

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

**RONALD GAMMONS**  
6419 Rice Ln., Lyles, TN 37098

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

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



**DOUG LANE**  
2059 Lake Dr., Centerville, TN 37033

**CHRISTY MAYS**  
450 Hwy 50, Centerville, TN 37033

**JANE HERRON**  
PO Box 13, Nunnely, TN 37137

**John Mullins**  
**Director of Schools**  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

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**REGULAR BOARD MEETING**  
**Monday, June 2, 2025 6:30 PM**  
**Central Office - Room 203**

- I. Call To Order
- II. Public Comment  
Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Agenda for June 2, 2025
- VI. Regular Meeting Minutes for May 5, 2025
- VII. Special Recognition
  - A. Employee of the Month
  - B. Employee of the Year
  - C. Friend of Education
- VIII. Student Recognition
- IX. Consent Agenda Items
  - A. Board Chair's Report
    - 1. Chair's Countersigned Warrants
  - B. Director's Report
  - C. Financial Report
  - D. ESSER Updates
  - E. Director's Monthly Attendance Report
  - F. Family Resource Centers End of Year Report
- X. Items Requiring Board Action
  - A. Trip Requests
    - 1. EHHS Football Camp
    - 2. HCHS Football Camp
    - 3. HCHS FCCLA Competition
  - B. Board Meeting Schedule for 2025-2026

- C. Annual Agenda for 2025-2026
- D. Recommendations for Tenure
- E. Resolution to Grant Authority to Designate Reserves
- F. Grant Executive Committee Authority to Close Out Fiscal Year
- G. 2025-2026 Differentiated Pay Plan
- H. 2025-2026 Salary Schedules and Pay Scales
- I. Personnel Decisions
- J. 2025-2026 Centerville Municipal Golf Course MOU
- K. TSSE Membership Dues
- L. Approval to Purchase a Drivers' Education Car
- M. Approval of Bids for Maintenance Department
  - 1. Fence Installation
  - 2. Epoxy Floor Coating
- N. Budget Amendments
- O. Budget(s) for 2025-2026
- P. Board Policies
  - 1. Board Policies Review 6.3031--6.3101
  - 2. Discuss Board Policy 1.108 - Nepotism
- XI. Announcements
  - A. Regular Board Meeting for July 7, 2025 (if Board Meeting Schedule for 25-26 was approved)
  - B. Director's Evaluation and Board Self-Evaluation
- XII. Closing Comments
  - A. Legislative Representative - Tim Hobbs
  - B. Board Chair, Board Members and Director of Schools
- XIII. Adjourn

**DOUG LANE**  
2059 Lake Drive, Centerville, TN 37033

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

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

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



**John Mullins**  
Superintendent of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

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

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

**JANE HERRON**  
PO Box 13, Nunnally, TN 37137

The Hickman County Board of Education will meet in regular session on Monday, June 2, 2025 at 6:30 p.m. in RM 203 of the Hickman County Board of Education Office Complex.

- I. Call to Order
- II. Public Comment  
Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Agenda for June 2, 2025
- VI. Regular Meeting Minutes for May 5, 2025
- VII. Special Recognition
  - A. Employee of the Month—Pippa Taylor
  - B. Employee of the Year—Tabitha Cude
  - C. Friend of Education—Director of Schools
- VIII. Student Recognition—Doug Lane
- IX. Consent Agenda Items
  - A. Board Chair's Report
    1. Chair's Countersigned Warrants
  - B. Director's Report
  - C. Financial Report
  - D. ESSER Updates
  - E. Director's Monthly Attendance Report
  - F. Family Resource Centers End of Year Report
- X. Items Requiring Board Action
  - A. Trip Requests
    1. EHHS Football Camp Request—Coach and Players
    2. HCHS Football Camp Request—Coach and Players
    3. HCHS FCCLA Competition—Advisor and Students
  - B. Board Meeting Schedule for 2025-2026—Director of Schools
  - C. Annual Agenda for 2025-2026—Director of Schools
  - D. Recommendations for Tenure—Director of Schools
  - E. Resolution to Grant Authority to Designate Reserves—Director of Schools
  - F. Grant Executive Committee Authority to Close Out Fiscal Year—Director of Schools
  - G. 2025-2026 Differentiated Pay Plan—Director of Schools
  - H. 2025-2026 Salary Schedules and Pay Scales—Director of Schools
  - I. Personnel Decisions—Director of Schools
  - J. 2025-2026 Centerville Municipal Golf Course MOU—Director of Schools
  - K. TSSE Membership Dues—Director of Schools
  - L. Approval to Purchase a Drivers' Education Car—Director of Schools
  - M. Approval of Bids for Maintenance Department—Director of Schools
    1. Fence Installation
    2. Epoxy Floor Coating
  - O. Budget Amendments—Derek Newsom
  - P. Budget(s) for 2025-2026—Derek Newsom

- Q. Board Policies
  - 1. Board Policies Review 6.3031—6.3101—Misty Shelton
  - 2. Discuss Board Policy 1.108 – Nepotism—Director of Schools

XI. Announcements

- A. Regular Board Meeting for July 7, 2025 (if Board Meeting Schedule for 25-26 was approved)
- B. Director's Evaluation and Board Self-Evaluation

XII. Closing Comments

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

XIII. Adjourn

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

The Hickman county Board of Education met on May 5, 2025, at 6:30 PM in Hickman County High School Library.

**Present:** Sherri Baker, Tabitha Cude, Jane Herron, Tim Hobbs, Doug Lane, Christy Mays, Pippa Taylor.

I. Call To Order

II. Public Comment

Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.

III. Moment of Silence

IV. Pledge of Allegiance

V. Agenda for May 5, 2025

Motion to approve the Agenda for May 5, 2025.

Motion made by Jane Herron.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

VI. Regular Meeting Minutes for April 7, 2025

Motion to approve the Regular Meeting Minutes for April 7, 2025.

Motion made by Sherri Baker.

Motion seconded by Christy Mays.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

VII. Budget Committee Meeting Minutes for April 30, 2025

Motion to approve Budget Committee Meeting Minutes for April 30, 2025.

Motion made by Sherri Baker.

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

Motion seconded by Christy Mays.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

VIII. Special Recognition

A. Employee of the Month

B. Student Board Representative Recognitions

C. Building Teachers of the Year

1. CES Teacher of the Year -- Christy Mays
2. CIS Teacher of the Year -- Doug Lane
3. EHES Teacher of the Year -- Jane Herron
4. EHIS Teacher of the Year -- Sherri Baker
5. EHMS Teacher of the Year -- Sherri Baker
6. HCMS Teacher of the Year -- Dr. Tabitha Cude
7. EHHS Teacher of the Year -- Tim Hobbs
8. HCHS Teacher of the Year -- Jane Herron

D. Novice School Teachers of the Year

1. EHES Novice School Teacher of the Year -- Pippa Taylor
2. EHIS Novice School Teacher of the Year -- Tim Hobbs
3. EHMS Novice School Teacher of the Year -- Dr. Tabitha Cude
4. EHHS Novice School Teacher of the Year -- Christy Mays
5. HCHS Novice School Teacher of the Year -- Doug Lane

E. Novice District Level Teachers of the Year

1. Hickman County Grades Pre-K-4--Pippa Taylor
2. Hickman County Grades 5-8--Dr. Tabitha Cude
3. Hickman County Grades 9-12--Doug Lane

F. District Teachers of the Year

1. Grades Pre-K-4 Teacher of the Year -- Jane Herron
2. Grades 5-8 Teacher of the Year -- Dr. Tabitha Cude
3. Grades 9-12 Teacher of the Year -- Tim Hobbs

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

G. Leaders of the Year

1. Principal of the Year -- Christy Mays
2. Supervisor of the Year -- Pippa Taylor

IX. Consent Agenda Items

Motion to approve the consent agenda items.

Motion made by Sherri Baker.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Director's Report

C. Financial Report

D. ESSER Updates

E. Director's Monthly Attendance Report

F. TSBA OPEB Quarterly Statement

X. Items Requiring Board Action

A. Trip Requests

1. HCMS Boys Basketball Camp Trip Request

Motion to approve HCMS boys Basketball Camp Trip Request.

Motion made by Tim Hobbs.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

2. HCHS Volleyball Camp Trip Request

Motion to approve HCHS Volleyball Camp Trip Request.

Motion made by Jane Herron.

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

Motion seconded by Pippa Taylor.

Motion Result: Passed

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

Yea: 7, Nay: 0

3. HCHS Girls Basketball Camp Trip Request

Motion to approve HCHS Girls Basketball Camp Trip Request.

Motion made by Christy Mays.

Motion seconded by Tabitha Cude.

Motion Result: Passed

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

Yea: 7, Nay: 0

4. HCMS Girls Basketball Camp Trip Request

Motion to approve HCMS Girls Basketball Camp Trip Request.

Motion made by Tabitha Cude.

Motion seconded by Pippa Taylor.

Motion Result: Passed

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

Yea: 7, Nay: 0

B. CIS Job Share Requests for 2025-2026

Motion to approve CIS Job Share Requests for 2025-2026.

Motion made by Tim Hobbs.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea  
Tabitha Cude: Yea

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

Jane Herron: Yea  
Tim Hobbs: Yea  
Doug Lane: Yea  
Christy Mays: Yea  
Pippa Taylor: Yea  
Yea: 7, Nay: 0

C. Authorize Director of Schools to submit grants, applications, reports, amendments, and addenda

Motion to authorize Director of Schools to submit grants, applications, reports, amendments, and addenda.

Motion made by Doug Lane.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherrri Baker: Yea  
Tabitha Cude: Yea  
Jane Herron: Yea  
Tim Hobbs: Yea  
Doug Lane: Yea  
Christy Mays: Yea  
Pippa Taylor: Yea  
Yea: 7, Nay: 0

D. Approval of Bids for Maintenance Department

Motion to approve the Approval of Bids for Maintenance Department X.D. with the exception of concrete and painting.

Motion made by Doug Lane.

Motion seconded by Sherrri Baker.

Motion Result: Passed

Sherrri Baker: Yea  
Tabitha Cude: Yea  
Jane Herron: Yea  
Tim Hobbs: Yea  
Doug Lane: Yea  
Christy Mays: Yea  
Pippa Taylor: Yea  
Yea: 7, Nay: 0

E. Consideration of a Resolution Supporting The Education Freedom Act to Provide Teacher Bonuses

Motion to approve Consideration of a Resolution Supporting The Education Freedom Act to Provide Teacher Bonuses.

Motion made by Sherrri Baker.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Sherrri Baker: Yea  
Tabitha Cude: Yea

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

Jane Herron: Yea  
Tim Hobbs: Yea  
Doug Lane: Yea  
Christy Mays: Yea  
Pippa Taylor: Yea  
Yea: 7, Nay: 0

F. Approve Bid for School Network Re-Design & Upgrades  
Motion to Approve Bid for School Network Re-Design & Upgrades.  
Motion made by Doug Lane.  
Motion seconded by Jane Herron.  
Motion Result: Passed

Sherri Baker: Yea  
Tabitha Cude: Yea  
Jane Herron: Yea  
Tim Hobbs: Yea  
Doug Lane: Yea  
Christy Mays: Yea  
Pippa Taylor: Yea  
Yea: 7, Nay: 0

G. Budget Ammendments  
Motion to approve Budget Amendments Motion to amend budget amendment 33 -  
\$362,755.34.  
Motion made by Tabitha Cude.  
Motion seconded by Sherri Baker.  
Motion Result: Passed

Sherri Baker: Yea  
Tabitha Cude: Yea  
Jane Herron: Yea  
Tim Hobbs: Yea  
Doug Lane: Yea  
Christy Mays: Yea  
Pippa Taylor: Yea  
Yea: 7, Nay: 0

Motion to approve Budget Amendments 32, 33, 34.  
Motion made by Doug Lane.  
Motion seconded by Sherri Baker.  
Motion Result: Passed

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

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

Pippa Taylor: Yea  
Yea: 7, Nay: 0

H. Budget for FY26 (141, 143)

[Budget Info 5-5-25](#)

Motion to approve Budget for FY26 (141, 143).

Motion made by Doug Lane.

Motion seconded by Sherri Baker.

Motion Result: Passed

Tim Hobbs: Nay

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 1

I. Board Policies

1. Board Policies Review - 6.202--6.303, 5.500, 5.501, 5.502

Motion to approve board policies review - 6.202--6.303, 5.500, 5.501, 5.502.

Motion made by Tim Hobbs.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

XI. Announcements

A. Regular Board Meeting for June 2, 2025

B. Director's Evaluation and Board Self-Evaluation

C. School Budget Presentation to County Legislative Body - May 8, 2025 5:30 p.m.

XII. Closing Comments

A. Tim Hobbs-Legislative Representative

B. Board Chair, Board Members, Student Representatives and Director of Schools

XIII. Adjourn

HICKMAN COUNTY BOARD OF EDUCATION  
REGULAR BOARD MEETING---May 5, 2025

Motion to adjourn.

Motion made by Tim Hobbs.

Motion seconded by Christy Mays.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

Seniors Scoring 29 or Above  
On the ACT

HCHS

Lyndee Hinson - 33

Ella Morgan - 30

Jack Morgan - 32

Jake Tidwell - 30

\*Sawyer Rhoden - 29

\*Sawyer is a Junior that is graduating a year early with the class of 2025.

EHHS

There were no Seniors at EHHS that scored 29 or above on the ACT.

Hickman County Finance  
 Payment Register By Account Control

Bank Name                      Bank Number  
 General Purpose                      141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41002879	Hickman Co Trustee	2722	04/29/2025	141- -11140	\$780.00
41002880	Hickman County Trustee	2937	04/29/2025	141- -11140	\$435,820.06
41002881	Metropolitan Life	3677	04/29/2025	141- -11140	\$120.00
41002882	Tennessee Child Support Receipting Unit	1312	04/29/2025	141- -11140	\$989.00
41002883	Tennessee Farmers Life Insurance	5297	04/29/2025	141- -11140	\$750.00
<b>141 Total:</b>					<u>\$438,459.06</u>
<b>Bank Total:</b>					\$438,459.06
<b>Bank Payment Count:</b>					5

Hickman County Finance  
Payment Register By Account Control

Bank Name                      Bank Number  
Federal                              142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000790	Hickman County Trustee	2937	04/29/2025	142-010-11140	\$3,168.56
<b>142-010 Total:</b>					\$3,168.56
42000790	Hickman County Trustee	2937	04/29/2025	142-101-11140	\$10,332.66
<b>142-101 Total:</b>					\$10,332.66
42000790	Hickman County Trustee	2937	04/29/2025	142-170-11140	\$1,495.68
<b>142-170 Total:</b>					\$1,495.68
42000790	Hickman County Trustee	2937	04/29/2025	142-201-11140	\$1,489.66
<b>142-201 Total:</b>					\$1,489.66
42000790	Hickman County Trustee	2937	04/29/2025	142-801-11140	\$262.98
<b>142-801 Total:</b>					\$262.98
42000789	Chapter 13 Trustee	1265	04/29/2025	142-901-11140	\$180.00
42000790	Hickman County Trustee	2937	04/29/2025	142-901-11140	\$11,456.27
42000791	Tennessee Farmers Life Insurance	5297	04/29/2025	142-901-11140	\$30.00
<b>142-901 Total:</b>					\$11,666.27
42000790	Hickman County Trustee	2937	04/29/2025	142-911-11140	\$257.66
<b>142-911 Total:</b>					\$257.66
<b>Bank Total:</b>					\$28,673.47
<b>Bank Payment Count:</b>					3

Hickman County Finance  
Payment Register By Account Control

Bank Name                      Bank Number  
General Purpose                      141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41002884	A Dirty Job	665	05/01/2025	141- -11140	\$6,800.00
41002885	Amazon	727	05/01/2025	141- -11140	\$82.18
41002886	American AED	7298	05/01/2025	141- -11140	\$300.00
41002887	Anderson, Belinda	8051	05/01/2025	141- -11140	\$371.00
41002888	Bluegrass Computer Systems,LLC	1030	05/01/2025	141- -11140	\$1,639.00
41002889	Brewer, Robert G.	7665	05/01/2025	141- -11140	\$179.20
41002890	Carter, David	1639	05/01/2025	141- -11140	\$168.00
41002891	Evans, Meghan	987	05/01/2025	141- -11140	\$226.80
41002892	Ferrellgas	7446	05/01/2025	141- -11140	\$2,944.79
41002893	Four Seasons Outdoors & Sports	2334	05/01/2025	141- -11140	\$2,216.35
41002894	Kimbrow Oil Co.	3419	05/01/2025	141- -11140	\$10,211.57
41002895	Oriental Trading Co., Inc.	6258	05/01/2025	141- -11140	\$699.85
41002896	Playworld Preferred, Inc.	8286	05/01/2025	141- -11140	\$26,200.00
41002897	Porter, Savannah	8555	05/01/2025	141- -11140	\$100.00
41002898	Rietveid, Stephanie	993	05/01/2025	141- -11140	\$1,800.00
41002899	Shelton, Misty L.	375	05/01/2025	141- -11140	\$179.20
41002900	Snappy's Pizza	5003	05/01/2025	141- -11140	\$71.59
41002901	Southern Rock Restaurant, LLC	7603	05/01/2025	141- -11140	\$254.38
41002902	SSC Service Solutions Compass Group USA, Inc.	4832	05/01/2025	141- -11140	\$61,839.56
41002903	Herrera, Tammy	8538	05/01/2025	141- -11140	\$47.60
41002904	The Dreaded Lawncare	7933	05/01/2025	141- -11140	\$8,250.00
41002905	Walmart	5868	05/01/2025	141- -11140	\$2,522.75
41002906	Whitaker, Wesley	7554	05/01/2025	141- -11140	\$201.60
<b>141 Total:</b>					<b>\$127,305.42</b>
<b>Bank Total:</b>					<b>\$127,305.42</b>
<b>Bank Payment Count:</b>					<b>23</b>

Date/Time: 5/1/2025 11:13 AM

Hickman County Finance  
Payment Register By Account Control

User:

Misty Weems  
Page 1 of 1

<u>Bank Name</u>	<u>Bank Number</u>					<u>Amount</u>
Federal	142					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		
42000792	East Hickman High School	2110	05/01/2025	142-801-11140		\$2,526.25
42000793	East Hickman High School	2113	05/01/2025	142-801-11140		\$1,155.71
42000794	National Restaurant Association Solutions LLC	6331	05/01/2025	142-801-11140		\$60.00
					<b>142-801 Total:</b>	\$3,741.96
					<b>Bank Total:</b>	\$3,741.96
					<b>Bank Payment Count:</b>	3

Hickman County Finance  
Payment Register By Account Control

<u>Bank Name</u>	<u>Bank Number</u>					
Federal	142					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>
42000795	Amazon	727	05/05/2025	142-010-11140		\$160.06
42000798	County Of Hickman Misc Acct	1633	05/05/2025	142-010-11140		\$385.38
42000800	Mayberry, Kimberly D.	4108	05/05/2025	142-010-11140		\$162.12
					<b>142-010 Total:</b>	\$707.56
42000795	Amazon	727	05/05/2025	142-101-11140		\$156.11
42000797	King, Dalton Chevelle	8498	05/05/2025	142-101-11140		\$308.00
42000798	County Of Hickman Misc Acct	1633	05/05/2025	142-101-11140		\$2,269.42
					<b>142-101 Total:</b>	\$2,733.53
42000798	County Of Hickman Misc Acct	1633	05/05/2025	142-170-11140		\$352.87
					<b>142-170 Total:</b>	\$352.87
42000798	County Of Hickman Misc Acct	1633	05/05/2025	142-201-11140		\$290.03
					<b>142-201 Total:</b>	\$290.03
42000798	County Of Hickman Misc Acct	1633	05/05/2025	142-901-11140		\$1,130.85
42000799	Harvill, Nancy	2758	05/05/2025	142-901-11140		\$5,215.00
					<b>142-901 Total:</b>	\$6,345.85
42000796	Bulk Bookstore	8165	05/05/2025	142-959-11140		\$685.00
					<b>142-959 Total:</b>	\$685.00
					<b>Bank Total:</b>	\$11,114.84
					<b>Bank Payment Count:</b>	6

Hickman County Finance  
 Payment Register By Account Control

Bank Name                      Bank Number  
 General Purpose                      141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41002907	Amazon	727	05/05/2025	141- -11140	\$145.21
41002908	Bon Aqua Lyles Utility Distric	851	05/05/2025	141- -11140	\$4,635.60
41002909	County Of Hickman Misc Acct	1633	05/05/2025	141- -11140	\$260,048.62
41002910	Cross, Emily	1744	05/05/2025	141- -11140	\$201.60
41002911	Gross, Debbie	2675	05/05/2025	141- -11140	\$81.55
41002912	Hibbs, Polly	3038	05/05/2025	141- -11140	\$33.60
41002913	McManus, Christy	8120	05/05/2025	141- -11140	\$599.20
41002914	MG Crafts	8281	05/05/2025	141- -11140	\$227.00
41002915	Oriental Trading Co., Inc.	6258	05/05/2025	141- -11140	\$644.79
41002916	Soliant Health, LLC	8569	05/05/2025	141- -11140	\$636.55
<b>141 Total:</b>					<u>\$267,253.72</u>
<b>Bank Total:</b>					<u>\$267,253.72</u>
<b>Bank Payment Count:</b>					10

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Hickman County Finance  
Payment Register By Account Control

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<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>
43000513	County Of Hickman Misc Acct	1633	05/05/2025	143- -11140

<u>Amount</u>
\$10,004.25

**143 Total:** \$10,004.25

**Bank Total:** \$10,004.25

**Bank Payment Count:** 1

**Bank Name**                      **Bank Number**  
 Cafeteria                              143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000514	Gordon Food Service, Inc.	2488	05/08/2025	143- -11140	\$98,012.70
43000515	Murfreesboro Pure Milk Co, Inc.	7552	05/08/2025	143- -11140	\$1,833.60
43000516	Optimus Pest Solutions	47	05/08/2025	143- -11140	\$240.00
43000517	Pepsi Cola	6726	05/08/2025	143- -11140	\$1,684.33
43000518	Prairie Farms Dairy	18	05/08/2025	143- -11140	\$16,960.97
43000519	Prince Hardware, LLC	4321	05/08/2025	143- -11140	\$567.76
43000520	SNA Depository	4878	05/08/2025	143- -11140	\$64.00
43000521	Town Of Centerville	5315	05/08/2025	143- -11140	\$131.27
<b>143 Total:</b>					\$119,494.63
<b>Bank Total:</b>					\$119,494.63
<b>Bank Payment Count:</b>					8

Hickman County Finance  
Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>					<u>Amount</u>
General Purpose		141					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>			
41002917	Amazon	727	05/08/2025	141-	-11140	\$307.79	
41002918	Anderson's Alphabet U	7553	05/08/2025	141-	-11140	\$199.81	
41002919	Baker, Sherri	7798	05/08/2025	141-	-11140	\$86.80	
41002920	Bennett & DeCamp PLLC	8071	05/08/2025	141-	-11140	\$64.50	
41002921	Suits Me Fine Farm	6330	05/08/2025	141-	-11140	\$1,800.00	
41002922	Gallaher & Associates, Inc.	7285	05/08/2025	141-	-11140	\$307.50	
41002923	Grafton School, Inc.	8784	05/08/2025	141-	-11140	\$1,074.03	
41002924	Hickman Co Trustee	2722	05/08/2025	141-	-11140	\$260,092.51	
41002925	Hickman County Trustee	2937	05/08/2025	141-	-11140	\$4,535.86	
41002926	Karco Parts	3364	05/08/2025	141-	-11140	\$32.88	
41002927	Lakeshore Learning	3463	05/08/2025	141-	-11140	\$114.98	
41002928	Lumber Yard, The	3652	05/08/2025	141-	-11140	\$16.00	
41002929	Main Street Emporium	7541	05/08/2025	141-	-11140	\$72.50	
41002930	Matrix Mechanical Solutions, LLC	7974	05/08/2025	141-	-11140	\$270.00	
41002931	Meriwether Lewis Electric Coop.	3694	05/08/2025	141-	-11140	\$39,149.33	
41002932	ODP Business Solutions, LLC	4261	05/08/2025	141-	-11140	\$244.58	
41002933	Optimus Pest Solutions	47	05/08/2025	141-	-11140	\$750.00	
41002934	Plumbmaster, Inc.	4379	05/08/2025	141-	-11140	\$162.00	
41002935	Positive Promotions, Inc.	4391	05/08/2025	141-	-11140	\$8,406.50	
41002936	Prince Hardware, LLC	4321	05/08/2025	141-	-11140	\$3,761.45	
41002937	Quill, LLC	4574	05/08/2025	141-	-11140	\$206.02	
41002938	R & D Equipment Service, LLC	7792	05/08/2025	141-	-11140	\$1,432.83	
41002939	Really Good Stuff, LLC	4606	05/08/2025	141-	-11140	\$304.96	
41002940	Rivers, Tracy L	4644	05/08/2025	141-	-11140	\$152.60	
41002941	School Specialty	1433	05/08/2025	141-	-11140	\$358.08	
41002942	Southern Rock Restaurant, LLC	7603	05/08/2025	141-	-11140	\$249.38	
41002943	Superior Recreational Products, Inc.	8786	05/08/2025	141-	-11140	\$185.98	
41002944	Teacher Synergy, LLC	5548	05/08/2025	141-	-11140	\$117.99	
41002945	Tennessee School Board Assoc.	61	05/08/2025	141-	-11140	\$75.00	
41002946	Tn Dept. Of Labor & Workforce	92	05/08/2025	141-	-11140	\$110.00	
41002947	Town Of Centerville	5315	05/08/2025	141-	-11140	\$15,557.15	
41002948	TransACT Communications, LLC	5347	05/08/2025	141-	-11140	\$4,950.00	
41002949	UPS	8274	05/08/2025	141-	-11140	\$50.00	
<b>141 Total:</b>						\$345,199.01	
<b>Bank Total:</b>						\$345,199.01	
<b>Bank Payment Count:</b>						33	

Hickman County Finance  
 Payment Register By Account Control

<u>Bank Name</u>	<u>Bank Number</u>				<u>Amount</u>
Federal	142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	
42000801	Hickman Co Trustee	2722	05/08/2025	142-010-11140	\$103.40
				<b>142-010 Total:</b>	\$103.40
42000801	Hickman Co Trustee	2722	05/08/2025	142-101-11140	\$428.70
				<b>142-101 Total:</b>	\$428.70
42000801	Hickman Co Trustee	2722	05/08/2025	142-170-11140	\$39.50
				<b>142-170 Total:</b>	\$39.50
42000801	Hickman Co Trustee	2722	05/08/2025	142-201-11140	\$103.40
				<b>142-201 Total:</b>	\$103.40
42000801	Hickman Co Trustee	2722	05/08/2025	142-801-11140	\$39.50
				<b>142-801 Total:</b>	\$39.50
42000801	Hickman Co Trustee	2722	05/08/2025	142-901-11140	\$1,150.10
42000802	Scholastic, Inc	7439	05/08/2025	142-901-11140	\$316.26
42000803	Wilson, Anita	7954	05/08/2025	142-901-11140	\$910.00
				<b>142-901 Total:</b>	\$2,376.36
				<b>Bank Total:</b>	\$3,090.86
				<b>Bank Payment Count:</b>	3

Hickman County Finance  
 Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>						
General Purpose		141						
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>		
41002950	Ace Hardware	635	05/12/2025	141-	-11140	\$530.63		
41002951	Central States Bus Sales, Inc.	1326	05/12/2025	141-	-11140	\$2,986.83		
41002952	County Of Hickman Misc Acct	1633	05/12/2025	141-	-11140	\$7,382.11		
41002953	Duley, L.C.S.W., Joe	1814	05/12/2025	141-	-11140	\$3,152.50		
41002954	Everon FKA ADT Commercial	7196	05/12/2025	141-	-11140	\$131.57		
41002955	Lakeshore Learning	3463	05/12/2025	141-	-11140	\$36.98		
41002956	Main Street Media	2718	05/12/2025	141-	-11140	\$275.10		
41002957	Mid-South Bus Center, Inc	3706	05/12/2025	141-	-11140	\$1,353.29		
41002958	Monica Ogles PT	7756	05/12/2025	141-	-11140	\$3,187.72		
41002959	O'Reilly Auto Parts	4265	05/12/2025	141-	-11140	\$1,860.00		
41002960	Oriental Trading Co., Inc.	6258	05/12/2025	141-	-11140	\$255.49		
41002961	Owen's Oil Co., Inc.	4257	05/12/2025	141-	-11140	\$12,716.03		
41002962	Parent Teacher Store	4356	05/12/2025	141-	-11140	\$511.69		
41002963	Prince Hardware, LLC	4321	05/12/2025	141-	-11140	\$262.35		
41002964	Quill, LLC	4574	05/12/2025	141-	-11140	\$694.83		
41002965	Save A Lot	4820	05/12/2025	141-	-11140	\$190.08		
41002966	Warren, Shelby	8530	05/12/2025	141-	-11140	\$300.00		
41002967	Soliant Health, LLC	8569	05/12/2025	141-	-11140	\$937.25		
41002968	The King's Daughter's School	7928	05/12/2025	141-	-11140	\$5,000.00		
						<b>141 Total:</b>	\$41,764.45	
						<b>Bank Total:</b>	\$41,764.45	
						<b>Bank Payment Count:</b>	19	

Hickman County Finance  
Payment Register By Account Control

Bank Name                      Bank Number  
Federal                              142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000805	Quill, LLC	4574	05/12/2025	142-201-11140	\$541.20
<b>142-201 Total:</b>					\$541.20
42000805	Quill, LLC	4574	05/12/2025	142-601-11140	\$1,682.78
<b>142-601 Total:</b>					\$1,682.78
42000804	Matrix Mechanical Solutions, LLC	7974	05/12/2025	142-933-11140	\$22,676.00
<b>142-933 Total:</b>					\$22,676.00
<b>Bank Total:</b>					\$24,899.98
<b>Bank Payment Count:</b>					2

Hickman County Finance  
Payment Register By Account Control

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<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000522	Volco	5841	05/12/2025	143- -11140	\$555.36
<b>143 Total:</b>					\$555.36
<b>Bank Total:</b>					\$555.36
<b>Bank Payment Count:</b>					1

