,000	\$60,600	\$68,600
30	\$54,500	\$58,300	\$61,200	\$70,300

\*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 2023**  
**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SNE - 0	\$ 52,002
SNE - 1	\$ 55,253
SNE - 2	\$ 57,419
SNE - 3	\$ 57,419
SNE - 4	\$ 57,419
SNE - 5	\$ 57,419
SNE - 6	\$ 60,669
SNE - 7	\$ 60,669
SNE - 8	\$ 60,669
SNE - 9	\$ 60,669
SNE - 10	\$ 60,669
SNE - 11	\$ 65,003
SNE - 12	\$ 65,003
SNE - 13	\$ 65,003
SNE - 14	\$ 65,003
SNE - 15	\$ 68,253
SNE - 16	\$ 68,253
SNE - 17	\$ 68,253
SNE - 18	\$ 68,253
SNE - 19	\$ 68,253
SNE - 20	\$ 68,253
SNE - 21	\$ 68,253
SNE - 22	\$ 68,253
SNE - 23	\$ 68,253
SNE - 24	\$ 68,253
SNE - 25	\$ 68,253
SNE - 26	\$ 68,253
SNE - 27	\$ 68,253
SNE - 28	\$ 68,253
SNE - 29	\$ 68,253
SNE - 30	\$ 68,253

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 Administrative Assistant**  
**Salary Schedule**  
**FY 2023**  
**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
AA - 0	\$ 21,720
AA - 1	\$ 21,861
AA - 2	\$ 22,015
AA - 3	\$ 23,167
AA - 4	\$ 23,891
AA - 5	\$ 25,953
AA - 6	\$ 26,600
AA - 7	\$ 27,916
AA - 8	\$ 28,717
AA - 9	\$ 29,442
AA - 10	\$ 30,823
AA - 11	\$ 31,592
AA - 12	\$ 31,953
AA - 13	\$ 32,864
AA - 14	\$ 33,775
AA - 15	\$ 34,695
AA - 16	\$ 35,683
AA - 17	\$ 38,754
AA - 18	\$ 40,334
AA - 19	\$ 42,791
AA - 20	\$ 43,712
AA - 21	\$ 44,820
AA - 22	\$ 45,610
AA - 23	\$ 46,268
AA - 24	\$ 46,970
AA - 25	\$ 47,858
AA - 26	\$ 49,174
AA - 27	\$ 50,304
AA - 28	\$ 50,820
AA - 29	\$ 51,216
AA - 30	\$ 53,014

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

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**  
**Central Office - 12 Month Programs/Grants**  
**Salary Schedule**  
**FY 2023**  
**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
PG - 0	\$ 30,407
PG - 1	\$ 30,769
PG - 2	\$ 31,131
PG - 3	\$ 31,492
PG - 4	\$ 31,855
PG - 5	\$ 32,217
PG - 6	\$ 32,578
PG - 7	\$ 32,940
PG - 8	\$ 33,303
PG - 9	\$ 33,664
PG - 10	\$ 33,917
PG - 11	\$ 34,389
PG - 12	\$ 34,750
PG - 13	\$ 35,112
PG - 14	\$ 35,474
PG - 15	\$ 35,835
PG - 16	\$ 36,199
PG - 17	\$ 36,561
PG - 18	\$ 36,922
PG - 19	\$ 37,284
PG - 20	\$ 37,646
PG - 21	\$ 38,009
PG - 22	\$ 38,370
PG - 23	\$ 38,732
PG - 24	\$ 39,095
PG - 25	\$ 39,456
PG - 26	\$ 39,818
PG - 27	\$ 40,181
PG - 28	\$ 40,542
PG - 29	\$ 40,904
PG - 30	\$ 41,266

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

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 2023  
Proposed June 6, 2023**

Years of Experience	FY 2023 Step
SCO - 0	\$ 20,710
SCO - 1	\$ 20,853
SCO - 2	\$ 20,994
SCO - 3	\$ 21,138
SCO - 4	\$ 21,292
SCO - 5	\$ 21,433
SCO - 6	\$ 21,577
SCO - 7	\$ 21,720
SCO - 8	\$ 21,861
SCO - 9	\$ 22,015
SCO - 10	\$ 22,443
SCO - 11	\$ 22,586
SCO - 12	\$ 22,739
SCO - 13	\$ 22,882
SCO - 14	\$ 23,024
SCO - 15	\$ 23,463
SCO - 16	\$ 23,605
SCO - 17	\$ 23,749
SCO - 18	\$ 23,891
SCO - 19	\$ 24,033
SCO - 20	\$ 24,472
SCO - 21	\$ 24,615
SCO - 22	\$ 24,758
SCO - 23	\$ 24,911
SCO - 24	\$ 25,054
SCO - 25	\$ 25,481
SCO - 26	\$ 25,635
SCO - 27	\$ 25,777
SCO - 28	\$ 25,920
SCO - 29	\$ 26,063
SCO - 30	\$ 26,502

**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  
LPN  
Hourly Rate Schedule  
FY 2023  
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
LPN - 0	\$ 29,077
LPN - 1	\$ 29,077
LPN - 2	\$ 29,077
LPN - 3	\$ 29,621
LPN - 4	\$ 29,621
LPN - 5	\$ 29,621
LPN - 6	\$ 30,183
LPN - 7	\$ 30,183
LPN - 8	\$ 30,183
LPN - 9	\$ 31,288
LPN - 10	\$ 31,288
LPN - 11	\$ 31,288
LPN - 12	\$ 32,341
LPN - 13	\$ 32,341
LPN - 14	\$ 32,341
LPN - 15	\$ 32,341
LPN - 16	\$ 32,341
LPN - 17	\$ 32,341
LPN - 18	\$ 32,341
LPN - 19	\$ 32,341
LPN - 20	\$ 32,341
LPN - 21	\$ 32,341
LPN - 22	\$ 32,341
LPN - 23	\$ 32,341
LPN - 24	\$ 32,341
LPN - 25	\$ 32,341
LPN - 26	\$ 32,341
LPN - 27	\$ 32,341
LPN - 28	\$ 32,341
LPN - 29	\$ 32,341
LPN - 30	\$ 32,341

**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  
School Secretary/Bookkeeper  
Salary Schedule  
FY 2023  
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SSB - 0	\$ 15,971
SSB - 1	\$ 16,860
SSB - 2	\$ 17,222
SSB - 3	\$ 17,287
SSB - 4	\$ 17,507
SSB - 5	\$ 17,727
SSB - 6	\$ 17,890
SSB - 7	\$ 18,066
SSB - 8	\$ 18,241
SSB - 9	\$ 18,418
SSB - 10	\$ 18,604
SSB - 11	\$ 18,780
SSB - 12	\$ 18,955
SSB - 13	\$ 19,131
SSB - 14	\$ 19,306
SSB - 15	\$ 19,492
SSB - 16	\$ 19,668
SSB - 17	\$ 19,843
SSB - 18	\$ 20,008
SSB - 19	\$ 20,183
SSB - 20	\$ 20,380
SSB - 21	\$ 20,545
SSB - 22	\$ 20,721
SSB - 23	\$ 20,896
SSB - 24	\$ 21,072
SSB - 25	\$ 21,268
SSB - 26	\$ 21,444
SSB - 27	\$ 21,619
SSB - 28	\$ 21,795
SSB - 29	\$ 21,971
SSB - 30	\$ 22,159

**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  
Educational Assistants  
Salary Schedule  
FY 2023  
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
TA - 0	\$ 15,641
TA - 1	\$ 16,432
TA - 2	\$ 16,641
TA - 3	\$ 16,838
TA - 4	\$ 17,046
TA - 5	\$ 17,244
TA - 6	\$ 17,408
TA - 7	\$ 17,562
TA - 8	\$ 17,727
TA - 9	\$ 17,890
TA - 10	\$ 18,044
TA - 11	\$ 18,209
TA - 12	\$ 18,362
TA - 13	\$ 18,527
TA - 14	\$ 18,681
TA - 15	\$ 18,834
TA - 16	\$ 18,999
TA - 17	\$ 19,163
TA - 18	\$ 19,317
TA - 19	\$ 19,481
TA - 20	\$ 19,657
TA - 21	\$ 19,811
TA - 22	\$ 19,975
TA - 23	\$ 20,128
TA - 24	\$ 20,293
TA - 25	\$ 20,468
TA - 26	\$ 20,633
TA - 27	\$ 20,787
TA - 28	\$ 20,952
TA - 29	\$ 21,106
TA - 30	\$ 21,292

**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 High School Athletic Directors - Salary**  
**FY 2023 Proposed**

Years of Experience	FY 2023 Step
SSAD - 0	\$ 41,600
SSAD - 1	\$ 42,300
SSAD - 2	\$ 43,000
SSAD - 3	\$ 43,100
SSAD - 4	\$ 43,200
SSAD - 5	\$ 43,400
SSAD - 6	\$ 44,400
SSAD - 7	\$ 45,000
SSAD - 8	\$ 45,300
SSAD - 9	\$ 45,700
SSAD - 10	\$ 46,100
SSAD - 11	\$ 47,100
SSAD - 12	\$ 47,400
SSAD - 13	\$ 47,600
SSAD - 14	\$ 47,800
SSAD - 15	\$ 48,000
SSAD - 16	\$ 49,900
SSAD - 17	\$ 50,900
SSAD - 18	\$ 51,000
SSAD - 19	\$ 51,200
SSAD - 20	\$ 51,300
SSAD - 21	\$ 52,900
SSAD - 22	\$ 53,000
SSAD - 23	\$ 53,100
SSAD - 24	\$ 53,200
SSAD - 25	\$ 53,400
SSAD - 26	\$ 53,500
SSAD - 27	\$ 53,700
SSAD - 28	\$ 53,800
SSAD - 29	\$ 53,900
SSAD - 30	\$ 54,500

**Hickman County Schools  
 General Grounds Maintenance (Hourly Rate)  
 Pay Schedules  
 FY 2023  
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
GGM - 0	\$ 10.05
GGM - 1	\$ 10.39
GGM - 2	\$ 10.48
GGM - 3	\$ 10.54
GGM - 4	\$ 10.60
GGM - 5	\$ 10.66
GGM - 6	\$ 10.74
GGM - 7	\$ 10.88
GGM - 8	\$ 11.02
GGM - 9	\$ 11.17
GGM - 10	\$ 11.30
GGM - 11	\$ 11.41
GGM - 12	\$ 11.51
GGM - 13	\$ 11.57
GGM - 14	\$ 11.62
GGM - 15	\$ 11.71
GGM - 16	\$ 11.78
GGM - 17	\$ 11.88
GGM - 18	\$ 11.93
GGM - 19	\$ 11.99
GGM - 20	\$ 12.07
GGM - 21	\$ 12.11
GGM - 22	\$ 12.19
GGM - 23	\$ 12.27
GGM - 24	\$ 12.35
GGM - 25	\$ 12.40
GGM - 26	\$ 12.45
GGM - 27	\$ 12.52
GGM - 28	\$ 12.63
GGM - 29	\$ 12.68
GGM - 30	\$ 12.85

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 2023  
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
MM - 0	\$ 14.06
MM - 1	\$ 14.77
MM - 2	\$ 15.09
MM - 3	\$ 15.46
MM - 4	\$ 15.80
MM - 5	\$ 16.14
MM - 6	\$ 16.51
MM - 7	\$ 16.83
MM - 8	\$ 17.19
MM - 9	\$ 17.54
MM - 10	\$ 17.87
MM - 11	\$ 18.24
MM - 12	\$ 18.56
MM - 13	\$ 18.92
MM - 14	\$ 19.25
MM - 15	\$ 19.61
MM - 16	\$ 19.96
MM - 17	\$ 20.29
MM - 18	\$ 20.66
MM - 19	\$ 21.00
MM - 20	\$ 21.33
MM - 21	\$ 21.69
MM - 22	\$ 22.03
MM - 23	\$ 22.36
MM - 24	\$ 22.73
MM - 25	\$ 23.07
MM - 26	\$ 23.43
MM - 27	\$ 23.75
MM - 28	\$ 24.12
MM - 29	\$ 24.47
MM - 30	\$ 24.78

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  
 Bus Drivers - Salary Schedule  
 FY 2023  
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
BUS - 0	\$ 12,443
BUS - 1	\$ 13,515
BUS - 2	\$ 13,602
BUS - 3	\$ 13,689
BUS - 4	\$ 13,775
BUS - 5	\$ 13,851
BUS - 6	\$ 13,938
BUS - 7	\$ 14,024
BUS - 8	\$ 14,111
BUS - 9	\$ 14,198
BUS - 10	\$ 14,285
BUS - 11	\$ 14,371
BUS - 12	\$ 14,458
BUS - 13	\$ 14,545
BUS - 14	\$ 14,631
BUS - 15	\$ 14,718
BUS - 16	\$ 14,805
BUS - 17	\$ 14,880
BUS - 18	\$ 14,967
BUS - 19	\$ 15,054
BUS - 20	\$ 15,141
BUS - 21	\$ 15,227
BUS - 22	\$ 15,314
BUS - 23	\$ 15,401
BUS - 24	\$ 15,487
BUS - 25	\$ 15,574
BUS - 26	\$ 15,661
BUS - 27	\$ 15,736
BUS - 28	\$ 15,834
BUS - 29	\$ 15,910
BUS - 30	\$ 16,094

- 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 Schools**  
**Part-Time Mechanic (Hourly Rate)**  
**Pay Schedules**  
**FY 2023**  
**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
0	\$ 12.20
1	\$ 12.36
2	\$ 12.47
3	\$ 12.62
4	\$ 12.74
5	\$ 12.89
6	\$ 13.02
7	\$ 13.16
8	\$ 13.29
9	\$ 13.45
10	\$ 13.58
11	\$ 13.73
12	\$ 13.86
13	\$ 13.96
14	\$ 14.09
15	\$ 14.15
16	\$ 14.27
17	\$ 14.39
18	\$ 14.66
19	\$ 14.79
20	\$ 14.91
21	\$ 15.04
22	\$ 15.19
23	\$ 15.31
24	\$ 15.46
25	\$ 15.57
26	\$ 15.70
27	\$ 15.81
28	\$ 15.95
29	\$ 16.07
30	\$ 16.29

