

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

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
Director of Schools
115 MURPHREE AVENUE
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

REGULAR BOARD MEETING
Monday, November 3, 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 November 3, 2025

VI. Regular Meeting Minutes for October 20, 2025

VII. Special Recognition

A. Athletes and Coaches Recognition

1. Bruin Dotson - TSSAA Cross Country State Championship

2. Dane Gilbert - TSSAA Golf State Championship

3. EHMS Girls Cross Country Team - TSSAA State Championship

B. Employee of the Month

VIII. Information for the Board

A. Interim Director of Schools

B. Closing the Current Director of School's Contract

IX. Consent Agenda Items

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Personnel Report

C. Financial Report

D. Attendance Report

E. OPEB Quarterly Report - 7/1/2025--9/30/2025

X. Items Requiring Board Action

A. Trip Request

1. HCHS Senior Trip

- B. LEA Compliance Report
- C. Consideration of Grant for Propane Buses
- D. Budget Amendments
- E. Requests to Split Supplements for 2025-2026
- F. Board Policies
 - 1. Board Policies Review - 1.100--1.201
- G. Director of Schools Resignation Acceptance
- XI. Items Not Requiring Board Action
 - A. EHHS Gym Roof Update
 - B. EHHS Career Tech Building Update
 - C. HCMS Sewage Line Update
- XII. Announcements
 - A. Regular Board Meeting for December 8, 2025
- XIII. Closing Comments
 - A. Legislative Representative
 - B. Board Chair, Board Members, Student Representatives and Director of Schools
- XIV. Adjourn

DOUG LANE
2059 Lake Drive, Centerville, TN 37033

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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, November 3, 2025, at 6:30 p.m. in RM 203 of the Central Office Complex. A work session will be held from 6:00 p.m. – 6:30 p.m. in 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 November 3, 2025
- VI. Regular Meeting Minutes for October 20, 2025
- VII. Special Recognition
 - A. Athletes and Coaches Recognition
 1. Bruin Dotson – TSSAA Cross Country State Championship – Dr. Tabitha Cude
 2. Dane Gilbert – TSSAA Golf State Championship – Jane Herron
 3. EHMS Girls Cross Country Team – TSSAA State Championship – Pippa Taylor
 - B. Employee of the Month—Director of Schools
- VIII. Information for the Board—Scott Bennett, School Board Attorney
 - A. Interim Director of Schools
 - B. Closing the Current Contract for Director of Schools
- IX. Consent Agenda Items
 - A. Board Chair's Report
 1. Chair's Countersigned Warrants
 - B. Personnel Report
 - C. Financial Report
 - D. Attendance Report
 - E. OPEB Quarterly Report – 7/1/2025—9/30/2025

- X. Items Requiring Board Action
 - A. Trip Request
 - 1. HCHS Senior Trip—Sponsor and Students
 - B. LEA Compliance Report—Deputy Director
 - C. Consideration of Grant for Propane Buses—Transportation Director
 - D. Budget Amendments—Business Officer
 - E. Requests to Split Supplements for 2025-2026—Business Officer
 - F. Board Policies
 - 1. Board Policies Review – 1.100—1.201—Misty Shelton

- XI. Items Not Requiring Board Action
 - A. EHHS Gym Roof Update---Derek Newsom
 - B. EHHS Career Tech Building Update---Derek Newsom
 - C. HCMS Sewage Line Update---Derek Newsom

- XII. Announcements
 - A. Regular Board Meeting for December 8, 2025

- XIII. Closing Comments
 - A. Legislative Representative—Christy Mays
 - B. Board Chair, Board Members, Student Representatives and Director of Schools

- XIV. Adjourn

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---October 20, 2025**

The Hickman county Board of Education met on October 20, 2025, at 6:30 PM in Hickman County High School Library.

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 October 20, 2025

Motion to approve the Agenda for October 20, 2025.

Motion made by Christy Mays.

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

VI. Regular Meeting Minutes for September 8, 2025

Motion to approve the Regular Meeting Minutes for September 8, 2025.

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

VII. Special Recognition

A. Employee of the Month

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---October 20, 2025**

B. Recognition of Retiring Employees
Libby Betts - 29 yrs - Christy Mays
Tracy Blackwell - 24 yrs - Pippa Taylor
Dr. Eddie Boone - 10 yrs - Sherri Baker
Lori Cochran - 31 yrs - Dr.Tabitha Cude
Yvonne Daniel - 31 yrs - Jane Herron
Elaine Engler - 16 yrs - Tim Hobbs
Denise Graves - 23 yrs - Doug Lane
Gayle Mathis - 31 yrs - Doug Lane
Cookie Mays - 5 yrs - Christy Mays
Charles McCaleb - 10 yrs - Tim Hobbs

VIII. Consent Agenda Items

Motion to approve the Consent Agenda Items.