<u>Bank Name</u>		<u>Bank Number</u>					
General Purpose		141					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		<u>Amount</u>	
						\$3,399.20	
41002969	Huffines, James A.	7826	05/15/2025	141- -11140		\$1,375.80	
41002970	Reed, Alexis	8633	05/15/2025	141- -11140		\$77.37	
41002971	Amazon	727	05/15/2025	141- -11140		\$14,154.66	
41002972	American Fidelity Assurance	637	05/15/2025	141- -11140		\$77,649.65	
41002973	American Fidelity Assurance Co	636	05/15/2025	141- -11140		\$2,965.10	
41002974	Ameritas Life Insurance Corp.	7442	05/15/2025	141- -11140		\$58.92	
41002975	AT & T	7542	05/15/2025	141- -11140		\$65.00	
41002976	Atkinson, James A.	756	05/15/2025	141- -11140		\$306.22	
41002977	Becker's School Supplies	951	05/15/2025	141- -11140		\$378.00	
41002978	Bulk Bookstore	8165	05/15/2025	141- -11140		\$8,000.00	
41002979	Centerville Municipal Golf Course	7626	05/15/2025	141- -11140		\$218.40	
41002980	Daugherty, Tonya	7288	05/15/2025	141- -11140		\$1,944.87	
41002981	Dean Oil Co., Inc.	1985	05/15/2025	141- -11140		\$585.00	
41002982	Duley, L.C.S.W., Joe	1814	05/15/2025	141- -11140		\$400.00	
41002983	East Hickman Volunteer Fire Department	2270	05/15/2025	141- -11140		\$917.20	
41002984	Estes, Kimberly	8197	05/15/2025	141- -11140		\$396.00	
41002985	Everon FKA ADT Commercial	7196	05/15/2025	141- -11140		\$1,430.65	
41002986	Ferrellgas	7446	05/15/2025	141- -11140		\$1,375.80	
41002987	Floyd, Mason	8798	05/15/2025	141- -11140		\$6,420.40	
41002988	Gilliam, Robin M.	7647	05/15/2025	141- -11140		\$3,668.80	
41002989	Gordon, Wendell	2484	05/15/2025	141- -11140		\$400.00	
41002990	Hickman Co. Rescue Squad, Inc.	2730	05/15/2025	141- -11140		\$1,605.10	
41002991	Hinson, Aric D.	7648	05/15/2025	141- -11140		\$802.55	
41002992	Hobbs, Tucker	3046	05/15/2025	141- -11140		\$37.15	
41002993	Morley, Jeannie	8799	05/15/2025	141- -11140		\$324.10	
41002994	Turpin, Jennifer	5444	05/15/2025	141- -11140		\$266.25	
41002995	Main Street Emporium	7541	05/15/2025	141- -11140		\$144.60	
41002996	Montgomery, Mike	3932	05/15/2025	141- -11140		\$165.00	
41002997	NHA	7338	05/15/2025	141- -11140		\$100.00	
41002998	Porter, Savannah	8555	05/15/2025	141- -11140		\$3,210.20	
41002999	Ragan, Ray	4749	05/15/2025	141- -11140		\$4,386.74	
41003000	Rj Young Company	4691	05/15/2025	141- -11140		\$59.94	
41003001	Sam's Club MC/SYNCB	4828	05/15/2025	141- -11140		\$1,146.50	
41003002	Barnhill, Samantha	8601	05/15/2025	141- -11140		\$17,637.69	
41003003	Sergeant Laboratories, Inc.	7631	05/15/2025	141- -11140		\$1,605.10	
41003004	Smith, Kelvin Jefferson II	5270	05/15/2025	141- -11140		\$85,189.56	
41003005	SSC Service Solutions Compass Group USA, Inc.	4832	05/15/2025	141- -11140		\$1,085.00	
41003006	Stellar Therapy Services, LLC	8260	05/15/2025	141- -11140		\$4,032.00	
41003007	Teacher Innovations, Inc.	8323	05/15/2025	141- -11140		\$2,293.00	
41003008	Thomas, Dalton	5552	05/15/2025	141- -11140		\$687.90	
41003009	Overby, Tia	8632	05/15/2025	141- -11140		\$332.00	
41003010	TK Elevator Corporation	7327	05/15/2025	141- -11140		\$3,575.00	
41003011	Town Of Centerville	5284	05/15/2025	141- -11140			

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Hickman County Finance  
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41003012	Unifirst Corp.	5758	05/15/2025	141-	-11140	\$830.83
41003013	UPS	8274	05/15/2025	141-	-11140	\$101.06
41003014	Verizon Wireless	5823	05/15/2025	141-	-11140	\$68.04
41003015	Wilson, Brett	5979	05/15/2025	141-	-11140	\$687.90
41003016	Youth Town of Tennessee, Inc.	6951	05/15/2025	141-	-11140	\$2,520.00

**141 Total:** \$259,080.25

**Bank Total:** \$259,080.25

**Bank Payment Count:** 48

Hickman County Finance  
Payment Register By Account Control

<u>Bank Name</u>		<u>Bank Number</u>				<u>Amount</u>
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		
42000811	Rj Young Company	4691	05/15/2025	142-010-11140		\$254.12
					<b>142-010 Total:</b>	\$254.12
42000808	Ameritas Life Insurance Corp.	7442	05/15/2025	142-101-11140		\$99.40
42000811	Rj Young Company	4691	05/15/2025	142-101-11140		\$189.48
					<b>142-101 Total:</b>	\$288.88
42000807	American Fidelity Assurance Co	636	05/15/2025	142-201-11140		\$237.60
42000808	Ameritas Life Insurance Corp.	7442	05/15/2025	142-201-11140		\$36.00
					<b>142-201 Total:</b>	\$273.60
42000810	Mr Bond Science Guy	8760	05/15/2025	142-401-11140		\$850.00
					<b>142-401 Total:</b>	\$850.00
42000807	American Fidelity Assurance Co	636	05/15/2025	142-801-11140		\$59.76
42000809	Turpin, Jennifer	5444	05/15/2025	142-801-11140		\$116.20
					<b>142-801 Total:</b>	\$175.96
42000806	American Fidelity Assurance	637	05/15/2025	142-901-11140		\$100.00
42000807	American Fidelity Assurance Co	636	05/15/2025	142-901-11140		\$2,267.14
					<b>142-901 Total:</b>	\$2,367.14
					<b>Bank Total:</b>	\$4,209.70
					<b>Bank Payment Count:</b>	6

Hickman County Finance  
Payment Register By Account Control

<u>Bank Name</u>	<u>Bank Number</u>					<u>Amount</u>
Cafeteria	143					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		
43000523	Dt McCall & Sons	1892	05/15/2025	143- -11140		\$1,139.98
43000524	Grill Sergeant's	8788	05/15/2025	143- -11140		\$900.00
43000525	Matrix Mechanical Solutions, LLC	7974	05/15/2025	143- -11140		\$807.74
43000526	Rj Young Company	4691	05/15/2025	143- -11140		\$336.83
					<b>143 Total:</b>	<u>\$3,184.55</u>
					<b>Bank Total:</b>	<u>\$3,184.55</u>
					<b>Bank Payment Count:</b>	4

Hickman County Finance  
 Payment Register By Account Control

Bank Name                      Bank Number  
 General Purpose                      141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41003017	Amazon	727	05/19/2025	141- -11140	\$2,003.43
41003018	American Fidelity Assurance Co	652	05/19/2025	141- -11140	\$13,371.00
41003019	AT & T	7542	05/19/2025	141- -11140	\$3,825.56
41003020	Bates, Michelle	889	05/19/2025	141- -11140	\$112.00
41003021	Beam Insurance Administrators LLC	7435	05/19/2025	141- -11140	\$23,905.89
41003022	Lambert, Christopher	8802	05/19/2025	141- -11140	\$2,293.00
41003023	City Of Fairview	8173	05/19/2025	141- -11140	\$450.00
41003024	Daktronics, Inc	1878	05/19/2025	141- -11140	\$55.00
41003025	Bench, Elizabeth	8801	05/19/2025	141- -11140	\$1,375.80
41003026	Interpreters Unlimited, Inc.	6501	05/19/2025	141- -11140	\$200.00
41003027	Learning Labs, Inc.	8780	05/19/2025	141- -11140	\$74,428.90
41003028	Anderson, Lynne	8643	05/19/2025	141- -11140	\$25.20
41003029	Owens, Lora	8196	05/19/2025	141- -11140	\$917.20
41003030	Puremaxx, LLC	8324	05/19/2025	141- -11140	\$5,094.85
41003031	Soliant Health, LLC	8569	05/19/2025	141- -11140	\$774.25
41003032	TheraBiz, LLC	8797	05/19/2025	141- -11140	\$3,225.00
<b>141 Total:</b>					<u>\$132,057.08</u>
<b>Bank Total:</b>					<u>\$132,057.08</u>
<b>Bank Payment Count:</b>					16

Hickman County Finance  
Payment Register By Account Control

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000812	Amazon	727	05/19/2025	142-201-11140	\$1,450.34
<b>142-201 Total:</b>					\$1,450.34
<b>Bank Total:</b>					\$1,450.34
<b>Bank Payment Count:</b>					1

Hickman County Finance  
 Payment Register By Account Control

<u>Bank Name</u>	<u>Bank Number</u>					<u>Amount</u>
Cafeteria	143					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>		
43000527	American Fidelity Assurance Co	636	05/19/2025	143- -11140		\$1,120.07
43000528	Ameritas Life Insurance Corp.	7442	05/19/2025	143- -11140		\$64.62
43000529	AT & T	7542	05/19/2025	143- -11140		\$50.90
43000530	Beam Insurance Administrators LLC	7435	05/19/2025	143- -11140		\$311.51
43000531	Hickman Co Trustee	2722	05/19/2025	143- -11140		\$1,408.89
43000532	Hickman County Trustee	2937	05/19/2025	143- -11140		\$18,401.59
43000533	Tennessee Farmers Life Insurance	5297	05/19/2025	143- -11140		\$25.00
					<b>143 Total:</b>	<u>\$21,382.58</u>
					<b>Bank Total:</b>	\$21,382.58
					<b>Bank Payment Count:</b>	7

Hickman County Finance  
 Payment Register By Account Control

Bank Name                      Bank Number  
 General Purpose                      141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41003033	Amazon	727	05/22/2025	141- -11140	\$2,506.40
41003034	BAM Flooring, Inc.	6578	05/22/2025	141- -11140	\$46,090.00
41003035	Brewer, Robert G.	7665	05/22/2025	141- -11140	\$168.00
41003036	Daugherty, Tonya	7288	05/22/2025	141- -11140	\$467.60
41003037	Dickson Electric System	1806	05/22/2025	141- -11140	\$35,031.01
41003038	Hibbs, Polly	3038	05/22/2025	141- -11140	\$39.20
41003039	Hickman Co Trustee	2722	05/22/2025	141- -11140	\$780.00
41003040	Hickman County Trustee	2937	05/22/2025	141- -11140	\$419,468.85
41003041	Howard Industries, Inc.	2866	05/22/2025	141- -11140	\$17,650.00
41003042	Jenkins, Michelle OTR/L	7423	05/22/2025	141- -11140	\$201.60
41003043	Kentucky Child Support Enforcement	8791	05/22/2025	141- -11140	\$200.00
41003044	Lynch Bill	3513	05/22/2025	141- -11140	\$65.00
41003045	Mayberry, Ron	216	05/22/2025	141- -11140	\$125.00
41003046	McCaleb, Rachel	7746	05/22/2025	141- -11140	\$105.70
41003047	Metropolitan Life	3677	05/22/2025	141- -11140	\$120.00
41003048	Monica Ogles PT	7756	05/22/2025	141- -11140	\$3,005.76
41003049	Rietveid, Stephanie	993	05/22/2025	141- -11140	\$1,020.00
41003050	Rivers, Tracy L	4644	05/22/2025	141- -11140	\$63.00
41003051	Herrera, Tammy	8538	05/22/2025	141- -11140	\$42.00
41003052	Tanner, Katelyn	6315	05/22/2025	141- -11140	\$104.30
41003053	Teachstone Training, LLC	6678	05/22/2025	141- -11140	\$135.00
41003054	Tennessee Child Support Receipting Unit	1312	05/22/2025	141- -11140	\$989.00
41003055	Tennessee Farmers Life Insurance	5297	05/22/2025	141- -11140	\$750.00
41003056	TK Elevator Corporation	7327	05/22/2025	141- -11140	\$3,924.26
41003057	Water Authority Of Dickson Co.	5874	05/22/2025	141- -11140	\$6.50
41003058	WNKX Hickman Digital Media, INC.	3446	05/22/2025	141- -11140	\$600.00
41003059	Zayo Education	2141	05/22/2025	141- -11140	\$2,544.71

**141 Total:** \$536,202.89

**Bank Total:** \$536,202.89

**Bank Payment Count:** 27

Hickman County Finance  
 Payment Register By Account Control

Bank Name                      Bank Number  
 Federal                              142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42000814	Hickman County Trustee	2937	05/22/2025	142-010-11140	\$3,168.60
42000816	Mayberry, Kimberly D.	4108	05/22/2025	142-010-11140	\$241.22
<b>142-010 Total:</b>					\$3,409.82
42000814	Hickman County Trustee	2937	05/22/2025	142-101-11140	\$10,369.95
<b>142-101 Total:</b>					\$10,369.95
42000814	Hickman County Trustee	2937	05/22/2025	142-170-11140	\$1,495.68
<b>142-170 Total:</b>					\$1,495.68
42000814	Hickman County Trustee	2937	05/22/2025	142-201-11140	\$2,136.64
42000815	Hudgins, Jennifer Thrasher	3019	05/22/2025	142-201-11140	\$151.20
<b>142-201 Total:</b>					\$2,287.84
42000814	Hickman County Trustee	2937	05/22/2025	142-401-11140	\$1,570.17
<b>142-401 Total:</b>					\$1,570.17
42000814	Hickman County Trustee	2937	05/22/2025	142-601-11140	\$855.00
<b>142-601 Total:</b>					\$855.00
42000814	Hickman County Trustee	2937	05/22/2025	142-801-11140	\$262.96
<b>142-801 Total:</b>					\$262.96
42000813	Chapter 13 Trustee	1265	05/22/2025	142-901-11140	\$180.00
42000814	Hickman County Trustee	2937	05/22/2025	142-901-11140	\$11,895.61
42000817	Tennessee Farmers Life Insurance	5297	05/22/2025	142-901-11140	\$30.00
<b>142-901 Total:</b>					\$12,105.61
42000814	Hickman County Trustee	2937	05/22/2025	142-911-11140	\$257.68
<b>142-911 Total:</b>					\$257.68
<b>Bank Total:</b>					\$32,614.71
<b>Bank Payment Count:</b>					5

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<u>Bank Name</u>	<u>Bank Number</u>
Cafeteria	143

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000534	Mays, Melissa	8804	05/22/2025	143- -11140	\$174.60
<b>143 Total:</b>					\$174.60
<b>Bank Total:</b>					\$174.60
<b>Bank Payment Count:</b>					1

**DOUG LANE**  
2059 Lake Drive, Centerville, TN 37033

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

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

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



**John Mullins**  
Superintendent of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

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

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

**JANE HERRON**  
PO Box 13, Nunnally, TN 37137

## Memorandum

To: Board Members  
From: John Mullins  
Date: 5/23/2025  
Re: June Director's Report

### **Leave of Absence**

#### Professional

#### Support Staff

### **Hiring**

#### Professional

Patrick Smith  
Zach Holt

Dr. Sally Albright

HCHS Football Coach/PE Teacher  
EHHS Boys Basketball Coach/College  
Career Advisor  
EHIS Assistant Principal

#### Support Staff

### **Resignation**

#### Professional

Jennifer Lange  
Greg Matney  
Tara Rhea  
Emma Copley  
Katie Edwards  
Sarah Booker

EHIS Principal  
EHHS Boys Basketball Coach  
EHMS Teacher/Athletic Director  
CIS Teacher  
CES Teacher  
EHIS Teacher

## Resignation (cont.)

Mark Hastings  
Cindy Hastings  
Sarah Vander Leest  
1<sup>st</sup> Sergeant Scott Riley  
Alyssa Poff  
Marc Higdon  
Megan Brewer

HCHS Teacher/Football Coach  
HCHS Teacher  
EHES Teacher  
HCHS JROTC  
EHHS Teacher  
HCHS Assistant Principal  
EHES Teacher

### Support Staff

Liz Bruinsma

EHMS Teacher Assistant

## Retirement

### Professional

Dr. Eddie Boone  
Gayle Mathis  
Yvonne Daniel  
Lori Cochran  
Libby Betts  
Jim Herron

HCHS Teacher  
HCMS Teacher  
EHES Teacher  
CES Librarian  
HCHS Teacher  
HCHS/EHHS Teacher

### Support Staff

Elaine Engler  
Denise Graves  
Shelia Mays

Food Service  
Food Service  
CES Teacher Assistant

## Transfers

### Professional

Jennifer Lange  
Kaitlyn Wallace

EHMS 6<sup>th</sup> Grade Math  
EHIS Teacher to CES Teacher

### Support Staff

Emily Warren

EHES Assistant to CIS Assistant

## Appointment

### Professional

### Support Staff

Tiffany Plunk

EHMS Athletic Director

## **Open Positons**

[www.hickmank12.org](http://www.hickmank12.org)

Click On Employment Opportunities

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

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141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
<b>Revenues</b>							
40110	Current Property Tax	3,032,648.00	(3,123,176.96)	102.99%	252,720.67	0.00	0.00%
40120	Trustee's Collections - Prior Year	65,000.00	(62,274.41)	95.81%	5,416.67	0.00	0.00%
40125	Trustee's Collections - Bankruptcy	500.00	(90.34)	18.07%	41.67	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	47,000.00	(21,201.43)	45.11%	3,916.67	0.00	0.00%
40140	Interest And Penalty	15,000.00	(10,939.06)	72.93%	1,250.00	0.00	0.00%
40161	Payments In Lieu Of Taxes - T. V. A.	4,000.00	(2,408.11)	60.20%	333.33	0.00	0.00%
40162	Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	100.00%	500.00	0.00	0.00%
40210	Local Option Sales Tax	2,535,177.00	(2,412,448.32)	95.16%	211,264.75	0.00	0.00%
40270	Business Tax	35,000.00	(15,214.10)	43.47%	2,916.67	0.00	0.00%
41110	Marriage Licenses	1,300.00	(988.00)	76.00%	108.33	0.00	0.00%
43570	Receipts From Individual Schools	30,000.00	(4,140.86)	13.80%	2,500.00	0.00	0.00%
43582	Community Service Fees - Adults	200.00	(56.10)	28.05%	16.67	0.00	0.00%
44120	Lease/Rentals/PPP	10,000.00	(905.00)	9.05%	833.33	0.00	0.00%
44170	Miscellaneous Refunds	30,000.00	(35,614.33)	118.71%	2,500.00	0.00	0.00%
44530	Sale Of Equipment	15,000.00	(15,195.20)	101.30%	1,250.00	0.00	0.00%
44560	Damages Recovered From Individuals	3,000.00	(16,892.13)	563.07%	250.00	0.00	0.00%
44570	Contributions & Gifts	57,000.00	(66,000.00)	115.79%	4,750.00	0.00	0.00%
46175	On-Behalf Contributions For OPEB	35,000.00	0.00	0.00%	2,916.67	0.00	0.00%
46510	Tennessee Investment in Student	24,228,618.00	(22,259,422.01)	91.87%	2,019,051.50	0.00	0.00%
46515	Early Childhood Education	621,613.12	(272,172.54)	43.78%	51,801.09	0.00	0.00%
46520	School Food Service	22,000.00	(16,683.87)	75.84%	1,833.33	0.00	0.00%
46550	Driver Education	5,000.00	(8,198.65)	163.97%	416.67	0.00	0.00%
46590	Other State Education Funds	602,755.34	0.00	0.00%	50,229.61	435.01	-0.87%
46610	Career Ladder Program	45,000.00	(36,982.90)	82.18%	3,750.00	0.00	0.00%
46790	Other Vocational	1,757,897.38	(53,770.62)	3.06%	146,491.45	0.00	0.00%
46851	State Revenue Sharing -T.V.A.	230,000.00	(153,032.69)	66.54%	19,166.67	0.00	0.00%
46980	Other State Grants	192,531.41	(435.01)	0.23%	16,044.28	(435.01)	2.71%
46990	Other State Revenues	258,804.00	0.00	0.00%	21,567.00	0.00	0.00%
47640	Rotc Reimbursement	70,000.00	(58,947.94)	84.21%	5,833.33	0.00	0.00%
48130	Contributions	120,000.00	(120,000.00)	100.00%	10,000.00	0.00	0.00%
48990	Other	187,000.00	(49,418.62)	26.43%	15,583.33	0.00	0.00%
49700	Insurance Recovery	228,896.80	(212,960.62)	93.04%	19,074.73	0.00	0.00%
49800	Transfers In	141,936.38	0.00	0.00%	11,828.03	0.00	0.00%
	<b>Total Revenues</b>	<b>34,633,877.43</b>	<b>(29,035,569.82)</b>	<b>83.84%</b>	<b>2,886,156.45</b>	<b>0.00</b>	<b>0.00%</b>
<b>Expenditures</b>							
71100	Regular Instruction Program	(16,437,249.58)	14,817,886.96	90.15%	(1,369,770.80)	1,866,721.61	136.28%
71150	Alternative Instruction Program	(297,165.00)	196,091.38	65.99%	(24,763.75)	16,646.87	67.22%

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141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71200	Special Education Program	(3,961,979.12)	2,501,439.35	63.14%	(330,164.93)	217,777.28	65.96%
71300	Career and Technical Education	(2,035,288.62)	979,767.39	48.14%	(169,607.39)	112,728.65	66.46%
72110	Attendance	(221,255.00)	159,489.23	72.08%	(18,437.92)	13,195.85	71.57%
72120	Health Services	(997,090.40)	612,601.10	61.44%	(83,090.87)	73,388.14	88.32%
72130	Other Student Support	(1,254,128.00)	780,776.84	62.26%	(104,510.67)	78,023.74	74.66%
72210	Regular Instruction Program	(1,702,407.81)	1,106,767.96	65.01%	(141,867.32)	107,733.27	75.94%
72220	Special Education Program	(379,981.00)	308,509.11	81.19%	(31,665.08)	78,963.99	249.37%
72230	Career and Technical Education	(245,411.41)	143,633.29	58.53%	(20,450.95)	11,398.34	55.74%
72250	Technology	(463,782.00)	396,995.36	85.60%	(38,648.50)	70,158.99	181.53%
72290	Other Programs	(35,000.00)	26,390.84	75.40%	(2,916.67)	0.00	0.00%
72310	Board Of Education	(716,803.00)	545,912.08	76.16%	(59,733.58)	1,696.06	2.84%
72320	Director Of Schools	(330,801.00)	248,574.14	75.14%	(27,566.75)	22,516.90	81.68%
72410	Office Of The Principal	(2,090,218.00)	1,321,933.20	63.24%	(174,184.83)	118,232.31	67.88%
72510	Fiscal Services	(50,000.00)	47,303.00	94.61%	(4,166.67)	0.00	0.00%
72610	Operation Of Plant	(2,681,750.00)	2,353,158.24	87.75%	(223,479.17)	258,196.81	115.54%
72620	Maintenance Of Plant	(1,421,686.41)	908,983.33	63.94%	(118,473.87)	86,957.63	73.40%
72710	Transportation	(2,298,343.91)	1,524,077.73	66.31%	(191,528.66)	89,393.66	46.67%
72810	Central And Other	(373,528.90)	150,175.24	40.20%	(31,127.41)	8,786.64	28.23%
73100	Food Service	(49,759.00)	4,950.00	9.95%	(4,146.58)	4,950.00	119.38%
73300	Community Services	(115,277.00)	72,074.62	62.52%	(9,606.42)	8,816.40	91.78%
73400	Early Childhood Education	(519,555.00)	356,830.83	68.68%	(43,296.25)	30,467.42	70.37%
76100	Regular Capital Outlay	(1,739,694.83)	334,323.00	19.22%	(144,974.57)	0.00	0.00%
	<b>Total Expenditures</b>	<b>(40,418,154.99)</b>	<b>29,898,644.22</b>	<b>73.97%</b>	<b>(3,368,179.58)</b>	<b>3,276,750.56</b>	<b>97.29%</b>
<b>Total</b>	<b>141 General Purpose School</b>	<b>(5,784,277.56)</b>	<b>863,074.40</b>	<b>14.92%</b>	<b>(482,023.13)</b>	<b>3,276,750.56</b>	<b>679.79%</b>

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142	School Federal Projects	Year-To-Date			Month-To-Date		
		Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Account	Description						
<b>Revenues</b>							
44170	Miscellaneous Refunds	0.00	0.00	0.00%	0.00	0.00	0.00%
47131	Vocational Educ - Basic Grants To	74,394.32	(54,157.03)	72.80%	6,199.53	0.00	0.00%
47141	Title 1 Grants To Local Educ Agencies	1,249,111.22	(655,412.21)	52.47%	104,092.60	0.00	0.00%
47143	Special Education - Grants To States	1,142,048.92	(549,494.93)	48.11%	95,170.74	0.00	0.00%
47145	Special Education Preschool Grants	50,643.08	(9,065.04)	17.90%	4,220.26	0.00	0.00%
47146	English Language Acquisition Grants	0.00	(87,697.69)	0.00%	0.00	0.00	0.00%
47148	Rural Education	120,160.42	(65,402.58)	54.43%	10,013.37	0.00	0.00%
47189	Eisenhower Prof Development State	205,381.20	(68,951.82)	33.57%	17,115.10	0.00	0.00%
47309	COVID-19 Grant D	88,000.00	0.00	0.00%	7,333.33	0.00	0.00%
47401	American Rescue Plan Act Grant #1	1,638,423.78	(1,437,315.32)	87.73%	136,535.32	0.00	0.00%
47590	Other Federal Through State	166,755.57	0.00	0.00%	13,896.30	0.00	0.00%
	<b>Total Revenues</b>	<b>4,734,918.51</b>	<b>(2,927,496.62)</b>	<b>61.83%</b>	<b>394,576.54</b>	<b>0.00</b>	<b>0.00%</b>
<b>Expenditures</b>							
71100	Regular Instruction Program	(1,612,004.53)	1,253,248.64	77.74%	(134,333.71)	54,182.99	40.33%
71150	Alternative Instruction Program	(7,865.50)	7,675.20	97.58%	(655.46)	0.00	0.00%
71200	Special Education Program	(961,160.58)	563,647.48	58.64%	(80,096.72)	47,028.27	58.71%
71300	Career and Technical Education	(70,671.14)	71,146.11	100.67%	(5,889.26)	7,120.64	120.91%
72110	Attendance	(2,338.00)	2,335.10	99.88%	(194.83)	0.00	0.00%
72120	Health Services	(11,555.00)	10,392.10	89.94%	(962.92)	0.00	0.00%
72130	Other Student Support	(80,317.42)	70,924.31	88.31%	(6,693.12)	3,638.07	54.36%
72210	Regular Instruction Program	(977,156.44)	694,868.79	71.11%	(81,429.70)	50,060.07	61.48%
72220	Special Education Program	(375,579.15)	266,062.68	70.84%	(31,298.26)	27,500.32	87.87%
72230	Career and Technical Education	(7,589.30)	3,895.29	51.33%	(632.44)	116.20	18.37%
72250	Technology	(68,604.09)	60,938.84	88.83%	(5,717.01)	0.00	0.00%
72320	Director Of Schools	(3,549.50)	3,546.50	99.92%	(295.79)	0.00	0.00%
72410	Office Of The Principal	(17,343.00)	13,840.20	79.80%	(1,445.25)	0.00	0.00%
72610	Operation Of Plant	(265,092.49)	259,604.00	97.93%	(22,091.04)	22,676.00	102.65%
72620	Maintenance Of Plant	(8,245.50)	7,676.25	93.10%	(687.13)	0.00	0.00%
72710	Transportation	(51,780.00)	34,958.60	67.51%	(4,315.00)	1,419.00	32.89%
73100	Food Service	(73,389.50)	72,567.26	98.88%	(6,115.79)	0.00	0.00%
73300	Community Services	(2,393.00)	2,390.00	99.87%	(199.42)	0.00	0.00%
73400	Early Childhood Education	(6,904.00)	6,333.95	91.74%	(575.33)	0.00	0.00%
76100	Regular Capital Outlay	(14,443.99)	14,443.99	100.00%	(1,203.67)	0.00	0.00%
99100	Transfers Out	(116,936.38)	0.00	0.00%	(9,744.70)	0.00	0.00%
	<b>Total Expenditures</b>	<b>(4,734,918.51)</b>	<b>3,420,495.29</b>	<b>72.24%</b>	<b>(394,576.54)</b>	<b>213,741.56</b>	<b>54.17%</b>
<b>Total</b>	<b>142 School Federal Projects</b>	<b>0.00</b>	<b>492,998.67</b>	<b>100.00%</b>	<b>0.00</b>	<b>213,741.56</b>	<b>0.00%</b>

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143 Central Cafeteria		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
<b>Revenues</b>							
43521	Lunch Payments - Children	0.00	7,113.44	0.00%	0.00	(41,736.92)	0.00%
43522	Lunch Payments - Adults	28,498.00	(23,458.68)	82.32%	2,374.83	0.00	0.00%
43523	Income From Breakfast	2,969.00	(1,158.00)	39.00%	247.42	0.00	0.00%
43525	A La Carte Sales	225,000.00	(193,081.82)	85.81%	18,750.00	41,911.52	-223.53%
43570	Receipts From Individual Schools	0.00	0.00	0.00%	0.00	0.00	0.00%
44110	Investment Income	1,000.00	(232.41)	23.24%	83.33	0.00	0.00%
44170	Miscellaneous Refunds	0.00	0.00	0.00%	0.00	0.00	0.00%
47111	USDA School Lunch Program	1,700,000.00	(1,349,492.47)	79.38%	141,666.67	0.00	0.00%
47113	Breakfast	750,000.00	(494,886.02)	65.98%	62,500.00	0.00	0.00%
47114	USDA - Other	0.00	(8,846.31)	0.00%	0.00	0.00	0.00%
	<b>Total Revenues</b>	<b>2,707,467.00</b>	<b>(2,064,042.27)</b>	<b>76.24%</b>	<b>225,622.25</b>	<b>174.60</b>	<b>-0.08%</b>
<b>Expenditures</b>							
73100	Food Service	(3,248,963.00)	2,851,531.60	87.77%	(270,746.92)	(3,637.74)	-1.34%
	<b>Total Expenditures</b>	<b>(3,248,963.00)</b>	<b>2,851,531.60</b>	<b>87.77%</b>	<b>(270,746.92)</b>	<b>(3,637.74)</b>	<b>-1.34%</b>
<b>Total</b>	<b>143 Central Cafeteria</b>	<b>(541,496.00)</b>	<b>787,489.33</b>	<b>145.43%</b>	<b>(45,124.67)</b>	<b>(3,463.14)</b>	<b>-7.67%</b>





















School District: Hickman County District No. 410 Date 05/27/25 Month of School       
 School Name: District Summary School No.      No. of Days In Session: 16  
 Prepared By:      Phone:      Begin Date: 05/01/25 End Date: 05/27/25

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K	118	95	213	221	208.4375	221.0000
01	96	87	183	205	191.8750	205.0000
02	94	103	197	216	202.6250	215.0000
03	100	103	203	221	206.6875	221.0000
04	120	96	216	240	222.3750	239.8750
05	112	105	217	243	227.1875	242.7500
06	94	97	191	213	201.1250	213.0000
07	115	97	212	238	222.6875	238.0000
08	121	77	198	221	203.3750	221.1250
09	94	91	185	206	189.3750	206.0000
10	107	75	182	212	193.0000	212.0000
11	106	85	191	199	179.4337	200.0000
12	97	82	179	187	167.4375	187.6250
K-12	1,374	1,193	2,567	2,822	2615.6212	2822.3750
N	28	12	40	42	40.1250	42.0000
GRAND TOTAL	1,402	1,205	2,607	2,864	2655.7462	2864.3750

\*\*\*\*\* End of report \*\*\*\*\*

## Objective 1: Family Support

By May 2025, Centerville Family Resource Center will increase the number of students served by 5% as compared to the previous school year.