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 2023  
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SM - 0	\$ 33,304
SM - 1	\$ 34,066
SM - 2	\$ 34,829
SM - 3	\$ 35,592
SM - 4	\$ 36,354
SM - 5	\$ 37,119
SM - 6	\$ 37,282
SM - 7	\$ 37,897
SM - 8	\$ 38,234
SM - 9	\$ 38,576
SM - 10	\$ 38,913
SM - 11	\$ 39,251
SM - 12	\$ 39,591
SM - 13	\$ 39,928
SM - 14	\$ 40,267
SM - 15	\$ 40,607
SM - 16	\$ 40,944
SM - 17	\$ 41,281
SM - 18	\$ 41,619
SM - 19	\$ 41,958
SM - 20	\$ 42,296
SM - 21	\$ 42,634
SM - 22	\$ 42,974
SM - 23	\$ 43,313
SM - 24	\$ 43,650
SM - 25	\$ 43,989
SM - 26	\$ 44,604
SM - 27	\$ 45,218
SM - 28	\$ 45,833
SM - 29	\$ 46,450
SM - 30	\$ 47,065

- 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 2023**  
**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
FTM - 0	\$ 30,142
FTM - 1	\$ 30,477
FTM - 2	\$ 30,850
FTM - 3	\$ 31,210
FTM - 4	\$ 31,571
FTM - 5	\$ 31,935
FTM - 6	\$ 32,298
FTM - 7	\$ 32,659
FTM - 8	\$ 33,019
FTM - 9	\$ 33,383
FTM - 10	\$ 33,747
FTM - 11	\$ 34,105
FTM - 12	\$ 34,470
FTM - 13	\$ 34,832
FTM - 14	\$ 35,194
FTM - 15	\$ 35,554
FTM - 16	\$ 35,916
FTM - 17	\$ 36,282
FTM - 18	\$ 36,641
FTM - 19	\$ 37,001
FTM - 20	\$ 37,365
FTM - 21	\$ 37,726
FTM - 22	\$ 38,089
FTM - 23	\$ 38,450
FTM - 24	\$ 38,813
FTM - 25	\$ 39,176
FTM - 26	\$ 39,539
FTM - 27	\$ 39,898
FTM - 28	\$ 40,261
FTM - 29	\$ 40,621
FTM - 30	\$ 40,986

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 CDI. 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 2023  
Proposed June 6, 2023**

Years of Experience	FY 2023 Step
CM - 0	\$ 36,366
CM - 1	\$ 37,066
CM - 2	\$ 37,762
CM - 3	\$ 38,463
CM - 4	\$ 39,162
CM - 5	\$ 39,864
CM - 6	\$ 40,559
CM - 7	\$ 41,262
CM - 8	\$ 41,960
CM - 9	\$ 42,660
CM - 10	\$ 43,357
CM - 11	\$ 44,058
CM - 12	\$ 45,850
CM - 13	\$ 46,599
CM - 14	\$ 47,295
CM - 15	\$ 47,998
CM - 16	\$ 48,695
CM - 17	\$ 49,395
CM - 18	\$ 50,092
CM - 19	\$ 50,796
CM - 20	\$ 51,492
CM - 21	\$ 52,192
CM - 22	\$ 52,890
CM - 23	\$ 53,593
CM - 24	\$ 53,871
CM - 25	\$ 54,290
CM - 26	\$ 55,688
CM - 27	\$ 56,390
CM - 28	\$ 57,088
CM - 29	\$ 57,789
CM - 30	\$ 58,484

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**  
**12 Month School Nutrition Coordinator (CO) - Salary**  
**Schedule**  
**FY 2023**  
**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
NC - 0	\$ 21,720
NC - 1	\$ 21,821
NC - 2	\$ 21,963
NC - 3	\$ 22,118
NC - 4	\$ 23,275
NC - 5	\$ 24,003
NC - 6	\$ 24,730
NC - 7	\$ 25,457
NC - 8	\$ 26,185
NC - 9	\$ 26,912
NC - 10	\$ 27,639
NC - 11	\$ 29,083
NC - 12	\$ 29,821
NC - 13	\$ 30,549
NC - 14	\$ 31,276
NC - 15	\$ 33,822
NC - 16	\$ 34,857
NC - 17	\$ 36,104
NC - 18	\$ 37,878
NC - 19	\$ 39,376
NC - 20	\$ 42,551
NC - 21	\$ 43,574
NC - 22	\$ 44,357
NC - 23	\$ 44,941
NC - 24	\$ 45,768
NC - 25	\$ 46,484
NC - 26	\$ 47,189
NC - 27	\$ 47,542
NC - 28	\$ 47,905
NC - 29	\$ 48,258
NC - 30	\$ 49,273

**Hickman County School Food Service  
 Hourly Pay Scale  
 Cashiers  
 FY 2023  
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
FSC - 0	\$ 10.81
FSC - 1	\$ 11.03
FSC - 2	\$ 11.30
FSC - 3	\$ 11.40
FSC - 4	\$ 11.46
FSC - 5	\$ 11.48
FSC - 6	\$ 11.52
FSC - 7	\$ 11.58
FSC - 8	\$ 11.60
FSC - 9	\$ 11.68
FSC - 10	\$ 11.77
FSC - 11	\$ 11.83
FSC - 12	\$ 11.87
FSC - 13	\$ 11.90
FSC - 14	\$ 11.93
FSC - 15	\$ 11.96
FSC - 16	\$ 11.99
FSC - 17	\$ 12.03
FSC - 18	\$ 12.06
FSC - 19	\$ 12.09
FSC - 20	\$ 12.12
FSC - 21	\$ 12.16
FSC - 22	\$ 12.19
FSC - 23	\$ 12.22
FSC - 24	\$ 12.25
FSC - 25	\$ 12.28
FSC - 26	\$ 12.32
FSC - 27	\$ 12.35
FSC - 28	\$ 12.38
FSC - 29	\$ 12.41
FSC - 30	\$ 12.44



**Hickman County School Food Service  
Hourly Pay Scale  
Regular Employees  
FY 2023**

**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
FSH - 0	\$ 10.17
FSH - 1	\$ 10.43
FSH - 2	\$ 10.70
FSH - 3	\$ 10.75
FSH - 4	\$ 10.81
FSH - 5	\$ 10.86
FSH - 6	\$ 10.91
FSH - 7	\$ 10.97
FSH - 8	\$ 11.02
FSH - 9	\$ 11.07
FSH - 10	\$ 11.13
FSH - 11	\$ 11.18
FSH - 12	\$ 11.21
FSH - 13	\$ 11.25
FSH - 14	\$ 11.28
FSH - 15	\$ 11.31
FSH - 16	\$ 11.34
FSH - 17	\$ 11.37
FSH - 18	\$ 11.41
FSH - 19	\$ 11.44
FSH - 20	\$ 11.47
FSH - 21	\$ 11.50
FSH - 22	\$ 11.53
FSH - 23	\$ 11.57
FSH - 24	\$ 11.60
FSH - 25	\$ 11.63
FSH - 26	\$ 11.66
FSH - 27	\$ 11.70
FSH - 28	\$ 11.73
FSH - 29	\$ 11.76
FSH - 30	\$ 11.79

**Hickman County School Food Service  
 Manager's Salary Schedule  
 FY 2023  
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SNM - 0	\$ 21,054
SNM - 1	\$ 21,953
SNM - 2	\$ 22,853
SNM - 3	\$ 23,464
SNM - 4	\$ 24,075
SNM - 5	\$ 24,197
SNM - 6	\$ 24,298
SNM - 7	\$ 24,408
SNM - 8	\$ 24,508
SNM - 9	\$ 24,619
SNM - 10	\$ 24,718
SNM - 11	\$ 24,830
SNM - 12	\$ 24,930
SNM - 13	\$ 25,052
SNM - 14	\$ 25,186
SNM - 15	\$ 25,308
SNM - 16	\$ 25,430
SNM - 17	\$ 25,563
SNM - 18	\$ 25,684
SNM - 19	\$ 25,819
SNM - 20	\$ 25,952
SNM - 21	\$ 26,074
SNM - 22	\$ 26,206
SNM - 23	\$ 26,340
SNM - 24	\$ 26,473
SNM - 25	\$ 26,608
SNM - 26	\$ 26,740
SNM - 27	\$ 26,874
SNM - 28	\$ 27,007
SNM - 29	\$ 27,141
SNM - 30	\$ 27,273

**Number of Days**

Serve Children	175
Cleaning or Reports	3
Holidays	2
In-Service or Other Work Related Time	7
<b>Total Days</b>	<b>187</b>

**Hickman County Schools  
 Certified Licensed Maintenance Technician  
 Pay Schedules  
 FY 2023**

**Proposed June 6, 2022**

Years of Experience	FY 2023 Step
CMT - 0	\$ 36,400
CMT - 1	\$ 36,816
CMT - 2	\$ 37,232
CMT - 3	\$ 37,648
CMT - 4	\$ 38,064
CMT - 5	\$ 38,480
CMT - 6	\$ 38,896
CMT - 7	\$ 39,650
CMT - 8	\$ 40,498
CMT - 9	\$ 41,323
CMT - 10	\$ 40,560
CMT - 11	\$ 41,184
CMT - 12	\$ 41,808
CMT - 13	\$ 42,432
CMT - 14	\$ 43,056
CMT - 15	\$ 43,680
CMT - 16	\$ 47,840
CMT - 17	\$ 48,880
CMT - 18	\$ 49,920
CMT - 19	\$ 50,960
CMT - 20	\$ 52,000
CMT - 21	\$ 53,040
CMT - 22	\$ 54,080
CMT - 23	\$ 55,120
CMT - 24	\$ 56,160
CMT - 25	\$ 57,200
CMT - 26	\$ 58,240
CMT - 27	\$ 59,280
CMT - 28	\$ 60,320
CMT - 29	\$ 61,360
CMT - 30	\$ 62,400

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

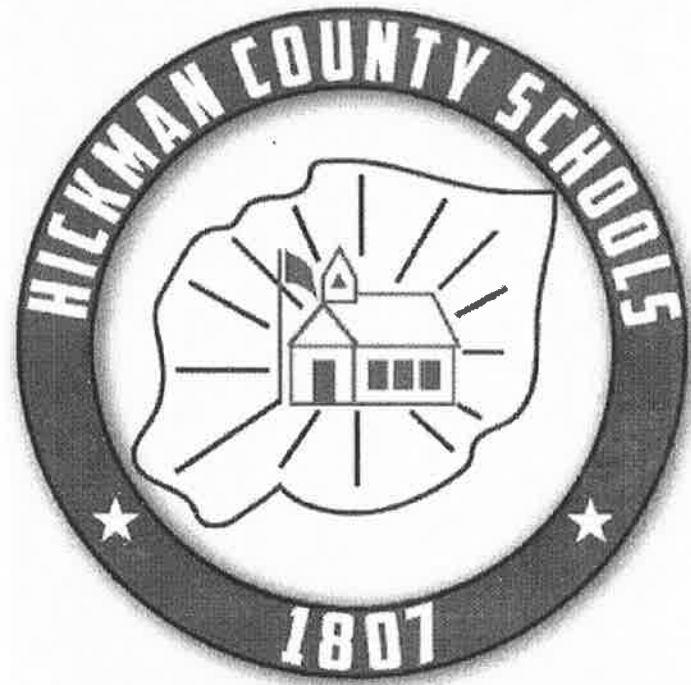
B. School system pays retirement after six (6) months probationary period for full-time employees

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

**Requires Electrical and/or HVAC/Refrigeration license and certification**

System-Wide

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 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
Marcy Tidwell	2	Yes
Jana Acy	2	Yes
Kimberly Williams	1	Yes
Andy Daniels	2	Yes
Ronnie Brewer	1	Yes
Rose Korte	5	Yes

# 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

Recommendation  
For Re-Election  
Yes/No

Name

Years Service

## 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 2022-2023  
Yes/No

Position  
Last Held

## 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>
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### 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  
Julie Rice  
Misty Shelton  
Shelda Qualls  
Ashley Totty  
Katelyn Tanner  
Tina Thigpen  
Julia Thomasson

# System-Wide

\_\_\_\_\_  
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 5/20/22 Concur  Yes / No

Michelle Silver

\_\_\_\_\_  
Signature of Director of Schools

5/20/22

\_\_\_\_\_  
Date

Exceptions:



System-Wide  
2022-2023  
Support Staff Re-Election

Support Staff to be Re-Elected

Mike Plunkett  
Steven George  
Brad Gilbert  
James Atkinson  
Toby Warren  
Barry Talley  
Bill Lynch  
RJ Hill  
Steve Anglin  
Sharon Burns  
Michelle Bates  
Cissy Fitts  
Debbie Breece  
Amanda Bowman  
Brenda Burchard  
Elaine Dean  
Shirley Krueger  
Becky Coleman  
Alison Stanley  
Mislessa Orton  
Tanya Williams

Support Staff Not to be Re-Elected

\_\_\_\_\_  
Supervisor Signature and Date

\_\_\_\_\_  
Supervisor Signature and Date

\_\_\_\_\_  
Supervisor Signature and Date

Michelle Hebert  
Director of Schools Signature and Date

**HICKMAN COUNTY FOOD SERVICE**

**EMPLOYEES 2022-2023**

Centerville Elementary  
Jera Petrowski  
Wendy Long  
Jacky Lyn Ambaoo  
Mary Hams  
Briana Arnold

HICKMAN COUNTY HIGH  
Pam Graham  
Carrie Watson  
Kandy Treadwell  
Deborah McCoy  
Heather Jefferson