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

Pippa Taylor: Yea

Yea: 7, Nay: 0

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Personnel Report

C. Financial Report

D. Attendance Report

E. Budget Amendment #14 from September was pulled due to being a duplicate of Budget Amendment #7 from August.

F. Textbook Compliance from Principals

IX. Items Requiring Board Action

A. Trip Requests

1. HCHS Beta Club Convention

Motion to approve HCHS Beta Club Convention.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---October 20, 2025

Christy Mays: Yea
Pippa Taylor: Yea
Yea: 7, Nay: 0

2. HCMS Beta Club Convention
Motion to approve HCMS Beta Club Convention.
Motion made by Tim Hobbs.
Motion seconded by Doug Lane.
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 JROTC Raider Competition **(Request Was Rescinded Due To Government Shutdown)**

B. TISA Accountability Report FY26
Motion to approve TISA Accountability Report FY26.
Motion made by Doug Lane.
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

C. Budget Amendments
Motion to approve budget amendments 15, 16, 17, 18.
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

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---October 20, 2025

Yea: 7, Nay: 0

D. School Year 25-26 Internal School Funds Contract
Motion to approve the School Year 25-26 Internal School Funds Contract.

Motion made by Christy Mays.
Motion seconded by Jane Herron.
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. Bid Approval for EHHS CTE Agricultural/Vocational Building
Motion for Bid Approval for EHHS CTE Agricultural/Vocational Building
(Fellowship Construction, \$580,000).

Motion made by Tabitha Cude.
Motion seconded by Doug Lane.
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

F. Board Policies

1. Revised Board Policy 4.406 (1st Reading)

Motion to approve IX.F.1. Revised Board Policy 4.406 (1st Reading) and
waive 2nd reading.

Motion made by Christy Mays.
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

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---October 20, 2025**

2. Board Policies Review - 6.504--6.709

Motion to approve IX.F.2. Board Policies Review - 6.504--6.709.

Motion made by Tim Hobbs.

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

X. Discussion

A. Director of Schools Search

XI. Announcements

A. Regular Board Meeting for November 3, 2025

B. November 13-16 --- 2025 TSBA Leadership Conference and Annual Convention

XII. Closing Comments

A. Legislative Representative

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

XIII. Adjourn

Motion to adjourn.

Motion made by Jane Herron.

Motion seconded by Doug Lane.

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

Hickman County Finance
 Payment Register By Account Control

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>
43000643	Dt Mccall & Sons	1892	10/16/2025	143- -11140	\$599.99
43000644	Gordon Food Service, Inc.	2488	10/16/2025	143- -11140	\$118,616.34
43000645	Matrix Mechanical Solutions, LLC	7974	10/16/2025	143- -11140	\$4,545.06
43000646	Murfreesboro Pure Milk Co, Inc.	7552	10/16/2025	143- -11140	\$3,092.40
43000647	Optimus Pest Solutions	47	10/16/2025	143- -11140	\$240.00
43000648	Pepsi Cola	6726	10/16/2025	143- -11140	\$2,397.40
43000649	Prairie Farms Dairy	18	10/16/2025	143- -11140	\$19,828.78
43000650	Progressive Sheet Metal	8973	10/16/2025	143- -11140	\$3,500.00
43000651	Volco	5841	10/16/2025	143- -11140	\$3,701.35
143 Total:					\$156,521.32
Bank Total:					\$156,521.32
Bank Payment Count:					9