By September 2024, work with CSH to create a survey for school staff to be administered 3 times in the school year.

CFRC will create a QR code linked to a form for students for a time to visit the clothes closet.

- By August 2024, the director will meet with all faculty and staff to inform them of the referral process and what is offered by the CFRC.
- Every other month starting August, track inventory most needed.
- Mid-year review inventory and modify stock as needed.
- By October 2024, send home Operation Santa Claus forms.
- CFRC will continue offering Friday Friends, shoes, and school supplies.

CFRC along with CSH has kept items sorted for restocking clothes closets.

CFRC director met with all 4 schools at the beginning of the school year and informed them of FRC programs and on how to refer students.

Operation Santa Claus served 239 angels in 97 families. Gifts were handed out on December 14th.

Friday Friends totals changed weekly. CFRC served 146 students in 67 families. This is made possible by donations from individuals, civic organizations, and 2nd Harvest Food Bank.

The number of students served was up from 8% last year to 11.92%.

Donations this year so far have been as follows:

386 Backpacks from Williamson Co. Health Department  
1000 bags with school supplies from United Way  
25 Thanksgiving Food Boxes  
money donations (See Chart)

## Needs met so far this year:

351+ Backpacks  
347 school supplies  
42+ pairs of shoes, socks, & clothing  
10 basic necessities

### Objective 2: Literacy

By April 2025, CFRC will engage Pre-K children ages 3-5 in reading readiness and see a 5% growth in skills by using an assessment tool.

- By September 2024, evaluate Pre-K children ages 3-5 on their reading readiness using an assessment tool given to the director from district leaders.
- CFRC will hold classes weekly from September thru April that offer reading to children and educational materials for the parents to use at home to increase reading readiness in their child.
- By April 2025, re-evaluate children's reading readiness to determine growth by the same means as in September.

This year there were 26: 3 Babies, 8 Toddlers, and 15 Preschoolers that attended weekly classes. They received an educational binder and worksheets for home. Of the 15 preschoolers, 6 will be headed off to some form of Kindergarten. 100% knew all shapes, colors, and numbers. 40% knew all the letters and some sight words.

### Objective 3: Resilient School Community

By May 2025, CFRC, in partnership with district leaders to ensure that New Teachers have the different non-academic resources they and students need to have a productive year. The resources to be used will be (not limited to) food, clothing, hygiene, Christmas, & mental health. This will be observed by 80% of completed surveys of new teachers on their needs for the classroom as compared to the beginning of the year survey.

- CFRC will survey new teachers at new teacher orientation. CFRC will also inform them of the referral pathways that are in place and how CFRC can benefit them.

- CFRC with district and school leaders, will evaluate survey data, identify targeted areas of focus, and facilitate new teacher development on strategies that have been targeted.
- CFRC in partnership with district and school leaders will release a follow-up survey.

Of the survey respondents, 33 returned the survey. Of those, 97% did use CFRC and stated some needs for the next year. This information will be shared with district leaders.

### Community Partnerships

By May 2025, CFRC will expand partnerships to help with monetary contributions for Friday Friends and Operation Santa Claus and to help grow Toddler Time and Preschool in a Bag by 25% as compared to the 2023-24 school year.

- August 2024, start attending Health Council meetings monthly.
- By December 2024, present the FRC to the Health Council and other organizations.
- Use the tracking tool to determine the amount of new partnerships for the 2024-25 school year.

CFRC director attended the Centerville Lions Club meeting and was awarded a \$500 donation for any needs that should arise for students.

CFRC director attends monthly Health Council meeting.

Adopt-A-Class was also continued this year. The CFRC director placed a sponsor with each class K-5 grade. There are 35 classes with sponsors.

Due to attending meetings and social media, new partnerships increased by 54%.

### Objective 3: Academic, College & Career Supports

By May 2025, CFRC will partner with Jobs for Tennessee Graduates to incorporate hiring best practices from local community businesses to increase competency through an evaluation score of 80.

By August 2024, the director will meet with JTG teacher to schedule businesses speakers and needs.

- By start of classes, create pre/post test.
- May 2025, share data and scores with JTG and community partners.

CFRC director was in contact with Mr. Douchane (JTG teacher). He was grateful for this opportunity to work together. The speakers included Mrs. Hinson from H & R Block and Ms. Jones from Agrana Fruit US. Post test results were that these speakers increased the knowledge of the students for understanding workforce implementations by a score of 85.

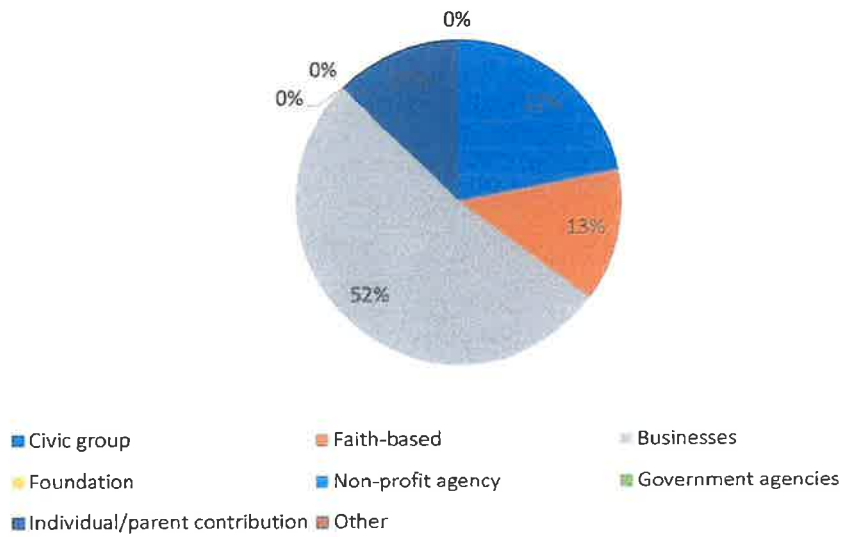
May 23, 2025

Mislessa Orton, Director of CFRC  
729-3391 Ext. 8707

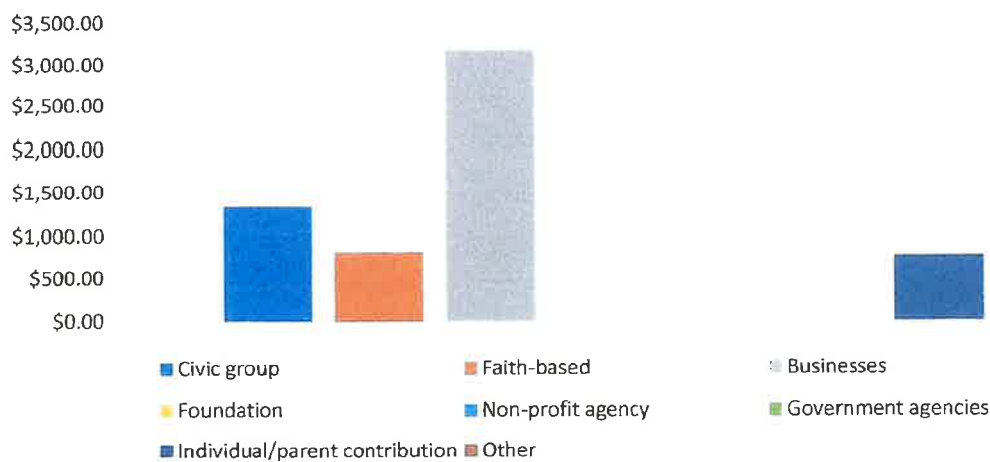
The following charts are amounts that  
DO NOT come from CFRC budget.

Source of Grant	Total
Civic group	\$1,330.00
Faith-based	\$800.00
Businesses	\$3,165.00
Foundation	\$0.00
Non-profit agency	\$0.00
Government agencies	\$0.00
Individual/parent contribution	\$752.00
Other	\$0.00
<b>TOTAL</b>	<b>\$6,047.00</b>

Sources of Grants & Funding

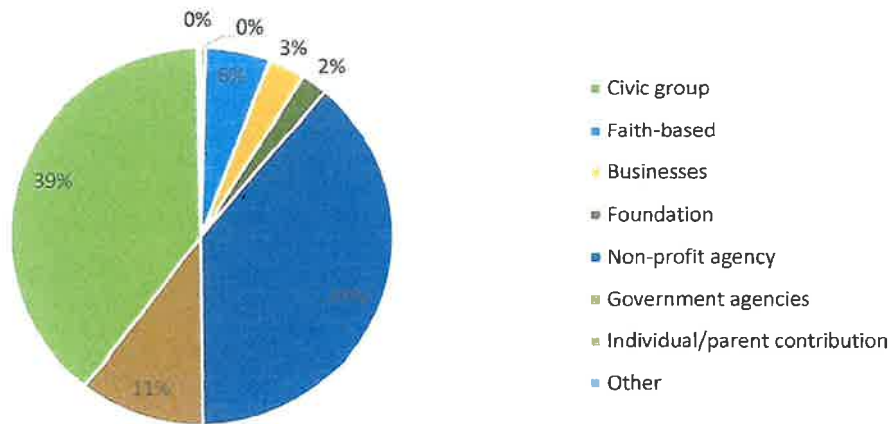


Sources of Grants & Funding



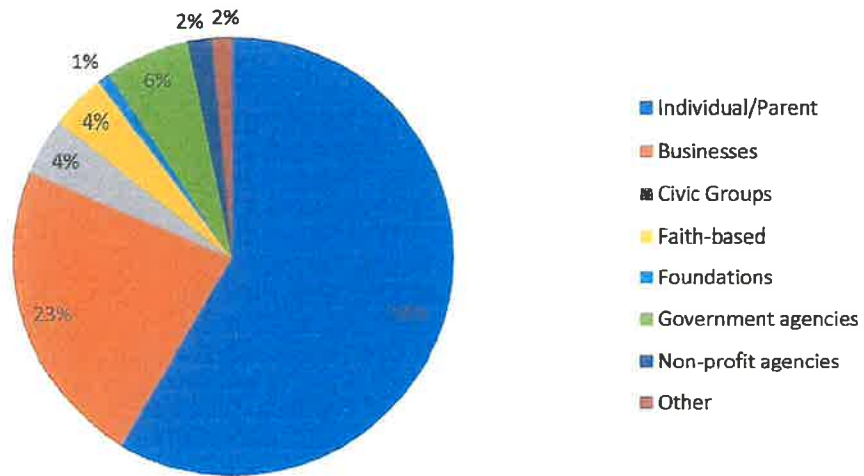
Source of In-Kind	Total
Civic group	\$300.00
Faith-based	\$4,200.00
Businesses	\$2,360.00
Foundation	\$1,650.00
Non-profit agency	\$29,210.00
Government agencies	\$8,040.00
Individual/parent contribution	\$29,755.00
Other	\$200.94
<b>TOTAL</b>	<b>\$75,715.94</b>

Sources of In-Kind



Type of Organization	Total Hours
Individual/Parent	234
Businesses	92
Civic Groups	17
Faith-based	16
Foundations	4
Government agencies	25
Non-profit agencies	7
Other	6
<b>TOTAL</b>	<b>401</b>

Total FRC Volunteer Hours



## **East Hickman Family Resource End of Year Report**

**May 16, 2025**

### **Priority 1: Families**

#### **Objective 1: Family Support**

##### **Goal 1: To serve disadvantaged students through Friday Friends and Operation Santa**

**-As of May 16, 2025, EFRC is serving 98 students weekly with Friday Friends Food bags.**

**-During Operation Santa for Christmas of 2024, EFRC provided Christmas for 133 families, 310 children.**

##### **Goal 2: To Collaborate with principals, teachers, and guidance counselors to discuss the Buddy Program for check in/check out system for kids who need daily encouragement to help reduce discipline referrals and to help bring positivity into the student's life.**

**- As of May 16, 2025, EFRC served 6 students as part of the Buddy Program (check in/check out system). Out of those 6 students, no student had a principal referral for the school year. I have extended this program to EHIS and will be serving that school with the Buddy Program next year as well. 5 students were EHES students, 1 student was EHIS.**

### **Priority 2: Readiness**

#### **Objective 1: Academics**

##### **Goal 1: EFRC will serve at least 10 students through the Smart from the Start Program.**

**-For this school year, EFRC served 7 Toddlers and 5 preschool students.**

**-We had class once a week lasting from one hour to 3 hours long. Parents stay with their child during class.**

**-During this school year, we took trips to Keller's Pumpkin Patch, The Wonder Center and Museum, Meme's Playhouse, and Katie's Ice Cream. We have a summer trip planned to Henslee Park and Splashpad.**

### **Priority 3: Community**

#### **Objective 1: Community Partnerships**

**Goal 1: To serve 100% of teachers at EHES and EHIS through the Adopt-A-Class Program.**

**-EFRC provided 18 teachers at EHES with a class sponsor**

**-EFRC provided 18 teachers at EHIS with a class sponsor**

**-EFRC held a sponsor meet and greet at EHES on August 16, 2024, where 17 of the class sponsors were able to attend.**

**-EFRC held a sponsor meet and greet at EHIS on August 23, 2024, where 16 of the class sponsors were able to attend.**

**-EFRC has contacted several sponsors from this school year and has already confirmed they plan to sponsor again next year.**

#### **Additional Family Support**

**-EFRC handed out a total of 92 backpacks with school supplies this year**

**-58 pairs of shoes with socks were provided to students this year**

**-EFRC provided snacks for 44 students this year**

**Roughly 6,000 snacks were provided to students this school year**

**-19 free haircuts were provided for students**

**-EFRC served roughly 700 kids at the Halloween Trunk or Treat at EHES**

**-EFRC held a free coat drive where 65 people were served**

**-over 120 coats, jackets, hoodies, and sweaters were given out along with socks, gloves, and hats.**

**-75 families were provided with Thanksgiving dinner (153 children)**

**-67 families were provided with Christmas dinner (137 children)**

**-41 students received food from the Student Food Pantry**

**(some received it more than one time)**

**-EFRC has partnered with One Gen Away to bring Free Mobile Food Pantry Giveaways into Hickman County. These are the second Saturday of every month, except in October, at EHHS.**

**EFRC plans to continue these services into the next year and hopefully add a few new events to the list. Next school year EFRC will be helping to promote Literacy in our schools and will have at least 10 guest readers visit EHES and read to K-2 grade students. If any board member would like to volunteer, please reach out to me. I would love to have you visit a class and read to them. The teachers provide the book.**

***THANK YOU FOR YOUR CONTINUED SUPPORT!***



HICKMAN COUNTY SCHOOLS



Hickman County Schools Board Agenda Item Request

Date: 5/1/25

Name of School: East Hickman High

Item Request: EHHS Football Camp

Explanation: We are requesting an overnight camp at Camp Meribah. July 21-24

This camp will allow us to get ready for the upcoming season and create opportunities to bond as a football team.

Attachments (if necessary and appropriate):

Signature of Person Requesting to be placed on the agenda:  
[Signature]

Signature of Building Principal:  
[Signature]

Jun 2 School Board meeting



Hickman County Schools Board Agenda Item Request

Date: July 28-31 2025  
Name of School: Hickman Co High School  
Item Request: Football Camp

Explanation:

HCHS football team is requesting to conduct  
football camp from July 28-31, 2025. The camp  
location will be at Camp Meribah in Centerville, TN.  
The primary focus of the camp will be to develop our  
football team in the areas of 1. Technical and Tactical  
football skills 2. Team building 3. Leader Development

Attachments (if necessary and appropriate):

See Power Point

Signature of Person requesting to be placed on the agenda:

Patrick Smith

Signature of Building Principal:

Roby Emerson



## Hickman County Schools Trip Request

Name of School: HCHS

Name of Club/Group: FCCLA

Trip Requested: National FCCLA Competition in Orlando, FL

Purpose: Competition & National Conference

Date and Time frame: Leave July 5 return July 10 Number of students: 5

Number of Chaperones: Male      Female 1

Costs associated: registration => \$323/person & hotel fees

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

Has the cafeteria been notified? n/a Number of Lunches needed? n/a

How will the students travel? School van

Is a transportation request attached if system transportation is needed? NO - will coordinate to use HCHS CTE van

Signature of person requesting the trip [Signature]

Signature of Principal [Signature]

Signature of Instructional Supervisor [Signature] 5/20/25

Signature of Director of Schools [Signature] 5-21-25

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

## FCCLA Nationals Students

1. Colby Odom
2. Leanorha Vaine
3. Savannah Parrish
4. Mason McNabb
5. Brianna Baucom

5-21-25  
gm

### Connected Hotels to the Orange County Convention Center-West Concourse

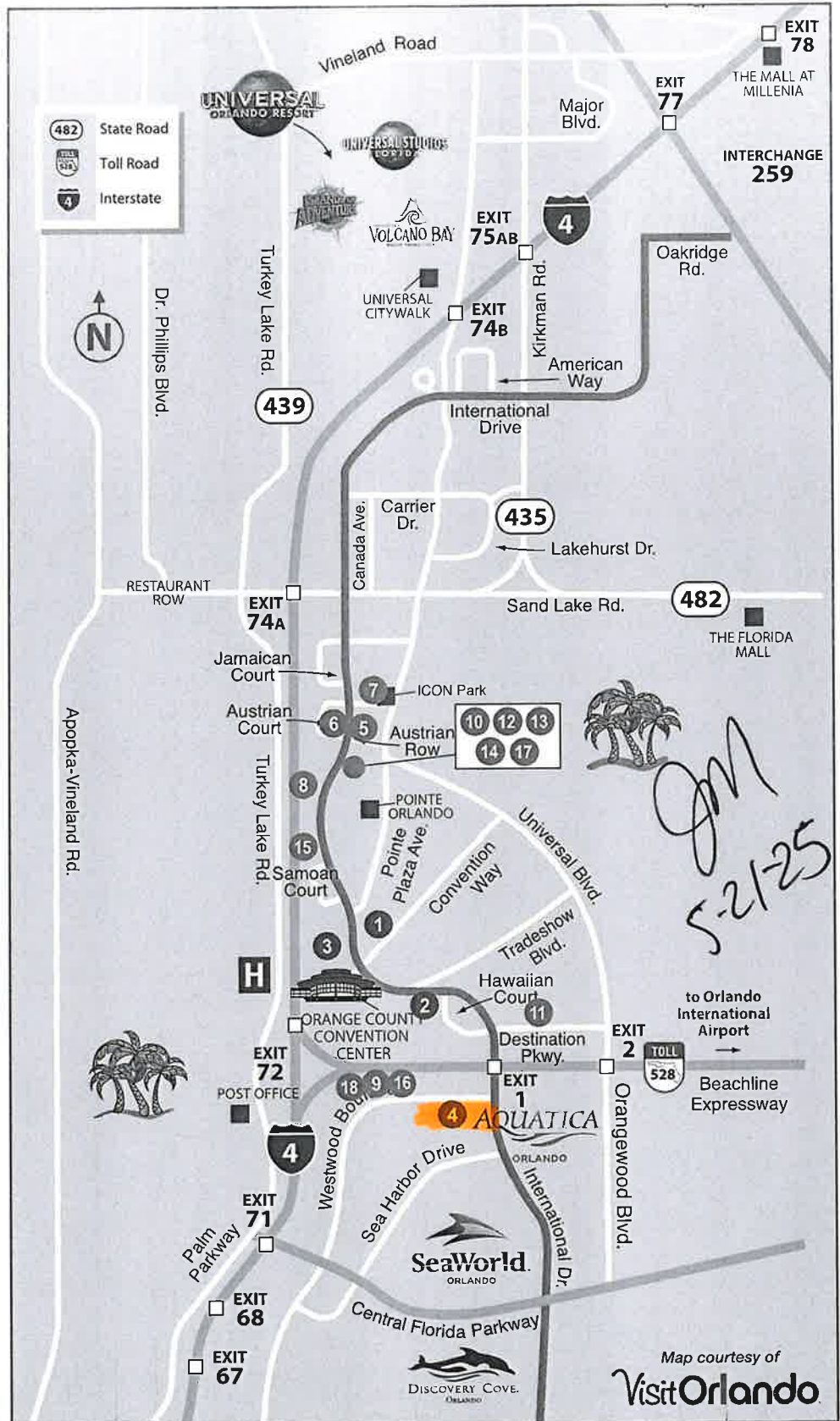
1. Hyatt Regency Orlando
2. Rosen Centre Hotel
3. Rosen Plaza Hotel

### SeaWorld & International Drive South Area

4. DoubleTree by Hilton Hotel Orlando at SeaWorld

### International Drive & Convention Center Area

5. Castle Hotel
6. Courtyard Orlando International Drive/Convention Center
7. Element Orlando Universal Blvd
8. Embassy Suites by Hilton Orlando International Drive Convention Center
9. Four Points by Sheraton Orlando Convention Center
10. Hampton Inn Orlando-I-Drive/Convention Center
11. Hilton Orlando
12. Homewood Suites by Hilton I-Drive/Convention Center
13. Hyatt Place Orlando I-Drive/Convention Center
14. Residence Inn by Marriott Orlando Convention Center
15. Rosen Inn at Pointe Orlando
16. Spark by Hilton Orlando near Sea World
17. SpringHill Suites by Marriott Orlando Convention Center/I-Drive Area
18. Tru by Hilton Orlando Convention Center





2025 National Leadership Conference

# 2025 National Leadership

Tentative At-A-Glance Schedule (Subject to Change)

As of 5/07/25

June 12, 2025

[NLC Attendee Orientation Webinar \(Register here\)](#)

### Thursday, July 3

START	END	EVENT
8:00 AM	6:00 PM	State Adviser City Acclimation

### Friday, July 4

START	END	EVENT
10:00 AM	12:00 PM	National Officer Candidate Orientation & Project Center
10:00 AM	12:00 PM	National Officer Candidate Adviser Orientation
11:00 AM	12:30 PM	National Officer Candidate Nominating Committee Orientation & Meeting
12:30 PM	6:00 PM	National Officer Candidate Nominating Committee Interviews
3:00 PM	7:00 PM	State Advisers Session & Welcome Reception

### Saturday, July 5

**DAY ONE**

**COMPETITIVE EVENTS: (Subject to Change)**

*Challenge Testing*

*Skill Demonstration Events:*

*Culinary Food Art*

*Culinary Knife Skills*

*FCCLA Creed Speaking & Interpretation*

*Impromptu Speaking*

*Interior Design Sketch*

*Interviewing Skills*

*Lesson Plan Modifications*

*#TeachFCS*

7:30 AM	6:30 PM	Conference Registration Pick-up
8:00 AM	10:00 AM	National Officer Candidate Nominating Committee Interviews
9:00 AM	9:30 AM	Skill Demonstration Event Consultant/Evaluators Orientation
9:30 AM	10:00 AM	Skill Demonstration Event Participant Check-in
10:00 AM	4:00 PM	Skill Demonstration Event Competitions
10:00 AM	4:00 PM	Challenge Testing <i>Report at your confirmed time range.</i>
10:30 AM	12:00 PM	National Officer Candidate Fishbowl
12:00 PM	12:50 PM	Adviser Professional Development
12:00 PM	3:00 PM	Fashion Show Jury Selection
12:30 PM	1:00 PM	Voting Delegate Orientation (Check-in at 12:00 PM)
1:00 PM	1:50 PM	Adviser Professional Development
1:00 PM	2:00 PM	Youth Networking – Through 8th Grade
1:00 PM	2:00 PM	Youth Networking – 9th Grade and Above
1:00 PM	3:00 PM	National Officer Candidate Nominating Committee Deliberations
1:30 PM	3:00 PM	STAR Events Lead / Assistant Lead Consultants Organizational Meeting
2:00 PM	2:50 PM	Adviser Professional Development
2:00 PM	3:30 PM	State Officer Networking*
3:00 PM	4:00 PM	STAR Events Adult Room Consultant Orientation
3:00 PM	5:00 PM	EXPO Exhibitor Move-In
4:15 PM	5:15 PM	State Meetings

JM  
5-21-25



2025 National Leadership Conference

# 2025 National Leadership

Tentative At-A-Glance Schedule (Subject to Change)

As of 5/07/25

6:00 PM	8:00 PM	General Session: Opening General Session (Doors Open at 5:15 PM) -Welcome/Greetings -Award Presentations -Keynote Address
8:30 PM	9:30 PM	State Meetings

**Sunday, July 6** **DAY TWO**

**STAR EVENT COMPETITIONS: (Subject to Change)**

- Baking and Pastry (Offsite)*
- Career Investigations*
- Chapter Service Project Portfolio*
- Culinary Arts (Offsite)*
- Entrepreneurship*
- Fashion Construction*
- Fashion Design*
- FCCLA Chapter Website*
- Focus on Children*
- Instructional Video Design*

- Interpersonal Communications*
- Job Interview*
- Leadership*
- Parliamentary Procedure*
- Personal Finance: Presented by EVERFI*
- Professional Presentation*
- Promote and Publicize FCCLA!*
- Repurpose & Redesign*
- Say Yes to FCS Education*
- Teaching Strategies*

7:00 AM	5:00 PM	Conference Information/Registration Desk
7:00 AM	7:30 AM	STAR Events Room Consultants, Evaluators and Volunteers Check-in
7:30 AM	8:30 AM	STAR Events Room Consultants, Evaluators and Volunteers Meeting
8:00 AM	4:00 PM	EXPO (Day 1 of 2)
8:00 AM	4:00 PM	FCCLA Store (Day 1 of 2)
8:30 AM	10:30 AM	National Officer Candidate Networking (Voting Delegates ONLY)
9:00 AM	4:00 PM	STAR Event Competitions
9:15 AM	11:15 AM	RED Talks Presentations <i>Fun 15-minute workshops led by youth, advisers, exhibitors and partners.</i>
9:30 AM	12:00 PM	Youth Workshops
9:30 AM	11:30 AM	Adviser Professional Development - FCCLA Games and Activities
11:00 AM	3:00 PM	Lunch Concessions
1:00 PM	2:00 PM	General Session: National Officer Candidate Speeches – Group A (Voting Delegate check-in at 12:30 PM)
1:00 PM	2:00 PM	National Officer Candidate Teambuilding – Group B
1:45 PM	3:30 PM	RED Talks Presentations <i>Fun 15-minute workshops led by youth, advisers, exhibitors and partners.</i>
2:00 PM	4:00 PM	Youth Workshops
2:15 PM	3:15 PM	General Session: National Officer Candidate Speeches – Group B
2:15 PM	3:15 PM	National Officer Candidate Teambuilding – Group A
4:00 PM	4:45 PM	State Meetings
4:30 PM	6:00 PM	National Executive Council Elections <i>(Election Voting Delegates Only)</i>

*Handwritten signature and date: JM 5-21-25*



2025 National Leadership Conference

# 2025 National Leadership

Tentative At-A-Glance Schedule (Subject to Change)

As of 5/07/25

5:00 PM 5:45 PM State Meetings

*Night Open for Dinner, Sightseeing, and Parks*

**Monday, July 7** **DAY THREE**

**STAR EVENT COMPETITIONS: (Events subject to change)**

- |  |   |
|--|---|
| <i>Baking and Pastry (Offsite)</i>     | <i>Hospitality, Tourism, Recreation</i> |
| <i>Chapter in Review Display</i>       | <i>Interior Design</i>                  |
| <i>Chapter in Review Portfolio</i>     | <i>National Programs in Action</i>      |
| <i>Chapter Service Project Display</i> | <i>Nutrition and Wellness</i>           |
| <i>Culinary Arts (Offsite)</i>         | <i>Public Policy Advocate</i>           |
| <i>Digital Stories for Change</i>      | <i>Red Talks on Education</i>           |
| <i>Early Childhood Education</i>       | <i>Sports Nutrition</i>                 |
| <i>Event Management</i>                | <i>Sustainability Challenge</i>         |
| <i>Food Innovations</i>                | <i>Teach or Train</i>                   |

- |          |          |   |
|----------|----------|---|
| 7:00 AM  | 5:00 PM  | Conference Information/Registration Desk                                      |
| 7:00 AM  | 7:30 AM  | STAR Events Room Consultants, Evaluators and Volunteers Check-in              |
| 7:30 AM  | 8:30 AM  | STAR Events Room Consultants, Evaluators, and Volunteers Meeting              |
| 8:00 AM  | 9:00 AM  | Adviser Professional Development: Title TBD                                   |
| 8:00 AM  | 4:00 PM  | EXPO (Day 2 of 2)   |
| 8:00 AM  | 4:00 PM  | FCCLA Store (Day 2 of 2)  |
| 8:15 AM  | 10:45 AM | RED Talks Presentations   |
| 8:30 AM  | 9:15 AM  | FCCLA/LifeSmarts Knowledge Bowl Volunteer Orientation                         |
| 8:30 AM  | 11:15 AM | Youth Workshops   |
| 9:00 AM  | 10:00 AM | Adviser Professional Development: Title TBD                                   |
| 9:00 AM  | 4:00 PM  | STAR Event Competitions   |
| 9:30 AM  | 10:00 AM | FCCLA/LifeSmarts Knowledge Bowl Morning Teams Orientation                     |
| 10:00 AM | 11:00 AM | General Session: Business Session (Doors Open at 9:30 AM)<br>-Business Report |
| 10:00 AM | 12:30 PM | FCCLA/LifeSmarts Knowledge Bowl Morning Teams Pool Play                       |
| 11:00 AM | 12:00 PM | Adviser Professional Development: Title TBD                                   |
| 11:00 AM | 2:00 PM  | Lunch Concessions   |
| 1:00 PM  | 2:00 PM  | Adviser Professional Development: Title TBD                                   |
| 1:30 PM  | 2:00 PM  | FCCLA/LifeSmarts Knowledge Bowl Afternoon Teams Orientation                   |
| 1:45 PM  | 3:30 PM  | RED Talks Presentations   |
| 2:00 PM  | 3:00 PM  | Adviser Professional Development: Title TBD                                   |
| 2:00 PM  | 4:00 PM  | Youth Workshops   |
| 2:00 PM  | 4:30 PM  | FCCLA/LifeSmarts Knowledge Bowl Afternoon Teams Pool Play                     |

*JM*  
*5-21-25*



2025 National Leadership Conference

# 2025 National Leadership

Tentative At-A-Glance Schedule (Subject to Change)

As of 5/07/25

4:00 PM      6:00 PM      EXPO Exhibitor Move-Out  
 5:30 PM      7:00 PM      General Session: Member Recognition (Doors Open at 5:00 PM)  
 --Program, Skill Demonstration Event, and Challenge Testing Awards  
 --Say Yes to FCS Signing Ceremony  
 Night Open for Dinner, Sightseeing, and Parks

## Tuesday, July 8

DAY FOUR

8:00 AM      4:00 PM      Conference Information/Registration Desk  
 8:00 AM      9:30 AM      Special Event: Princess Sing-Along Breakfast\*  
 8:30 AM      9:00 AM      FCCLA Showcase - Participant Check-In  
 9:00 AM      11:00 AM      State Officer Training\*  
 9:00 AM      11:00 AM      Chapter & State Adviser Networking Roundtables  
 - Roundtable discussions led by advisers and partners  
 9:00 AM      11:30 PM      FCCLA/LifeSmarts Knowledge Bowl Quarterfinals, Semifinals, and 3rd  
 Place Match  
 9:00 AM      12:00 PM      FCCLA Showcase  
 -View program award winning projects and highlighted STAR Event projects  
 9:00 AM      12:00 PM      AAFCS Pilot Pre-Professional Assessment and Certification in Baking Science  
 9:00 AM      2:00 PM      Breakfast/Lunch Concessions  
 9:15 AM      11:00 AM      RED Talks Presentations  
 9:30 AM      11:30 AM      Youth Workshops  
 1:00 PM      3:00 PM      General Session: Adviser Recognition & Fashion Show & KB Finals  
 (Doors Open at 12:30 PM)  
 -Fashion Show  
 -FCCLA/LifeSmarts Knowledge Bowl Finals  
 - Award Presentations (Adviser, Membership)  
 -Introduction of 2025-2026 National Executive Council  
 5:00 PM      11:30 PM      Special Event: FCCLA Night at Universal Studios Florida\*

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 5-21-25

## Wednesday, July 9

DAY FIVE

7:30 AM      4:00 PM      Conference Information/Registration Desk  
 7:30 AM      8:00 AM      STAR Events Finalist Session - Volunteers Report to Holding Room  
 7:30 AM      9:00 AM      State STAR Events Medal Pickup (State Advisers Only)  
 8:00 AM      8:30 AM      STAR Events Finalist Session - Finalists Report to Holding Room  
 9:00 AM      11:30 AM      General Session: STAR Events Finalist Session  
 (Doors Open at 8:30 AM)  
 12:00 PM      1:00 PM      State STAR Events Recognition Sessions: Group A  
 1:30 PM      2:30 PM      State STAR Events Recognition Sessions: Group B  
 4:00 PM      5:30 PM      General Session: Closing General Session  
 (Doors Open at 3:30 PM)  
 -Scholarship Presentations  
 -Farewell to 2024-2025 National Executive Council  
 -Conference in Review  
 6:30 PM      10:30 PM      Special Event: AquaGlow After Party at Aquatica\*

\* indicates pre-registration required.