EAST ELEMENTARY  
Denise Graves  
Rita Griffin  
Elena Leblanc  
Sara Kirby  
Corey Jones  
Rebekah Manor

CENTERVILLE INTERMEDIATE  
Tammy King  
Maria Kennedy  
Anissa Western  
Michelle Tuten  
Dina Binkley

EAST HICKMAN MIDDLE  
Stella Clem  
Kayla Hill  
Deborah England  
Cynthia Monroe  
Tiffany Pugh

EAST INTERMEDIATE  
Diane Jackson  
Elaine Engler  
Melinda Rhea  
Pam Allen  
Debbie Lampley  
Kim Gunther

HICKMAN MIDDLE  
Renee Hurst  
Dorenda Strickland  
Tiffany Underwood  
Shaina Schwartz  
Amy Goins

EAST HIGH  
Jessica Thomas  
Shelly Wann  
Sheila Griggs  
Lori Overby  
Margie Clark  
Kaitlin Aulidge

**Subs:**

Michelle Hurst 5/20/22

East Hickman High School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 School 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 Yes/No</u>
Myles Williams	9	Yes
Lyndsey Spain	7	Yes
Aaron Saunders	3	Yes
Bonnie Kelly	3	Yes
Kittie Atencio	3	Yes
Billy Sawyer	2	Yes
Wesley Whitaker	1	Yes
Gavin Gordon	3	Yes
Charles Thompson	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>
Cheri Cutulle	7	Yes
Charlotte Boehms	6	Yes

# East Hickman High School

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Daniel Irvine	2	No

## 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>
Pam Mitchell-Clark	Retiring

## 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>
-------------	---------------------------------------	-------------------------------

## 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)

<u>Name</u>
Scott Angell
David Carter
Robin Castleberry
Todd Collins
Dana Cook

# East Hickman High School

Alice Guardo  
Sheryl Guire  
Greg Gunther  
Mickey Mathis  
Greg Matney  
Leanna McCaleb  
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  
Brett Lovett  
Robert Phillips

*Kimberly Williams*  
\_\_\_\_\_  
Signature of Principal

*5/18/2022*  
\_\_\_\_\_  
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

# East Hickman High School

Signature of Principal \_\_\_\_\_

Date \_\_\_\_\_

Date Reviewed \_\_\_\_\_ Concur  Yes / No

*Don Fuller*

*5/16/22*

Signature of Instructional Supervisor \_\_\_\_\_

Date

*Misty K. Nelson*

*Julia Shavano*

*5/16/22*

Signature of Instructional Supervisor \_\_\_\_\_

Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

*Eric Cannon*

*5/16/22*

Signature of Special Programs Director \_\_\_\_\_

Date

Date Reviewed *5/20/22* Concur  Yes / No

*Michelle Hebert*

*5/20/22*

Signature of Director of Schools \_\_\_\_\_

Date

Exceptions:

# East Hickman High School

2022-2023

Support Staff Re-Election

## Support Staff to be Re-Elected

Missy Collins

Lisa Gordon

Donna Holt

JoJo Nordike

Shelly Patterson

Mark Pawlak

Aaron Taylor

Condi Wallace

Lisa Williams

## Support Staff Not to be Re-Elected

Kayla Pardue - Resigned

Kimberly Williams 5/18/2022

Principal Signature and Date

\_\_\_\_\_  
Supervisor Signature and Date

\_\_\_\_\_  
Supervisor Signature and Date

\_\_\_\_\_  
Supervisor Signature and Date

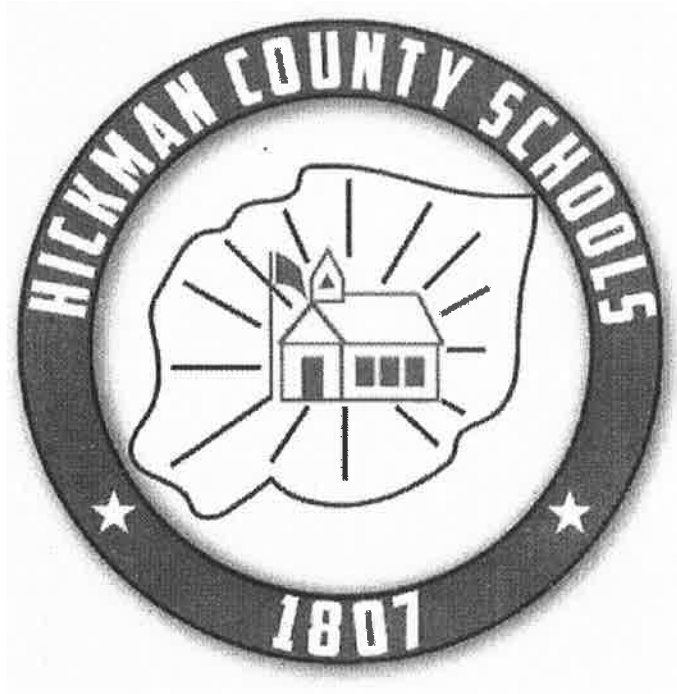
Michelle Silver 5/20/22

Director of Schools Signature and Date



Hickman County High School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 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>
Lucindi Johnson	1	Yes
Scott Riley	7	Yes
Heather McCord	4	Yes
Ed Medford	4	Yes
Levi Griego	3	Yes
Chris Dawson	7	Yes
Jennifer Cooper	8	Yes
Roger McDonald	5	Yes
Dray Mercer	1	Yes
Scott Brown	1	Yes
Barry Jones	>1 year	Yes
Ben Bentley	>1 year	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>
Amber Warren	7	Yes

# Hickman County High School

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

<u>Name</u>	<u>Position</u>
Wesley Roberts	Spanish
Lori Lanham	ELA

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>
Pam Mitchell-Clark	Retiring
Jennifer Lynn	Retiring
Tony Choate	Retiring

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)

<u>Name</u>	<u>Current</u> <u>Position</u>	<u>Is To Be</u> <u>Re-Elected</u> <u>Yes/No</u>
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VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

<u>Name</u>
Jennifer Turpin

## Hickman County High School

Terri Barber  
Charlene Hunt  
Sarah Delaney  
Mark Delaney  
Bruce Jackson  
Eric Istre  
Becky Cude  
Clay Chessor  
Raven Davidson  
Libby Claud  
Larry Rochelle  
Ron Mayberry  
Wanda Warren  
Brian Qualls  
Tabby Plunkett  
Jim Herron  
Matthew Dotson  
Talitha Beard  
Julie Rice  
Eddie Boone  
Emily Cross  
Kristin Carter  
Tracy Rivers

# Hickman County High School

2022-2023

Support Staff Re-Election

## Support Staff to be Re-Elected

Lena Frazier  
Jenny Weber  
Shelia Plunkett  
Hannah Parks  
Brian Buttrey  
Patsy Pinckard  
Tonya Bragg  
Jennie Morley

## Support Staff Not to be Re-Elected

<u>Julie Rice</u>	<u>5/11/22</u>	Principal Signature and Date
<u>Misty Shelton</u>	<u>5/16/22</u>	Supervisor Signature and Date
<u>Eri Cannon</u>	<u>5/16/2022</u>	Supervisor Signature and Date
<u>Julia Bronsson</u>	<u>5/16/22</u>	Supervisor Signature and Date
_____	_____	Director of Schools Signature and Date

Hickman County High School

Annie Hill 6/1/22  
Signature of Principal Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

Don Lewis 5/16/22  
Signature of Instructional Supervisor Date

Misty Whelton 5/16/22  
Signature of Instructional Supervisor Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

Eric Lamm 5/16/22  
Signature of Special Programs Director Date

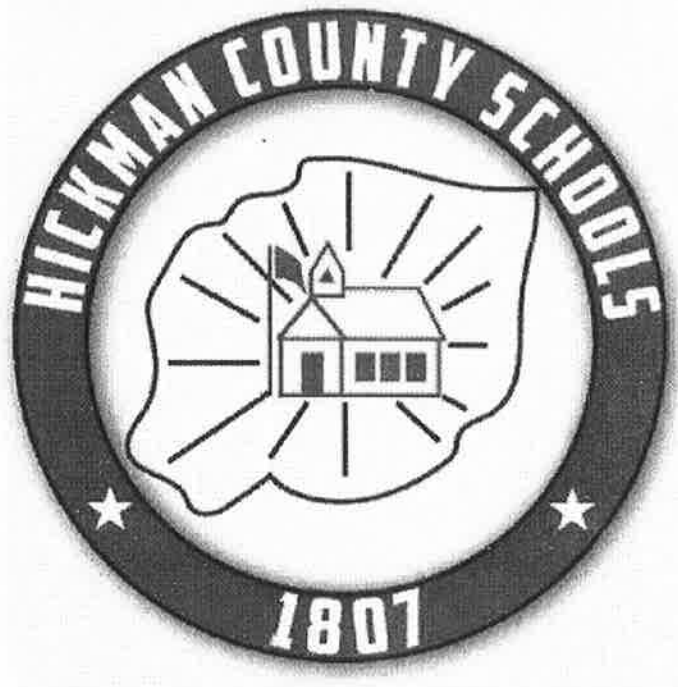
Date Reviewed 5/31/22 Concur  Yes / No

Michelle Helvert 5/31/22  
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 2022-2023 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 Dunn	3	Yes
Preston Hall	4	Yes
Tori McClanahan	4	Yes
Elizabeth Roberson	6	No
Jennifer Clendenion	6	Yes
Lauren Sauls	6	Yes
Cayla Moulton	6	Yes
Tara Rhea	6	Yes
Jared Berg	1	Yes
Vicki Beerman	2	No
Bert Buchler	2	Yes
Brandy Warren	7	Yes
Shelley Wood	1	Yes
Sam McGreevy	.5	No

\*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>
Vicki Beerman	ELA
Elizabeth Roberson	Special Education
Sam McGreevy	ELA

## 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 2022-2023</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
Melinda Stone		8th ELA

## 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</u> <u>Position</u>	<u>Is To Be</u> <u>Re-Elected</u> <u>Yes/No</u>
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## VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

- Name
- Melanie Livengood
- Darrell Hanes
- Christian Fisher
- Melinda Stone
- Bethany Ring
- Brian Graham
- Kerri Crafton
- Greg Gunther
- Shannon Nolen
- Karen Cost
- Michael Redding

East Hickman Middle School

Bryan Auld  
Signature of Principal

5/31/22  
Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

Misty Ishell  
Signature of Instructional Supervisor

5/16/22  
Date

[Signature]  
Signature of Instructional Supervisor

5/16/22  
Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

Eric Cannon  
Signature of Special Programs Director

5/10/22  
Date

Date Reviewed 5/31/22 Concur  Yes / No

Michelle Gilbert  
Signature of Director of Schools

5/31/22  
Date

Exceptions:

# East Hickman Middle School

2022-2023  
Support Staff Re-Election

## Support Staff to be Re-Elected

Michelle Weatherspoon	Yes
Liz Bruinsma	Yes
Mary S. Green	Yes
Casey Lawhon	Yes
Shelitta Sowell	Yes
Crystal Webb	Yes
<del>Sarah Garrett</del>	Yes
Tiffany Plunk	Yes
Kim McCaleb Martin	Yes

## Support Staff Not to be Re-Elected

<u>Bryan Ande</u> 5/31/22	Principal Signature and Date
<u>Misty Shellen</u> 5/16/22	Supervisor Signature and Date
<u>Julia Shorsson</u> 5/16/22	Supervisor Signature and Date
<u>Eric Cannon</u> 5/16/22	Supervisor Signature and Date
_____	Director of Schools Signature and Date

Hickman County Middle School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 School Year**

# Hickman County Middle School

## I. 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	2	yes
Ryan Harrison	2	yes
Ethan Horner	10	yes
Shannon Tays	4	yes
Fatih Armstrong Tanner	3	yes
Amanda Kelly	3	yes
Zach Bentley	3	yes
Chastity Lampley	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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
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# 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)

Name Current Is To Be  
Position Re-Elected  
Yes/No

# Hickman County Middle School

## VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

### Name

Shelby Owens  
Jennifer Brewer  
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. Thiipen  
Signature of Principal

Friday, February 11, 2022  
Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / No	
<u>Misty K. Sullivan</u>			<u>5/16/22</u>
Signature of Instructional Supervisor			Date
<u>Julia Hennessy</u>			<u>5/16/22</u>
Signature of Instructional Supervisor			Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / No	
<u>Eric Cannon</u>			<u>5/16/22</u>
Signature of Special Programs Director			Date

Date Reviewed <u>5/20/22</u>	Concur	<input checked="" type="radio"/> Yes / No	
<u>Michelle Gilbert</u>			<u>5/20/22</u>
Signature of Director of Schools			Date

Exceptions:

# Hickman County Middle School

2022-2023

Support Staff Re-Election

## Support Staff to be Re-Elected

Kim Totty  
Sarah Eisenhuth  
Anita Long  
Jody Loveless  
Glenda Newsom  
Mitzi Wolcott  
Tammy Carroll  
Leah Owens