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>
41003707	Amazon	727	10/16/2025	141- -11140	\$564.98
41003708	American Fidelity Assurance	637	10/16/2025	141- -11140	\$11,698.53
41003709	American Fidelity Assurance Co	636	10/16/2025	141- -11140	\$79,011.94
41003710	American Fidelity Assurance Co	652	10/16/2025	141- -11140	\$6,255.00
41003711	Ameritas Life Insurance Corp.	7442	10/16/2025	141- -11140	\$2,438.18
41003712	Arthur Tidwell DbA Art's House Painting	8647	10/16/2025	141- -11140	\$1,650.00
41003713	AT & T	7542	10/16/2025	141- -11140	\$372.94
41003714	Atera Networks, Inc.	8136	10/16/2025	141- -11140	\$8,996.40
41003715	Atkinson, James A.	756	10/16/2025	141- -11140	\$37.15
41003716	Beam Insurance Administrators LLC	7435	10/16/2025	141- -11140	\$21,985.99
41003717	Bentley, Benjamin	8990	10/16/2025	141- -11140	\$37.15
41003718	Brewer Chemicals & Equip, LLC	861	10/16/2025	141- -11140	\$420.00
41003719	Central States Bus Sales, Inc.	1326	10/16/2025	141- -11140	\$149,776.00
41003720	Cross, Emily	1744	10/16/2025	141- -11140	\$212.80
41003721	Don Kennedy Roofing Co., Inc.	6673	10/16/2025	141- -11140	\$2,146.00
41003722	Dotson, Cecily	1895	10/16/2025	141- -11140	\$111.30
41003723	Gross, Debbie	2675	10/16/2025	141- -11140	\$152.60
41003724	Jenkins, Michelle Carol	7423	10/16/2025	141- -11140	\$117.60
41003725	Karco Parts	3364	10/16/2025	141- -11140	\$83.92
41003726	Main Street Emporium	7541	10/16/2025	141- -11140	\$588.90
41003727	McCaleb, Rachel	7746	10/16/2025	141- -11140	\$42.00
41003728	Meriwether Lewis Electric Coop.	3694	10/16/2025	141- -11140	\$55,083.93
41003729	Optimus Pest Solutions	47	10/16/2025	141- -11140	\$750.00
41003730	Owen's Oil Co., Inc.	4257	10/16/2025	141- -11140	\$1,100.00
41003731	Porter, Savannah	8555	10/16/2025	141- -11140	\$120.00
41003732	Quill, LLC	4574	10/16/2025	141- -11140	\$339.90
41003733	Sam's Club MC/SYNCB	4828	10/16/2025	141- -11140	\$61.44
41003734	Schumann, Sandra	7120	10/16/2025	141- -11140	\$37.15
41003735	Shelton, Misty L.	375	10/16/2025	141- -11140	\$179.20
41003736	Soliant Health, LLC	8569	10/16/2025	141- -11140	\$4,183.50
41003737	Stellar Therapy Services, LLC	8260	10/16/2025	141- -11140	\$196.25
41003738	Herrera, Tammy	8538	10/16/2025	141- -11140	\$50.40
41003739	Tanner, Katelyn	6315	10/16/2025	141- -11140	\$39.90
41003740	The Brook Center Therapy Solutions, LLC	8659	10/16/2025	141- -11140	\$3,168.34
41003741	The King's Daughter's School	7928	10/16/2025	141- -11140	\$5,250.00
41003742	Town Of Centerville	5315	10/16/2025	141- -11140	\$12,072.70
41003743	Unifirst Corp.	5758	10/16/2025	141- -11140	\$649.52
41003744	UPS	8274	10/16/2025	141- -11140	\$50.00
41003745	Verizon Wireless	5823	10/16/2025	141- -11140	\$68.04
41003746	Visa	8268	10/16/2025	141- -11140	\$39.18
41003747	Webb, Crystal R.	6680	10/16/2025	141- -11140	\$37.15
41003748	You Science, LLC	7219	10/16/2025	141- -11140	\$3,108.00
41003749	Youth Town of Tennessee, Inc.	6951	10/16/2025	141- -11140	\$1,200.00

Date/Time: 10/16/2025 11:06 AM

Hickman County Finance
Payment Register By Account Control

User:

Misty Weems
Page 2 of 2

141 Total:	\$374,483.98
Bank Total:	\$374,483.98
Bank Payment Count:	43

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>
42000909	American Fidelity Assurance Co	636	10/16/2025	142-010-11140		\$145.14
142-010 Total:						\$145.14
42000909	American Fidelity Assurance Co	636	10/16/2025	142-101-11140		\$415.26
42000911	Ameritas Life Insurance Corp.	7442	10/16/2025	142-101-11140		\$19.88
42000912	Beam Insurance Administrators LLC	7435	10/16/2025	142-101-11140		\$126.99
42000914	Lexia Learning Systems, Inc.	3555	10/16/2025	142-101-11140		\$1,288.00
42000915	Scholastic, Inc.	4871	10/16/2025	142-101-11140		\$1,375.00
42000916	TETA	6332	10/16/2025	142-101-11140		\$500.00
142-101 Total:						\$3,725.13
42000911	Ameritas Life Insurance Corp.	7442	10/16/2025	142-170-11140		\$26.74
42000912	Beam Insurance Administrators LLC	7435	10/16/2025	142-170-11140		\$225.58
142-170 Total:						\$252.32
42000909	American Fidelity Assurance Co	636	10/16/2025	142-201-11140		\$118.80
42000911	Ameritas Life Insurance Corp.	7442	10/16/2025	142-201-11140		\$18.00
42000912	Beam Insurance Administrators LLC	7435	10/16/2025	142-201-11140		\$126.98
142-201 Total:						\$263.78
42000912	Beam Insurance Administrators LLC	7435	10/16/2025	142-601-11140		\$126.99
42000913	Learning Without Tears	8751	10/16/2025	142-601-11140		\$3,002.62
142-601 Total:						\$3,129.61
42000909	American Fidelity Assurance Co	636	10/16/2025	142-901-11140		\$1,452.93
42000910	American Fidelity Assurance Co	652	10/16/2025	142-901-11140		\$50.00
42000911	Ameritas Life Insurance Corp.	7442	10/16/2025	142-901-11140		\$104.38
42000912	Beam Insurance Administrators LLC	7435	10/16/2025	142-901-11140		\$496.03
42000917	Wilson, Anita	7954	10/16/2025	142-901-11140		\$1,400.00
142-901 Total:						\$3,503.34
42000909	American Fidelity Assurance Co	636	10/16/2025	142-911-11140		\$231.53
142-911 Total:						\$231.53
Bank Total:						\$11,250.85
Bank Payment Count:						9

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>
41003750	American Paper & Twine Company	797	10/20/2025	141- -11140	\$407.00
41003751	AT & T	7542	10/20/2025	141- -11140	\$53.48
41003752	Beard, Talitha	1240	10/20/2025	141- -11140	\$37.15
41003753	Boulder Bibs	7520	10/20/2025	141- -11140	\$96.85
41003754	CPR Savers	1401	10/20/2025	141- -11140	\$757.00
41003755	Daugherty, Tonya	7288	10/20/2025	141- -11140	\$341.60
41003756	Dewitte, Kandice	2017	10/20/2025	141- -11140	\$300.00
41003757	Dickson Electric System	1806	10/20/2025	141- -11140	\$39,116.49
41003758	Don Kennedy Roofing Co., Inc.	6673	10/20/2025	141- -11140	\$4,554.00
41003759	Duley, L.C.S.W., Joe	1814	10/20/2025	141- -11140	\$2,177.50
41003760	Suits Me Fine Farm	6330	10/20/2025	141- -11140	\$2,200.00
41003761	Ferrellgas	7446	10/20/2025	141- -11140	\$3,740.03
41003762	Frost Environmental Services, LLC	2350	10/20/2025	141- -11140	\$6,120.00
41003763	Great Minds, PBC	7058	10/20/2025	141- -11140	\$3,667.81
41003764	Hobbs, Kara	6361	10/20/2025	141- -11140	\$224.00
41003765	Matrix Mechanical Solutions, LLC	7974	10/20/2025	141- -11140	\$4,631.43
41003766	Monica Ogles PT	7756	10/20/2025	141- -11140	\$3,722.70
41003767	O'Guin, Michelle	7145	10/20/2025	141- -11140	\$37.15
41003768	ODP Business Solutions, LLC	4261	10/20/2025	141- -11140	\$37.50
41003769	Oriental Trading Co., Inc.	6258	10/20/2025	141- -11140	\$1,249.67
41003770	Quill, LLC	4574	10/20/2025	141- -11140	\$372.63
41003771	Rj Young Company	4691	10/20/2025	141- -11140	\$4,391.55
41003772	Savvas Learning Company LLC	7209	10/20/2025	141- -11140	\$719.10
41003773	Stellar Therapy Services, LLC	8260	10/20/2025	141- -11140	\$9,030.00
41003774	Tennessee Bureau Of Investigation	5491	10/20/2025	141- -11140	\$300.00
41003775	Tennessee School Board Assoc.	61	10/20/2025	141- -11140	\$2,500.00
41003776	Tn Dept Env & Conservation	5367	10/20/2025	141- -11140	\$690.00
41003777	Warren, Toby	5897	10/20/2025	141- -11140	\$110.00
41003778	Zayo Education	2141	10/20/2025	141- -11140	\$2,056.63
141 Total:					\$93,641.27
Bank Total:					\$93,641.27
Bank Payment Count:					29