*Tentative Dates*

Hickman County  
Board of Education Meetings

2025-2026

July 7, 2025

August 4, 2025

September 8, 2025

October 20, 2025 – (@ HCHS – Retirement Reception)

November 3, 2025

December 8, 2025

January 12, 2026

February 2, 2026

March 2, 2026

April 13, 2026

May 4, 2026 – (@ HCHS - Awards)

June 1, 2026

Hickman County Board of Education  
Annual Agenda 2025-2026

July 2025

Board Meeting	Board Policy Review
Approval of School Fees	Student Discipline Hearing Authority Designation
Bullying and Harassment Report to Board	

August 2025

Board Meeting	Board Policy Review
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September 2025

Board Meeting	Strategic Plan and Goals
Election of Officers of the Board	

October 2025

Board Meeting	Board Policy Review
Compliance Report	Textbook Certification
Approval of School Calendar	Honor Retirees

November 2025

Board Meeting	Board Policy Review
Approval of Supplement Splitting	

December 2025

Board Meeting	Board Policy Review
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January 2026

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

February 2026

Board Meeting	Board Policy Review
FY27 Budget Discussion	FY27 Budget Calendar

March 2026

Board Meeting	Board Policy Review
FY27 Budget Discussion	Set Attendance Zones

April 2026

Board Meeting	Board Policy Review
FY27 Budget Discussion	Textbook Adoption Approval

May 2026

Board Meeting	Board Policy Review
FY27 Budget (141, 142, 143)	FY27 Budget
Authorize Superintendent to Submit Grants, Applications, Reports, Amendments, and Addenda	Recognize Teachers of the Year

June 2026

Board Meeting	Board Policy Review
Personnel Decisions and Placement	Annual Agenda
Grant Executive Committee authority to close out fiscal year	Adopt Board Meeting Schedule 2026-2027
Recognize Employee of the Year and Friend of Education	Annual Budget FY27 (if needed)
Teacher Tenure	

**DOUG LANE**  
2059 Lake Drive, Centerville, TN 37033

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

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

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



**John Mullins**  
Superintendent of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

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

**SHERRI BAKER**  
9037 E 40 Rd., Bon Aqua, TN 37025

**JANE HERRON**  
PO Box 13, Nunnally, TN 37137

## Recommendations for Tenure

June 2025

**(Required: Names Read Aloud and Voted Upon By Board of Education)**

Zach Bentley  
Shelby Hoover  
Brandy Warren  
Amy Johnston  
Brooke Rogers  
Savannah Barber  
Valerie Gonzalez  
Rebekah Sorensen  
Landry Wade  
Penny Wilson  
Lynne Anderson  
Kristin Dunn  
Meghan Evans

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

A handwritten signature in black ink that reads "John Mullins". The signature is written in a cursive style and is positioned above a horizontal line.

Director of Schools

Resolution 25-01

Assignment Authority  
GASB 54

BE IT RESOLVED by the Board of Education of Hickman County, Tennessee, assembled in regular session this 2nd day of June, 2025, 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, 2025.

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 2024-2025 Financial Books

The Executive Committee, with guidance from our State Financial Consultant, Business Officer, Finance Office Director and Assistant Director, will 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.

**Hickman County Schools  
Proposed Differentiated Pay Plan  
FY 2025-2026**

**Hard to Staff (School, Subject, or Placement)**

**Description**

The district will offer a signing and/or retention bonus for hard to fill positions. For the 2025-2026 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 Secondary Foreign Language teachers. Priority Areas: K-4 (Special Education, School Counselors, Principals), 5-8 (Math, Science, Reading/ELA, Special Education, School Counselors, Principals), 9-12 (Math, Science, Reading/ELA, Special Education, School Counselors, Principals, Foreign Language)

**Eligibility Criteria**

The district will offer a signing and/or retention bonus for hard to fill positions. For the 2025-2026 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers. Current teachers

**Compensation Type and Size**

Compensation Type: Bonus

Bonus Type: Signing/Recruitment

Compensation Amount: The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 December 2025 and one half on or about 1 May 2026. Amounts are negotiable from \$1,000.00 to \$5,000.00.

Estimated Cost \$84,000

## **Instructional Roles or Responsibilities**

### **Description**

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.

Number of Unique Roles: 4 to 5

### **Eligibility Criteria**

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.

### **Compensation Type and Size**

Mentors: Hourly \$37.50 per hour

Social Emotional Liaisons (8) x \$1,500.00

Estimated Cost \$55,000

## **Performance**

### **Description**

The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2024-2025 school year based on the LOE scores calculated in TNCompass.

**Eligibility Criteria Eligible Teachers:** Tested teachers

**Eligibility Criteria:** Level of overall effectiveness (LOE)

The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2024-2025 school year based on the LOE scores calculated in TNCompass. Compensation will be given as a bonus on or about 1 December Compensation Type and Size The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2024-2025 school year based on the LOE scores calculated in TNCompass. Compensation will be given as a bonus on or about 1 December 2025 with \$205,000.00 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). Reach 185 Estimated cost \$205,000

## **Education\***

The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)

**HICKMAN COUNTY SCHOOLS**  
**FY 2026**  
Proposed June 2, 2025  
**CERTIFIED SALARY SCHEDULE**

<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	\$47,924	\$50,343	\$52,072	\$53,454	\$56,103
1	\$48,731	\$50,920	\$53,915	\$55,298	\$57,947
2	\$49,538	\$51,957	\$54,952	\$55,988	\$59,214
3	\$49,653	\$52,187	\$55,067	\$56,219	\$59,444
4	\$49,768	\$52,533	\$55,182	\$56,334	\$59,675
5	\$49,999	\$53,108	\$55,988	\$56,795	\$59,905
6	\$51,150	\$54,606	\$56,564	\$57,371	\$60,136
7	\$51,841	\$54,952	\$57,371	\$58,178	\$61,288
8	\$52,187	\$55,182	\$58,062	\$58,868	\$62,555
9	\$52,648	\$55,874	\$58,523	\$59,560	\$63,707
10	\$53,108	\$56,449	\$59,099	\$60,021	\$65,089
11	\$54,261	\$59,214	\$60,827	\$62,094	\$66,472
12	\$54,606	\$60,251	\$61,519	\$62,785	\$66,933
13	\$54,837	\$60,366	\$61,634	\$63,246	\$67,279
14	\$55,067	\$60,481	\$61,863	\$63,477	\$68,661
15	\$55,298	\$60,712	\$62,324	\$64,053	\$69,006
16	\$57,486	\$62,785	\$64,743	\$66,818	\$71,656
17	\$58,639	\$63,477	\$65,435	\$67,854	\$73,039
18	\$58,754	\$63,592	\$65,781	\$68,545	\$73,960
19	\$58,983	\$63,707	\$65,896	\$68,891	\$74,075
20	\$59,099	\$63,822	\$66,933	\$69,467	\$75,112
21	\$60,942	\$65,781	\$68,776	\$71,310	\$77,070
22	\$61,058	\$65,896	\$69,006	\$71,656	\$77,301
23	\$61,173	\$66,011	\$69,121	\$71,771	\$77,531
24	\$61,288	\$66,126	\$69,237	\$71,886	\$77,761
25	\$61,519	\$66,241	\$69,352	\$72,001	\$77,992
26	\$61,634	\$66,472	\$69,467	\$72,117	\$78,222
27	\$61,863	\$66,587	\$69,582	\$72,347	\$78,568
28	\$61,979	\$66,702	\$69,698	\$72,462	\$78,799
29	\$62,094	\$66,818	\$69,813	\$72,578	\$79,029
30	\$62,785	\$67,163	\$70,504	\$73,039	\$80,987

**HICKMAN COUNTY SCHOOLS**  
**FY 2026**  
**Proposed June 2, 2025**  
**Principal Salaries**

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

\*11 Month Positions would be prorated

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

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**High School Assistant Principals - Salary Schedule**

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

\*11 Month Positions would be prorated

**HICKMAN COUNTY SCHOOLS**  
**FY 2026**  
**Proposed June 2, 2025**  
**10 Month (K-8) Assistant Principals - Salary Schedule**

**Certified +\$5,000**

<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	\$52,924	\$55,343	\$57,072	\$58,454	\$61,103
1	\$53,731	\$55,920	\$58,915	\$60,298	\$62,947
2	\$54,538	\$56,957	\$59,952	\$60,988	\$64,214
3	\$54,653	\$57,187	\$60,067	\$61,219	\$64,444
4	\$54,768	\$57,533	\$60,182	\$61,334	\$64,675
5	\$54,999	\$58,108	\$60,988	\$61,795	\$64,905
6	\$56,150	\$59,606	\$61,564	\$62,371	\$65,136
7	\$56,841	\$59,952	\$62,371	\$63,178	\$66,288
8	\$57,187	\$60,182	\$63,062	\$63,868	\$67,555
9	\$57,648	\$60,874	\$63,523	\$64,560	\$68,707
10	\$58,108	\$61,449	\$64,099	\$65,021	\$70,089
11	\$59,261	\$64,214	\$65,827	\$67,094	\$71,472
12	\$59,606	\$65,251	\$66,519	\$67,785	\$71,933
13	\$59,837	\$65,366	\$66,634	\$68,246	\$72,279
14	\$60,067	\$65,481	\$66,863	\$68,477	\$73,661
15	\$60,298	\$65,712	\$67,324	\$69,053	\$74,006
16	\$62,486	\$67,785	\$69,743	\$71,818	\$76,656
17	\$63,639	\$68,477	\$70,435	\$72,854	\$78,039
18	\$63,754	\$68,592	\$70,781	\$73,545	\$78,960
19	\$63,983	\$68,707	\$70,896	\$73,891	\$79,075
20	\$64,099	\$68,822	\$71,933	\$74,467	\$80,112
21	\$65,942	\$70,781	\$73,776	\$76,310	\$82,070
22	\$66,058	\$70,896	\$74,006	\$76,656	\$82,301
23	\$66,173	\$71,011	\$74,121	\$76,771	\$82,531
24	\$66,288	\$71,126	\$74,237	\$76,886	\$82,761
25	\$66,519	\$71,241	\$74,352	\$77,001	\$82,992
26	\$66,634	\$71,472	\$74,467	\$77,117	\$83,222
27	\$66,863	\$71,587	\$74,582	\$77,347	\$83,568
28	\$66,979	\$71,702	\$74,698	\$77,462	\$83,799
29	\$67,094	\$71,818	\$74,813	\$77,578	\$84,029
30	\$67,785	\$72,163	\$75,504	\$78,039	\$85,987

HICKMAN COUNTY SCHOOLS

FY 2026

Proposed June 2, 2025

11 Month (K-8) Assistant Principals - Salary Schedule

10 Month Scale \* 1.1

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$58,216	\$60,877	\$62,779	\$64,299	\$67,213
1	\$59,104	\$61,512	\$64,807	\$66,328	\$69,242
2	\$59,992	\$62,653	\$65,947	\$67,087	\$70,635
3	\$60,118	\$62,906	\$66,074	\$67,341	\$70,888
4	\$60,245	\$63,286	\$66,200	\$67,467	\$71,143
5	\$60,499	\$63,919	\$67,087	\$67,975	\$71,396
6	\$61,765	\$65,567	\$67,720	\$68,608	\$71,650
7	\$62,525	\$65,947	\$68,608	\$69,496	\$72,917
8	\$62,906	\$66,200	\$69,368	\$70,255	\$74,311
9	\$63,413	\$66,961	\$69,875	\$71,016	\$75,578
10	\$63,919	\$67,594	\$70,509	\$71,523	\$77,098
11	\$65,187	\$70,635	\$72,410	\$73,803	\$78,619
12	\$65,567	\$71,776	\$73,171	\$74,564	\$79,126
13	\$65,821	\$71,903	\$73,297	\$75,071	\$79,507
14	\$66,074	\$72,029	\$73,549	\$75,325	\$81,027
15	\$66,328	\$72,283	\$74,056	\$75,958	\$81,407
16	\$68,735	\$74,564	\$76,717	\$79,000	\$84,322
17	\$70,003	\$75,325	\$77,479	\$80,139	\$85,843
18	\$70,129	\$75,451	\$77,859	\$80,900	\$86,856
19	\$70,381	\$75,578	\$77,986	\$81,280	\$86,983
20	\$70,509	\$75,704	\$79,126	\$81,914	\$88,123
21	\$72,536	\$77,859	\$81,154	\$83,941	\$90,277
22	\$72,664	\$77,986	\$81,407	\$84,322	\$90,531
23	\$72,790	\$78,112	\$81,533	\$84,448	\$90,784
24	\$72,917	\$78,239	\$81,661	\$84,575	\$91,037
25	\$73,171	\$78,365	\$81,787	\$84,701	\$91,291
26	\$73,297	\$78,619	\$81,914	\$84,829	\$91,544
27	\$73,549	\$78,746	\$82,040	\$85,082	\$91,925
28	\$73,677	\$78,872	\$82,168	\$85,208	\$92,179
29	\$73,803	\$79,000	\$82,294	\$85,336	\$92,432
30	\$74,564	\$79,379	\$83,054	\$85,843	\$94,586

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**Supervisors-12 Month Non-Educational -**  
**Salary Schedule**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
SNE - 0	\$59,778
SNE - 1	\$63,310
SNE - 2	\$65,665
SNE - 3	\$65,665
SNE - 4	\$65,665
SNE - 5	\$65,665
SNE - 6	\$69,196
SNE - 7	\$69,196
SNE - 8	\$69,196
SNE - 9	\$69,196
SNE - 10	\$69,196
SNE - 11	\$73,906
SNE - 12	\$73,906
SNE - 13	\$73,906
SNE - 14	\$73,906
SNE - 15	\$77,440
SNE - 16	\$77,440
SNE - 17	\$77,440
SNE - 18	\$77,440
SNE - 19	\$77,440
SNE - 20	\$77,440
SNE - 21	\$77,440
SNE - 22	\$77,440
SNE - 23	\$77,440
SNE - 24	\$77,440
SNE - 25	\$77,440
SNE - 26	\$77,440
SNE - 27	\$77,440
SNE - 28	\$77,440
SNE - 29	\$77,440
SNE - 30	\$77,440

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**12 Month High School Athletic Directors - Salary**  
**Schedule**

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

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**Bus Drivers - Salary Schedule**

<b>Years of Experience</b>	<b>FY 2025 Step</b>
BUS - 0	\$17,561
BUS - 1	\$18,676
BUS - 2	\$18,767
BUS - 3	\$18,857
BUS - 4	\$18,946
BUS - 5	\$19,026
BUS - 6	\$19,116
BUS - 7	\$19,205
BUS - 8	\$19,296
BUS - 9	\$19,386
BUS - 10	\$19,477
BUS - 11	\$19,566
BUS - 12	\$19,657
BUS - 13	\$19,747
BUS - 14	\$19,837
BUS - 15	\$19,927
BUS - 16	\$20,018
BUS - 17	\$20,096
BUS - 18	\$20,186
BUS - 19	\$20,277
BUS - 20	\$20,367
BUS - 21	\$20,457
BUS - 22	\$20,547
BUS - 23	\$20,638
BUS - 24	\$20,727
BUS - 25	\$20,817
BUS - 26	\$20,908
BUS - 27	\$20,986
BUS - 28	\$21,088
BUS - 29	\$21,167
BUS - 30	\$21,358

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**12 Month School Nutrition Coordinator**  
**(CO) - Salary Schedule**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
NC - 0	\$27,209
NC - 1	\$27,314
NC - 2	\$27,462
NC - 3	\$27,623
NC - 4	\$28,826
NC - 5	\$29,584
NC - 6	\$30,340
NC - 7	\$31,096
NC - 8	\$31,853
NC - 9	\$32,609
NC - 10	\$33,365
NC - 11	\$34,867
NC - 12	\$35,634
NC - 13	\$36,391
NC - 14	\$37,148
NC - 15	\$39,795
NC - 16	\$40,872
NC - 17	\$42,169
NC - 18	\$44,014
NC - 19	\$45,572
NC - 20	\$48,874
NC - 21	\$49,937
NC - 22	\$50,752
NC - 23	\$51,359
NC - 24	\$52,219
NC - 25	\$52,964
NC - 26	\$53,697
NC - 27	\$54,064
NC - 28	\$54,442
NC - 29	\$54,809
NC - 30	\$55,864

**Hickman County Schools  
FY 2025  
Proposed June 2, 2025  
Central Office - 12 Month Administrative  
Assistant - Salary Schedule**

Years of Experience	FY 2026 Step
AA - 0	\$27,209
AA - 1	\$27,356
AA - 2	\$27,516
AA - 3	\$28,714
AA - 4	\$29,467
AA - 5	\$31,612
AA - 6	\$32,284
AA - 7	\$33,653
AA - 8	\$34,486
AA - 9	\$35,259
AA - 10	\$36,759
AA - 11	\$37,595
AA - 12	\$37,988
AA - 13	\$38,978
AA - 14	\$39,968
AA - 15	\$40,968
AA - 16	\$42,042
AA - 17	\$45,380
AA - 18	\$47,097
AA - 19	\$49,767
AA - 20	\$50,768
AA - 21	\$51,971
AA - 22	\$52,830
AA - 23	\$53,545
AA - 24	\$54,308
AA - 25	\$55,274
AA - 26	\$56,703
AA - 27	\$57,932
AA - 28	\$58,492
AA - 29	\$58,923
AA - 30	\$60,877

Human Resources Add \$6,000 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**  
**FY 2026**  
**Approved June 2, 2025**  
**Central Office - Programs/Grants 12 Months**  
**Salary Schedule**

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

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**Central Office - Secretary**

Years of Experience	FY 2025 12 Mo Step
SCO - 0	\$26,159
SCO - 1	\$26,308
SCO - 2	\$26,454
SCO - 3	\$26,604
SCO - 4	\$26,764
SCO - 5	\$26,911
SCO - 6	\$27,061
SCO - 7	\$27,209
SCO - 8	\$27,356
SCO - 9	\$27,516
SCO - 10	\$27,961
SCO - 11	\$28,110
SCO - 12	\$28,269
SCO - 13	\$28,418
SCO - 14	\$28,565
SCO - 15	\$29,022
SCO - 16	\$29,170
SCO - 17	\$29,319
SCO - 18	\$29,467
SCO - 19	\$29,615
SCO - 20	\$30,071
SCO - 21	\$30,220
SCO - 22	\$30,369
SCO - 23	\$30,528
SCO - 24	\$30,677
SCO - 25	\$31,121
SCO - 26	\$31,281
SCO - 27	\$31,429
SCO - 28	\$31,577
SCO - 29	\$31,726
SCO - 30	\$32,183

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**Maintenance Mechanic (Hourly Rate)**

Years of Experience	FY 2026 Step
MM - 0	\$16.86
MM - 1	\$17.63
MM - 2	\$17.98
MM - 3	\$18.38
MM - 4	\$18.75
MM - 5	\$19.12
MM - 6	\$19.12
MM - 7	\$19.53
MM - 8	\$19.87
MM - 9	\$20.26
MM - 10	\$20.64
MM - 11	\$21.00
MM - 12	\$21.40
MM - 13	\$21.75
MM - 14	\$22.14
MM - 15	\$22.49
MM - 16	\$22.89
MM - 17	\$23.27
MM - 18	\$23.63
MM - 19	\$24.03
MM - 20	\$24.40
MM - 21	\$24.76
MM - 22	\$25.15
MM - 23	\$25.52
MM - 24	\$25.88
MM - 25	\$26.28
MM - 26	\$26.65
MM - 27	\$27.38
MM - 28	\$27.79
MM - 29	\$28.17
MM - 30	\$28.51

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**Certified Licensed Maintenance**  
**Technician**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
CMT - 0	\$42,820
CMT - 1	\$43,273
CMT - 2	\$43,725
CMT - 3	\$44,177
CMT - 4	\$44,629
CMT - 5	\$45,082
CMT - 6	\$45,533
CMT - 7	\$46,353
CMT - 8	\$47,274
CMT - 9	\$48,171
CMT - 10	\$47,342
CMT - 11	\$48,020
CMT - 12	\$48,699
CMT - 13	\$49,377
CMT - 14	\$50,055
CMT - 15	\$50,733
CMT - 16	\$55,254
CMT - 17	\$56,385
CMT - 18	\$57,514
CMT - 19	\$58,645
CMT - 20	\$59,774
CMT - 21	\$60,905
CMT - 22	\$62,036
CMT - 23	\$63,166
CMT - 24	\$64,296
CMT - 25	\$65,426
CMT - 26	\$66,557
CMT - 27	\$67,687
CMT - 28	\$68,817
CMT - 29	\$69,948
CMT - 30	\$71,077

**Hickman County Schools**  
**FY 2026**  
**Proposed June 2, 2025**  
**Full Time Mechanic**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
SM - 0	\$37,613
SM - 1	\$38,183
SM - 2	\$38,774
SM - 3	\$39,358
SM - 4	\$39,942
SM - 5	\$40,529
SM - 6	\$40,802
SM - 7	\$41,310
SM - 8	\$41,672
SM - 9	\$42,040
SM - 10	\$42,404
SM - 11	\$42,766
SM - 12	\$43,132
SM - 13	\$43,496
SM - 14	\$43,860
SM - 15	\$44,225
SM - 16	\$44,588
SM - 17	\$44,954
SM - 18	\$45,316
SM - 19	\$45,680
SM - 20	\$46,044
SM - 21	\$46,408
SM - 22	\$46,773
SM - 23	\$47,137
SM - 24	\$47,501
SM - 25	\$47,867
SM - 26	\$48,375
SM - 27	\$48,881
SM - 28	\$49,390
SM - 29	\$49,897
SM - 30	\$50,407

**Hickman County Schools Food Service  
 FY 2026  
 Cashiers  
 Hourly Pay Scale**

<b>Years of Experience</b>	<b>FY 2025 Step</b>
FSC - 0	\$15.21
FSC - 1	\$15.35
FSC - 2	\$15.63
FSC - 3	\$15.74
FSC - 4	\$15.80
FSC - 5	\$15.82
FSC - 6	\$15.86
FSC - 7	\$15.93
FSC - 8	\$15.95
FSC - 9	\$16.03
FSC - 10	\$16.12
FSC - 11	\$16.19
FSC - 12	\$16.23
FSC - 13	\$16.26
FSC - 14	\$16.29
FSC - 15	\$16.32
FSC - 16	\$16.35
FSC - 17	\$16.39
FSC - 18	\$16.43
FSC - 19	\$16.46
FSC - 20	\$16.49
FSC - 21	\$16.53
FSC - 22	\$16.56
FSC - 23	\$16.59
FSC - 24	\$16.62
FSC - 25	\$16.65
FSC - 26	\$16.70
FSC - 27	\$16.73
FSC - 28	\$16.76
FSC - 29	\$16.79
FSC - 30	\$16.82

**Hickman County School Food Service  
 FY 2026  
 Regular Employees  
 Hourly Pay Scale**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
FSH - 0	\$14.53
FSH - 1	\$14.73
FSH - 2	\$15.01
FSH - 3	\$15.06
FSH - 4	\$15.13
FSH - 5	\$15.18
FSH - 6	\$15.23
FSH - 7	\$15.29
FSH - 8	\$15.34
FSH - 9	\$15.40
FSH - 10	\$15.46
FSH - 11	\$15.51
FSH - 12	\$15.54
FSH - 13	\$15.58
FSH - 14	\$15.61
FSH - 15	\$15.65
FSH - 16	\$15.68
FSH - 17	\$15.71
FSH - 18	\$15.75
FSH - 19	\$15.78
FSH - 20	\$15.81
FSH - 21	\$15.84
FSH - 22	\$15.87
FSH - 23	\$15.92
FSH - 24	\$15.95
FSH - 25	\$15.98
FSH - 26	\$16.01
FSH - 27	\$16.05
FSH - 28	\$16.08
FSH - 29	\$16.11
FSH - 30	\$16.14

**Hickman County School Food Service  
FY 2026  
Manager's Salary Schedule**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
SNM - 0	\$26,517
SNM - 1	\$27,452
SNM - 2	\$28,388
SNM - 3	\$29,023
SNM - 4	\$29,658
SNM - 5	\$29,785
SNM - 6	\$29,890
SNM - 7	\$30,005
SNM - 8	\$30,109
SNM - 9	\$30,224
SNM - 10	\$30,327
SNM - 11	\$30,444
SNM - 12	\$30,548
SNM - 13	\$30,675
SNM - 14	\$30,814
SNM - 15	\$30,941
SNM - 16	\$31,068
SNM - 17	\$31,206
SNM - 18	\$31,332
SNM - 19	\$31,472
SNM - 20	\$31,611
SNM - 21	\$31,737
SNM - 22	\$31,875
SNM - 23	\$32,014
SNM - 24	\$32,152
SNM - 25	\$32,293
SNM - 26	\$32,430
SNM - 27	\$32,569
SNM - 28	\$32,708
SNM - 29	\$32,847
SNM - 30	\$32,984

**Hickman County Schools  
FY 2026  
School Psychologist  
11 Month Salary Schedule**

<b>YEARS</b>	<b>MASTERS</b>	<b>MASTERS + 30/40</b>	<b>Ed.S.</b>	<b>Ed.D/Ph.D.</b>
PSY - 0	\$69,473	\$71,859	\$73,767	\$77,422
PSY - 1	\$70,270	\$74,403	\$76,311	\$79,967
PSY - 2	\$71,701	\$75,834	\$77,263	\$81,715
PSY - 3	\$72,018	\$75,992	\$77,582	\$82,033
PSY - 4	\$72,496	\$76,151	\$77,741	\$82,352
PSY - 5	\$73,289	\$77,263	\$78,377	\$82,669
PSY - 6	\$75,356	\$78,058	\$79,172	\$82,988
PSY - 7	\$75,834	\$79,172	\$80,286	\$84,577
PSY - 8	\$76,151	\$80,126	\$81,238	\$86,326
PSY - 9	\$77,106	\$80,762	\$82,193	\$87,916
PSY - 10	\$77,900	\$81,557	\$82,829	\$89,823
PSY - 11	\$81,715	\$83,941	\$85,690	\$91,731
PSY - 12	\$83,146	\$84,896	\$86,643	\$92,368
PSY - 13	\$83,305	\$85,055	\$87,279	\$92,845
PSY - 14	\$83,464	\$85,371	\$87,598	\$94,752
PSY - 15	\$83,783	\$86,007	\$88,393	\$95,228
PSY - 16	\$86,643	\$89,345	\$92,209	\$98,885
PSY - 17	\$87,598	\$90,300	\$93,639	\$100,794
PSY - 18	\$87,757	\$90,778	\$94,592	\$102,065
PSY - 19	\$87,916	\$90,936	\$95,070	\$102,224
PSY - 20	\$88,074	\$92,368	\$95,864	\$103,655
PSY - 21	\$90,778	\$94,911	\$98,408	\$106,357
PSY - 22	\$90,936	\$95,228	\$98,885	\$106,675
PSY - 23	\$91,095	\$95,387	\$99,044	\$106,993
PSY - 24	\$91,254	\$95,547	\$99,203	\$107,310
PSY - 25	\$91,413	\$95,706	\$99,361	\$107,629
PSY - 26	\$91,731	\$95,864	\$99,521	\$107,946
PSY - 27	\$91,890	\$96,023	\$99,839	\$108,424
PSY - 28	\$92,049	\$96,183	\$99,998	\$108,743
PSY - 29	\$92,209	\$96,342	\$100,158	\$109,060
PSY - 30	\$92,685	\$97,296	\$100,794	\$111,762

Base Salary by Training and Experience (Certified Pay Scale)

x 1.1 (Eleventh Month)