## Support Staff Not to be Re-Elected

*Tina S. Thigpen*      *Friday, February 11, 2022*

Principal Signature and Date

*Misty Ashlock*      *5/16/22*

Supervisor Signature and Date

*Opelington Thomas*      *5/16/22*

Supervisor Signature and Date

*Eric Cannon*      *5/16/22*

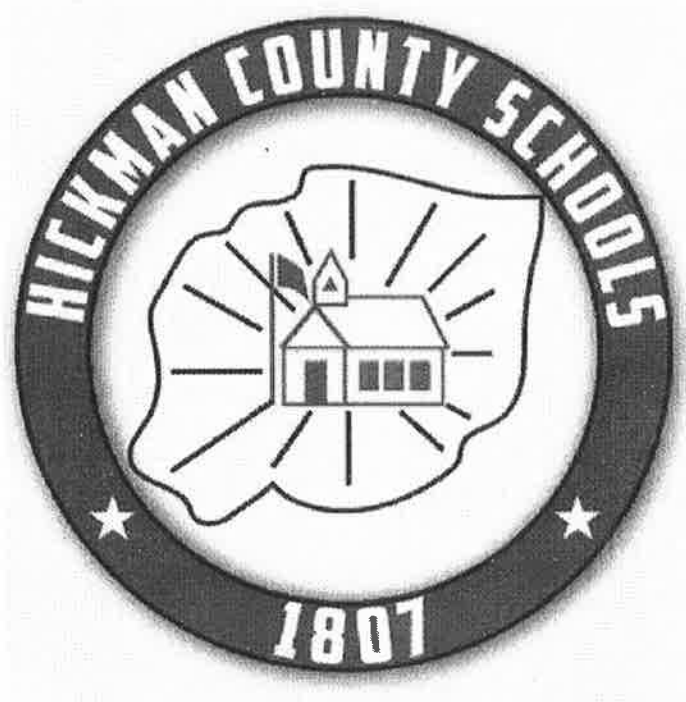
Supervisor Signature and Date

*Michelle Hilvert*      *5/20/22*

Director of Schools Signature and Date

East Hickman Intermediate School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 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		
<b>Kelly Cochran</b>	<b>3</b>	<b>Yes</b>
<b>Sandra Schumann</b>	<b>3</b>	<b>Yes</b>
<b>Dillon Shelby</b>	<b>4</b>	<b>Yes</b>
<b>Mason Rochelle</b>	<b>4</b>	<b>Yes</b>
<b>Elizabeth Odom</b>	<b>5</b>	<b>Yes</b>
<b>Sandie Luna</b>	<b>5</b>	<b>Yes</b>
<b>Erin Morrow</b>	<b>2</b>	<b>Yes</b>
<b>Melinda Parchman</b>	<b>1</b>	<b>Yes</b>
<b>Lori Isbell</b>	<b>1</b>	<b>Yes</b>
<b>Stephanie Hastings</b>	<b>1</b>	<b>Yes</b>
<b>Hannah Stevens</b>	<b>1</b>	<b>Yes</b>
<b>Sarah Booker</b>	<b>8</b>	<b>Yes</b>
<b>Dereck Hale</b>	<b>7</b>	<b>Yes</b>
<b>Sandra Pape</b>	<b>6</b>	<b>Yes</b>
<b>Chenille Bonin</b>	<b>7</b>	<b>Yes</b>

# East Hickman Intermediate 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>
<b>Patricia Qualls</b>	<b>5</b>	<b>Yes</b>

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>
<b>Judi Culver</b>	<b>Retirement</b>

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 Intermediate School

### VIII. Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

#### Name

**Debbie Gross**  
**Celine Powell**  
**Eden Creasy**  
**Tiffany Semore**  
**Tonia Breece**  
**Lora (Nicki) Cole**  
**Cassie Hale**  
**Michael Hanes**  
**Cheryl Kiessling**  
**Anndrea Eubanks**  
**Michelle Lambert**  
**Jennifer Lange**  
**Diana Lankford**  
**Deana Graham**  
**Kim Smith**  
**Nick Simmons**

East Hickman Intermediate School

*Marcy Tidwell*  
Signature of Principal

*2-28-22*  
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 _____	Concur	Yes / No
Signature of Director of Schools _____		Date

Exceptions:

# East Hickman Intermediate School

\_\_\_\_\_  
Signature of Principal

\_\_\_\_\_  
Date

Date Reviewed _____	Concur <input checked="" type="radio"/> Yes / No
<u>Christy Shelton</u>	<u>5/16/22</u>
Signature of Instructional Supervisor	Date
<u>Julia Thomason</u>	<u>5/16/22</u>
Signature of Instructional Supervisor	Date

Date Reviewed _____	Concur <input checked="" type="radio"/> Yes / No
<u>Eric Cannon</u>	<u>5/16/22</u>
Signature of Special Programs Director	Date

Date Reviewed <u>5/30/22</u>	Concur <input checked="" type="radio"/> Yes / No
<u>Michelle Gilbert</u>	<u>5/30/22</u>
Signature of Director of Schools	Date

Exceptions:



East Hickman Intermediate School

2022-2023  
Support Staff Re-Election

Support Staff to be Re-Elected

- Rhonda Deal
- Ashlie Gillette
- Jill Atchison
- Kari Thomason
- Donna Qualls
- Hillarie Barber
- Crissy Goodwin
- Lindsey Deal
- Cameron Bowdoin
- Lauren Johnson

Support Staff Not to be Re-Elected

Wanda Lemaster (Retiring)

Marcy Stowell 2-28-22

Principal Signature and Date

\_\_\_\_\_

Supervisor Signature and Date

\_\_\_\_\_

Supervisor Signature and Date

\_\_\_\_\_

Supervisor Signature and Date

\_\_\_\_\_

Director of Schools Signature and Date

# East Hickman Intermediate School

2022-2023

Support Staff Re-Election

## Support Staff to be Re-Elected

**Rhonda Deal**  
**Ashlie Gillette**  
**Jill Atchison**  
**Kari Thomason**  
**Donna Qualls**  
**Hillarie Barber**  
**Crissy Goodwin**  
**Lindsey Deal**  
**Cameron Bowdoin**  
**Lauren Johnson**

## Support Staff Not to be Re-Elected

**Wanda Lemaster (Retiring)**

_____	Principal Signature and Date
<u>Misty Shelton 5/16/22</u>	Supervisor Signature and Date
<u>Opelia Sherman 5/16/22</u>	Supervisor Signature and Date
<u>Eric Cannon 5/16/22</u>	Supervisor Signature and Date
_____	Director of Schools Signature and Date

Centerville Intermediate School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 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</u>
Sky Kelly	2	Yes
Kimberly Clark	1.5	Yes
Jennifer Prosser	6	Yes
Amy Johnston	5	Yes
Brooke Rogers	4	Yes
Shelby Hoover	4	Yes
Shamekia Jenkins	7	Yes
Bethany Powers	7	Yes
Meredith Qualls	8	Yes
Edward Holeman	1	No
Paula Coble	1	Yes
Jennifer Litton	.5	Yes
Madelyn Owens	1	No
Suzanne Lewis	21	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

## Centerville Intermediate 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>
Becky Powers	10	Yes

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

<u>Name</u>	<u>position</u>
Edward Holeman	Science/Social Studies
Madelyn Owens	ELA

### 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 Yes/No</u>	<u>Position Last Held</u>

## Centerville Intermediate School

### 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 Position</u>	<u>Re-Elected Yes/No</u>
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### VIII. Tenured And Recommended for Re-Election

(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  
Tara Chessor  
Dusty Covington  
Karissa Campbell  
Tarrah Lawson  
Jamie Lawson  
Craig Shelton  
Allie Sue Hughes  
Patricia Qualls

Centerville Intermediate School

Rosa  
Signature of Principal

5/16/22  
Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

Misty Schmitt  
Signature of Instructional Supervisor

5/16/22  
Date

Julia Sherman  
Signature of Instructional Supervisor

5/16/22  
Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No

Eric Cannon  
Signature of Special Programs Director

5/16/22  
Date

Date Reviewed 5/30/22 Concur  Yes / No

Michelle Hevert  
Signature of Director of Schools

5/30/22  
Date

Exceptions:


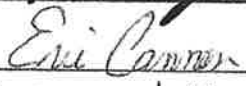
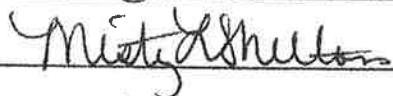
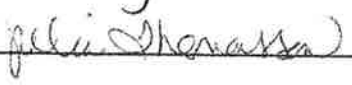
# Centerville Intermediate School

2022-2023  
Support Staff Re-Election

## Support Staff to be Re-Elected

Renee Hill  
Brandy Wesbrooks  
Megan Holloway  
Terri Perkins  
Tiwanna Booker  
Misty Willis  
Jill Ward  
Mary Copley

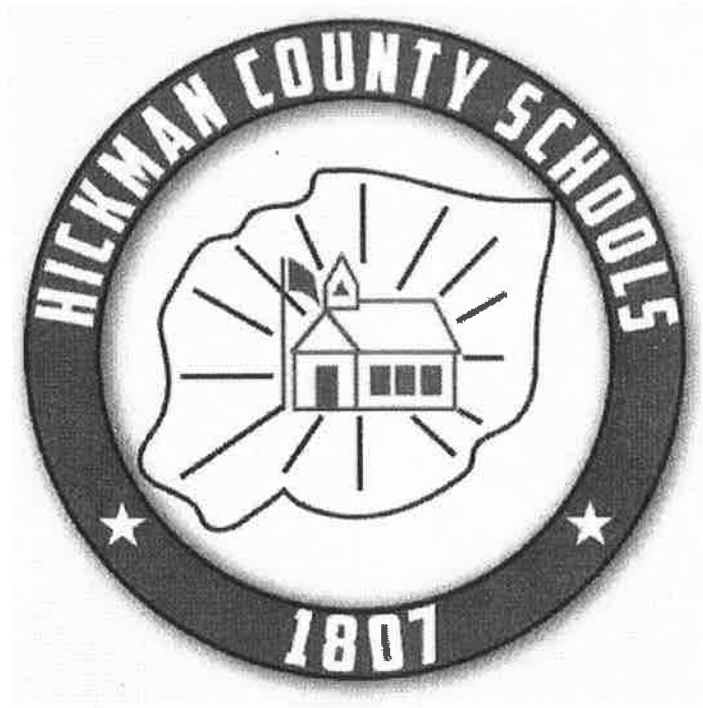
## Support Staff Not to be Re-Elected

	5/16/22	Principal Signature and Date
	5/16/22	Supervisor Signature and Date
	5/16/22	Supervisor Signature and Date
	5/16/22	Supervisor Signature and Date
_____		Director of Schools Signature and Date



East Hickman Elementary School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 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>
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
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

## East Hickman Elementary 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>
Allison Gilbert	7	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 2020-2021 Yes/No</u>	<u>Position Last Held</u>
-------------	---------------------------------------	-------------------------------

### 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 Elementary 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>		
Jessica Armstrong		
Beth Beard		
Lori Bentley		
Angela Campbell		
Elizabeth Cannon		
Yvonne Daniel		
Angelica Essary		
Alisa Keller		
Ella Lassar		
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

Leigha Coble  
Signature of Principal

5/31/22  
Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / <input type="radio"/> No
<u>Michelle A. Nelson</u>		<u>5/16/22</u>
Signature of Instructional Supervisor		Date
<u>[Signature]</u>		<u>5/16/22</u>
Signature of Instructional Supervisor		Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / <input type="radio"/> No
<u>Eric Cannon</u>		<u>5/16/22</u>
Signature of Special Programs Director		Date

Date Reviewed <u>5/31/22</u>	Concur	<input checked="" type="radio"/> Yes / <input type="radio"/> No
<u>Michelle Hebert</u>		<u>5/31/22</u>
Signature of Director of Schools		Date

Exceptions:

# East Hickman Elementary School

2022-2023  
Support Staff Re-Election

## Support Staff to be Re-Elected

1. Tabby Breece-attendance	Yes
2. Darlene Saleh-bookkeeping	Yes
3. Stephanie Bodine	Yes
4. Donna Gossett	Yes
5. Tatia Capley-Sped K & 1st	Yes
6. Amanda Adcox-Prek	Yes
7. Trina Capps-Sped Prek	Yes
8. Shayna Scoggins-Prek	No
9. Jennifer Morgan-Sped ELC	Yes
10. Brian Armstrong-Sped 2nd & ELC	Yes
11. Valerie King-Sped 2nd	Yes
12. Hope Clark-Sped Prek part-time	Yes
13. Shyla Lampley-PE	Yes
14. McKensey Patrick-ELC	Yes
15. Jolean McNatt-ELC	Yes
16. Amber Malloy- one on one	Yes

## Support Staff Not to be Re-Elected

Leigha Coble 5/31/22 Principal Signature and Date  
Misty Shelton 5/16/22 Supervisor Signature and Date  
Julie Thompson 5/16/22 Supervisor Signature and Date  
Eric Cannon 5/16/22 Supervisor Signature and Date  
Michael Thibault 5/31/22 Director of Schools Signature and Date

Centerville Elementary School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2022-2023 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>
Justin Warren	5	Yes
Brandy Mayberry	5	Yes
Savannah Barber	3	Yes
Meagan Lynam	3	Yes
Valerie Gonzalez	3	Yes
Sierra Kelly	1	No

\*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	6	Yes
Leah Isenberg*	3	Yes



# Centerville Elementary School

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

<u>Name</u>	<u>position</u>
Sierra Kelly	kindergarten teacher

## 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>
-------------	---	-------------------------------------

## 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>
----------------	--------------------------------------

# 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  
Justin Warren  
Lori Cochran  
Kathy French  
Carol Anderson  
Dawn Mayberry  
Cary Wright  
Allison Tucker  
Christine Hoover  
Rachael Atkinson  
Tessa Tucker  
Emily Atkinson  
Michelle Atkinson  
Donna Barber  
Ashley Maddox  
Mindy James  
Emily Mobley  
Stacy Larue

Centerville Elementary School

Jennifer Hudgins 5/31/22  
Signature of Principal Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No  
Misty K. Nelson 5/16/22  
Signature of Instructional Supervisor Date  
Celia Shanahan 5/16/22  
Signature of Instructional Supervisor Date

Date Reviewed \_\_\_\_\_ Concur  Yes / No  
Eric Cannon 5/16/22  
Signature of Special Programs Director Date

Date Reviewed 5/31/22 Concur  Yes / No  
Michelle Gilbert 5/31/22  
Signature of Director of Schools Date

Exceptions:

# Centerville Elementary School

2022-2023  
Support Staff Re-Election

## Support Staff to be Re-Elected

Chelsea Anglin  
Dana Atkinson  
Vaness McMullin  
Tina Truett  
Cookie Mays  
Beverly Smith  
Patricia Shultz  
Breanna Orton  
Lauren Sanders  
Carol Bateman

## Support Staff Not to be Re-Elected

Janna Smithson- did not request a position  
Ally Piper- Esser -Part time  
Cassidy Lacasse -Part time

Jennifer Hudgins 5/31/22

Principal Signature and Date

Misty Shulton 5/16/22

Supervisor Signature and Date

Julia Thomassen 5/16/22

Supervisor Signature and Date

Eric Cannon 5/16/22

Supervisor Signature and Date

\_\_\_\_\_

Director of Schools Signature and Date

# Tennessee School Systems for Equity

Wayne Qualls, Executive Director

## 2022 – 2023 Membership Dues Invoice

HICKMAN COUNTY

Board of Education

### Dues Structure

ADM Used is 6<sup>th</sup> 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

3080 6<sup>th</sup> Month FY 2021-2022 ADM

I. \$1.50 X  $\frac{1500}{\text{ADM Up To First 1500 Students}}$  = \$ 2250.00

II. \$0.75 X  $\frac{1580}{\text{ADM Up To Next 3000 Students (Capped at 4500 ADM by TSSE Board)}}$  = \$ 1185.00

III. Total Amount of Dues for 2022–2023 (I+II) = \$ 3435.00

Member systems are encouraged to make a voluntary contribution of \$250.00 to the TSSE Legal Fund to help pay for legal (lawsuit) expenses TSSE has incurred representing member systems in court.

IV. Contribution Amount to TSSE Legal Fund = \$ \_\_\_\_\_

IV. Total Amount Enclosed (III + IV) = \$ \_\_\_\_\_

Due and Payable From May 30, 2022 To August 31, 2022

Please Remit To: **TSSE**  
**2880 Dodd Hollow Road**  
**Centerville, TN 37033**



Additional Capital Outlay Projects  
2021-2022

Resurfacing Tennis Court	\$20,000.00
HCMS Resurfacing/Restriping	\$32,000.00
HCHS Resurfacing/Restriping	\$62,000.00

Vendor "B"

Itemized Cost Proposal

Product	Required or Optional	Unit	Price per Unit	# Needed	Price Per Unit Years 2-8 Renewals
TITAN Student Management with Application Processing (Includes Accountability and Front Office) Annual Subscription Fee, Each School Site	Required	Per Site	\$321.75	TBD	\$321.75
TITAN Point of Service Annual Subscription Fee, Per POS Device	Required	Per POS device	\$169	TBD	\$169
Family Portal (family.titank12.com) - Online Applications are included FREE with the Student Management module - there is no cost to the district. - Online Meal Payment Processing Fee of \$2.60 (Credit Card) or \$1.60 (ACH) is collected from the parent with each transaction - there is no cost to the district.	Required	Per District	\$0	1	\$0
TITAN Menu Planning with Nutrient Analysis Annual Subscription Fee, Per District	Required	Per District	\$581.75	1	\$581.75
TITAN Production Records Annual Subscription Fee, Each Site	Required	Per Site	\$126.75	TBD	\$126.75
TITAN Inventory Management Annual Subscription Fee, Each Warehouse	Required	Per Warehouse	\$292.50	TBD	\$292.50
TITAN Purchasing Annual Subscription Fee, Per District	Required	Per District	\$516.75	1	\$516.75

**Optional/Additional Subscription Fees:**

Product	Required or Optional	Unit	Price per Unit	# Needed	Price Per Unit Years 2-8 Renewals
Fee Management Annual Subscription, Per District 3.95% (minimum of \$2.60) Processing Fee is collected from the parent with each transaction – there is no cost to the district.	Optional	Per District	\$0	1	\$0
TITAN Central Kitchen Annual Subscription Fee, Each Central Kitchen	Optional	Per Central Kitchen	\$516.75	1	\$516.75
TITAN Inventory Scanning Annual Subscription Fee, Per Scanning Device (Additional Hardware Required)	Optional	Per Scanning Device	\$260	TBD	\$260
Vending Interface Annual Subscription Fee, Per Vending Machine	Optional	Per Vending Machine	\$516.75	TBD	\$516.75
Accounts Receivable Annual Subscription Fee	Optional	Per District	\$516.75	1	\$516.75
Accounts Payable Annual Subscription Fee	Optional	Per District	\$516.75	1	\$516.75
General Ledger Annual Subscription Fee	Optional	Per District	\$516.75	1	\$516.75
Production Record Temperature Capture Annual Subscription Fee, Each Thermometer	Optional	Per Thermometer	\$140	TBD	\$140



Volunteer State Cooperative  
 220 McLemore Street  
 Dickson, TN 37055

RFP #CMR 2023-019

Voice Notification Annual Subscription Fee, Each Enrolled Student	Optional	Per Enrolled Student	\$ .32	TBD	\$ .32
Text/SMS Notification Annual Subscription Fee, Each Enrolled Student	Optional	Per Enrolled Student	\$ .32	TBD	\$ .32
ISITE Digital Menu and Web Suite Annual Subscription Fee, Per District	Optional	Per Site	\$195	TBD	\$195
ISITE Digital Menu Displays Annual Subscription, Per District	Optional	Per Digital Display	\$295	TBD	\$295
ISITE Online Ordering Annual Subscription, Per District	Optional	Per Site	\$195	TBD	\$195

Annual Subscription Fee \$TBD

**Professional Services:**

Professional Services are a one-time fee.

Product	Required or Optional	Unit	Price per Unit	# Needed
<b>TITAN Academy</b> TITAN's online training portal, consists of training courses designed by module, and by user. Unlimited, 24/7 access to TITAN Academy is available to all TITAN users.	Required	Per District	\$0	1
<b>Professional Services, Remote Fixed (SERV101) Implementation &amp; Training of Student Management w/Application Processing, TITAN Family Portal and Point of Service</b>	Required	Fixed, Per District	\$1200	1
<b>Professional Services, Remote Fixed (SERV101)</b>	Required	Fixed, Per District	\$750	1

Implementation & Training of Menu Planning w/Nutrient Analysis				
Professional Services, Remote Fixed (SERV101) Implementation & Training of Production Records	Required	Fixed, Per District	\$150	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Inventory	Required	Fixed, Per District	\$1200	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Purchasing	Required	Fixed, Per District	\$150	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Central Kitchen	Optional	Fixed, Per District	\$300	1
ISITE Professional Services, Remote Fixed (SERV101) Implementation & Training of Digital Displays and/or Digital Menu Suite	Optional	Fixed, Per District	\$500	1
Professional Services, Remote - Hourly (SERV101) Additional Remote Services	Optional	Per Hour	\$150	TBD
Professional Services, On-site (SERV102) Professional Services. Services will be performed onsite according to the agreed upon project plan. The price covers (1) TITAN Application Consultant, per day.	Optional	Per Day	\$900	TBD
Travel & Expenses  Travel and Expenses <i>are not to exceed</i> \$750 per day, per individual. T&E Expenses can include per diem, lodging, airfare, car rental, parking and other incurred travel expenses. Accounting will invoice actual travel expenses if less than the not to exceed amount.	Optional	Per Day	\$750	TBD

**Optional Hardware:**

**One-Time Hardware Purchase**

Product	Required or Optional	Unit	Price per Unit	# Needed
<b>Genovation 905 Keypad</b> 12 Key programmable USB Keypad w/LED Readout 1 Year Warranty	Optional	Each	\$220.00	TBD
<b>Genovation 905-S Keypad w/Scanner</b> 12 Key programmable USB Keypad w/LED Readout & Front Barcode Scanner, 1 Year Warranty	Optional	Each	\$385.00	TBD
<b>Scanner Honeywell Voyager 1470g 2D</b> Hand-Free 2D USB Barcode Scanner w/1 & 2-dimensional scanning, 1 Year Warranty	Optional	Each	\$240.00	TBD
<b>Tabletkiosk (THW401)</b> All-in-One Touch Screen Computer: 17.1" 1920 x 1080 Panel with Capacitive Multi-Touch Screen, i5 Processor, 4GB RAM, 128GB SSD, 802.11 a/b/g/AC Wi-Fi networking + Bluetooth 4.0, RS232 Port, 9750 mAh Battery, 75mm x75mm VESA Mounting, Windows 10 Professional O/S, three (3) year Warranty, Pedestal Desk Stand	Optional	Each	\$1,910.00	TBD
<b>Credit Card Scanner (THW220)</b> Magtek Level 3 USB Security Credit Card Scanner, 1 Year Warranty  Note: Price does not include transaction fee of 3.55%, per transaction.	Optional	Each	\$160.00	TBD
<b>iPhone Inventory Scanner (THW301)</b> Linea Pro 7 iPhone 7/8 Hardware Scanning Sled, 1 Year Warranty  Note: Price does not include iPhone, these will need to be provided by the district.	Optional	Each	\$605.00	TBD

Pod Inventory Scanner (THS302) Linea Pro 5 iPod Sled, 1 Year Warranty  Note: Price does not include iPod, these will need to be provided by the district.	Optional	Each	\$605.00	TBD
Thermapen (THW310) Thermapen-Blue Thermometer, 1 Year Warranty	Optional	Each	\$255.00	TBD
Thermapen Boot (THW311) Thermapen Boot, 1 Year Warranty  Glow in the Dark Silicone Boot	Optional	Each	\$20.00	TBD

**Hardware as a Service (HaaS), Annual Subscription**

Hardware as a Service (HaaS) is a 4-year agreement, paid annually. At the end of the 4-year term the district will return the hardware and can elect to renew for another 4 years, at which time all new hardware will be provided.

Product	Required or Optional	Unit	Price per Unit	# Needed
HaaS Genovation 905 Keypad 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each  12 Key programmable USB Keypad w/LED Readout (Left side), 4-Year Warranty	Optional	Each	\$70.00	TBD
HaaS Genovation 905 Keypad w/Scanner 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each  12 Key programmable USB Keypad w/LED Readout & Front Barcode Scanner (Left), 4 Year Warranty	Optional	Each	\$120.00	TBD
HaaS Scanner Honeywell Voyager 1470g 2D 4-year Subscription:	Optional	Each	\$60.00	TBD

Annual Hardware Subscription Fee (HaaS), Each  Hand-Free USB Barcode Scanner w/1 & 2- dimensional scanning, 4 Year Warranty				
HaaS Tabletkiosk Terminal m170T 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each  All-in-One Touch Screen Computer: 17.3" 1920 x 1080 Panel with Capacitive Multi- Touch Screen, i5 Processor, 4GB RAM, 128GB SSD, 802.11 a/b/g/AC Wi-Fi networking + Bluetooth 4.0, RS232 Port, 9750 mAh Battery, 75mm x75mm VESA Mounting, Windows 10 Professional O/S, four (4) year Warranty, Pedestal Desk Stand	Optional	Each	\$675.00	TBD
HaaS Credit Card Scanner Magtek 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each  Magtek Level 3 USB Security Credit Card Scanner, 4 Year Warranty  Note: Price does not include transaction fee of 3.95%, per transaction.	Optional	Each	\$50	TBD
HaaS iPhone Inventory Scanner Linea Pro, 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each  Linea Pro 7 iPhone 7/8 Hardware Scanning Sled, 4 Year Warranty  Note: Price does not include iPhone, these will need to be provided by the district.	Optional	Each	\$185.00	TBD
HaaS iPod Inventory Scanner Linea Pro, 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each	Optional	Each	\$185.00	TBD

<p>Linea Pro 5 iPod Sled, 4 Year Warranty</p> <p>Note: Price does not include iPod, these will need to be provided by the district.</p>				
<p>HaaS Thermapen, 4-year Subscription:          Annual Hardware Subscription Fee (HaaS),          Each</p> <p>Thermapen-Blue Thermometer, 4 Year          Warranty</p>	<p>Optional</p>	<p>Each</p>	<p>\$80.00</p>	<p>TBD</p>
<p>HaaS Thermapen Boot, 4-year          Subscription:          Annual Hardware Subscription Fee (HaaS),          Each</p> <p>Glow in the Dark Silicone Boot, 4 Year          Warranty</p>	<p>Optional</p>	<p>Each</p>	<p>\$5.00</p>	<p>TBD</p>

DRAFT PROPOSAL

<b>Hickman County Board of Education</b>			
	Descriptor Term: <b>Attendance of Non-Resident Students</b>	Descriptor Code: 6.204	Issued Date: 01/04/21
		Rescinds: 6.204	Issued: 12/03/18

1 Students residing outside the boundaries of the school system may attend schools within the school  
2 system under the following conditions:

- 3 1. They must be approved by the director of schools.<sup>1</sup>
- 4 2. They must pay a tuition fee established annually by the board. Annual tuition may not exceed  
5 per student, per annum, an amount equal to the amount of local funds actually used for school  
6 purposes by the school system per student during the preceding school year minus any funds  
7 received from the student's resident system. Tuition for out-of-state non-resident students shall  
8 be charged at the same rate as the average cost per student (state and local funds) in the system  
9 attended.<sup>2</sup>
- 10 3. Non-resident students must make application at least two weeks prior to the first day of school.<sup>3</sup>
- 11 4. Requests from students from adjoining states to attend school shall be considered on a case-by-  
12 case basis.<sup>4</sup>
- 13 5. Students who become residents of the school system shall be refunded any unused portion of the  
14 tuition on a pro-rata basis.
- 15 6. When payment is not made on all or any part of the required tuition for a previous year, the  
16 student(s) shall be excluded from future attendance until all prior and current tuition is paid.
- 17 7. If a teacher of this school system has a residence outside the school system, his/her children  
18 may be allowed to attend if the appropriate tuition requirements are met, provided that there is  
19 available room and teaching capacity and other determinations made by the board according to  
20 applicable law.<sup>5</sup>

#### 21 **EXCEPTIONS TO OUT OF COUNTY TUITION**

- 22 1. The children of employees that are employed full-time by the Hickman County Board of  
23 Education may attend school in Hickman County without paying out-of-county tuition.
- 24 2. The children of business owners that pay taxes in Hickman County may attend school in  
25 Hickman County without paying out-of-county tuition provided that there is available room and  
26 teaching capacity.
- 27

insert → residing in the same household

Legal References

1. TCA 49-6-3104
2. TCA 49-6-3003; TCA 49-6-403(f)
3. TCA 49-6-3105
4. TCA 49-6-3108
5. TCA 49-6-3113; TCA 49-6-3103



DRAFT PROPOSAL

<b>Hickman County Board of Education</b>			
	Descriptor Term:  <b>Nepotism</b>	Descriptor Code <b>1.108</b>	Issued Date: <b>08/02/21</b>
		Rescinds <b>1.108</b>	Issued, <b>05/06/19</b>

1 Whenever a person is considered by the director of schools for initial employment or transfer in the  
 2 system and that person is related to a member of the Board, the director of schools, an administrator in  
 3 the system, a county commissioner, or any appointed or elected county official, the relationship shall  
 4 be publicly made known to the Board prior to the employment of such person.<sup>1</sup>

5 If a member of the Board has a relative who is an employee in the system, prior to voting on any  
 6 matter of business that may have an effect upon the employment of the relative, the member shall  
 7 declare such relationship. In making such a declaration, the member shall certify that his/her vote on  
 8 the pending matter will be in the best interest of the school system.<sup>1</sup>

\* 9 No person shall supervise or be supervised by an employee if he/she is related to the employee.