+28% of Base Base Salary

Eligible for \$2500 retention bonus

**Hickman County Schools  
FY 2026  
Occupational Therapist  
Salary Schedule**

<b>YEARS</b>	<b>MASTERS</b>	<b>MASTERS + 30/40</b>	<b>Ed.S.</b>	<b>Ed.D/Ph.D.</b>
SPCH - 0	\$65,343	\$67,072	\$68,454	\$71,103
SPCH - 1	\$65,920	\$68,915	\$70,298	\$72,947
SPCH - 2	\$66,957	\$69,952	\$70,988	\$74,214
SPCH - 3	\$67,187	\$70,067	\$71,219	\$74,444
SPCH - 4	\$67,533	\$70,182	\$71,334	\$74,675
SPCH - 5	\$68,108	\$70,988	\$71,795	\$74,905
SPCH - 6	\$69,606	\$71,564	\$72,371	\$75,136
SPCH - 7	\$69,952	\$72,371	\$73,178	\$76,288
SPCH - 8	\$70,182	\$73,062	\$73,868	\$77,555
SPCH - 9	\$70,874	\$73,523	\$74,560	\$78,707
SPCH - 10	\$71,449	\$74,099	\$75,021	\$80,089
SPCH - 11	\$74,214	\$75,827	\$77,094	\$81,472
SPCH - 12	\$75,251	\$76,519	\$77,785	\$81,933
SPCH - 13	\$75,366	\$76,634	\$78,246	\$82,279
SPCH - 14	\$75,481	\$76,863	\$78,477	\$83,661
SPCH - 15	\$75,712	\$77,324	\$79,053	\$84,006
SPCH - 16	\$77,785	\$79,743	\$81,818	\$86,656
SPCH - 17	\$78,477	\$80,435	\$82,854	\$88,039
SPCH - 18	\$78,592	\$80,781	\$83,545	\$88,960
SPCH - 19	\$78,707	\$80,896	\$83,891	\$89,075
SPCH - 20	\$78,822	\$81,933	\$84,467	\$90,112
SPCH - 21	\$80,781	\$83,776	\$86,310	\$92,070
SPCH - 22	\$80,896	\$84,006	\$86,656	\$92,301
SPCH - 23	\$81,011	\$84,121	\$86,771	\$92,531
SPCH - 24	\$81,126	\$84,237	\$86,886	\$92,761
SPCH - 25	\$81,241	\$84,352	\$87,001	\$92,992
SPCH - 26	\$81,472	\$84,467	\$87,117	\$93,222
SPCH - 27	\$81,587	\$84,582	\$87,347	\$93,568
SPCH - 28	\$81,702	\$84,698	\$87,462	\$93,799
SPCH - 29	\$81,818	\$84,813	\$87,578	\$94,029
SPCH - 30	\$82,163	\$85,504	\$88,039	\$95,987

**Hickman County Schools  
FY 2026  
School Speech Pathologist  
11 Month Salary Schedule**

<b>YEARS</b>	<b>MASTERS</b>	<b>MASTERS + 30/40</b>	<b>Ed.S.</b>	<b>Ed.D/Ph.D.</b>
SPCH - 0	\$60,412	\$62,486	\$64,145	\$67,324
SPCH - 1	\$61,104	\$64,698	\$66,358	\$69,536
SPCH - 2	\$62,348	\$65,942	\$67,186	\$71,057
SPCH - 3	\$62,624	\$66,080	\$67,463	\$71,333
SPCH - 4	\$63,040	\$66,218	\$67,601	\$71,610
SPCH - 5	\$63,730	\$67,186	\$68,154	\$71,886
SPCH - 6	\$65,527	\$67,877	\$68,845	\$72,163
SPCH - 7	\$65,942	\$68,845	\$69,814	\$73,546
SPCH - 8	\$66,218	\$69,674	\$70,642	\$75,066
SPCH - 9	\$67,049	\$70,228	\$71,472	\$76,448
SPCH - 10	\$67,739	\$70,919	\$72,025	\$78,107
SPCH - 11	\$71,057	\$72,992	\$74,513	\$79,766
SPCH - 12	\$72,301	\$73,823	\$75,342	\$80,320
SPCH - 13	\$72,439	\$73,961	\$75,895	\$80,735
SPCH - 14	\$72,577	\$74,236	\$76,172	\$82,393
SPCH - 15	\$72,854	\$74,789	\$76,864	\$82,807
SPCH - 16	\$75,342	\$77,692	\$80,182	\$85,987
SPCH - 17	\$76,172	\$78,522	\$81,425	\$87,647
SPCH - 18	\$76,310	\$78,937	\$82,254	\$88,752
SPCH - 19	\$76,448	\$79,075	\$82,669	\$88,890
SPCH - 20	\$76,586	\$80,320	\$83,360	\$90,134
SPCH - 21	\$78,937	\$82,531	\$85,572	\$92,484
SPCH - 22	\$79,075	\$82,807	\$85,987	\$92,761
SPCH - 23	\$79,213	\$82,945	\$86,125	\$93,037
SPCH - 24	\$79,351	\$83,084	\$86,263	\$93,313
SPCH - 25	\$79,489	\$83,222	\$86,401	\$93,590
SPCH - 26	\$79,766	\$83,360	\$86,540	\$93,866
SPCH - 27	\$79,904	\$83,498	\$86,816	\$94,282
SPCH - 28	\$80,042	\$83,638	\$86,954	\$94,559
SPCH - 29	\$80,182	\$83,776	\$87,094	\$94,835
SPCH - 30	\$80,596	\$84,605	\$87,647	\$97,184

Base Salary by Training and Experience (Certified Pay Scale)  
x 1.1 (Eleventh Month)  
+ 10 % of Base Base Salary  
Eligible for \$2500 retention bonus

**HICKMAN COUNTY SCHOOLS**  
**FY 2026**  
Proposed June 2, 2025  
**SOCIAL WORKER SALARY SCHEDULE**

<b>YEARS</b>	<b>Social Worker (BA/BS)</b>	<b>Social Worker (MA/MS)</b>	<b>*LCSW- **LPC</b>	<b>Ph.D.</b>
0	\$47,924	\$50,343	\$52,072	\$56,103
1	\$48,731	\$50,920	\$53,915	\$57,947
2	\$49,538	\$51,957	\$54,952	\$59,214
3	\$49,653	\$52,187	\$55,067	\$59,444
4	\$49,768	\$52,533	\$55,182	\$59,675
5	\$49,999	\$53,108	\$55,988	\$59,905
6	\$51,150	\$54,606	\$56,564	\$60,136
7	\$51,841	\$54,952	\$57,371	\$61,288
8	\$52,187	\$55,182	\$58,062	\$62,555
9	\$52,648	\$55,874	\$58,523	\$63,707
10	\$53,108	\$56,449	\$59,099	\$65,089
11	\$54,261	\$59,214	\$60,827	\$66,472
12	\$54,606	\$60,251	\$61,519	\$66,933
13	\$54,837	\$60,366	\$61,634	\$67,279
14	\$55,067	\$60,481	\$61,863	\$68,661
15	\$55,298	\$60,712	\$62,324	\$69,006
16	\$57,486	\$62,785	\$64,743	\$71,656
17	\$58,639	\$63,477	\$65,435	\$73,039
18	\$58,754	\$63,592	\$65,781	\$73,960
19	\$58,983	\$63,707	\$65,896	\$74,075
20	\$59,099	\$63,822	\$66,933	\$75,112
21	\$60,942	\$65,781	\$68,776	\$77,070
22	\$61,058	\$65,896	\$69,006	\$77,301
23	\$61,173	\$66,011	\$69,121	\$77,531
24	\$61,288	\$66,126	\$69,237	\$77,761
25	\$61,519	\$66,241	\$69,352	\$77,992
26	\$61,634	\$66,472	\$69,467	\$78,222
27	\$61,863	\$66,587	\$69,582	\$78,568
28	\$61,979	\$66,702	\$69,698	\$78,799
29	\$62,094	\$66,818	\$69,813	\$79,029
30	\$62,785	\$67,163	\$70,504	\$80,987

\*LCSW - Licensed Clinical Social Worker

\*\* Licensed Professional Counselor

**Hickman County Schools**  
**FY 2026**  
**LPN/RN**  
**10 Month Salary Schedule**

<b>Years of Experience</b>	<b>LPN FY 2026 Step</b>	<b>Years of Experience</b>	<b>RN FY 2026 Step</b>
LPN - 0	\$34,863	RN - 0	\$47,924
LPN - 1	\$34,863	RN - 1	\$48,731
LPN - 2	\$34,863	RN - 2	\$49,538
LPN - 3	\$35,453	RN - 3	\$49,653
LPN - 4	\$35,453	RN - 4	\$49,768
LPN - 5	\$35,453	RN - 5	\$49,999
LPN - 6	\$36,064	RN - 6	\$51,150
LPN - 7	\$36,064	RN - 7	\$51,841
LPN - 8	\$36,064	RN - 8	\$52,187
LPN - 9	\$37,265	RN - 9	\$52,648
LPN - 10	\$37,265	RN - 10	\$53,108
LPN - 11	\$37,265	RN - 11	\$54,261
LPN - 12	\$38,409	RN - 12	\$54,606
LPN - 13	\$38,409	RN - 13	\$54,837
LPN - 14	\$38,409	RN - 14	\$55,067
LPN - 15	\$38,409	RN - 15	\$55,298
LPN - 16	\$38,409	RN - 16	\$57,486
LPN - 17	\$38,409	RN - 17	\$58,639
LPN - 18	\$38,409	RN - 18	\$58,754
LPN - 19	\$38,409	RN - 19	\$58,983
LPN - 20	\$38,409	RN - 20	\$59,099
LPN - 21	\$38,409	RN - 21	\$60,942
LPN - 22	\$38,409	RN - 22	\$61,058
LPN - 23	\$38,409	RN - 23	\$61,173
LPN - 24	\$38,409	RN - 24	\$61,288
LPN - 25	\$38,409	RN - 25	\$61,519
LPN - 26	\$38,409	RN - 26	\$61,634
LPN - 27	\$38,409	RN - 27	\$61,863
LPN - 28	\$38,409	RN - 28	\$61,979
LPN - 29	\$38,409	RN - 29	\$62,094
LPN - 30	\$38,409	RN - 30	\$62,785

**Hickman County Schools  
 FY 2026  
 School Secretary/Bookkeeper  
 Salary Schedule**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
SSB - 0	\$21,230
SSB - 1	\$22,155
SSB - 2	\$22,531
SSB - 3	\$22,599
SSB - 4	\$22,828
SSB - 5	\$23,057
SSB - 6	\$23,226
SSB - 7	\$23,409
SSB - 8	\$23,591
SSB - 9	\$23,775
SSB - 10	\$23,969
SSB - 11	\$24,152
SSB - 12	\$24,334
SSB - 13	\$24,517
SSB - 14	\$24,699
SSB - 15	\$24,892
SSB - 16	\$25,075
SSB - 17	\$25,257
SSB - 18	\$25,429
SSB - 19	\$25,611
SSB - 20	\$25,816
SSB - 21	\$25,987
SSB - 22	\$26,170
SSB - 23	\$26,352
SSB - 24	\$26,535
SSB - 25	\$26,739
SSB - 26	\$26,922
SSB - 27	\$27,104
SSB - 28	\$27,287
SSB - 29	\$27,470
SSB - 30	\$27,666

**Hickman County Schools**  
**FY 2026**  
**Educational Assistants**  
**Salary Schedule**

<b>Years of Experience</b>	<b>FY 2026 Step</b>
TA - 0	\$20,887
TA - 1	\$21,710
TA - 2	\$21,927
TA - 3	\$22,132
TA - 4	\$22,348
TA - 5	\$22,554
TA - 6	\$22,725
TA - 7	\$22,885
TA - 8	\$23,057
TA - 9	\$23,226
TA - 10	\$23,386
TA - 11	\$23,558
TA - 12	\$23,717
TA - 13	\$23,889
TA - 14	\$24,049
TA - 15	\$24,208
TA - 16	\$24,379
TA - 17	\$24,550
TA - 18	\$24,710
TA - 19	\$24,881
TA - 20	\$25,064
TA - 21	\$25,224
TA - 22	\$25,394
TA - 23	\$25,554
TA - 24	\$25,725
TA - 25	\$25,907
TA - 26	\$26,079
TA - 27	\$26,239
TA - 28	\$26,411
TA - 29	\$26,571
TA - 30	\$26,764

**Hickman County Schools  
FY 2026  
Substitute Teacher  
Daily Rate**

<b>Non-Certified</b>	<b>\$90.00</b>
<b>Certified</b>	<b>\$120.00</b>

**\*1/2 days will be prorated**

**FY 2026  
Central Office  
Deputy Director's Salary Formula**

**Hickman County Certified Salary Schedule for Teachers by Training and Experience**

+Any Additional Local Supplement

x1.33

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

+Deputy Superintendent Supplement

**Academic Responsibility Supplement**

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

**Financial Responsibility Supplement**

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

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

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

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

**Additional Local Supplement – Supervisor**

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

**FY 2026  
Central Office  
Supervisors' Salary Formula**

**Hickman County Certified Salary Schedule for Teachers by Training and Experience**

+Any Additional Local Supplement

x1.2

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

+Academic Responsibility Supplement

+Financial Responsibility Supplement

**Academic Responsibility Supplement**

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

**Financial Responsibility Supplement**

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

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

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

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

**Additional Local Supplement – Supervisor**

\$3,000.00

Supervisory Responsibility

\$500.00

Added Per Program Supervised

System-Wide

# HICKMAN COUNTY SCHOOLS



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

## System-Wide

1. Non-Tenured And Not Going On Tenure:

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Kara Hobbs	6	Y
Cecily Dotson	5	Y
Barbara Brooks	7	Y
Misty Shelton (100 day)	2	Y
Raven Hickok	3	Y
Olivia Felts	4	Y
Cayla Moulton	2	Y
Megan Moore	1	Y
Amy McAbee	1	Y
Colyn McKnight	1	Y
Belinda Anderson	2	Y
Christy McManus	2	Y

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible

## System-Wide

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Kristin Dunn	5	Yes
Zach Bentley	5	Yes
Meghan Evans	6	Yes

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

Name	Position	Reason
Marc Higdon	AP	Resignation
Rodger (RE) McDonald	Teacher	Resignation

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

Name	Position	Reason

## System-Wide


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

Name	Position	Reason

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

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

## 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)

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

### VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name	Name	Name
Stacey Alexa	Leigha Coble	Kim Taylor
Courtney Crawford	Jana Willis	
Michael Elkins	Rose Stites	Tarrah Lawson
Pauline Hibbs	Tina Thigpen	Robyn Emerson
Jennifer Hudgins	Jennifer Turpin	Mollie Chessor
Eric Istre	Shelda Qualls	Craig Shelton
Becky Malugin	Katelyn Tanner	Tracy Rivers
Kimberly Mayberry	Julia Thomasson	Ashley Totty

### **Part 9: Retiring or Resigning**

Name	Retiring or Resigning
Jennifer Lange	Resigning as Principal Tenured as Teacher

## System-Wide


### Part 10: Support Staff for Re-Election

Derek Newson	Steven George	
RJ Hull	Brad Gilbert	James Atkinson
Bill Lynch	Barry Talley	Toby Warren
Tanya Williams	Michelle Bates	Angie Osborne
Sharon Burns	Cissy Fitts	Twyla Tucker
Debbie Breece	Amanda Bowman	Brenda Burchard
Jill Ward	Elaine Dean	Valerie King
Mislessa Orton	Tonya Daugherty	Gauge Tidwell
Glen Devore		

### Part 11: Support Staff NOT for Re-Election

Name	Position	Reason

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

Signature and Date	Position Signing	Signature and Date	Position Signing
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### System-Wide

<i>John Mullins</i>	Director of Schools		
<i>Balinda D.</i>	Supervisor		Supervisor
	Supervisor		Supervisor

East Hickman Elementary School

# HICKMAN COUNTY SCHOOLS

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



# East Hickman Elementary School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Crystal Litton	4.5	Yes
Emma Lane	4	Yes
Elizabeth Looney	4	Yes
Madelyn Owens	3	Yes
Hope Clark	3	Yes
Hannah Garrette	3	Yes
Hannah Redden	3	Yes
Isabella Armstrong	1.5	Yes
Keiea Keller	1	Yes
Cole Keller	1	Yes
Dione Yablonski	1	Yes
Amanda Mitchell	1	Yes

## East Hickman Elementary School


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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Elizabeth Grover	8	Yes
Justin Warren	8	Yes
Rebekah Sorensen	6	Yes
Landry Wade	5	Yes
Penny Wilson	13 Previously Tenured *has completed her 2 years returning to district*	Yes
Lynne Anderson	15 Previously Tenured *has completed her 2 years returning to district*	Yes

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

Name	Position	Reason

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

Name	Position Vacating	Reason

## East Hickman Elementary School


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

Name	Position Vacating	Reason

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

Name	Position Last Held	Returning 25-26, Yes or No
Beth Beard	2nd grade	Yes
Angie Petty	PreK	Yes

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

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

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

Name	Name	Name

## East Hickman Elementary School


### Part 9: Retiring or Resigning

Name	Retiring or Resigning
Yvonne Daniel	Retiring
Sara Vander Leest	Resigning
Megan Brewer	Resigning

### Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Helen Simmons	2nd Grade resource	
Maryanne Opperman	1st Grade resource	
Jaime Clavey-Capps	ELC	
Autumn Vanover	ELC	
Brian Armstrong	ELC	
Amanda Buchanan	ELC	
Christy Fisher	Sped PreK	
Amanda Strauser	Sped PreK	
Bobbie Jo Decourt	One-on-One (medical)	
Shyla Lampley	Assistant	
Donna Gossett	Assistant	
Amanda Slaughter	Assistant	
Alycia Duncan	Assistant	

## East Hickman Elementary School

Alycia Duncan	Assistant	
Katelyn Skelton	Assistant	
Tatia Capley	Assistant	
Stephanie Garrette	Assistant	
Tabby Breece	Attendance Secretary	
Darlene Saleh	Bookkeeper	
Emily Warren	GYO- helps in a 2nd grade classroom with special ed.	

### Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Cindy Monroe	Assistant	Budgetary

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

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Lesha Cottle</i> 5/22/15	Principal	<i>John Mullins</i>	Director of Schools
<i>[Signature]</i> 5/27/15	Supervisor		Supervisor
	Supervisor		Supervisor

East Hickman Intermediate School

# **HICKMAN COUNTY SCHOOLS**

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



# East Hickman Intermediate School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Jenny Sensing	3	Yes
Kelly Cochran	6	Yes
Sandra Schumann	6	Yes
Lori Isbell	4	Yes
Donna Qualls	2	Yes
Abby Beard	3	Yes
Kaitlyn Wallace	.5	Yes
Hannah Redden	3	Yes

**Part 2: Non-Tenured but Eligible for Tenure:** Teachers who have completed five (5) years of

## East Hickman Intermediate School

service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

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

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

Name	Position	Reason
Curt Stacy	Teacher	Budgetary

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

Name	Position Vacating	Reason

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

Name	Position Vacating	Reason
Sandie Luna	4th Grade SPED	leave of absence
Hannah Stevens	ELC - SPED	resigned

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

## East Hickman Intermediate School

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

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

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

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

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

**Part 9: Retiring or Resigning**

Name	Retiring or Resigning
Hannah Stevens	Resigning

# East Hickman Intermediate School

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## Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Jill Atchison	3rd Grade SPED	
Kari Thomasson	4th Grade SPED	
Crystal Adcock	5th Grade SPED	
Rhonda Deal	GenEd Assistant	
Hillarie Barber	ELC Assistant	
Shelby Frizzell	ELC Assistant	
Brooke Warden	3rd SPED P/T	
Jennifer Morgan	1:1 Assistant	

## Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Amy Bradford	SPED Assistant	
Stephanie Bodine	SPED Assistant	

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

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal	<i>John Mullens</i>	Director of Schools
<i>[Signature]</i>	Supervisor		Supervisor

# East Hickman Intermediate School

	Supervisor		Supervisor
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East Hickman Middle School

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



# East Hickman Middle School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Scott Tays	3	Yes
Kristin Kelly	3	Yes
Mark Gobble	3	Yes
Jennifer Clendenion	9	Yes
Spencer Harris	3	Yes
Mandy Mercer	2	Yes
Brandon Crabtree	2	Yes
Selena Harris	2	Yes
Allison Kasper	1	Yes
Jared Berg	3	Yes
Shelley Wood	4	Yes

# East Hickman Middle School

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

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

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

Name	Position	Reason
Adam Beier	ELA/CTE	Non-renewed
Delta Carl	Math	Permit, Non-certified
Candace Webb	Math	Permit, Non-certified
Tara Rhea	Math/CTE	Resigning

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

Name	Position Vacating	Reason

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

Name	Position Vacating	Reason

# East Hickman Middle School

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

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

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

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

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

Name	Current Position	Is to be Re-Elected, Yes or No
Preston Hall	PE	Yes
Shannon Tays	SPED	Yes
Darrell Hanes	SS 6th	Yes
Karen Cost	RTI/Science	Yes
Melanie Livengood	ELA 7th	Yes
Michael Redding	Science 7th	Yes
Christian Fisher	SS	Yes

## East Hickman Middle School

Shannon Nolen	Library/Math	Yes
Kerri Crafton	RTI/Math	Yes
Greg Gunther	Band	Yes
Brian Graham	ELC	Yes

### Part 9: Retiring or Resigning

Name	Retiring or Resigning

### Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Shelitta Sowell	PE Assistant	
Crystal Webb	ELC Assistant	
Mary Green	SPED Assistant	
Stephanie Bailey	SPED Assistant	
Shayna Scoggins	SPED (grow your own)	
Casey Parker	ISS	
Tiffany Plunk	DBA	
Brenda Lynch	Bookkeeper	

### Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Liz Bruinsma	Assistant	Retiring

## East Hickman Middle School


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

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Kana Wilho 5-20-25</i>	Principal	<i>John Mullins</i>	Director of Schools
<i>[Signature] 5-29-25</i>	Supervisor		Supervisor
	Supervisor		Supervisor

East Hickman High School

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



# East Hickman High School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Sarah Delaney	14	Yes
Aaron Saunders	6	Yes
Ethan Murrell	1	Yes
Billy Sawyer	5	Yes
Wesley Whitaker	4	Yes
Nikki Booth	3	Yes
Shannon Profitt	3	Yes
Robert Brewer	3	Yes
Jennie Pressson	3	Yes
Ethan Murrell	1	Yes
Jennifer Allman	2	Yes
Monica Laird	14	Yes
Colton Huntt	1	Yes

# East Hickman High School

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

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

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

Name	Position	Reason
Ernesto Rosas	Theater	Permit - Non Renewed
Kittie Atencio	English	Non Renewed
Carol Gardner	Health Occupations	Non-renewed
Colton Hunt	Lifetime Wellness	Permit

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

Name	Position Vacating	Reason

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

Name	Position Vacating	Reason

# East Hickman High School

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

Name	Position Last Held	Returning 25-26, Yes or No
Shannon Profitt	Algebra 1	Yes

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

Name	Current Position	Is to be Re-Elected, Yes or No
Nick Bentley	Drivers Ed	Yes
Kim Collins	Algebra 1	No

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

Name	Name	Name
Chris Austin	Greg Gunther	Beth Robinson
Charlotte Boehms	Brett Lovett	Sheryl Robinson
David Carter	Mickey Mathis	Drew Smith
Robin Castleberry	Amy Matney	Myles Williams
Todd Collins	Greg Matney	Crystal Wilson
Dana Cook	Cindi Morgan	Shelda Qualls
Beth Copley	Robert Phillips	
Emily Cross	Kenda Polk	
Connie Graves	Tracy Poth	

## East Hickman High School


### Part 9: Retiring or Resigning

Name	Retiring or Resigning
Demetria Worley	Resigning
Chauca Moore	Resigning
Jim Herron	Retiring
Alyssa (Dany) Poff	Resigning

### Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Melissa Collins	Front Office	
Jojo Nordike	Front Office	
Lisa Gordon	Front Office	
Mark Pawlok	Sped Assistant	
Donna Holt	Sped Assistant	
Condi Wallace	Sped Assistant	
Shelly Mahoney	CTE Assistant	
Aaron Taylor	Athletic Director	
Tina Tidwell	Guidance Office	
Lisa Williams	Assistant	

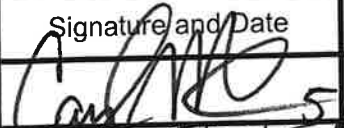
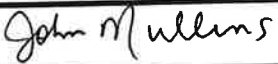
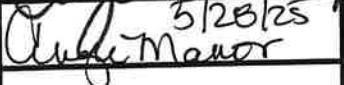
### Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Elsa Rodriguez	Spanish Facilitator	Retiring

# East Hickman High School

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

Signature and Date	Position Signing	Signature and Date	Position Signing
	Principal		Director of Schools
5/28/25 	Supervisor		Supervisor
	Supervisor		Supervisor

Centerville Elementary School

# HICKMAN COUNTY SCHOOLS

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



# Centerville Elementary School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Jana Buttrey	1 year 3 months	yes
Chelsea Mathis	1	yes
Lisa McFarlin	1	yes
Olivia Craft	1	yes
Rachel Owens	1	yes
Nick Bentley	3	yes
Lacey Carter	1 year 4 months	yes
Madison Vivrett	2	yes
Lauren McDonald	2	yes
Colyn McKnight	1	yes

**Part 2: Non-Tenured but Eligible for Tenure:** Teachers who have completed five (5) years of

# Centerville Elementary School

service in this system, hold at least an Apprentice License, and have achieved above-average overall effectiveness for the last two years.

Name	Years of Service	Recommendation for Re-Election, Yes or No
Savannah Barber	6	yes
Valerie Gonzalez	6	yes

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

Name	Position	Reason
Kailey Cannon	K-Teacher	Not Certified

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

Name	Position Vacating	Reason

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

Name	Position Vacating	Reason

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

## Centerville Elementary School

Name	Position Last Held	Returning 25-26, Yes or No
Madison Vivrett	first grade	yes
Chelsea Mathis	second grade	yes

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

Name	Current Position	Is to be Re-Elected, Yes or No
Madison Taylor	first grade	no
Susan Griffin	second grade	no

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

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

**Part 9: Retiring or Resigning**

Name	Retiring or Resigning
Katie Edwards	resigning
Lori Cochran	retiring

# Centerville Elementary School

## Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Amy Gossett	nurse	
Tanika Gaspard	secretary	
Renee Parsley	bookkeeper	
Tina Truett	assistant	
Vanessa McMullin	assistant	
Dana Atkinson	assistant	
Maty Hunt	assistant	
Cadie King	assistant	
Valerie Totty	assistant	
Summer Scott	assistant	
Kassidy West	assistant	
Candice Morgan	PreK assistant	
Dana Davis	PreK assistant	
Lauren Sanders	PreK assistant	

## Part 11: Support Staff NOT for Re-Election

Name	Position	Reason
Cookie Mays	PreK Assistant	retiring

# Centerville Elementary School

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

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Amy McAlister</i> 5/28/25	Principal	<i>John Mullins</i>	Director of Schools
<i>Brian D. [unclear]</i> 5/28/25	Supervisor		Supervisor
	Supervisor		Supervisor

Centerville Intermediate School

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



# Centerville Intermediate School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Mark Bentley	45	yes
Megan Holloway	.5	yes
Shamekia Jenkins	10.5	yes
Sky Kelly	5	yes
Jennifer Litton	3.5	yes
Tammy Potts	20.5	yes
Meredith Qualls	15	yes
Kimberly Harrington	1	yes

# Centerville Intermediate School

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Amy Johnston	7	yes
Brooke Rogers	6.5	yes

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

Name	Position	Reason
Emma Copley	Student Support	expiration of permit

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

Name	Position Vacating	Reason

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

Name	Position Vacating	Reason

# Centerville Intermediate School

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

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

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

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

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

Name	Name	Name
Daniel Bey	Charlene Hunt	Tarrah Lawson
LeaAnn Buchanan	Kevin Johnston	Becky Powers
Tara Chessor	Jennifer Knight Gilbert	Bethany Powers
Dusty Covington	Stacy Larue	Susan Prince
Allie Sue Hughes	Jamie Lawson	Patricia Qualls
Ashley Rochelle	Rachel Smith	Linda Warren
Emily Mobley	Shelby Owens	Ashley Wenner

**Part 9: Retiring or Resigning**

Name	Retiring or Resigning
Ruth Gardner	Retiring

# Centerville Intermediate School

## Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Jackie Bishop	5th sped	
Timi Culross	4th Sped	
Alex Handy	Grow your own	
Gia Lawrence	ELC assistant	
Jacinda Porter	Bookkeeper	
Janna Smithson	Grade level	
Brandy Wesbrooks	Grade level	
Misty Willis	DBA	

## Part 11: Support Staff NOT for Re-Election

Name	Position	Reason

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

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Nora K... 5/20/25</i>	Principal	<i>John Mullens</i>	Director of Schools
<i>Be Anderson 5/21/25</i>	Supervisor		Supervisor
	Supervisor		Supervisor

Hickman County Middle School

# **HICKMAN COUNTY SCHOOLS**

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



# Hickman County Middle School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Abigail Capps	4	Yes
Ryan Harrison	5	Yes
Kimberly Clark	5	Yes
Faith Armstrong Tanner	5.5	Yes
Amanda Kelly	6	Yes
Mike Cook	1	Yes
Diana Fussell	1	Yes
Mason Rochelle	1	Yes
Alexandria Thomas	.5	Yes

# Hickman County Middle School

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Shelby Hoover	7	Yes
Brandy Warren	10	Yes
Zach Bentley	5	Yes

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

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

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

Name	Position Vacating	Reason

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

Name	Position Vacating	Reason

# Hickman County Middle School

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

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

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

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

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

Name	Name	Name
Robin DeVault	Tony Roder	Karissa Campbell
Jeff Church	Shaun Lawson	Lonnie Mayberry (Part-Time)
Paul Gilbert	Ron Puckett	
Tammy Worley	Mary Ellen Hatton	
Christie Carter	Cynthia Gasparro	

**Part 9: Retiring or Resigning**

Name	Retiring or Resigning
Gayle Mathis	Retiring

# Hickman County Middle School

## Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Kim Totty	6th Grade SPED Assistant	
Amanda Mayberry	7th Grade SPED Assistant	
Anita Long	8th Grade SPED Assistant	
Jody Loveless	ELC Assistant	
Tiwana Booker	ISS	
Mitzi Wolcott	P.E. Assistant	
Tammy Carroll	Bookkeeper	
Amanda Bloodworth	DBA	
Tonya Bragg	7th Grade SPED Assistant	

## Part 11: Support Staff NOT for Re-Election

Name	Position	Reason

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

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Wanda S. Shipp</i> 5-20-25	Principal	<i>John Mullins</i>	Director of Schools
<i>Zach Beutler</i>	Supervisor		Supervisor
<i>Belinda H</i> 5-21-25	Supervisor		Supervisor

Hickman County High School

# HICKMAN COUNTY SCHOOLS

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



# Hickman County High School

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

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

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

Name	Years of Service	Recommendation for Re-Election, Yes or No
Dafne Burgos	1	Y
Ben Bentley	3.5	Y
Robert Brewer	3	Y
Logan Campbell	2	Y
Jillian Estes	2	Y
Rachel Hudgins	4	Y
Shannon Britt	2	Y
William Gallegos	1.5	N
Gavin Gordon	4	Y
Jennifer Allman	2	Y
Mikayla Blackmon	.5	Y
Kyle Churchwell	2.5	Y
Seneca Moore	1	Y
Chris Dawson	10	Y
Heather McCord	6	Y

# Hickman County High School

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

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

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

Name	Position	Reason
Scott Riley	JROTC	Resigned
Cody Douchane	JAG	Permit, Not Certified
Harrison Kelley	History	Permit, Not Certified
Will Patterson	History	Permit, Not Certified
Alison Stanley		Permit, Not Certified
Mikala Blakmon		Permit, Not Certified

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

Name	Position Vacating	Reason

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

# Hickman County High School

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

Name	Position Vacating	Reason

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

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

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

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

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

Name	Name	Name
Terri Barber		
Bruce Jackson	Matthew Dotson	
Becky Cude	Talitha Beard	
Clay Chessor	Emily Cross	

## Hickman County High School

Raven Davidson	Amber Warren	
Larry Rochelle	Kristen Carter	
Ron Mayberry	Shannon Kwiatkowski	
Tabby Plunkett	Suzanne Lewis	

### Part 9: Retiring or Resigning

Name	Retiring or Resigning
Eddie Boone	Retiring
Libby Claude Betts	Retiring
Mark Hastings	Resigning
Cindy Hastings	Resigning
Jim Herron	Retiring
William Gallegos	Resigning

### Part 10: Support Staff for Re-Election

Name	Position	Any Details Needed
Jenny Webber	Guidance Secretary	
Sheila Plunkett	Bookkeeper	
Lena Fraizer	DBA	
Jennie Morley	Para	
Megan Bailey	Para	
Jane Morgan	Para	
Brian Buttrey	ISS	
Amanda Myles	Nurse	
DJ Key	AD	
Shelley Mahoney	CTE Support	

# Hickman County High School

**Part 11: Support Staff NOT for Re-Election**

Name	Position	Reason

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

Signature and Date	Position Signing	Signature and Date	Position Signing
<i>Robyn Emerson</i> 5/28/25	Principal	<i>John Mullins</i>	Director of Schools
<i>Dupe Maurer</i> 5/28/25	Supervisor		Supervisor
	Supervisor		Supervisor

# **MEMORANDUM OF UNDERSTANDING**

## **For the Use of Centerville Municipal Golf Course between**

### **Hickman County Schools, TN and Town of Centerville**

This Memorandum of Understanding (MOU) is between the School Board of the County of Hickman, and the Town of Centerville on behalf of the Centerville Municipal Golf Course, for the use of the golf course facilities by the golf athletic programs at the following schools: East Hickman Middle School, Hickman County Middle School, East Hickman High School, and Hickman County High School.