10 For purposes of this policy, the terms "related to" and "relative" include the following relationships:  
 11 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother,  
 12 sister, uncle, aunt, nephew, niece, or any person who resides in the same household.<sup>2</sup>

From law : (replacement for line 9)

\* If two (2) or more employees who are relatives are within the same line of supervision, or become within the same direct line of supervision by marriage or promotion, the director shall attempt to resolve this issue by transfer of one of the employees. If the director finds that transfer is not feasible or is not in

Legal References

1. TCA 49-2-202(a)(3)
2. TCA 49-2-202(a)(3)(B)

Cross References

- Supervision 5.108  
 Assignment/Transfer 5.115

the best interest of students, then an alternative evaluation plan shall be devised for one of the employees.

# Hickman County Board of Education

Descriptor Term: <b>Use of Phones and Faxes</b>	Descriptor Code: <b>3.3001</b>	Issued Date: <b>04/04/22</b>
	Rescinds: <b>3.3001</b>	Issued: <b>01/06/20</b>

1 Telephones, faxes and cellular/mobile telephones funded with school district funds shall comply with  
2 the following procedures:

- 3 1. Absolutely no personal and/or non-school district use is allowed.
- 4
- 5 2. Long-distance calls shall be held to a minimum and a monthly long distance log sheet must be  
6 maintained for cellular/mobile telephones.
- 7
- 8 3. Official or employee must have a narrative explaining need on file with the director of schools'  
9 office and the finance office for any cellular/mobile telephone.
- 10
- 11 4. The director of schools' office and the finance office reserves the right to obtain a complete list  
12 of monthly calls for audit purposes.
- 13
- 14 5. The Board will not be responsible for the loss of any cellular/mobile telephones, or for damages  
15 to privately owned vehicles vandalized as a result of an attempt to steal the phone.
- 16
- 17 6. Optimum rates must be obtained, through competitive bids for any cellular/mobile telephone,  
18 and placed on file with the director of schools' office and finance office. If the monthly bill  
19 reflects charges greater than the customary minimum monthly bill, the excess portion shall  
20 become the responsibility of the employee to whom the cell phone has been issued.
- 21
- 22 7. Only the director of schools' office or designee are authorized to sign contracts for  
23 cellular/mobile telephones and service.
- 24
- 25 8. The director of schools by this policy has the authority to cancel contracts for cellular/mobile  
26 service, when in his/her opinion, abuse has occurred, and he/she has the authority to require  
27 that identified abuse shall be reimbursed to the County.
- 28
- 29 9. Facsimile transmissions shall be for official school district business only.

# Hickman County Board of Education

Descriptor Term: <b>Extracurricular Activities</b>	Descriptor Code: <b>4.300</b>	Issued Date: <b>03/02/20</b>
	Rescinds: <b>4.300</b>	Issued: <b>01/08/18</b>

1 The following guidelines shall be followed in administering the student activities program:

- 2 1. The Board shall initially approve each specific extracurricular activity so that proper  
3 support and supervision may be assured.
- 4
- 5 2. The principal, after obtaining the recommendation of the faculty and the director of  
6 schools, shall determine which clubs and organizations will be permitted.
- 7
- 8 3. Each student activity must be under the guidance and direction of a certificated staff  
9 member.
- 10
- 11 4. All student activities must have the approval of the principal.
- 12
- 13 5. Student activities occurring before or after regularly scheduled school hours must be  
14 under the supervision of the principal or his/her designee.
- 15
- 16 6. Secret organizations shall not be operated in any school.
- 17
- 18 7. A student shall not be required to attend a school-sponsored student activity that is  
19 scheduled at a time which conflicts with his religious practices.<sup>1</sup>
- 20
- 21 8. School-sponsored student activities during vacation periods shall be restricted to  
22 regularly scheduled athletic programs and major events which cannot be scheduled  
23 otherwise.
- 24
- 25 9. Student groups shall not participate in state or national activities which are not listed as  
26 approved activities by regional accrediting associations or state and national principals'  
27 associations without the approval of the director of schools.
- 28
- 29 10. A student on out-of-school suspension shall not be permitted to participate in school-  
30 sponsored activities.
- 31
- 32 11. Activities which restrict participation because of race, color, religion, sex, disabilities,  
33 or national origin are forbidden.<sup>2</sup>
- 34
- 35 12. Activities sponsored by outside groups or agents will be approved only if they are co-  
36 sponsored by the school.

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Legal References

1. TCA 49-6-1002(c)
2. 34 CFR § 106.41

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Cross References

Special Use of School Vehicles 3.402  
Interscholastic Athletics 4.301  
Field Trips and Excursions 4.302  
Attendance 6.200

# Hickman County Board of Education

	Descriptor Term: <h2 style="text-align: center;">Interscholastic Athletics</h2>	Descriptor Code: <h3 style="text-align: center;">4.301</h3>	Issued Date: <h3 style="text-align: center;">08/02/21</h3>
		Rescinds: <h3 style="text-align: center;">4.301</h3>	Issued: <h3 style="text-align: center;">03/02/20</h3>

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be  
 2 treated differently from another person or otherwise be discriminated against in any athletic program of  
 3 the school. Equal athletic opportunities shall be provided for members of both sexes.<sup>1</sup> Student athletes  
 4 shall only be allowed to participate in athletic activities or events that align with the student's sex  
 5 indicated on his/her original birth certificate.<sup>2</sup> The Director of Schools/designee shall require the  
 6 parent/guardian to provide the student's original birth certificate prior to participation in any  
 7 interscholastic athletics. If the original birth certificate is not available or does not indicate the student's  
 8 sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of  
 9 the student's sex at birth.

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

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

18 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must  
 19 provide proof of independently secured catastrophic coverage and liability coverage, with the school  
 20 system as a named insured, of not less than the limits set forth in TCA § 29-20-403.<sup>5</sup> It shall be the  
 21 responsibility of the parent(s)/guardian(s) to provide health and hospitalization insurance for all students  
 22 participating in interscholastic athletics.

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

28 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any  
 29 group of students for the purpose of attending the practice of any interscholastic sport during the school  
 30 day without written permission from the Board.<sup>7</sup> This does not prevent the inclusion of regular physical  
 31 training lessons in the daily school program.

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

- 1 **SEVERE WEATHER**<sup>4</sup>
- 2 Severe weather is any type of weather that could impede the safety of any athlete by compromising the  
3 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,  
4 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be  
5 discussed with all players, coaches, and officials, if applicable.
- 6 All coaches who oversee or participate in outdoor training, practice, or competition shall annually  
7 complete a heat illness prevention course approved by the Tennessee Department of Health as well as  
8 receive training on activity modifications based on environmental conditions.
- 9 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or  
10 tolerate hazing activities.<sup>9</sup>

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**Legal References**

1. 34 CFR § 106.41; 20 USCA § 1681 et seq.
2. Public Acts of 2021, Chapter No. 40
3. TRR/MS 0520-01-02-.08(1)
4. Public Acts of 2021, Chapter No. 272
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120

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**Cross References**

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

# Hickman County Board of Education

	Descriptor Term: <b>Athletic Regulation</b>	Descriptor Code: <b>4.3011</b>	Issued Date: <b>03/02/20</b>
		Rescinds: <b>4.3011</b>	Issued: <b>02/05/18</b>

1 Athletics are co-curricular sports activities under the direct control of the principal. The principal will  
2 be directly accountable to the director of schools and the Board in all matters pertaining to athletics  
3 according to the following guidelines:  
4

5 **1. GENERAL REGULATIONS APPLICABLE TO BOTH MIDDLE AND HIGH SCHOOL**  
6 **ATHLETICS**  
7

- 8 a. Any student desiring to participate in interschool competitive athletics must have a physical  
9 examination prior to participating in the first regular practice session. A report of this  
10 medical examination must be on file in the principal's office before this requirement will be  
11 considered as having been met. Cost of the examination shall be borne by the parent or  
12 guardian.  
13
- 14 b. No out-of-state contests will be scheduled without written permission from the Board.  
15
- 16 c. The participant of any varsity sport must maintain academic eligibility according to  
17 TSSAA/TMSAA guidelines. However, jointly, the principals of the middle schools, or the  
18 principal of the high school, may require additional eligibility standards if submitted as  
19 written administrative policy to the director of schools and approved by the Board.  
20
- 21 d. The conduct of players, spectators, or school personnel reflects directly upon the school  
22 system as a whole. Therefore, conduct of players, spectators, or school personnel that does  
23 not exemplify the best sportsmanship will result in that school being suspended from  
24 athletic participation in the sport concerned with the infraction. The Board will determine  
25 the duration of the suspension.  
26
- 27 e. No athletic contest will begin at any of the schools unless the principal of the host school or  
28 his designated representative is present and remains for the entire contest. The principal or  
29 his designee shall accompany each team on trips.  
30
- 31 f. The player's conduct must be acceptable before participation in any school athletics.  
32

- 1 g. It shall be the responsibility of the parent(s) or guardian to provide health and  
2 hospitalization insurance for all students participating in interscholastic events.  
3  
4 h. Every effort should be made to have a certified sports trainer, nurse practitioner or  
5 physician present at all home varsity football and basketball games.  
6  
7 i. The head coach and principal must see that insurance forms are completed as soon as  
8 possible after an injury.  
9  
10 j. The physician in charge of the treatment will make the final decision as to when the student  
11 may resume participation in athletics.  
12  
13 k. The organized athletic program shall not take up any part of the required school day.<sup>1</sup>  
14

15 **2. REGULATIONS APPLICABLE TO HIGH SCHOOL VARSITY ATHLETICS ONLY**  
16

- 17 a. All football games must be scheduled on an afternoon or night that does not precede a  
18 regular school day with students in attendance.  
19  
20 b. TSSAA by-laws shall control the operation of high school athletics.  
21  
22 c. All students in the secondary school shall be urged to participate in intramural activities.  
23 Students not registered in physical education classes should be especially encouraged to  
24 participate in the program.  
25

26 **3. REGULATIONS APPLICABLE TO K-8 ATHLETICS ONLY**  
27

- 28 a. The total basketball games allowed per team in a school which serves any combination of  
29 grades K-8 shall not exceed twenty (20) during a school year. Tournaments shall count as  
30 two games notwithstanding the number of games in which each team participates in a  
31 tournament. Practice can begin no earlier than four (4) weeks prior to the first scheduled  
32 game and shall end after the last tournament or regular season game in which the team  
33 participates.<sup>2</sup>  
34  
35 b. If competitive contests are held with other schools, scout troops, church teams, etc., the  
36 principal(s) of the school(s) involved shall be in charge at all times.  
37  
38 c. No out-of-town athletic contest shall be scheduled without permission from the principal.  
39



- 1 d. All other rules applicable to athletics will be determined by a committee of Principals and  
2 Athletic Directors from each of the schools and approved by the Board.

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Legal References

1. TCA 49-6-1002
2. TRR/MS 0520-01-02-.08(2)



# Hickman County Board of Education

	Descriptor Term: <p style="text-align: center;"><b>Field Trips / Excursions / Competitions</b></p>	Descriptor Code: <p style="text-align: center;"><b>4.302</b></p>	Issued Date: <p style="text-align: center;"><b>05/04/20</b></p>
		Rescinds: <p style="text-align: center;"><b>4.302</b></p>	Issued: <p style="text-align: center;"><b>03/02/20</b></p>

- 1 The Board encourages field trips when the experiences are an integral part of the school curriculum  
 2 and contribute to the Board's desired educational goals.
- 3 The following guidelines shall be followed in planning and conducting field trips and excursions:
- 4 1. Any teacher desiring to take a group of students on an educational field trip must obtain  
 5 advance approval of the principal and the director of schools;
  - 6 2. The trip must have a definite purpose and reflect careful planning. Students should be  
 7 prepared by general class discussion and/or research;
  - 8 3. If bus transportation is required, the principal or his/her designee shall make the necessary  
 9 arrangements. A fee will be charged to the school for mileage when school system buses  
 10 are used;
  - 11 4. Signed parental permission forms must be obtained for every student making an off-campus  
 12 trip beyond the immediate vicinity of the school. The principal shall ensure that these  
 13 forms are kept on file for the remainder of the school year. The form for parental  
 14 permission must include: purpose, date, time of departure and return, travel plans,  
 15 destination, number of chaperones, personal expense involved, rules of conduct and  
 16 penalties for violation, and other facts necessary for parents to be fully informed. This  
 17 information is to be completed by the school before the form is signed by the parent;  
 18
  - 19 5. No day field trip shall extend beyond twelve (12) hours.
  - 20 6. Overnight educational trips and chaperones must be approved by the principal and the  
 21 director of schools in advance. These groups must be accompanied by at least one regular  
 22 staff member and others from the school who are appropriate for adequate supervision and  
 23 shall be responsible for student conduct while away. There must be at least one female and  
 24 one male chaperone if the trip is for a mixed group;  
 25
  - 26 7. Students shall not be penalized for participating in approved school-sponsored trips and  
 27 activities. Teachers shall permit students to make up class assignments missed because of a  
 28 trip or activity;
  - 29 8. All accidents that occur on a school-sponsored trip must be reported by the teacher to the  
 30 principal immediately upon returning to school. Serious accidents involving personal  
 31 injury must be reported immediately to the principal and/or director of schools. An

1 emergency shall be dealt with promptly by the teacher or other members of the school staff  
2 by taking appropriate action, including sending the student to the hospital or summoning  
3 medical aid or ambulance. In cases where it is necessary to send the student to the hospital,  
4 reasonable effort must be made to notify the parents.