#### **I. Responsibilities of the Hickman County Board of Education:**

The Hickman County Board of Education shall provide:

1. An annual fee of \$8,000.00 payable to the Centerville Municipal Golf Course, due by June 30, 2026.
2. Communicate clearly and consistently with the Golf Course Superintendent regarding the scheduling of practices and matches for the golf teams for each school.
3. Students in grades 6-8 will be asked to pay no more than a \$5.00 fee for each use of the golf course facilities for scheduled practices and matches. Up to ten (10) players will be allowed to use the course facilities free of charge.
4. Students in grades 9-12 that participate on the golf team will be responsible for paying the fee approved by the Centerville Municipal Golf Course for each use of the golf course facilities or purchase a junior or family pass for the use of the Centerville Municipal Golf Course facilities.

#### **II. Responsibilities of the Town of Centerville:**

The Town of Centerville shall provide:

1. Use of the facilities at Centerville Municipal Golf Course including the course, clubhouse restrooms, and practice areas during scheduled practices and matches. The golf course will be unavailable for use by the school teams on Thursday and Friday of each week. The range and practice green will be available for school team use on Thursday of each week.
2. Up to ten (10) students in grades 6-8 that participate on the middle school golf teams will be allowed to use the golf course facilities without charge during scheduled practices and matches on a schedule agreed upon between the Golf Course Superintendent and the golf coaches at each middle school. Outside of the schedule agreed upon between the Golf Course Superintendent and the golf coaches at each middle school, players will be responsible for paying the fee approved by the Centerville Municipal Golf Course or purchase a junior or family pass for use of the Centerville Municipal Golf Course facilities. Player counts over ten (10) will be required to pay a \$5.00 fee to use the facilities.

3. Closure of the golf course for afternoon golf matches on a schedule agreed upon between the Golf Course Superintendent and the golf coaches at each school.
4. Labor and setup of the golf course for golf matches that are hosted by each school on a schedule agreed upon between the Golf Course Superintendent and the golf coaches at each school.

**III. General Terms and Conditions**

The agreed upon fee of \$8,000.00, will be paid in a one-time installment, due by no later than June 30, 2026. This signed agreement will remain in effect, with no additional fees to be assessed to the Hickman County Board of Education, or one of its schools listed in the MOU for use of the Centerville Municipal Golf Course and will be reviewed annually.

Any amendments to this Memorandum of Understanding shall be submitted to each party in writing and approved by each party in writing. The parties hereto have executed this Memorandum of Understanding as of June 3, 2025.

**READ CAREFULLY BEFORE SIGNING**

\_\_\_\_\_ Centerville Municipal Golf Course Superintendent

\_\_\_\_\_ Town of Centerville Mayor

\_\_\_\_\_ Hickman County Board of Education Chair

\_\_\_\_\_ Hickman County Director of Schools

**Tennessee School Systems for Equity**

Wayne Qualls, Executive Director Emeritus  
Marlon Davis, Executive Director

**2025 – 2026 Membership Dues Invoice**

Hickman County

Board of Education

Dues Structure

ADM Used is 6<sup>th</sup> Month of Current FY AS Reported BY TDOE

\$1.50 Per Student Up To First 1500 ADM

\$0.75 Per Student Up To Next 3000 ADM

Calculation Capped At 4500 ADM

2890

6<sup>th</sup> Month FY 2024-2025 ADM

I. \$1.50 X 1500 = \$ 2250  
ADM Up To First 1500 Students

II. \$0.75 X 1390 = \$ 1043  
ADM Up To Next 3000 Students  
(Capped at 4500 ADM by TSSE Board)

III. Total Amount of Dues for 2025–2026 (I+II) = \$ 3,293.00

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



## Wilson County Motors

Sabrina Edwards | 615-444-9642 | [Sabrina@wilsoncountyauto.com](mailto:Sabrina@wilsoncountyauto.com)

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL





## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

### Wilson County Motors

#### Prepared By:

Sabrina Edwards  
Wilson County Motors  
615-444-9642  
Sabrina@wilsoncountyauto.com

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Data Version: 20368. Data Updated: Sep 4, 2023 6:41:00 PM PDT.



## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL ( ✓ Complete )

### Price Summary

#### PRICE SUMMARY

	VQ2	MSRP
Base Price	\$23,069.80	\$24,700.00
Total Options	(\$1,090.00)	\$600.00
Vehicle Subtotal	\$21,979.80	\$25,300.00
Destination Charge	\$1,095.00	\$1,095.00
<b>Grand Total</b>	<b>\$23,074.80</b>	<b>\$26,395.00</b>

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# Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL ( ✓ Complete )

## Weight Ratings

### WEIGHT RATINGS

Front Gross Axle Weight Rating:	Rating Not Available
Rear Gross Axle Weight Rating:	Rating Not Available
Gross Vehicle Weight Rating:	Rating Not Available

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# Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL ( / Complete )

## Selected Model and Options

### MODEL

CODE	MODEL	VQ2	MSRP
1ZC69	2024 Chevrolet Malibu 4dr Sdn LS w/1FL	\$23,069.80	\$24,700.00

### COLORS

CODE	DESCRIPTION
GAZ	Summit White

### EMISSIONS

CODE	DESCRIPTION	VQ2	MSRP
FE9	Emissions, Federal requirements	\$0.00	\$0.00

### ENGINE

CODE	DESCRIPTION	VQ2	MSRP
LFV	Engine, 1.5L turbo DOHC 4-cylinder DI with Variable Valve Timing (VVT) (163 hp [122 kW] @ 5700 rpm, 184 lb-ft torque [248.4 N-m] @ 2500-3000 rpm) (STD)	\$0.00	\$0.00

### TRANSMISSION

CODE	DESCRIPTION	VQ2	MSRP
MRG	Transmission, Continuously Variable (CVT) (STD)	\$0.00	\$0.00

### PREFERRED EQUIPMENT GROUP

CODE	DESCRIPTION	VQ2	MSRP
1FL	LS Preferred Equipment Group includes standard equipment	\$0.00	\$0.00

### PAINT

CODE	DESCRIPTION	VQ2	MSRP
GAZ	Summit White	\$0.00	\$0.00

### SEAT TYPE

CODE	DESCRIPTION	VQ2	MSRP
A51	Seats, front bucket (STD)	\$0.00	\$0.00

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 Data Version: 20368. Data Updated: Sep 4, 2023 6:41:00 PM PDT.



# Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL (✔ Complete)

### SEAT TRIM

CODE	DESCRIPTION	VQ2	MSRP
H1H	Dark Atmosphere/ Medium Ash Gray, Premium cloth seat trim	\$0.00	\$0.00

### RADIO

CODE	DESCRIPTION	VQ2	MSRP
IOR	Audio system, Chevrolet Infotainment 3 system, 8" diagonal color touchscreen, AM/FM stereo. Additional features for compatible phones include: Bluetooth audio streaming for 2 active devices, voice command pass-through to phone, Apple CarPlay and Android Auto capable. (STD)	\$0.00	\$0.00

### CUSTOM EQUIPMENT

CODE	DESCRIPTION	VQ2	MSRP
	<i>Svc</i>	\$600.00	\$600.00
Fed Tire	Federal Tire Fee	\$10.00	\$0.00
GA	Gov	(\$1,700.00)	\$0.00
<b>Options Total</b>		<b>(\$1,090.00)</b>	<b>\$600.00</b>

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 Data Version: 20368. Data Updated: Sep 4, 2023 6:41:00 PM PDT.



## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL (  Complete )

### Standard Equipment

#### Package

Chevy Safety Assist includes (UE4) Following Distance Indicator, (UEU) Forward Collision Alert, (UHX) Lane Keep Assist with Lane Departure Warning, (TQ5) IntelliBeam, (UHY) Automatic Emergency Braking and (UKJ) Front Pedestrian Braking

#### Mechanical

Engine, 1.5L turbo DOHC 4-cylinder DI with Variable Valve Timing (VVT) (163 hp [122 kW] @ 5700 rpm, 184 lb-ft torque [248.4 N-m] @ 2500-3000 rpm) (STD)

Transmission, Continuously Variable (CVT) (STD)

Engine control, stop-start system

Axle, 5.10 final drive ratio

Front wheel drive

Suspension, front MacPherson strut

Suspension, rear 4-link, independent

Brakes, 4-wheel antilock, 4-wheel disc

Brake rotors, Duralife

Brake lining, high-performance, noise and dust performance

Brake, parking, electronic

Fueling system, capless

Fuel door, push open

#### Exterior

Wheels, 16" (40.6 cm) aluminum

Tires, P205/65R16 all-season, blackwall

Tire inflator kit

Headlamp control, automatic on and off

Headlamps, halogen

IntelliBeam, automatic high beam on/off (Included with (WPS) Chevy Safety Assist.)

Glass, acoustic, laminated, windshield

Mirrors, outside power-adjustable, manual-folding Black

#### Entertainment

Audio system, Chevrolet Infotainment 3 system, 8" diagonal color touchscreen, AM/FM stereo. Additional features for compatible phones include: Bluetooth audio streaming for 2 active devices, voice command pass-through to phone, Apple CarPlay and Android Auto capable. (STD)

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Data Version: 20366. Data Updated: Sep 4, 2023 6:41:00 PM PDT.



## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL (✓ Complete)

### Entertainment

Audio system feature, 6-speaker system  
Display, 8" diagonal LCD touch screen  
Wireless Apple CarPlay/Wireless Android Auto  
Wi-Fi Hotspot capable (Terms and limitations apply. See onstar.com or dealer for details.)  
Antenna, Black

### Interior

Seats, front bucket (STD)  
Seat trim, Premium Cloth  
Seat adjuster, driver 6-way manual  
Seat adjuster, front passenger 6-way manual  
Seat, rear 60/40 split-folding  
Floor mats, carpeted front (Deleted when the following LPOs are ordered: PCH, PDH, RIA, VAV.)  
Floor mats, carpeted rear (Deleted when the following LPOs are ordered: PCH, PDH, RIA, VAV.)  
Steering wheel, 3-spoke  
Steering column, tilt and telescopic  
Steering wheel controls mounted controls for audio, phone and cruise  
Driver Information Center, monochromatic display  
Temperature display, outside  
Warning indicator, front passenger seat belt  
Windows, power with Express-Down on all  
Door locks, power programmable  
Keyless Start  
Keyless Open, front doors includes extended range Remote Keyless Entry  
Cruise control, electronic with set and resume speed  
Remote panic alarm  
Theft-deterrent system, content theft alarm  
Power outlet, auxiliary, 12-volt  
Air conditioning, single-zone manual  
Air filter, cabin  
Defogger, rear-window, electric  
Mirror, inside rearview manual day/night

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Data Version: 20368. Data Updated: Sep 4, 2023 6:41:00 PM PDT.



## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL ( Complete )

### Interior

Visors, driver and front passenger vanity mirrors, covered  
Assist handle, front passenger  
Lighting, interior overhead courtesy lamp dual reading lamps and illuminated trunk area  
Map pocket, front passenger seatback  
Trunk cargo anchors

### Safety-Mechanical

StabiliTrak, stability control system with brake assist includes Traction Control  
Front Pedestrian Braking (Included with (WPS) Chevy Safety Assist.)  
Automatic Emergency Braking (Included with (WPS) Chevy Safety Assist.)  
Braking control, ECM grade

### Safety-Exterior

Daytime Running Lamps, integral to headlamps

### Safety-Interior

Airbags, 10 total, frontal and knee for driver and front passenger, side-impact seat-mounted and roof rail-mounted head-curtain for front and rear outboard seating positions includes Passenger Sensing System (Always use seat belts and child restraints. Children are safer when properly secured in a rear seat in the appropriate child restraint. See the Owner's Manual for more information.)  
OnStar and Chevrolet connected services capable (Terms and limitations apply. See onstar.com or dealer for details.)  
Chevrolet Connected Access capable (Subject to terms. See onstar.com or dealer for details.)  
HD Rear Vision Camera (Rear Vision Camera display is not HD with IOR audio system.)  
Lane Keep Assist with Lane Departure Warning (Included with (WPS) Chevy Safety Assist.)  
Following Distance Indicator (Included with (WPS) Chevy Safety Assist.)  
Forward Collision Alert (Included with (WPS) Chevy Safety Assist.)  
Rear Seat Reminder  
Buckle to Drive prevents vehicle from being shifted out of Park until driver seat belt is fastened; times out after 20 seconds and encourages seat belt use, can be turned on and off in Settings or Teen Driver menu  
LATCH system (Lower Anchors and Tethers for CHILDREN) for child restraint seats  
Door locks, rear child security  
Trunk latch, safety, manual release  
Tire Pressure Monitor System

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## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL (✓ Complete)

### Safety-Interior

Teen Driver a configurable feature that lets you activate customizable vehicle settings associated with a key fob, to help encourage safe driving behavior. It can limit certain available vehicle features, and it prevents certain safety systems from being turned off. An in-vehicle report card gives you information on driving habits and helps you to continue to coach your new driver

3 Years of OnStar Remote Access. The OnStar Remote Access Plan gives you simplified remote control of your properly equipped vehicle and unlocks a variety of great features in your myChevrolet mobile app. See dealer for details. (OnStar Remote Access Plan does not include emergency or security services. Fleet customers will get Fleet Remote Access through OnStar Vehicle Insights. See onstar.com for details and limitations. Available on select Apple and Android devices. Service availability, features and functionality vary by vehicle, device, and the plan you are enrolled in. Terms apply. Device data connection required.)

### WARRANTY

Warranty Note: <<< Preliminary 2024 Warranty >>>

Basic Years: 3

Basic Miles/km: 36,000

Drivetrain Years: 5

Drivetrain Miles/km: 60,000

Drivetrain Note: Qualified Fleet Purchases: 5 Years/100,000 Miles

Corrosion Years (Rust-Through): 6

Corrosion Years: 3

Corrosion Miles/km (Rust-Through): 100,000

Corrosion Miles/km: 36,000

Roadside Assistance Years: 5

Roadside Assistance Miles/km: 60,000

Roadside Assistance Note: Qualified Fleet Purchases: 5 Years/100,000 Miles

Maintenance Note: 1 Year/1 Visit

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## Wilson County Motors

Sabrina Edwards | 615-444-9642 | Sabrina@wilsoncountyauto.com

Vehicle: [Fleet] 2024 Chevrolet Malibu (1ZC69) 4dr Sdn LS w/1FL (✓ Complete)



**Note: Photo may not represent exact vehicle or selected equipment.**

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Data Version: 20368. Data Updated: Sep 4, 2023 6:41:00 PM PDT.



Hickman County Schools Board Agenda Item Request

Date: 5/28/05

Name of School: Maintenance Department

Item Request: Fence Installation Bid Results

Explanation:

2 Bids were received.

1. Langford Fence \$26,000.00

2. Kings Development Group \$41,800.00

We wish to accept the lowest bid from Langford  
Fence to install a barrier fence for CIS/CES  
playground area from the public walking trail.

Attachments (if necessary and appropriate):

Bid details attached.

Signature of Person requesting to be placed on the agenda:

\_\_\_\_\_

Signature of Building Principal:

Bill Lynch

The Hickman County Finance Office will be accepting bids for a "Fence Installation." This bid will be for the installation of a 9-gauge chain link fence.

All bidders must attach:

- A conflict-of-interest disclosure form can be obtained at <https://www.hickmank12.org/requestforproposal>.
- Affidavit Acknowledgement Form (attached below)
- TN business license
- A 1-million-dollar liability insurance certificate
- Workers compensation insurance

Per TCA 49-5-406, all bidders' employees working on school properties must comply with all local, state, and federal laws.

Sealed bids must be mailed or hand-delivered to the Hickman County Finance Office, 114 North Central Avenue, Suite 203, Centerville, TN 37033, and clearly marked on the outside of the envelope "Fence Installation."

Bids will be opened on **May 27, 2025, at 10:00 a.m.** in the Finance Office.

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

Complete the bid on B (specs) and submit your bid on those forms.

Specifications can be found at <https://www.hickmank12.org/requestforproposal>.

Or by calling 391-729-3391 Ext 3.

Present Prissy Rochelle  
Misty Weems

Lankford Fence 26,250.00

Kings Development Group  
LLC 41,800.00

## Specifications Part B

### Fence Installation

#### Scope of Work

- Contractors are responsible for verifying the length of the fence required for the installation area prior to submitting the bid.
- The proposed materials must be NEW. Reconditioned or remanufactured materials will not be considered.
- Installation of approximately 1,900 feet of 9-gauge chain link, commercial grade fence.
- The fence is to have top rails with tight wire on the bottom.
- Fence is to be 4 feet high.
- Fence is to be galvanized.
- The bottom rails are to be galvanized.
- All hardware galvanized including bolts, nuts, brace bands, ring caps, tension bars, fabric ties, rail caps and all posts caps are to be used.
- Install chain link fence ties every foot along the top rail every foot along the top rail of the fabric.
- Install chain link fence ties every foot along the bottom every foot along the bottom rail of the fabric.
- Install support posts every 10 feet apart.
- Support posts must have post caps attached.
- The fence shall follow the contour of the grade without stepping down.
- The fabric shall not contain any barbs.
- It is the responsibility of the contractor to deliver the fence and materials to the site.
- Warranty information must be provided and include warranties for material and workmanship.
- Each bid shall be submitted on the attached Bid Response Form.
- Corner and brace posts are to be set in 30" x 8" holes. Pre-mix concrete with water before pouring.

# Bid Response Form

Estimated completion date

10 DAYS UPON COMMENCEMENT OF INSTALLATION  
WEATHER PERMITTING

Materials and Labor for Installation

\$ 26,250.00 ←

Materials for Fence and Post Installation

\$ 13,550.00

Labor for Fence and Post Installation

\$ 12,700.00

Total

\$ 26,250.00

Submitted By:

Name of Organization

LANGFORD FENCE CO. INC.

Submitted by (Name)

M. J. Reynolds

Title

VICE-PRESIDENT

Address

455 Huber Ln.

McEwen, TN 37101

Telephone

931-296-3212

## Bid Response Form

Estimated completion date

08/01/2025

Materials and Labor for Installation \$ 41,800

Materials for Fence and Post Installation \$ 22,800

Labor for Fence and Post Installation \$ 19,000

Total \$ 41,800

Submitted By:

Name of Organization

Kings Development Group

Submitted by (Name)

Diana Bernal Rios

Title

Owner

Address

6606 Babelay Road

Knoxville, Tennessee

37924

Telephone

865-250-9187



Hickman County Schools Board Agenda Item Request

Date: 5-28-25

Name of School: Maintenance Department

Item Request: Epoxy Floor Coating Bid Results

Explanation:

1 Bid was received from Garage Floor Coating of Nashville.

We would like to accept the epoxy floor bid.

Attachments (if necessary and appropriate):

Bid results attached

Signature of Person requesting to be placed on the agenda:

\_\_\_\_\_

Signature of Building Principal:

Biel Lynch

The Hickman County Finance Office will be accepting bids for a "Epoxy Floor Coating." This bid will be system wide for all schools. This bid will be from June 1, 2025 – May 31, 2026.

All bidders must attach:

- A conflict-of-interest disclosure form can be obtained at <https://www.hickmank12.org/requestforproposal>.
- Affidavit Acknowledgement Form (attached below)
- TN business license
- A 1-million-dollar liability insurance certificate
- Workers compensation insurance

Per TCA 49-5-406, all bidders' employees working on school properties must comply with all local, state, and federal laws.

Sealed bids must be mailed or hand-delivered to the Hickman County Finance Office, 114 North Central Avenue, Suite 203, Centerville, TN 37033, and clearly marked on the outside of the envelope "Epoxy Floor Coating."

Bids will be opened on **May 27, 2025, at 10:30 a.m.** in the Finance Office.

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

Complete the bid on B (specs) and submit your bid on those forms.

Specifications can be found at <https://www.hickmank12.org/requestforproposal>. Or by calling 391-729-3391 Ext 3.

*Present Penny Rochelle  
Misty Weems*

*Garage Floor Coating  
of Nashville*

<i>1000 sq ft</i>	<i>5.25</i>
<i>1000 - 3000</i>	<i>5.00</i>
<i>over 3000</i>	<i>4.90</i>

The Hickman County Finance Office will be accepting bids for a **"Epoxy Floor Coating."** This bid will be system wide for all schools. This bid will be from June 1, 2025 – May 31, 2026.

All bidders must attach:

- A conflict-of-interest disclosure form can be obtained at <https://www.hickmank12.org/requestforproposal>.
- Affidavit Acknowledgement Form (attached below)
- TN business license
- A 1-million-dollar liability insurance certificate
- Workers compensation insurance

Per TCA 49-5-406, all bidders' employees working on school properties must comply with all local, state, and federal laws.

Sealed bids must be mailed or hand-delivered to the Hickman County Finance Office, 114 North Central Avenue, Suite 203, Centerville, TN 37033, and clearly marked on the outside of the envelope **"Epoxy Floor Coating."**

Bids will be opened on **May 27, 2025, at 10:30 a.m.** in the Finance Office.

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

Complete the bid on B (specs) and submit your bid on those forms.

Specifications can be found at <https://www.hickmank12.org/requestforproposal>. Or by calling 391-729-3391 Ext 3.

## **Specifications Part B**

### **Epoxy Floor Coating**

#### **Scope:**

- Prep floors so there is no debris before application.
- Apply 2 coats of two-component high solids, moisture-mitigating, industrial epoxy floor coating.
- The epoxy coating should be low odor and zero VOC.
- Add full-chip media of customer's choosing from the supplier's selection.
- Apply 2 coats of a two-component polyaspartic-polyurea clear coat providing a high gloss finish to a 5.0 mils dry film thickness per coat.
- All labor and materials to complete this work shall be included in the bid.

## BID

All bid amounts should be quoted per square foot.

1. Bid per square foot of less than 1,000 square foot.  
\$ 5.25
2. Bid per square foot of 1,000 – 3,000 square feet.  
\$ 5.00
3. Bid per square foot greater than 3,000 square feet.  
\$ 4.90

Submitted By:

Name of Organization Garage Floor Coating of Nashville, LLC

Submitted by (Name) Bruce Davies

Title Managing Member

Address 2913 Cherrybark Ct.  
Hermitage, TN 37076

Telephone (615) 878-4320

**Hickman County Board of Education**  
**Budget Amendment - 35**  
**Fund 141 - General Purpose**  
**June 2, 2025**

Account	Description	Debit	Credit	Justification
46790	Other CTE Revenue	\$ 75,074.00		TCAT Revenue for Spring Semester
71300 - 116 -	Other Charges		\$ 23,800.00	
71300 - 201 -	Social Security		1,820.70	
71300 - 204 -	Pensions		2,142.00	
71300 - 599 -	Other Charges		47,312.00	
	<b>TOTALS</b>	<b>\$ 75,074.00</b>	<b>\$ 75,074.70</b>	

**Approved:**

**Attest:**

**Board Chair**

**John Mullins**

**Hickman County Board of Education**  
**Budget Amendment - 36**  
**Fund 141 - General Purpose**  
**June 2, 2025**

Account	Description	Debit	Credit	Justification
71200 - 429 -	Instructional Supplies	\$3,000.00		To cover potential overages in line-item
71200 - 499 -	Other Supplies	3,534.18		
71200 - 725 -	Special Education Equip	3,000.00		
71200 - 312 -	Contracts w/ Private Agcy		\$9,534.18	
71100 - 722 -	Instructional Equipment	8,932.75		To move unused funds for the purchase of Textbooks
71100 - 399 -	Other Contracted Services	16,367.25		
71100 - 429 -	Instructional Supplies	4,700.00		
71100 - 499 -	Other Supplies & Materials	8,000.00		
71100 - 449 -	Textbooks		38,000.00	
72710 - 599 -	Other Charges	1,000.00		To cover purchase of new fuel tank for East
72710 - 729 -	Transportation Equipment		1,000.00	
	<b>TOTALS</b>	<b>\$ 48,534.18</b>	<b>\$ 48,534.18</b>	

**Approved:**

**Attest:**

**Board Chair**

**John Mullins**

**Hickman County Board of Education**  
**Budget Amendment - 37**  
**Fund 142 - Federal Programs**

Account	Description	Debit	Credit	Justification
72210 - 499 - - 170	Other Supplies		\$ 3,500.00	To bring ATSI Grant into line-item agreement with eplan
72410 - 499 - - 170	Other Supplies	\$ 3,500.00		
72210 - 790 - - 170	Other Equipment		4,000.00	
72250 - 790 - - 170	Other Equipment	4,000.00		
	<b>TOTALS</b>	<b>\$ 7,500.00</b>	<b>\$ 7,500.00</b>	

**Approved:**

**Attest:**

**Board Chair**

**John Mullins**

**Hickman County Board of Education**  
**Budget Amendment - 38**  
**Fund 141 - General Purpose**  
**June 2, 2025**

Account	Description	Debit	Credit	Justification
72710 - 399 -	Other Contracted Svc	10,000.00		<b>With Board Approval for the Purchase of Drivers Ed Vehicle</b>
72710 - 412 -	Diesel Fuel	10,000.00		
72710 - 425 -	Gasoline	8,000.00		
72710 - 718 -	Motor Vehicles		28,000.00	
	<b>TOTALS</b>	<b>\$ 28,000.00</b>	<b>\$ 28,000.00</b>	

**Approved:**

**Attest:**

**Board Chair**

**John Mullins**

**Hickman County Finance**  
**FY 2026 - Consolidated Budget (Federal)**  
**Placeholder Amounts**

<b>Fund :</b>		<b>142</b>		<b>Sub Fund : 010 Consolidated Admin</b>		
<b>Acct #</b>		<b>Acct Description</b>				<b>Budget Amount</b>
<b>47141</b>		<b>Title 1 Grants To Local Educ Agencies</b>				<b>\$ 194,970.00</b>
<b>72210</b>		<b>Regular Instruction Program</b>				
105		Supervisor/Director				(96,654.18)
161		Secretary(s)				(42,041.48)
201		Social Security				(10,610.22)
204		State Retirement				(11,124.91)
207		Medical Insurance				(12,000.00)
336		Maintenance And Repair Services-Equipment				(2,500.00)
355		Travel				(6,000.00)
499		Other Supplies And Materials				(5,000.00)
524		Inservice				(4,000.00)
790		Other Equipment				(5,039.21)
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>				<b>\$ (194,970.00)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>010 Consolidated Admin</b>			<b>0.00</b>

<b>Fund :</b>		<b>142</b>		<b>Sub Fund : 101 Title I</b>		
<b>Acct #</b>		<b>Acct Description</b>				<b>Budget Amount</b>
<b>47141</b>		<b>Title 1 Grants To Local Educ Agencies</b>				<b>\$ 823,195.70</b>
<b>71100</b>		<b>Regular Instruction Program</b>				
189		Other Salaries & Wages				(511,338.89)
198		Non-Certified Substitute Teachers				(4,000.00)
201		Social Security				(41,438.97)
204		State Retirement				(41,823.52)
207		Medical Insurance				(77,000.00)
429		Instructional Supplies And Materials				(1,000.00)
722		Regular Instruction Equipment				(1,000.00)
<b>Total</b>	<b>71100</b>	<b>Regular Instruction Program</b>				<b>\$ (677,601.38)</b>
<b>72130</b>		<b>Other Student Support</b>				
499		Other Supplies And Materials				(8,231.96)
599		Other Charges				(4,500.00)
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>				<b>\$ (12,731.96)</b>
<b>72210</b>		<b>Regular Instruction Program</b>				
172		Instructional Coaches				(73,499.00)
201		Social Security				(4,483.44)
204		State Retirement				(5,879.92)
207		Medical Insurance				(8,000.00)
336		Maintenance And Repair Services-Equipment				(7,500.00)
399		Other Contracted Services				(4,000.00)
499		Other Supplies				(8,000.00)
524		Inservice				(13,500.00)
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>				<b>\$ (124,862.36)</b>
<b>72710</b>		<b>Transportation</b>				
599		Other Charges				(8,000.00)
<b>Total</b>	<b>72710</b>	<b>Transportation</b>				<b>\$ (8,000.00)</b>
<b>Total</b>	<b>70000</b>					<b>\$ (823,195.70)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>101 Title I</b>			<b>0.00</b>