- 5 9. Any school-sponsored trip which is out-of-state and/or overnight must have prior approval  
6 by the Board.

## 7 **INDEPENDENTLY PLANNED TRIPS**

8 Trips privately planned by school district employees, acting outside the scope of their employment, are  
9 not authorized by the school district.

10 These trips are not approved by the Board and are not considered a part of the curriculum. Total  
11 responsibility for privately planned trips rests with the chaperone(s) as well as with the  
12 parent(s)/guardian(s) of the students participating in the trip. The following restrictions shall apply:

- 13 1. Board funds or resources shall not be used;  
14  
15 2. School district materials shall not be used;  
16  
17 3. The Board shall not assume any liability;  
18  
19 4. Employees are not authorized to act on behalf of the school district;  
20  
21 5. Recruitment efforts made by an employee shall not occur during the instructional school day;  
22 and  
23  
24 6. Absences caused by participation in privately planned trips shall be considered unexcused.  
25

### Cross References

Special Use of School Vehicles 3.402  
Extracurricular Activities 4.300  
Attendance 6.200  
Advertising and Distribution of Materials in the Schools  
1.806

# Hickman County Board of Education

	Descriptor Term: <b>Instructional Materials</b>	Descriptor Code: <b>4.400</b>	Issued Date: <b>03/02/20</b>
		Rescinds: <b>4.400</b>	Issued: <b>03/05/18</b>

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

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

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

8 Upon request, parents/guardians shall have the ability to inspect the following items: instructional  
9 materials; teaching materials; teaching aids; handouts; and tests that are developed by and graded by  
10 their child's teacher. The director of schools shall develop procedures for the inspection of materials  
11 and distribute these procedures to each principal.<sup>1</sup>

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## Legal References

1. 20 USCA § 1232h; 34 C.F.R. §98.3; TCA 49-6-7003



# Hickman County Board of Education

	Descriptor Term: <b>Textbooks</b>	Descriptor Code: <b>4.401</b>	Issued Date: <b>11/01/21</b>
		Rescinds: <b>4.401</b>	Issued: <b>01/04/21</b>

1 **SELECTION <sup>1</sup>**

2 The selection of textbooks shall be completed according to the laws and policies required by the State  
 3 of Tennessee and the State Textbook Commission. The responsibility for textbook selection rests with  
 4 the local textbook selection committees subject to approval by the Board. Use of textbooks and  
 5 instructional materials not on the list approved by the State Textbook Commission is permissible if the  
 6 Board submits a waiver to the State Board of Education and such waiver is approved. The director of  
 7 schools shall establish a procedure for providing citizens of the community with an opportunity to  
 8 examine proposed textbooks prior to their final adoption,<sup>2</sup> including public notice of time and location  
 9 at which textbooks may be examined. Once the proposed textbooks have been approved by the Board,  
 10 the director of schools shall post the list of all approved textbooks and instructional materials adopted  
 11 for use across the school system on the school system’s website and send a copy of the list to the  
 12 commissioner of education.<sup>1</sup>

13 **COMPLAINTS & RECONSIDERATION**

14 The director of schools shall develop forms and procedures to enable citizens to file complaints regarding  
 15 the selection or content of approved textbooks. Following the conclusion of this administrative process,  
 16 a complainant may appeal an outcome to the Board.

17 **DISTRIBUTION**

18 The director of schools shall designate an employee to be responsible for the purchase and distribution  
 19 of textbooks in each school. The principal shall be responsible for seeing that each student receives the  
 20 required textbooks at no cost to the student.

21 **CARE OF TEXTBOOKS<sup>3</sup>**

22 Textbooks are property of the Board and shall be returned at the end of the school year, upon completion  
 23 of the course or upon withdrawal from a course or school. Parents are to sign an agreement stating they  
 24 shall be responsible for the textbooks received and used by their children.

25 The following reimbursement schedule shall be used as a guide for collecting fines for lost or destroyed  
 26 books:

	<b>Age of Book</b>	<b>Amount Collected</b>
27		
28	1 - 2 years	100% of replacement cost
29	3 - 4 years	75% of replacement cost
30	5 or more years	50% of replacement cost

## 1 CARE OF DEVICES

2 Electronic devices used for instruction are property of the Board and shall be returned at the end of the  
3 year, upon completion of the course, or upon withdrawal from a school. Parents are to sign an agreement  
4 stating they will be responsible for the electronic devices received and used by their students. The signed  
5 agreement will include a reimbursement schedule for damages to electronic devices up to 100%  
6 replacement cost.

7 The Board shall approve and periodically review a schedule of fines for damaged books. In cases where  
8 the book is damaged to the extent it is no longer useable, the amount collected shall conform to the  
9 reimbursement schedule for lost books. A fine may only be assessed in cases where the pupil or parent  
10 damages, loses or defaces the textbook either through willful intent or neglect.<sup>4</sup>

11 Following an interview with parties and an investigation, if needed, the principal may assess the  
12 appropriate fine and notify the parents in writing.

13 The principal may include with the notice a provision stating that failure to pay the fine imposed  
14 within a reasonable time may result in the imposition of one of the following sanctions:<sup>3</sup>

- 15 1. Refusal to issue any additional textbooks until restitution is made;
- 16 2. Withholding of all grade cards, diplomas, certificates of progress, or transcripts until restitution  
17 is made;
- 18 3. Not allowing the pupil to take interim or final examinations or to earn course credit in the  
19 course for which the textbook is prescribed until restitution is made; or
- 20 4. Reducing the pupil's grade in the course for which the textbook is prescribed by one (1) letter  
21 grade or ten (10) percentage points until restitution is made.

22 The principal may waive the assessment of fines when in his/her judgment the student is the victim of  
23 uncontrollable circumstances and not responsible for the damages.

## 24 INSPECTION<sup>2</sup>

25 A list of textbooks used by the schools shall be revised annually by building administrators under the  
26 direction of the director of schools. Textbooks shall be available for inspection by parents/guardians  
27 upon request, and the director of schools shall develop procedures for the inspection of materials and  
28 distribute these procedures to each principal.



## Legal References

1. TCA 49-6-2207(c), (e)-(f); TCA 49-6-2202(d);  
TRR/MS 0520-01-18-.02
2. 20 USCA § 1232h(a); TCA 49-6-7003
3. TCA 49-3-310(1)(B); TRR/MS 0520-01-02-.16(2)
4. TCA 49-3-310(1)(C)

## Cross References

Surplus Property Sales 2.403  
Reconsideration of Instructional Materials 4.403  
Controversial Materials 4.801  
Student Fees and Fines 6.709



# Hickman County Board of Education

	Descriptor Term:	Descriptor Code: 4.402	Issued Date: 03/02/20
	<b>Selection of Instructional Materials (Other than Textbooks)</b>	Rescinds: 4.402	Issued: 04/02/18

1 The Board will seek to provide a wide range of instructional materials<sup>1</sup> on all levels of difficulty, with  
2 diversity of appeal, and the presentation of different points of view, and will provide procedures for  
3 review and reconsideration of allegedly inappropriate instructional materials.

## 4 **OBJECTIVES OF SELECTION**

5 In order to assure that instructional materials are an integral part of the educational program, the  
6 following selection objectives are adopted:

- 7 1. To provide materials that will enrich and support the curriculum and personal needs of the  
8 students, taking into consideration their varied interests, abilities and learning styles;  
9
- 10 2. To provide materials that will stimulate growth in factual knowledge, literary appreciation,  
11 aesthetic values and ethical standards;  
12
- 13 3. To provide a background of information which will enable students to make intelligent  
14 judgments in their daily lives;  
15
- 16 4. To provide materials on opposing sides of controversial issues so that the students may develop  
17 under guidance the practice of critical analysis;  
18
- 19 5. To provide materials which realistically represent our pluralistic society and reflect the  
20 contributions made by these groups and individuals to our American heritage;  
21
- 22 6. To place principles above personal opinion and reason above prejudice in the selection of  
23 materials of the highest quality in order to assure a comprehensive media collection appropriate  
24 for the students.

## 25 **RESPONSIBILITY FOR MATERIALS SELECTION**

26 The responsibility for selection of instructional materials is delegated to the professionally trained  
27 personnel employed by the school system.

28 Selection of materials involves many people, including staff, students, and members of the community

29 There is included in the Tennessee BEP an amount of money sufficient to pay two hundred dollars  
30 (\$200) for every teacher in kindergarten through grade twelve (K-12). This money shall be used by the  
31 teachers for instructional supplies and shall be given to each teacher by October 31 of each school year

1 so that the teacher may spend it at any time during that school year on instructional supplies as  
2 determined necessary by the teacher.<sup>2</sup> \$200.00 BEP allocations will be distributed by August 1<sup>st</sup> of  
3 each school year, unless otherwise explained by the Director of Schools.

#### 4 **SELECTION CRITERIA AND PROCEDURES**

5 In selecting materials for school media centers the following practices are to be observed:

- 6 1. The librarian in each school is responsible for selecting books and materials for her school;  
7
- 8 2. Selection shall be a continuing process throughout the school year as new suggestions of staff  
9 members and students are evaluated and materials already purchased are reevaluated to  
10 determine their current or lasting contributions to the educational program of the school; and  
11
- 12 3. Gift materials shall be judged upon the same basis as the library media center's own purchases.  
13 Gift materials meeting the selection standards may be accepted with the recommendation of the  
14 library media specialist and the approval of the principal.

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#### Legal References

1. TSS/MS 0520-01-03-.07(3)
2. TCA 49-3-359

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#### Cross References

Controversial Materials 4.801

# Hickman County Board of Education

	Descriptor Term: <b>Reconsideration of Instructional Materials and Textbooks</b>	Descriptor Code: <b>4.403</b>	Issued Date: <b>03/02/20</b>
		Rescinds: <b>4.403</b>	Issued: <b>01/08/18</b>

1 The Board supports principles of intellectual freedom inherent in the First Amendment of the  
2 Constitution of the United States<sup>1</sup> and expressed in the *Library Bill of Rights* of the American Library  
3 Association.

4 Because opinions differ, there may be questions concerning some instructional and library materials  
5 despite the quality of the selection process. If a complaint is made, the following procedure is to be  
6 followed:

- 7 1. Inform the complainant of the selection procedures and make no commitments.
- 8 2. Request the complainant to submit a formal "Request for Reconsideration of Instructional  
9 Materials".
- 10 3. Inform the director of schools (and other appropriate personnel).
- 11 4. Keep challenged materials available for use during the reconsideration process.
- 12 5. Upon receipt of the completed form, the principal requests review of the challenged  
13 materials by an ad hoc materials review committee within fifteen (15) working days, and  
14 notifies the appropriate supervisor and director of schools that such review is being done.  
15 The review committee is appointed by the principal, and includes certificated library media  
16 personnel, representatives from classroom teachers, one or more parents, and may include  
17 one or more students.
- 18 6. The review committee shall take the following steps after receiving the challenged  
19 materials:
  - 20 a. Read, view or listen to the material in its entirety;
  - 21 b. Check general acceptance of the material by reading recognized and evaluative reviews;
  - 22 c. Determine the extent to which the material supports the curriculum;
  - 23 d. Complete the appropriate "Checklist for Reconsideration of Instructional Materials",  
24 judging the material for its strength and value; and
  - 25 e. Present recommendation to principal for further action and to the director of schools for  
26 purposes of information.

- 1 7. If the complainant desires further action after receiving the recommendation of the  
2 committee and the decision of the principal, an appeal may be made to the Board.

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Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982)

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Cross References

Textbooks 4.401  
School and System Websites 4.407  
Controversial Materials 4.801

# Hickman County Board of Education

	Descriptor Term: <h2 style="text-align: center;">Use of Copyrighted Materials</h2>	Descriptor Code: <b>4.404</b>	Issued Date: <b>03/02/20</b>
		Rescinds: <b>4.404</b>	Issued: <b>01/08/18</b>

1 In order to define the fair and reasonable use that employees may make of copyrighted work for  
 2 educational purposes without the permission of the copyright owner and to reduce the risk of copyright  
 3 infringement, the Board shall require the following:

- 4 1. All employees shall adhere to the provisions of the United States Code regarding the  
 5 copying and/or the use of copyrighted materials;<sup>1</sup>  
 6
- 7 2. In the case of computer software, the ethical and practical problems caused by computer  
 8 software piracy shall be taught in all computer courses;  
 9
- 10 3. The director of schools shall establish specific regulations regarding the copying,  
 11 distribution and use of copyrighted materials for instructional purposes; and  
 12
- 13 4. The principal of each school shall establish practices which will enforce this policy at the  
 14 school level.

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Legal References

1. 17 USCA §§ 106, 107, 110

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Cross References

School and System Websites 4.407  
 Use of Multimedia 4.408  
 Student Publications 6.704





# Hickman County Board of Education

Descriptor Term: <b>Use of the Internet</b>	Descriptor Code: <b>4.406</b>	Issued Date: <b>03/02/20</b>
	Rescinds: <b>4.406</b>	Issued: <b>01/08/18</b>

1 The Board supports the right of staff and students to have reasonable access to various information  
2 formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate  
3 and responsible manner.

## 4 **Employees**

5 Before any employee is allowed use of the district's Internet or intranet access, the employee shall sign  
6 a written agreement, developed by the director/designee that sets out the terms and conditions of such  
7 use. Any employee who accesses the district's computer system for any purpose agrees to be bound by  
8 the terms of that agreement, even if no signed written agreement is on file.

9 The director of schools shall develop and implement procedures for appropriate Internet use which  
10 shall address the following:

- 11 1. Development of the Network and Internet Use Agreement.
- 12 2. General rules and ethics of Internet access.
- 13 3. Guidelines regarding appropriate instruction and oversight of student Internet use.
- 14 4. Prohibited and illegal activities, including but not limited to the following:<sup>1</sup>
  - 15 • Sending or displaying offensive messages or pictures
  - 16 • Using obscene language
  - 17 • Harassing, insulting, defaming or attacking others
  - 18 • Damaging computers, computer systems or computer networks
  - 19 • Hacking or attempting unauthorized access to any computer
  - 20 • Violation of copyright laws
  - 21 • Trespassing in another's folders, work or files
  - 22 • Intentional misuse of resources
  - 23 • Using another's password or other identifier (impersonation)
  - 24 • Use of the network for commercial purposes
  - 25 • Buying or selling personal items on the Internet

## 26 **Students**

27 The director of schools shall develop and implement procedures for appropriate Internet use by  
28 students. Procedures shall address the following:

- 29 1. General rules and ethics of Internet use.
- 30 2. Prohibited or illegal activities, including, but not limited to:<sup>1</sup>
  - 31 • Sending or displaying offensive messages or pictures
  - 32 • Using obscene language

- 1 • Harassing, insulting, defaming or attacking others
- 2 • Damaging computers, computer systems or computer networks
- 3 • Hacking or attempting unauthorized access
- 4 • Violation of copyright laws
- 5 • Trespassing in another's folders, work or files
- 6 • Intentional misuse of resources
- 7 • Using another's password or other identifier (impersonation)
- 8 • Use of the network for commercial purposes
- 9 • Buying or selling on the Internet

## 10 **INTERNET SAFETY MEASURES<sup>2</sup>**

11 Internet safety measures shall be implemented that effectively address the following:

- 12 • Controlling access by students to inappropriate matter on the Internet and World Wide
- 13 Web
- 14 • Safety and security of students when they are using electronic mail, chat rooms, and
- 15 other forms of direct electronic communications
- 16 • Preventing unauthorized access, including "hacking" and other unlawful activities by
- 17 students on-line
- 18 • Unauthorized disclosure, use and dissemination of personal information regarding
- 19 students
- 20 • Restricting students' access to materials harmful to them

21 The director of schools/designee shall establish a process to ensure the district's education technology  
22 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process  
23 shall include, but not be limited to:

- 24 • Utilizing technology that blocks or filters Internet access (for both students and adults)
- 25 to material that is obscene, child pornography or harmful to students
- 26 • Maintaining and securing a usage log
- 27 • Monitoring on-line activities of students

28 The Board shall provide reasonable public notice of, and at least one (1) public hearing or meeting to  
29 address and communicate, its Internet safety measures.

30 A written parental consent shall be required prior to the student being granted access to electronic  
31 media involving district technological resources. The required permission/agreement form, which shall  
32 specify acceptable uses, rules of on-line behavior, access privileges and penalties for policy/  
33 procedural violations, must be signed by the parent/legal guardian of minor students (those under 18  
34 years of age) and also by the student. This document shall be executed each year and shall be valid  
35 only in the school year in which it was signed unless parent(s) provide written notice that consent is  
36 withdrawn. In order to rescind the agreement, the student's parent/guardian (or the student who is at  
37 least 18 years old) must provide the director of schools with a written request.

## 38 **E-MAIL**

1 Users with network access shall not utilize district resources to establish electronic mail accounts  
2 through third-party providers or any other nonstandard electronic mail system. All data including e-  
3 mail communications stored or transmitted on school system computers shall be monitored.  
4 Employees/students have no expectation of privacy with regard to such data. E-mail correspondence  
5 may be a public record under the public records law and may be subject to public inspection.<sup>3</sup>

## 6 **INTERNET SAFETY INSTRUCTION<sup>4</sup>**

7 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing  
8 computer resources. The director shall provide adequate in-service instruction on internet safety.  
9 Parents and students will be provided with material to raise awareness of the dangers posed by the  
10 internet and ways in which the internet may be used safely.

## 11 **SOCIAL NETWORKING**

- 12 1. District staff who have a presence on social networking websites are prohibited from posting  
13 data, documents, photographs, or inappropriate information that is likely to create a material  
14 and substantial disruption of classroom activity.
- 15 2. District staff are prohibited from accessing personal social networking sites on school  
16 computers or during school hours except for legitimate instructional purposes.
- 17 3. The board discourages district staff from socializing with students on social networking  
18 websites. The same relationship, exchange, interaction, information, or behavior that would be  
19 unacceptable in a non-technological medium is unacceptable when done through the use of  
20 technology.

## 21 **VIOLATIONS**

22 Violations of this policy or a procedure promulgated under its authority shall be handled in accordance  
23 with the existing disciplinary procedures of this District.

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### Legal References

1. TCA 39-14-602
2. Children's Internet Protection Act (Public Law 106-554)
3. TCA 10-7-512
4. TCA 49-1-221

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### Cross References

Use of Electronic Mail (e-mail) 1.805  
Web Pages 4.407



# Hickman County Board of Education

	Descriptor Term: <b>Web Pages</b>	Descriptor Code: <b>4.407</b>	Issued Date: <b>03/02/20</b>
		Rescinds: <b>4.407</b>	Issued: <b>01/08/18</b>

## 1 **CONTENT STANDARDS**

2 In order to take advantage of the opportunities the Internet provides, the Board authorizes the creation  
3 of school and/or district web pages on the Internet. Only those web pages maintained in accordance with  
4 Board policy and established procedures shall be recognized as official representations of the district or  
5 individual schools. All information on a school or district web page must accurately reflect the mission,  
6 goals, policies, program and activities of the school and district. The web page must have a purpose  
7 which falls within at least one of three categories:

- 8 1. Support of curriculum and instruction — intended to provide links to Internet resources for  
9 students, parents, and staff in the district;
- 10 2. Public information —intended to communicate information about the schools and district to  
11 students, staff, parents, community and the world at large; and
- 12 3. District technology support —intended to provide and respond to instructional and  
13 administrative technology needs of students and staff.

14 All material on a school web site shall be either original to the school, in the public domain or posted  
15 with the express permission of its rightful owner. This includes, but is not limited to, text, graphics,  
16 pictures, video, sounds, music, characters, logos and trademarks. Web page publications shall follow all  
17 applicable copyright laws and guidelines.

18 Web sites developed under contract for the school district or within the scope of employment by district  
19 employees are the property of the school district.

## 20 **PRIVACY STANDARDS<sup>1</sup>**

- 21 1. Because Internet publications are available to the entire world, special care shall be taken to  
22 protect the privacy of students and staff. Web pages may not include personally identifying  
23 information regarding a student<sup>1</sup> such as: telephone numbers, addresses, names of other  
24 family members, names of friends, e-mail addresses, specific location of a student at any  
25 given time, grades or any other academic information. No confidential information shall be  
26 published on or linked to the web site.
- 27 2. Student work may be published on web pages only with written consent of the student's  
28 parent/guardian or the eligible student before each incident of publication. The authoring  
29 student shall also sign a copyright consent form.

1 3. Links to student e-mail accounts are prohibited.

2  
3 4. Pictures of students may be included only under the following conditions:

- 4  
5 • Individual student pictures may be published on the web site only with written consent  
6 of the student's parent/guardian or eligible student.  
7 • Pictures of groups of students involved in a school-related activity may be published  
8 without consent; however, the students shall only be identified by the group name.  
9 • Students shall not be individually identified in pictures unless there is a special reason  
10 for doing so, such as recognition for receiving an award. In such cases, the student's  
11 parent/guardian or eligible student must give written consent.

## 12 **ADVERTISING/SPONSORSHIPS**

13 Any use of advertising or sponsorships that appears on a school web site must be approved by the school  
14 web administrator, the principal or the director of schools/designee. Guidelines for approval shall be  
15 established by the director of schools/designee and must be consistent with the board's policies and  
16 guidelines used in other school and district publications.

## 17 **ADMINISTRATIVE PROCEDURES**

18 The director of schools shall develop administrative procedures for development of web pages including  
19 content, quality and consistency standards and shall designate an individual(s) to be responsible for  
20 maintaining the official district web page and monitoring all district web page activity. A building  
21 principal shall make such designation for an individual school. Schools or departments who wish to  
22 publish a web page must identify the webmaster's name, e-mail address and phone number on the web  
23 page.

## 24 **CONCERNS/COMPLAINTS**

25 As with any instructional materials or publication used by or representing the school or district, the  
26 building principal or director of schools, respectively, is ultimately responsible for accuracy and  
27 appropriateness of the information made available on the web site. Concern about the content of any  
28 page(s) created by students or staff should be directed to the building principal or the director of schools'  
29 office when related to the district web site. If the concern is not resolved, persons who wish to file a  
30 formal complaint shall submit a written request for reconsideration of instructional material.

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### Legal References

- I. 20 USCA § 1232g (a)(5)(A)-(B); ESEA (20 USCA § 7908) Sect. 9528; 10 USCA § 503

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### Cross References

- Reconsideration of Instructional Materials 4.403  
Use of Copyrighted Materials 4.404  
Employee-Developed Materials 4.405  
Use of the Internet 4.406  
Controversial Materials 4.801  
Student Publications 6.704

# Hickman County Board of Education

	Descriptor Term: <b>Use of Multimedia</b>	Descriptor Code: <b>4.408</b>	Issued Date: <b>05/04/20</b>
		Rescinds: <b>4.408</b>	Issued: <b>02/05/18</b>

- 1 All multimedia used in the classroom must either be provided by the school or have the prior approval
- 2 of the principal.
  
- 3 Movies, songs or other multimedia may be rented or purchased for use in the classroom for education
- 4 purposes only. No movie, song or other multimedia will be used in the classroom for entertainment
- 5 purposes.

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Cross References

Use of Copyrighted Materials 4.404





PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Beta Club

Proposed fundraising activities: Concessions at Field Day

Purposed Uses of funds raised  
Convention costs/Teacher Appreciation gifts/  
next year's expenses

Expected student involvement (school-wide or specific school organization) \_\_\_\_\_  
school-wide involvement

Method by which school will receive profit cash

Requested by Faith Tanner - Beta Sponsor Date 05-02-22  
Name/Title

Approved by Jina S. Higgins Date 5-3-22  
Principal

Approved by Michelle Hewitt Date 5/6/22  
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 011 Boys Soccer

Proposed fundraising activities: Calendar Sale

Purposed Uses of funds raised Equipment (balls), paint,  
grass seed

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

Method by which school will receive profit Cash/Check from  
Calendar Day donations

Requested by 1st Barry Scott O'Leary Date 4/18/2022  
Name/Title

Approved by [Signature] Date 5/3/22  
Principal

Approved by Michelle Hivent Date 5/9/22  
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



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

Fund/Account Name EHS Cheerleading

Account Number \_\_\_\_\_

Proposed fundraising activities: Youth Cheer Camp

June 20 - 22nd 8am - 2pm

Purposed Uses of funds raised: Assist with competitions, transportation to games

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

Method by which school will receive profit: Cash, Check

Requested by: Audrea M Jenkins, Head Coach 5/4/2022  
Name/Title Date

Acknowledge by: \_\_\_\_\_  
Bookkeeper

\_\_\_\_\_ Date

Approved by: Kimberly Williams  
Principal

5/9/22  
Date

Approved by: Michelle Hivert  
Director of Schools\*

5/9/22  
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.

Joe Nordke 5/5/22

# PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Football

Account Number 601

Proposed fundraising activities: Youth Football Camp (for rising 3<sup>rd</sup> grades - 8<sup>th</sup> grades)  
June 13<sup>th</sup> - 14<sup>th</sup> 9am - 12am

Purposed Uses of funds raised: Field Maintenance

Expected Student involvement (school-wide or specific school organization): Football players  
will help at the camp with coach supervision

Method by which school will receive profit: Camp dues at registration

Requested by: Chris Austin / Head Football Coach  
Name/Title

5/9/22  
Date

Approved by: Kimberly Wolcott  
Principal

5/9/22  
Date

Approved by: Michelle Hivert  
Director of Schools\*

5/9/22  
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.

Jojo Nordke 5/9/22



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

RONALD GAMMONS  
8419 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  
8792 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

**School Support Organization  
Request For Fundraising Activities**

Organization First Hickman Band boosters

Proposed Fundraising Activity car wash

Date(s) 6/11 & 7/9/22

Location(s) Tractor supply Fairview

Requested By *[Signature]*  
President/Chair of Organization

9 May 2022  
Date

Recommended By *[Signature]*  
Principal

5/17/22  
Date

Approved *[Signature]*  
Director of Schools or Designee

5/20/22  
Date

Not Approved \_\_\_\_\_  
Director of Schools or Designee

\_\_\_\_\_  
Date

**\*\* A signed copy will be mailed to the organization and forwarded to the school\*\***



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

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VANCE WILLIS  
2668 Hwy 48 N., Nunnally, TN 37137

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

### School Support Organization Request For Fundraising Activities

Organization East Hickman Band Boosters

Proposed Fundraising Activity Car Wash

Date(s) 05/28/22, 06/25/22, 7/30/22

Location(s) Ace

Requested By *Debra Hill* 9 May 2022  
President/Chair of Organization Date

Recommended By *Kimberly Williams* 5/17/22  
Principal Date

Approved *Michelle Gilbert* 5/20/22  
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\*\***