**Hickman County Finance**  
**FY 2026 - Consolidated Budget (Federal)**  
**Placeholder Amounts**

Fund :		142		Sub Fund :		201 Title II	
Acct #		Acct Description				Budget Amount	
<b>47189</b>		<b>Revenues</b>				<b>\$ 146,828.35</b>	
<b>72210</b>		<b>Regular Instruction Program</b>					
189		Other Salaries & Wages				(89,052.00)	
201		Social Security				(7,065.86)	
204		State Retirement				(7,389.98)	
207		Medical Insurance				(8,000.00)	
212		Employer Medicare				(1,300.00)	
355		Travel				(3,800.00)	
499		Other Supplies And Materials				(8,000.00)	
524		Inservice				(15,219.51)	
599		Other Charges				(7,000.00)	
790		Other Equipment				(1.00)	
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>				<b>\$ (146,828.35)</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>47590</b>		<b>Revenue</b>				<b>\$ 72,324.97</b>	
<b>72130</b>		<b>Other Student Support</b>					
499		Other Supplies And Materials				(6,794.40)	
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>				<b>(6,794.40)</b>	
<b>72210</b>		<b>Regular Instruction Program</b>					
189		Other Salaries & Wages				(16,000.00)	
201		In-Service Training				(2,300.00)	
204		Social Security				(2,300.00)	
399		Other Contracted Services				(5,842.41)	
499		Other Supplies And Materials				(11,000.00)	
524		Inservice				(28,088.16)	
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>				<b>\$ (65,530.57)</b>	
<b>Total For Fund:</b>		<b>142</b>	<b>401</b>	<b>Title IV</b>		<b>0.00</b>	

**Hickman County Finance**  
**FY 2026 - Consolidated Budget (Federal)**  
**Placeholder Amounts**

Fund : 142		Sub Fund : 601 Title V	
Acct #		Acct Description	Budget Amount
<b>47148</b>		<b>Revenues</b>	<b>\$ 87,695.00</b>
<b>71100</b>		<b>Regular Instruction Program</b>	
189		Other Salaries & Wages	(10,000.00)
201		Social Security	(765.00)
204		Pensions	(800.00)
<b>Total</b>	<b>71100</b>	<b>Regular Instruction Program</b>	<b>(11,565.00)</b>
<b>72210</b>		<b>Regular Instruction Program</b>	
189		Other Salaries & Wages	(28,243.30)
201		In-Service Training	(2,045.63)
204		Social Security	(2,139.22)
499		Other Supplies And Materials	(43,701.85)
<b>Total</b>	<b>72210</b>	<b>Regular Instruction Program</b>	<b>\$ (76,130.00)</b>
<b>Total</b>	<b>70000</b>		<b>\$ (87,695.00)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>601 Title V 0.00</b>

Fund : 142		Sub Fund : 901 IDEA Part B	
Acct #		Acct Description	Budget Amount
<b>47143</b>		<b>Special Education - Grants To States</b>	<b>\$ 912,217.00</b>
<b>71200</b>		<b>Special Education Program</b>	
163		Educational Assistants	(460,096.00)
189		Other Salaries & Wages	(0.01)
198		Non-Certified Substitute Teachers	(0.01)
201		Social Security	(28,526.00)
204		State Retirement	(56,945.58)
207		Medical Insurance	(0.01)
212		Employer Medicare	(6,672.00)
399		Other Contracted Services	(0.01)
429		Instructional Supplies And Materials	(0.01)
725		Special Education Equipment	(0.01)
<b>Total</b>	<b>71200</b>	<b>Special Education Program</b>	<b>\$ (552,239.64)</b>
<b>72220</b>		<b>Special Education Program</b>	
124		Phsyiological Personnel	(171,539.00)
131		Medical Personnel	(71,058.00)
161		Secretary(s)	(47,097.00)
201		Social Security	(17,961.00)
204		State Retirement	(23,200.00)
207		Medical Insurance	(16,994.53)
212		Employer Medicare	(4,201.00)
322		Evaluation and Testing	(0.01)
355		Travel	(0.01)
399		Other Contracted Services	(0.01)
499		Other Supplies And Materials	(4,000.00)
790		Other Equipment	(3,926.79)
<b>Total</b>	<b>72220</b>	<b>Special Education Program</b>	<b>\$ (359,977.35)</b>
<b>72710</b>		<b>Transportation</b>	
<b>313</b>		<b>Contracts with Parents</b>	<b>(0.01)</b>
<b>Total</b>	<b>70000</b>		<b>\$ (912,217.00)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>901 IDEA Part B 0.00</b>

**Hickman County Finance  
FY 2026 - Consolidated Budget (Federal)  
Placeholder Amounts**

Fund :		142		Sub Fund :		911 IDEA Preschool	
Acct #		Acct Description				Budget Amount	
47145		Special Education Preschool Grants				\$	28,584.00
<b>71200</b>		<b>Special Education Program</b>					
163		Educational Assistants					(20,247.00)
201		Social Security					(1,266.47)
204		State Retirement					(2,419.00)
207		Medical Insurance					(2,000.00)
212		Employer Medicare					(296.00)
<b>Total</b>	<b>71200</b>	<b>Special Education Program</b>				\$	<b>(26,228.47)</b>
<b>72710</b>		<b>Transportation</b>					
313		Other Contracted Services					(2,355.53)
<b>Total</b>	<b>72710</b>	<b>Transportation</b>				\$	<b>(2,355.53)</b>
<b>Total</b>	<b>70000</b>					\$	<b>(28,584.00)</b>
<b>Total For Fund:</b>		<b>142</b>	<b>911</b>	<b>IDEA Preschool</b>			<b>0.00</b>

**Hickman County Finance**  
**FY 2026 - CTE Perkins Basic (Federal)**  
**Placeholder Amounts**

Fund :		142		Sub Fund :		801 CTE Perkins Basic	
Acct #		Acct Description		Budget Amount			
<b>47131</b>		<b>Vocational Educ - Basic Grants To States</b>		<b>\$ 72,275.00</b>			
<b>71300</b>		<b>Career and Technical Education Program</b>					
163		Educational Assistants		(20,339.10)			
201		Social Security		(1,555.95)			
204		State Retirement		(2,459.00)			
207		Medical Insurance		(7,110.00)			
429		Instructional Supplies & Materials		(5,000.20)			
429-C		Instructional Supplies & Materials (consumables)		(3,600.00)			
499		Other Supplies And Materials		(10,258.00)			
<b>Total</b>	<b>71300</b>	<b>Career and Technical</b>		<b>\$ (50,322.25)</b>			
<b>72130</b>		<b>Other Student Support</b>					
189	PD	Other Salaries & Wages		(3,000.00)			
201		Social Security		(229.50)			
204		Pensions		(240.00)			
524	PD	Professional Development		(1,691.15)			
599	C	Other Charges		(8,500.00)			
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>		<b>\$ (13,660.65)</b>			
<b>72230</b>		<b>Career and Technical Education Program</b>					
162		Clerical Personnel		(2,259.90)			
189		Others Salaries & Wages		(1,500.00)			
201		Social Security		(287.63)			
204		State Retirement		(454.57)			
207		Medical Insurance		(790.00)			
524		Professional Development		(2,000.00)			
<b>Total</b>	<b>72230</b>	<b>Career and Technical</b>		<b>(7,292.10)</b>			
<b>72710</b>		<b>Transportation</b>					
146		<b>Bus Driver</b>		(1,000.00)			
<b>Total</b>	<b>72710</b>	<b>Transportation</b>		<b>(1,000.00)</b>			
<b>Total</b>	<b>70000</b>	<b>Career and Technical</b>		<b>(72,275.00)</b>			
<b>Total For Fund:</b>	<b>142</b>	<b>801 CTE Perkins Basic</b>		<b>0.00</b>			

**Hickman County Finance  
 FY 2026-ATSI 24 Grant  
 Placeholder Amounts**

Fund :		142		Sub Fund :		170 ATSI	
Acct #		Acct Description					Budget Amount
47141		Revenue		\$			100,000.00
<b>72130</b>		<b>Other Student Support</b>					
172		Instructional Coaches					(85,727.00)
201		Social Security					(5,315.07)
204		State Retirement					(7,714.89)
212		Employer Medicare					(1,243.04)
<b>Total</b>	<b>72130</b>	<b>Other Student Support</b>		\$			<b>(100,000.00)</b>
<b>Total For Fund:</b>		<b>142</b>					<b>0.00</b>



*Misty Shelton*

*VPK Supervisor/Licensure Coordinator/Board Policies*

Hickman County Schools  
115 Murphree Avenue  
Centerville, Tennessee 37033

To: School Board Members

From: Misty Shelton

Date: June 2025

**The following policies are up for review.**

**Up for Review:**

- 6.3031 Use of Metal Detectors
- 6.304 Student Discrimination/Harassment, and Bullying/Intimidation
- 6.3041 Title IX & Sexual Harassment
- 6.305 Student Concerns
- 6.306 Interference/Disruption of School Activities
- 6.307 Drug-Free Schools
- 6.3071 Student Alcohol and Drug Testing
- 6.308 Bus Conduct
- 6.309 Zero Tolerance Offenses
- 6.310 Dress Code
- 6.3101 Gang Activity or Association

**Thank you for your careful consideration of these policies.**

931-729-3391 ext. 2226

[misty.shelton@hickmank12.org](mailto:misty.shelton@hickmank12.org)

fax 931-729-3834

# Hickman County Board of Education

	Descriptor Term:	Descriptor Code: <b>6.3031</b>	Issued Date: <b>04/03/23</b>
	<b>Use of Metal Detectors</b>	Rescinds: <b>6.3031</b>	Issued: <b>02/01/21</b>

- 1 In view of the escalating presence of weapons in the schools, the Board of Education authorizes the use  
2 of hand-held or walk-through metal detectors to check a student's person or personal effects as  
3 follows:
- 4 School officials or law enforcement officers may conduct metal detector checks of groups of  
5 individuals if the checks are done in a minimally-intrusive, nondiscriminatory manner (e.g., on all  
6 students in a randomly selected class; or every third individual entering an athletic event). Metal  
7 detector checks of groups of individuals may not be used to single out a particular individual or  
8 category of individuals.
- 9 If a school official or a law enforcement officer has reasonable suspicion to believe that a particular  
10 student is in possession of an illegal or unauthorized metal-containing object or weapon, s/he may  
11 conduct a metal detector check of the student's person and personal effects.
- 12 A student's failure to permit a metal detector check as provided in this policy will be considered  
13 grounds for disciplinary action including possible suspension.
- 14 The director of schools shall develop procedures for implementing this policy.

# Hickman County Board of Education

Descriptor Term: <b>Student Discrimination/Harassment and Bullying/Intimidation and Cyberbullying</b>	Descriptor Code: <b>6.304</b>	Issued Date: <b>04/03/23</b>
	Rescinds: <b>6.304</b>	Issued: <b>02/01/21</b>

1 The Hickman County Board of Education has determined that a safe, civil, and supportive environment  
2 in school is necessary for students to learn and achieve high academic standards. In order to maintain  
3 that environment, acts of bullying, cyber-bullying, discrimination, harassment, hazing or any other  
4 victimization of students, based on any actual or perceived traits or characteristics, are prohibited.<sup>1</sup>

5 This policy shall be disseminated annually to all school staff, students, and parents.<sup>2</sup> This policy shall  
6 cover employees, employees' behaviors, students and students' behaviors while on school property, at  
7 any school-sponsored activity, on school-provided equipment or transportation, or at any official school  
8 bus stop. If the act takes place off school property or outside of a school-sponsored activity, this policy  
9 is in effect if the conduct is directed specifically at a student or students and has the effect of creating a  
10 hostile educational environment or otherwise creating a substantial disruption to the education  
11 environment or learning process.

12 Building administrators are responsible for educating and training their respective staff and students as  
13 to the definition and recognition of violations of this policy.<sup>3</sup>

## 14 **DEFINITIONS<sup>4</sup>**

15 *Bullying/Intimidation/Harassment* - An act that substantially interferes with a student's educational  
16 benefits, opportunities, or performance, and the act has the effect of:

- 17 • Physically harming a student or damaging a student's property;
- 18 • Knowingly placing a student or students in reasonable fear of physical harm to the student or  
19 damage to the student's property;
- 20 • Causing emotional distress to a student or students; or
- 21 • Creating a hostile educational environment.

22 Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race,  
23 nationality, origin, color, gender, age, disability, religion) that is severe, pervasive, or persistent and  
24 creates a hostile environment.

25 *Cyber-bullying* - A form of bullying undertaken through the use of electronic devices. Electronic devices  
26 include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices,  
27 text messaging, emails, social networking sites, instant messaging, videos, web sites or fake profiles.

28 *Hazing* - An intentional or reckless act by a student or group of students that is directed against any other  
29 student(s) that endangers the mental or physical health or safety of the student(s) or that induces or  
30 coerces a student to endanger his/her mental or physical health or safety. Coaches and other employees  
31 of the school district shall not encourage, permit, condone or tolerate hazing activities.

1 “Hazing” does not include customary athletic events or similar contest or competitions and is limited to  
2 those actions taken and situations created in connection with initiation into or affiliation with any  
3 organization.<sup>5</sup>

#### 4 **COMPLAINTS AND INVESTIGATIONS**

5 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall  
6 promptly report such information to the principal/designee.<sup>6</sup>

7 Alleged victims of the above-referenced offenses shall report these incidents immediately to a teacher,  
8 counselor or building administrator.<sup>3</sup> All school employees are required to report alleged violations of  
9 this policy to the principal/designee. All other members of the school community, including students,  
10 parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy.

11 While reports may be made anonymously, an individual's need for confidentiality must be balanced with  
12 obligations to cooperate with police investigations or legal proceedings, to provide due process to the  
13 accused, to conduct a thorough investigation or to take necessary actions to resolve a complaint, and the  
14 identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a  
15 need to know.

16 The principal/designee at each school shall be responsible for investigating and resolving complaints.  
17 Once a complaint is received, the principal/designee shall initiate an investigation within forty-eight  
18 (48) hours of receipt of the report.<sup>4</sup> If a report is not initiated within forty-eight (48) hours, the  
19 principal/designee shall provide the director of schools with appropriate documentation detailing the  
20 reasons why the investigation was not initiated within the required timeframe.<sup>7</sup>

21 The principal/designee shall notify the parent/legal guardian when a student is involved in an act of  
22 discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall  
23 provide information on district counseling and support services. Students involved in an act of  
24 discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate  
25 school counselor by the principal/designee when deemed necessary.<sup>8</sup>

26 The principal/designee is responsible for determining whether an alleged act constitutes a violation of  
27 this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

- 28 • It places the student in reasonable fear or harm for the student's person or property;
- 29 • It has a substantially detrimental effect on the student's physical or mental health;
- 30 • It has the effect of substantially interfering with the student's academic performance; or
- 31 • It has the effect of substantially interfering with the student's ability to participate in or benefit  
32 from the services, activities, or privileges provided by a school.

33 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and  
34 complete investigation of each alleged incident. All investigations shall be completed and appropriate  
35 intervention taken within twenty (20) calendar days from the receipt of the initial report.<sup>7</sup> If the  
36 investigation is not complete or intervention has not taken place within twenty (20) calendar days, the  
37 principal/designee shall provide the director of schools with appropriate documentation detailing the  
38 reasons why the investigation has not been completed or the appropriate intervention has not taken  
39 place.<sup>7</sup>

## 1 **RESPONSE AND PREVENTION**<sup>10</sup>

2 School administrators shall consider the nature and circumstances of the incident, the age of the  
3 violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as  
4 appropriate to properly respond to each situation.

5 A substantiated charge against an employee shall result in disciplinary action up to and including  
6 termination. A substantiated charge against a student may result in corrective or disciplinary action up  
7 to and including suspension.

8 An employee disciplined for violation of this policy may appeal the decision by contacting the Federal  
9 Rights Coordinator or Director of Schools. Any student disciplined for violation of this policy may  
10 appeal the decision in accordance with disciplinary policies and procedures.

## 11 **REPORTS**

12 When a complaint is filed alleging a violation of this policy where there is physical harm or the threat  
13 of physical harm to a student or a student's property, the principal/designee of each middle school,  
14 junior high school, or high school shall report the findings and any disciplinary actions taken to the  
15 director of schools and the chair of the board of education.<sup>11</sup>

16 By July 1 of each year, the director of schools/designee shall prepare a report of all of the bullying  
17 cases brought to the attention of school officials during the prior academic year. The report shall also  
18 indicate how the cases were resolved and/or the reasons they are still pending. This report shall be  
19 presented to the board of education at its regular July meeting, and it shall be submitted to the state  
20 department of education by August 1.<sup>12</sup>

21 The director of schools shall develop forms and procedures to ensure compliance with the  
22 requirements of this policy and TCA 49-6-1016.

## 23 **RETALIATION AND FALSE ACCUSATIONS**

24 Retaliation against any person who reports or assists in any investigation of an act alleged in this  
25 policy is prohibited. The consequences and appropriate remedial action for a person who engages in  
26 retaliation shall be determined by the administrator after consideration of the nature, severity, and  
27 circumstances of the act.<sup>13</sup>

28 False accusations accusing another person of having committed an act prohibited under this policy are  
29 prohibited. The consequences and appropriate remedial action for a person found to have falsely  
30 accused another may range from positive behavioral interventions up to and including suspension and  
31 expulsion.<sup>14</sup>

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Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686
2. TCA 49-6-4503(b)(11)
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. TCA 49-2-120
6. TCA 49-6-4503(b)(5)
7. TCA 49-6-4503(b)(6)
8. TCA 49-6-4503(b)(14)
9. 20 USCA § 1232g
10. TCA 49-6-4503(b)(4), (7)-(8)
11. TCA 49-6-4503(d)(3)
12. TCA 49-6-4503(c)(2)(B)
13. TCA 49-6-4503(b)(9)
14. TCA 49-6-4503(b)(10)

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Cross References

Appeals to and Appearances Before the Board 1.404  
Section 504 and ADA Grievance Procedures 1.802  
Staff-Student Relations 5.610  
Student Goals 6.100  
Title IX & Sexual Harassment 6.3041  
Code of Conduct 6.300  
Student Concerns 6.305  
Reporting Child Abuse 6.409  
Emergency Contact Information 6.410  
Student Suicide Prevention 6.415

# Hickman County School System

**Student  
Discrimination/Harassment, and  
Bullying/Intimidation**

**6.304AP**

## **Purpose:**

The purpose of the procedure on bullying is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable. Attitudes and practices can contribute to bullying, to lower levels of confidence, self-esteem and lack of achievement.

## **Goals:**

The Hickman County Board of Education has determined that a safe, civil, and supportive environment in school is necessary for students to learn and achieve high academic standards. The anti-bullying program with Hickman County Schools seeks to accomplish the following goals:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behavior.
- To take positive action to prevent bullying from occurring.
- To inform parents and students of the school's expectations and to foster a productive partnership which helps to maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above items.

## **Definition of Bullying Bullying/Intimidation/Harassment**

- An act that substantially interferes with a student's educational benefits, opportunities, or performance, and the act has the effect of:
  - Physically harming a student or damaging a student's property;
  - Knowingly placing a student or students in reasonable fear of physical harm to the student or damage to the student's property;
  - Causing emotional distress to a student or students; or
  - Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, national, origin, color, gender, age, disability, religion) that is severe, pervasive, or persistent and creates a hostile environment. For further clarification, see Policy 6.304.

## **Crucial Factors to Combat Bullying**

1. Awareness and involvement on the part of adults, with regards to bully-victim problems.
2. Survey of bully/victim problems to determine the scope of the problem in each school.
3. School assemblies regarding bully/victim problems.
4. Appropriate supervision during recess, lunch time and changing of classes by adult staff.

5. Consistent and immediate consequences for aggressive behavior.
6. Implementation of SWPBS (School Wide Positive Behavior Supports) for each school.
7. Specific class rules against bullying.
8. Unit of studying on bullying completed through the guidance departments.
9. Serious individual talks with bullies and with victims. Serious talks with parents of bullies and victims.
10. Involving the school leadership team to discuss ways to include in SIP.
11. A curriculum which promotes communication, friendship and assertive skills such as the bucket filler method.
12. Improved communication among administrators, teachers, parents and staff.
13. Listening respectfully to bullying concerns raised by student, parents and staff.
14. Avoidance of sex-role stereotyping. (e.g. males need to be strong and tough).
15. Avoidance of competitiveness for academic and social/emotional activities.
16. Use of classmates to help alleviate the plight of victims and include them in group activities.

The above measures are considered part of an effective school- wide anti-bullying program, per research on this topic.

#### **Staff Responsibilities**

1. To implement procedures to confront bullying in any form.
2. To listen to all parties involved in incidents.
3. To investigate and document as fully as possible.
4. To take appropriate action, or to refer the matter to a member of the administration.
5. To record and inform parents of bullying incidents.
6. To promote the use of a range of teaching and learning styles and strategies which challenge bullying behavior.
7. To promote open management styles which facilitate communication and consultation throughout the school setting.
8. To foster by example the values the school believes in.
9. To promote the use of interventions which are the least intrusive and most effective.
10. To hold regular discussions on this issue with administration, staff, students and parents.
11. To support victims of bullying by means of individual and peer counseling.
12. To initiate efforts to change the behavior of the bullies through class discussions, counseling, reinforcement and sanctions where appropriate

# Hickman County Board of Education

	Descriptor Term: <b>Title IX &amp; Sexual Harassment</b>	Descriptor Code: <b>6.3041</b>	Issued Date: <b>04/03/23</b>
		Rescinds: <b>6.3041</b>	Issued: <b>02/01/21</b>

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment  
3 and discrimination on the basis of sex are prohibited.<sup>1</sup> This policy shall cover employees, employees'  
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,  
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with  
6 federal law. This policy shall be disseminated annually to all school staff, students, and  
7 parent(s)/guardian(s).<sup>2</sup> The Title IX Coordinator as well as any personnel chosen to facilitate the  
8 grievance process shall not have a conflict of interest against any party of the complaint.<sup>3</sup> These  
9 individuals shall receive training as to how to promptly and equitably resolve student and employee  
10 complaints.<sup>3</sup>

11 All employees shall receive training on complying with this policy and federal law.<sup>4</sup>

12 **TITLE IX COORDINATOR**<sup>5</sup>

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of  
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and  
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

17 115 Murphree Ave.

18 931-729-3391

19 [becky.malugin@hickmank12.org](mailto:becky.malugin@hickmank12.org)

20 **DEFINITIONS**<sup>4</sup>

21 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual  
22 harassment.

23 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute  
24 sexual harassment.

25 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:<sup>3</sup>

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or  
2 activity on an individual's participation in unwelcome sexual conduct;  
3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and  
5 objectively offensive that it effectively denies a person equal access to the education program  
6 or activity; or
- 7 3. Sexual assault,<sup>6</sup> dating violence,<sup>7</sup> domestic violence,<sup>8</sup> or stalking<sup>9</sup> as defined in state and federal  
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;  
11
- 12 2. Verbal harassment or abuse;  
13
- 14 3. Sexually suggestive pictures;  
15
- 16 4. Sexually suggestive gesturing;  
17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;  
19
- 20 6. Subtle or direct propositions for sexual favors; and  
21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the  
24 opposite sex or the same sex.

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered  
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited  
27 to, the following:

- 28 1. Counseling;  
29
- 30 2. Course modifications;  
31
- 32 3. Schedule changes; and  
33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that  
36 maintaining such confidentiality would not impair the ability of the school district to provide the  
37 supportive measures.

## 38 **GRIEVANCE PROCESS**

1 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the  
2 Title IX Coordinator shall:

- 3 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 4
- 5 2. Consider the complainant's wishes with respect to supportive measures;
- 6
- 7 3. Inform the complainant of the availability of supportive measures; and
- 8
- 9 4. Explain the process for filing a formal complaint.<sup>10</sup>

10 While the school district will respect the confidentiality of the complainant and the respondent as much  
11 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall  
12 be consistent with the school district's legal obligations and the necessity to investigate allegations of  
13 harassment and take disciplinary action.

14 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance  
15 process has been completed. Unless there is an immediate threat to the physical health or safety of any  
16 student arising from the allegation of sexual harassment that justifies removal, the respondent's  
17 placement shall not be changed.<sup>11</sup> If the respondent is an employee, he/she may be placed on  
18 administrative leave during the pendency of the grievance process.<sup>12</sup> The Title IX Coordinator shall  
19 keep the Director of Schools informed of any employee respondents so that he/she can make any  
20 necessary reports to the State Board of Education in compliance with state law.<sup>13</sup>

## 21 **Complaints**

22 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall  
23 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires  
24 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint  
25 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

26 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate  
27 notification shall be made per the board policy on reporting child abuse.

28 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:<sup>14</sup>

- 29 1. Provide written notice of the allegations, and the grievance process to all known parties to give  
30 the respondent time to prepare a response before an initial interview;
- 31
- 32 2. Inform the parties of the prohibition against making false statement or knowingly submitting  
33 false information;
- 34
- 35 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 36
- 37 4. Offer supportive measures in an equitable manner to both parties.

38 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,  
39 shall be provided to both parties simultaneously.<sup>15</sup>

## 1 **Investigations**<sup>16</sup>

2 The Complaint Manager shall serve as the investigator and be responsible for investigating complaints  
3 in an equitable manner that involves an objective evaluation of all relevant evidence. The burden for  
4 obtaining evidence sufficient to reach a determination regarding responsibility rests on the school district  
5 and not the complainant or respondent.

6 Once a complaint is received, the investigator shall initiate an investigation within forty-eight (48) hours  
7 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the  
8 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons  
9 why the investigation was not initiated within the required timeframe.

10 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial  
11 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall  
12 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the  
13 investigation has not been completed.

14 All investigations shall:

- 15 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 16 17 2. Not restrict the ability of either party to discuss the allegations under investigation or gather  
18 and present relevant evidence;
- 19 20 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that  
21 seek disclosure of information protected under a legally recognized privilege unless such  
22 privilege has been waived;<sup>17</sup>
- 23 24 4. Provide the parties with the same opportunities to have others present during any grievance  
25 proceeding;
- 26 27 5. Provide to parties whose participation is requested written notice of the date, time, location,  
28 participants, and purpose of all investigative interviews, or other meetings, with sufficient time  
29 for the party to prepare to participate;
- 30 31 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to  
32 the allegations in the formal complaint; and
- 33 34 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.  
35
  - 36 a. Prior to the completion of the investigative report, the investigator shall send to each  
37 party the evidence subject to inspection and review. All parties shall have at least ten  
38 (10) days to submit a written response which shall be taken into consideration in  
39 creating the final report.

40 Within the parameters of the federal Family Educational Rights and Privacy Act,<sup>18</sup> the Title IX  
41 Coordinator shall keep the complainant and the respondent informed of the status of the investigation  
42 process. At the close of the investigation, a written final report on the investigation will be delivered to

1 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the  
2 Director of Schools.

### 3 **Determination of Responsibility**<sup>19</sup>

4 The respondent is presumed not responsible for the alleged conduct until a determination regarding  
5 responsibility is made at the conclusion of the grievance process.<sup>20</sup> The preponderance of evidence  
6 standard shall be used in making this determination.<sup>21</sup>

7 The Director of Schools shall act as the decision-maker. He/she shall receive the final report of the  
8 investigation and allow each party the opportunity to submit written questions that he/she wants asked  
9 of any party or witness prior to the determining responsibility.

10 The decision-maker shall make a determination regarding responsibility and provide the written  
11 determination to the parties simultaneously along with information about how to file an appeal.

12 A substantiated charge against a student may result in corrective or disciplinary action up to and  
13 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to  
14 and including termination.

15 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant  
16 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine  
17 whether any other actions are necessary to prevent reoccurrence of the harassment.

### 18 **APPEALS**<sup>22</sup>

19 Either party may appeal from a determination of responsibility based on a procedural irregularity that  
20 affected the outcome, new evidence that was not reasonably available at the time of the determination  
21 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or  
22 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX  
23 Coordinator within ten (10) days of a determination of responsibility.

24 Upon receipt of an appeal, the Title IX Coordinator shall:

- 25 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 26 2. Notify the parties in writing.

28 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written  
29 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing  
30 the result of the appeal and the rationale for the result. The written decision shall be provided  
31 simultaneously to both parties.

### 32 **RETALIATION**<sup>23</sup>

33 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to  
34 participate in any investigation of an act alleged in this policy is prohibited.

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Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

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Cross References

Section 504 and ADA Grievance Procedures 1.802  
Discrimination/Harassment of Employees (Sexual, Racial,  
Ethnic, Religious) 5.500  
Complaints and Grievances 5.501  
Staff-Student Relations 5.610  
Code of Conduct 6.300  
Student Discrimination, Harassment, Bullying, Cyber-  
bullying, and Intimidation 6.304  
Reporting Child Abuse 6.409

# Hickman County Board of Education

	Descriptor Term: <b>Student Concerns</b>	Descriptor Code: <b>6.305</b>	Issued Date: <b>09/19/23</b>
		Rescinds: <b>6.305</b>	Issued: <b>04/03/23</b>

1 Decisions made by school personnel, such as aides, teachers, or assistant principals, which students  
2 believe are unfair or in violation of pertinent policies of the Board or individual school rules may be  
3 appealed to the school principal/designee. To appeal, students shall contact the principal's office in their  
4 school and provide their name, the issue, and the reason for their appeal on a printed form available at  
5 the school office within four (4) school days. The appeal shall be decided confidentially and promptly,  
6 preferably within five (5) school days.

7 However, if the principal does not make a decision within five (5) school days or not to the satisfaction,  
8 students or parent(s)/guardian(s) may appeal at that time by contacting the Director of Schools/designee  
9 at the central office. The information provided should include the student's name, the school, and a  
10 description of the problem.

11 An investigation and decision shall be made within two (2) school days by the Director of Schools and  
12 communicated to the school principal and student by telephone. A written copy of the decision also shall  
13 be sent to the student and the principal.

14 If the decision is not made to the satisfaction of the students or parent(s)/guardian(s) they may appeal to  
15 the School Board within (5) school days. The information provided should include the student's name,  
16 the school, description of the complaint and all written documentation including but not limited to prior  
17 written decision(s) that were provided by the principal and Director of Schools. The student(s), or  
18 parent(s)/guardian(s) will send with their appeal whether it is to be an open or closed meeting  
19 (disciplinary hearing on suspensions of greater than 10 days only).

20 All documentation will be provided to the School Board from the Director of Schools.

21 The Board Chairman will call a special called meeting to handle the appeal.

22 The appeal for disciplinary hearing (see conditions above) will be in a closed meeting unless the student  
23 or student's parent or guardian requests in writing within 5 days after the receipt of written notice of the  
24 hearing that the hearing will be conducted as an open meeting. The Board cannot conduct any other  
25 business if the hearing is closed to the public.

26 The appeal will then be heard and voted on by the School Board and this decision will be final.

27 The Director of Schools will implement the decision of the School Board. A written copy of the decision  
28 will be sent to the principal, student, and parent (s)/guardian(s).

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Legal References

1. TCA 49-6-3401
2. TCA 8-44-101

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Cross References

Appeals To & Appearances Before the Board 1.404  
Instructional Program 4.100  
Student Discrimination, Harassment, Bullying, Cyber-  
bullying, and Intimidation 6.304  
Title IX & Sexual Harassment 6.3041

# Hickman County Board of Education

Descriptor Term: <b>Interference/Disruption of School Activities</b>	Descriptor Code: <b>6.306</b>	Issued Date: <b>04/03/23</b>
	Rescinds: <b>6.306</b>	Issued: <b>12/07/21</b>

1 Employees are authorized to take reasonable measures to establish appropriate school behavior. Any  
2 professional employee shall have the authority to control the conduct of any student while under the  
3 supervision of the school system.<sup>1</sup> This authority shall extend to all activities of the school, including all  
4 games and public performances of athletic teams and other school groups, trips, excursions and all other  
5 activities under school sponsorship and direction.

6 Such measures may include the use of reasonable force to restrain or correct students and maintain order.

7 A student shall not use violence, force, noise, coercion, threat, intimidation, fear, passive resistance or  
8 any other conduct which causes the disruption, interference or obstruction of any school purpose while  
9 on school property, in school vehicles or buses, or at any school-sponsored activity, function or event,  
10 whether on or off campus. Neither shall s/he urge other students to engage in such conduct.

11 Harassment, intimidation and other conduct that may be considered "bullying" will not be tolerated.  
12 Students shall not engage in conduct that has the effect of unreasonably interfering with another student's  
13 academic development or that creates a hostile or offensive learning environment.

14 A student found guilty of misbehavior may receive punishment ranging from verbal reprimand to  
15 suspension and/or expulsion dependent on the severity of the offense and the offender's prior record.<sup>2</sup>

## 16 **REMOVAL OF STUDENT<sup>3</sup>**

17 If a student repeatedly or substantially interferes with the learning environment, the teacher may submit  
18 a written request along with the required documentation to the principal/designee to remove the student  
19 from the teacher's classroom. The student will be given notice of the rationale for the request as well as  
20 the opportunity to offer an explanation.

21 The principal/designee will investigate the request and make a decision regarding the student's  
22 placement. The principal will notify the teacher as to his/her decision.

23 If a teacher abuses or overuses the student removal process, the principal/designee shall address the  
24 abuse or overuse with the teacher and may require the teacher to complete additional professional  
25 development to improve the teacher's classroom management skills.

### 26 *Appeal Process*

27 If the teacher's request for removal is denied, he/she may file an appeal with the Director of  
28 Schools/designee. He/she will review the teacher's request for removal as well as the decision of the  
29 principal/designee and make a determination as to the student's placement.

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Legal References

1. TCA 49-6-4102
2. TCA 49-6-3401
3. Public Acts of 2021, Chapter No. 77

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Cross References

- Suspension/Expulsion/Remand 6.316  
Safe Relocation of Students 6.4081  
Discipline procedures 6.313

# Hickman County Board of Education

Descriptor Term: <b>Drug-Free Schools</b>	Descriptor Code: <b>6.307</b>	Issued Date: <b>04/03/23</b>
	Rescinds: <b>6.307</b>	Issued: <b>02/01/21</b>

1 In order to protect the rights of students, to safeguard the learning environment, and to contribute to a  
2 "Drug Free" community, the Board's plan for dealing with alcohol and drugs<sup>1</sup> shall include the  
3 following:

- 4 1. Appropriate ways for handling alcohol/drug-related medical emergencies;
- 5 2. Guidelines for reporting alcohol/drug incidents and illegal activities;
- 6 3. Guidelines for referral of students who may have an alcohol/drug problem and/or are considered  
7 "high risk" to agencies and other sources of appropriate help;
- 8 4. Effective working relationships with appropriate community agencies, such as alcohol/drug  
9 service providers, law enforcement agencies and judicial officials.

10 Through the use of state guidelines the director of schools shall be responsible for:

- 11 1. Developing and implementing an appropriate curriculum on alcohol and drug education for  
12 students;
- 13 2. Providing adequate information and training for all staff personnel as appropriate to their  
14 responsibilities;
- 15 3. Implementing the relevant portions of the Drug-Free Youth Act<sup>2</sup> ;
- 16 4. Developing administrative rules and guidelines for the school system to effectively respond to  
17 alcohol and drug situations that may occur at school or school-sponsored events; and
- 18 5. Providing notification to parents and students that compliance with this policy is mandatory.

19 Students will not consume, possess, use, sell, distribute or be under the influence of illegal drugs or  
20 alcoholic beverages in school buildings or on school grounds at any time, in school vehicles or buses, or  
21 at any school-sponsored activity, function or event whether on or off school grounds. This includes but  
22 is not limited to abuse of inhalants and prescription drugs.<sup>3</sup>

23 Disciplinary sanctions will be imposed on students who violate standards of conduct required by this  
24 policy. Such sanctions will be consistent with local, state and federal laws, up to and including  
25 suspension/expulsion as well as referral for prosecution.<sup>4</sup> Completion of an appropriate rehabilitation  
26 program may also be recommended.

27 Information about drug and alcohol counseling and rehabilitation programs will be made available  
28 through the school office.

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Legal References

1. TRR/MS 0520-01-03-.08(2)(d)
2. TCA 55-10-701 *et seq.*; 20 USCA § 7116
3. TCA 39-17-715; TCA 39-17-432
4. TCA 49-6-3401; TCA 49-6-4209

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Cross References

Alcohol & Drugs in the Workplace 1.804  
Zero Tolerance Offenses 6.309  
Suspension 6.316

# Hickman County Board of Education

Descriptor Term: <b>Student Alcohol and Drug Testing</b>	Descriptor Code: <b>6.3071</b>	Issued Date: <b>04/03/23</b>
	Rescinds: <b>6.3071</b>	Issued: <b>02/01/21</b>

1 The possession and/or use of illegal drugs, and the misuse of prescription drugs is prohibited. The  
2 distribution, abuse, or misuse of over the counter medications or other chemicals or substances is  
3 likewise prohibited. Students will be notified in writing at the beginning of each school year or at the  
4 time of enrollment that they shall be subject to testing for drugs and alcohol during the school year.<sup>1</sup>  
5 The board will pay costs of any testing required pursuant to this policy.<sup>2</sup>

## 6 Reasonable Suspicion Drug Testing

7 Principals are authorized to order drug tests for individual students when there is a reasonable cause to  
8 believe that:<sup>3</sup>

- 9 1. A school board policy on alcohol and drug use has been violated;
- 10 2. A search of lockers has produced evidence of the presence of drugs and/or alcohol;
- 11 3. A search of persons and containers has produced evidence of a presence of drug and/or alcohol;
- 12 4. A search of vehicles has produced evidence of the presence of drugs and/or alcohol; or
- 13 5. Through observation or other reasonable information reported by a teacher, staff member or  
14 other student that a student is using and/or under the influence of drugs and/or alcohol on  
15 school property.

16  
17  
18  
19  
20 Prior to performing a drug test on a student based on reasonable suspicion, the following conditions  
21 must be met:

- 22 1. A particular student has violated school policy;
- 23 2. The test will yield evidence of the violation of school policy or will establish that a student  
24 either was impaired due to drug use or did not use drugs;
- 25 3. The test is in pursuit of legitimate interests of the school in maintaining order, discipline,  
26 safety, supervision and education of students;
- 27 4. The test is not conducted for the sole purpose of discovering evidence to be used in a criminal  
28 prosecution; and
- 29 5. Tests shall be conducted in the presence of a witness. Persons who shall act as witnesses shall  
30 be the Assistant Principal.
- 31  
32  
33

- 1 Upon receiving reasonable information, the principal shall take the following steps:
- 2 1. Call the student into the principal's office or another private place;
  - 3
  - 4 2. Summon an appropriate qualified witness;
  - 5
  - 6 3. Discuss with the student the basis for the determination that a test is necessary;
  - 7
  - 8 4. Inform the student of the procedures which shall be followed in administering the test;
  - 9
  - 10 5. Notify the parent or guardian of the student of the impending test; and
  - 11
  - 12 6. Give the student an opportunity to decline the test and inform the student that if the test is not
  - 13 taken the penalty shall be suspension from school and a hearing before the disciplinary hearing
  - 14 authority.

#### 15 **Random Drug Testing of Students Participating in Extracurricular Activities<sup>4</sup>**

16 Students involved in any voluntary extracurricular activities shall be subject to random drug tests.  
17 Parents and students will be informed of this policy prior to participation and shall sign a consent to the  
18 drug testing and a release of information as a condition of participation.

19 Extracurricular activity is defined as voluntary participation in activities not falling within the scope of  
20 regular curriculum and carrying no academic credit. This includes participating in athletic programs,  
21 cheerleading, band, clubs, student leadership positions, etc.

22 Prior to performing a random drug test on a student participating in extracurricular activities, the  
23 following conditions must be met:

- 24 1. The test will yield evidence of the violation of school policy or will establish that a student  
25 either was impaired due to drug use or did not use drugs;
- 26
- 27 2. The test is in pursuit of legitimate interests of the school in maintaining order, discipline,  
28 safety, supervision and education of students;
- 29
- 30 3. The test is not conducted for the sole purpose of discovering evidence to be used in a criminal  
31 prosecution; and
- 32
- 33 4. Tests shall be conducted in the presence of a witness. Persons who shall act as witnesses shall  
34 be the Assistant Principal.

35 No student who tests positive under a random drug testing program shall be suspended or expelled  
36 from school solely as the result of the positive test.<sup>5</sup>

#### 37 **Drug Testing Process**

38 The appropriately qualified and trained witness shall take the student to a designated place in the  
39 school and collect a specimen from the student. The specimen shall be taken in a manner which will

1 ensure the integrity, validity, and accuracy of the test results but are minimally intrusive and provide  
2 maximum privacy to the tested student.

3 The type of specimen taken shall depend on the substance in question and the test performed on the  
4 specimen shall be appropriate for accurate detection of the substance in question. Once taken, the  
5 principal shall give the specimen an identifying number which in no way will reveal the identity of the  
6 student.

7 The principal will forward the specimen for analysis to a laboratory accredited by the Tennessee  
8 Department of Health and Environment and designated by the Board. Specimens shall be retained for  
9 ten (10) days.<sup>6</sup>

10 Upon receiving a written, certified copy of the analysis from the laboratory, the principal shall do one  
11 of the following:<sup>7</sup>

- 12 1. If the results of the analysis are negative, they shall be reported as negative and all evidence of  
13 the individual test, including all records in the school that the test was ordered and the reasons  
14 therefore, shall be destroyed and expunged.  
15
- 16 2. If the results of the analysis are positive, the student and parents or guardian shall be given the  
17 written notice of the result. All records of the test, request for a test or indication a student has  
18 been tested shall be confidential student records in accordance with state law. The Hickman  
19 County School System is not responsible for student treatment expenses incurred as a result of  
20 positive drug and/or alcohol test administered by the school district.

21 The board will provide students testing positive an assessment to determine the severity of the  
22 student's alcohol and drug problem and a recommendation for referral to intervention or treatment  
23 resources as appropriate.<sup>8</sup>

#### 24 **Penalties**

25 Each confirmed incident will result in a referral to the Youth Services Officer (YSO).

26 First offense students will be suspended from all extra-curricular activities for one calendar year.

27 Second offense students will be suspended from all extra-curricular activities for duration of time  
28 enrolled or reenrolled in the Hickman County school system.

29 Malicious use of authority granted by this policy by any school personnel may be grounds for  
30 dismissal.<sup>9</sup>

1. TCA 49-6-4213
2. TCA 49-6-4213(g)
3. TCA 49-6-4213(a)(1)
4. TCA 49-6-4213(a)(2)
5. TCA 49-6-4213(k)(2)
6. TCA 49-6-4213(d)
7. TCA 49-6-4213(j)-(k)
8. TCA 10-7-504
9. TCA 49-6-4213(l)
10. TCA 49-6-4213(m)

Alcohol & Drugs in the Workplace 1.804  
Drug-Free Schools 6.307  
Disciplinary Hearing Authority 6.317

# Hickman County Board of Education

Descriptor Term: <b>Bus Conduct</b>	Descriptor Code: <b>6.308</b>	Issued Date: <b>04/03/23</b>
	Rescinds: <b>6.308</b>	Issued: <b>02/01/21</b>

1 In order to maintain conditions and atmosphere suitable for learning, no person shall enter onto a school  
2 bus except students assigned to that bus or parents of students or other persons with lawful and valid  
3 business on the bus.<sup>1</sup>

4 The school bus is an extension of school activity; therefore, students shall conduct themselves on the bus  
5 in a manner consistent with the established standards for safety and classroom behavior.

6 Students are under the supervision and control of the bus driver while on his/her bus, and all reasonable  
7 directions given by him/her shall be followed. A driver may remove a student in the event that the driver  
8 finds it necessary for the safety of the other student passengers or the driver, provided that the driver  
9 secures the safety of the ejected student for the uncompleted trip. A driver shall report to school  
10 authorities as soon as possible, but no later than the end of the route, any student refusing to obey the  
11 driver or exiting the bus without the driver's permission at a point other than the student's destination  
12 for that trip.<sup>2</sup>

13 The principal of the student transported shall be informed by the bus driver of any serious discipline  
14 problem and may be called upon to assist if necessary. A student may be denied the privilege of riding  
15 the bus if the principal determines that his/her behavior is such as to cause disruption on the bus, or if  
16 he/she disobeys state or local rules and regulations pertaining to student transportation.

17 The suspension of a student from riding the school bus shall follow the same procedures as for any other  
18 school suspension.

19 Any student who gets off the bus at any point between the pick-up point and school must present the bus  
20 driver with a note of authorization from the parent or the principal of the school that the student attends.

21 Any student wishing to ride a bus other than his/her designated bus must have written parental permission  
22 and the approval of the principal or his/her designee.

23 Students who transfer from bus to bus while enroute to and from school shall be expected to abide by  
24 the discipline policies adopted by the Board and rules adopted by the staff of the terminal school.

## 25 USE OF PHOTOGRAPHS AND VIDEO FOOTAGE

26 Cameras or video cameras may be used to monitor student behavior on school buses transporting  
27 students to and from school or extracurricular activities. Photographs and video footage shall be used  
28 only to promote the order, safety, and security of students, staff, and property.

29 Students in violation of bus conduct rules shall be subject to disciplinary action in accordance with  
30 established board policy governing student conduct and discipline.

- 1 The district shall comply with all applicable state and federal laws related to photographs and video
- 2 footage.<sup>3</sup> These materials shall be maintained for five (5) days. Parent(s)/guardian(s) may submit
- 3 requests to view photographs and video footage to the Director of School/designee, and a time shall be
- 4 arranged for viewing. The Director of Schools/designee shall be present when parent(s)/guardian(s) are
- 5 provided the opportunity to review photographs and video footage.<sup>4</sup>
  
- 6 The Director of Schools shall develop procedures governing the use of cameras and video cameras in
- 7 accordance with the provisions of state and federal law and established board policies.
- 8

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#### Legal References

1. TCA 49-6-2008
2. TCA 49-6-2118(d)
3. TCA 10-7-504; 20 USCA §1232g
4. TCA 49-6-2119

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#### Cross References

Student Transportation Management 3.400  
Scheduling and Routing 3.401  
Code of Conduct 6.300  
Suspension 6.316  
Student Records 6.600  
Annual Notification of Rights 6.401  
Inspection & Correction of Student Records 6.602

# Hickman County Board of Education

Descriptor Term:

**Zero Tolerance Offenses**

Descriptor Code:

**6.309**

Issued Date:

**08/05/24**

Rescinds:

**6.309**

Issued:

**08/07/23**

1 In order to ensure a safe and secure learning environment, the following offenses shall not be tolerated:<sup>1</sup>

## 2 **WEAPONS & DANGEROUS INSTRUMENTS**

3 Students shall not possess, handle, transmit, use or attempt to use any dangerous weapon in school  
4 buildings or on school grounds at any time, or in school vehicles and/or buses or off the school grounds  
5 at a school-sponsored activity, function or event.

6 Dangerous weapons for the purposes of this policy shall include, but are not limited to, a firearm or  
7 anything manifestly designed, made or adapted for the purpose of inflicting death or serious bodily injury  
8 or anything that in the manner of its use or intended use is capable of causing death or serious bodily  
9 injury.

10 Violators of this section shall be subject to suspension and/or expulsion from school.

11 *Firearms (as defined in 18 U.S.C. § 921)<sup>2</sup>*

12 In accordance with state law, any student who brings or possess a firearm on school property shall be  
13 expelled for a period of not less than one (1) calendar year.

## 14 **DRUGS<sup>3</sup>**

15 In accordance with state law, any student who unlawfully possesses any drug including any controlled  
16 substance or legend drug shall be expelled for a period of not less than one (1) calendar year.

## 17 **ASSAULT<sup>4,5</sup>**

18 In accordance with state law, any student who commits aggravated assault as defined in § 39-13-102  
19 upon any teacher, principal administrator, any other employee of the school or school resource officer  
20 or assault that results in a bodily injury to a teacher, principal, administrator, school employee, or  
21 SRO shall be expelled for a period of not less than one (1) calendar year.

## 22 **ELECTRONIC THREATS**

23 In accordance with state law, any student who transmits by an electronic device any communication  
24 containing a credible threat to cause bodily injury or death to another student or school employee and  
25 the transmission of such threat creates actual disruptive activity at the school that requires administrative  
26 intervention shall be expelled for a period of not less than one (1) calendar year.

1 Valid threats of mass violence on school property or at a school-related activity as determined by a  
2 threat assessment team.<sup>6</sup>

3 Committing any of these offenses shall result in a student being expelled from the regular school  
4 program for at least one (1) calendar year unless modified by the Director of Schools. Modification of  
5 the length of time shall be granted on a case-by-case basis. Students that commit zero tolerance  
6 offenses may be assigned to an alternative school or program at the discretion of the Director of  
7 Schools.<sup>7</sup>

## 8 NOTIFICATION

9 When it is determined that a student has violated this policy, the principal of the school shall notify the  
10 student's parent or guardian and the criminal justice or juvenile delinquency system as required by law.<sup>8</sup>

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### Legal References

1. [TCA 49-6-3401\(g\)](#)
2. [18 USCA § 921\(a\)\(3\); 20 USCA § 7961](#)
3. [TCA 39-17-454; TCA 53-10-101](#)
4. [TCA 39-13-102](#)
5. [TCA 39-13-101\(a\)\(1\)](#)
6. [TCA 39-16-517; TCA 49-6-3401\(g\)\(2\)\(D\); Public Acts of 2024, Chapter No. 882](#)
7. [TCA 49-6-3401\(g\)\(2\); TCA 49-6-3402](#)
8. [TCA 49-6-4209; TCA 39-17-1312; 20 USCA § 7961\(h\)\(1\); Public Acts of 2024, Chapter No. 882](#)

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### Cross References

Threat Assessment Team 3.204  
Code of Conduct 6.300  
Drug-Free Schools 6.307  
Suspension 6.316  
Student Disciplinary Hearing Authority 6.317  
Alternative Education 6.319  
Safe Relocation of Students 6.4081

# Hickman County Board of Education

Descriptor Term: <b>Dress Code</b>	Descriptor Code: <b>6.310</b>	Issued Date: <b>05/01/23</b>
	Rescinds: <b>6.310</b>	Issued: <b>10/03/22</b>

1 Students shall dress and groom in a clean, neat and modest manner so as not to distract or interfere with  
2 the operation of the school.

3 More specific guidelines appropriate for each type of school (elementary, intermediate, middle, and high)  
4 may be developed.<sup>1</sup> Principals, faculty members and students shall be involved in the development of  
5 each appropriate set of guidelines. These guidelines must receive Board approval prior to  
6 implementation, and shall be published in each school's student handbook.

7 When a student is attired in a manner which is likely to cause disruption or interference with the operation  
8 of the school, the principal shall administer appropriate punishment, which may include suspension  
9 and/or expulsion.

10 The following guidelines shall apply:

11 Any clothing which is disruptive to classroom routine is inappropriate for school wear. Included as  
12 disruptive are the following:

- 13 • Wearing pajamas/house shoes (except on days designated by the school administration);
- 14 • Low cut, revealing blouses/tops;
- 15 • Clothing not size appropriate;
- 16 • Clothing bearing obscene words or pictures;
- 17 • Clothing bearing endorsements for alcohol or tobacco products;
- 18 • See-through clothing;
- 19 • Undergarments worn as outer garments (boxer shorts, long-johns);
- 20 • Clothing denoting students' membership in or affiliation with any gang associated with criminal  
21 activities; and
- 22 • Any jewelry that could be considered dangerous or disruptive will not be permitted.

23 Covering the trunk of the body includes making sure that:

- 24 • There shall be no holes in pants above the knee. Holes in the pants above the knee shall be patched  
25 with similar or like material of the pants;
- 26 • Underclothing is not exposed by slits or holes;
- 27 • No part of the body between shoulders and mid thigh shall be exposed; and
- 28 • Leggings and other compression-style garments may be worn so long as an opaque top garment  
29 covers the private body parts.

30 Any questionable attire would be left to the discretion of the principal.

- 1 The above rules would allow shorts for both girls and boys and sleeveless tops which cover the shoulders
- 2 (but not tank tops). Skirts would have to be at least as long as shorts in order to be acceptable.
- 3 Administrative policies are to be developed by each school to address options and penalties for violation
- 4 of the above guidelines.

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Legal References

1. TCA 49-6-4215

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Cross References

- Discipline Procedures 6.313  
Suspension/Expulsion/Remand 6.316

# Hickman County Board of Education

	Descriptor Term: <h2 style="text-align: center;">Gang Activity or Association</h2>	Descriptor Code: <b>6.3101</b>	Issued Date: <b>05/01/23</b>
		Rescinds: <b>6.3101</b>	Issued: <b>03/01/21</b>

- 1 Gangs which initiate, advocate, or promote activities which threaten the safety or well-being of persons
- 2 or property on school grounds or which disrupt the school environment are harmful to the educational
- 3 process. The use of hand signals, graffiti, or the presence of any apparel, jewelry, accessory, or manner
- 4 of grooming which, by virtue of its color, arrangement, trademark, symbol, or any other attribute which
- 5 indicates or implies membership or affiliation with such a group, presents a clear and present danger.
- 6 This is contrary to the school environment and educational objectives and creates an atmosphere where
- 7 unlawful acts or violations of school regulations may occur.
  
- 8 Incidents involving initiations, hazing, intimidations, and/or related activities of such group affiliations
- 9 which are likely to cause bodily danger, physical harm or personal degradation or disgrace resulting in
- 10 physical or mental harm to students are prohibited.
  
- 11 The director of schools will establish procedures and regulations to ensure that any student wearing,
- 12 carrying or displaying gang paraphernalia,<sup>1</sup> or exhibiting behavior or gestures which symbolize gang
- 13 membership, or causing and/or practicing in activities which intimidate or affect the attendance of
- 14 another student shall be subject to disciplinary action.
  
- 15 The administration will provide in service training in gang behavior and characteristics to facilitate staff
- 16 identification of students at-risk and promote membership in authorized school groups and/or activities
- 17 as an alternative.

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Legal References

1. TCA 49-6-4215

<b>Hickman County Board of Education</b>			
	Descriptor Term:  <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>09/19/23</b>
		Rescinds: <b>1.108</b>	Issued: <b>03/06/23</b>

1 Whenever a person is considered by the director of schools for initial employment and that person is  
2 related to a member of the Board or the Director of Schools, employment shall not be allowed. Should  
3 a need arise to hire a "relative" of the Director or Board member, the Director can bring the matter to  
4 the Board in session which will require an affirmative simple majority roll call vote.

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

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

13 Two (2) or more employees who are relatives shall not be within the same line of supervision.

14 This shall not apply to any person within such a relationship who has been regularly employed by the  
15 Board prior to the inception of this relationship, adoption of this policy or board member's election  
16 and/or Director's appointment.

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

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Legal References

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

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Cross References

- Supervision 5.108  
Assignment/Transfer 5.115

**PROPOSED FUNDRAISING ACTIVITIES**

Fund/account name General

Proposed fundraising activities: Kona Ice will be set up  
selling shaved ice

Purposed Uses of funds raised  
PBIS incentives, safety enhancements, general use

Expected student involvement (school-wide or specific school organization) School  
wide

Method by which school will receive profit percentage of sales

Requested by Jennifer Lange Date 4/17/25  
Name/Title

Approved by [Signature] Date 4/17/25  
Principal

Approved by [Signature] Date 5.8.25  
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: EHMS Volleyball

Proposed Fundraising Activities: Business Sponsors

Proposed Uses of Funds Raised: Volleyball equipment + all things needed for the season.

Expected Student Involvement (school-wide or specific school organization):  
Volleyball team

Method by which school will receive profit: Cash/ Checks

Requested by (Name/Title): Heather Nibhoff Head Coach Date: 5/22/25

Approved by (Principal): Jana Wilks Date: 5-22-25

Approved by (Director of Schools): John Mullins Date: 5-28-25

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: EHMS Volleyball

Proposed Fundraising Activities: Car wash / bake sale  
July 26 8:00 - 12:00 Apex Bank

Proposed Uses of Funds Raised: Volleyball equipment and  
everything needed for this season.

Expected Student Involvement (school-wide or specific school organization):  
Volleyball team

Method by which school will receive profit: Cash / checks

Requested by (Name/Title): Heather Nihoff <sup>Head coach</sup> Date: May 22, 2025

Approved by (Principal): [Signature] Date: 5-22-25

Approved by (Director of Schools): [Signature] Date: 5-22-25

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: EHMS volleyball

Proposed Fundraising Activities: Serve - A - Tron

Proposed Uses of Funds Raised: Volleyball equipment, and everything needed for season.

Expected Student Involvement (school-wide or specific school organization):  
Volleyball team

Method by which school will receive profit: Cash / Checks

Requested by (Name/Title): Heather Niboff Head Coach Date: 5/22/25

Approved by (Principal): Jana Wilks Date: 5-22-25

Approved by (Director of Schools): John Mullins Date: 5-22-25

# PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Cheerleading

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

Proposed fundraising activities: "Sponsor My Season"

Purposed Uses of funds raised: uniform, accessories, Camp

Expected Student involvement (school-wide or specific school organization): Cheer team only

Method by which school will receive profit: Cash/Check

Requested by: Log Owens, Andrea Furkins (Interim)  
Coach Name/Title Interim Coach Date 5/20/25

Acknowledge by: [Signature]  
Bookkeeper Date 5/21/25

Approved by: [Signature]  
Principal Date 5/20/25

Approved by: [Signature]  
Director of Schools\* Date 5/20/25

\* 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 East Hickman High School Baseball

Account Number 608

Proposed fundraising activities: Host a youth kids baseball camp, educating the youth within the community, teaching them the fundamentals of the game.

Purposed Uses of funds raised: Shirts for all athletes and campers, A new jersey for spring of 2021, and facility upgrades. (Added dirt to infield, new batting cage, and beginning funds for new scoreboard)

Expected Student involvement (school-wide or specific school organization): East Hickman HS Baseball players helping coach and teach the youth, engaging in the community through baseball.

Method by which school will receive profit: Cash/Check

Requested by: Colton Hunt/Teacher; Coach  
Name/Title

5/12/25  
Date

Acknowledge by: [Signature]  
Bookkeeper

5-12-25  
Date

Approved by: [Signature]  
Principal

5-12-25  
Date

Approved by: [Signature]  
Director of Schools\*

5-15-25  
Date

\* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

# PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name East Hickman Volleyball Team

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

Proposed fundraising activities: Team Calendar. Send out a calendar for the players to take up money

Purposed Uses of funds raised: Volleyball tournaments, Volleyball equipment (balls, baskets, etc.)


Concessions, Refs

Expected Student involvement (school-wide or specific school organization): East Hickman Volleyball Team

Method by which school will receive profit: Cash, checks

Requested by: Maya Nichols (Horner)/ Head Volleyball Coach 05/01/2025

 Date

Approved by:  5-5-25

Principal Date

Approved by:  5-5-25

Director of Schools\* Date

\* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**PROPOSED FUNDRAISING ACTIVITIES**

Fund/account name Hickman Co. Scarlet Regiment Spanners

Proposed fundraising activities: Car Wash / Yard Sale

O'Reilly's / Grassy area in front of Save A Lot  
July 19, 2024 9 AM to 1 PM

Purposed Uses of funds raised  
Assist w/ Band camp and everyday function  
of HCMS and HCHS Band.

Expected student involvement (school-wide or specific school organization) Students

would wash vehicles and participate in donating  
items for yard sale along with working day of  
yard sale.

Method by which school will receive profit HCSRS would receive

profit of any cars washed or sales at  
yard sale.

Requested by Susan E. Hinson / President Date 05/16/2025  
Name/Title

Approved by Ima S. Shupp Date 5-20-25  
Principal 5-20-25

Approved by John Mullens Date 5-21-25  
Director of Schools\*

\* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**PROPOSED FUNDRAISING ACTIVITIES**

Fund/account name GIRLS BASKETBALL

Proposed fundraising activities: Team Sponsorship - for next year's Banner that will hang in the gym

Purposed Uses of funds raised Uniforms + Camp Cost + Camp Meals

Expected student involvement (school-wide or specific school organization) Girls Bball Team

Method by which school will receive profit CASH

Requested by Ron Purcell  
Name/Title

Date May 19, 2015

Approved by Jina S. Shuppen  
Principal

Date 5-19-25

Approved by \_\_\_\_\_  
Director of Schools\*

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.

John Mullins  
5-19-25

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Volleyball

Proposed fundraising activities: Calendar/Donation

Purposed Uses of funds raised Volleyball uniforms

Expected student involvement (school-wide or specific school organization) \_\_\_\_\_  
Each player raise \$60

Method by which school will receive profit cash

Requested by Christie Carter/Coach Date 5-2-25  
Name/Title

Approved by Uma S. Shigpen Date 5-2-25  
Principal

Approved by John Mullins Date 5-2-25  
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 HCHS Cheer

Proposed fundraising activities: Selling Georgia Crown Peaches

Purposed Uses of funds raised  
paying for camps and parts of uniforms

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

HCHS Cheer

Method by which school will receive profit Cash/check from

community members wanting to buy peaches

Requested by William Estes/Coach Date 5/22/25  
Name/Title

Approved by Roby Emerson Date 5-23-25  
Principal

Approved by John Mullins Date 5-23-25  
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 HCHS Cheer

Proposed fundraising activities: Calendar Donations

Purposed Uses of funds raised  
paying for camp, camp wear, &  
Uniform

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

Method by which school will receive profit Cash/Check Donations

Requested by Jillian Estes/Coach Date 5/22/25  
Name/Title

Approved by Rob Emmons Date 5-23-25  
Principal

Approved by John Mullins Date 5-23-25  
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.

DOUG LANE  
2059 Lake Drive, Centerville, TN 37033

RONALD GAMMONS  
6419 Rice Ln., Lyles, TN 37098

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

TABITHA CUDE  
4141 Lewis Rd, Centerville, TN 37033



**John Mullins**  
Superintendent of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

CHRISTY MAYS  
450 Hwy 50, Centerville, TN 37033

SHERRI BAKER  
9037 E 40 Rd., Bon Aqua, TN 37025

JANE HERRON  
PO Box 13, Nunnally, TN 37137

~~School Support Organization~~  
**Request For Fundraising Activities**

Organization Girls Basketball

Proposed Fundraising Activity Calendar

Date(s) 5-12 / 5-31-25

Location(s) School

Requested By [Signature] 5-6-25  
President/Chair of Organization Date

Recommended By [Signature] 5-7-25  
Principal Date

Approved [Signature] 5-12-25  
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\*\***