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>
42000921	Rj Young Company	4691	10/20/2025	142-010-11140	\$254.12
142-010 Total:					\$254.12
42000921	Rj Young Company	4691	10/20/2025	142-101-11140	\$189.48
142-101 Total:					\$189.48
42000918	Hickman County High School	2917	10/20/2025	142-801-11140	\$609.62
42000920	Paxton Patterson	8235	10/20/2025	142-801-11140	\$356.50
142-801 Total:					\$966.12
42000919	NCS Pearson Inc.	4359	10/20/2025	142-901-11140	\$330.00
142-901 Total:					\$330.00
Bank Total:					\$1,739.72
Bank Payment Count:					4

<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>
43000652	Ivey Mechanical Company. LLC	8795	10/20/2025	143- -11140	\$5,210.51
43000653	Rj Young Company	4691	10/20/2025	143- -11140	\$336.83
143 Total:					\$5,547.34
Bank Total:					\$5,547.34
Bank Payment Count:					2

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>
42000922	Amazon	727	10/23/2025	142-101-11140	\$98.43
42000923	ESGI, LLC	2261	10/23/2025	142-101-11140	\$1,813.00
42000924	Explore Learning	8141	10/23/2025	142-101-11140	\$1,400.00
142-101 Total:					\$3,311.43
42000926	Quizizz, Inc.	8991	10/23/2025	142-601-11140	\$3,412.50
142-601 Total:					\$3,412.50
42000925	Kelvin	8967	10/23/2025	142-801-11140	\$113.75
142-801 Total:					\$113.75
Bank Total:					\$6,837.68
Bank Payment Count:					5

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>
	41003779	Amazon	727	10/23/2025	141- -11140	\$1,964.72
	41003780	Amplify Education, Inc.	6489	10/23/2025	141- -11140	\$453.60
	41003781	Baker, Sherri	7798	10/23/2025	141- -11140	\$56.70
	41003782	Bulk Bookstore	8165	10/23/2025	141- -11140	\$3,164.76
VOID *	41003783	Campbell, Logan	8056	10/23/2025	141- -11140	\$1,000.00
	41003784	Everway LLC	4175	10/23/2025	141- -11140	\$1,758.19
VOID *	41003785	Griego, Levi Justin	2531	10/23/2025	141- -11140	\$1,000.00
	41003786	Interpreters Unlimited, Inc.	6501	10/23/2025	141- -11140	\$118.75
	41003787	Matrix Mechanical Solutions, LLC	7974	10/23/2025	141- -11140	\$7,347.16
	41003788	Postmaster	4334	10/23/2025	141- -11140	\$390.00
VOID *	41003789	Powers, Bethany	7420	10/23/2025	141- -11140	\$1,000.00
	41003790	Viking Bond Service, Inc.	5861	10/23/2025	141- -11140	\$497.50
	41003791	Water Authority Of Dickson Co.	5874	10/23/2025	141- -11140	\$4,564.58
141 Total:						\$23,315.96
Bank Total:						\$23,315.96
Bank Payment Count:						13

These checks were voided and re-written on 10/27/25. Payment was made to the individual instead of the school. This was payment from MLEC for Adopt-A-School Grants for classroom supplies.

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>
* 41003792	Centerville Intermediate School	8949	10/27/2025	141- -11140	\$1,000.00
41003793	Dyna-Brite Lighting, Inc.	8447	10/27/2025	141- -11140	\$4,400.00
* 41003794	East Hickman Intermediate School	2114	10/27/2025	141- -11140	\$1,000.00
41003795	Hickman Co Solid Waste Man.	2746	10/27/2025	141- -11140	\$35.40
41003796	Hickman Co Trustee	2722	10/27/2025	141- -11140	\$4,007.20
* 41003797	Hickman County High School	2917	10/27/2025	141- -11140	\$1,000.00
41003798	Matrix Mechanical Solutions, LLC	7974	10/27/2025	141- -11140	\$4,640.46
41003799	Pace Analytical National	2230	10/27/2025	141- -11140	\$710.20
41003800	Piney River Waste	8397	10/27/2025	141- -11140	\$1,170.00
41003801	Republic Service, LLC #840	4739	10/27/2025	141- -11140	\$4,634.00
41003802	Soliant Health, LLC	8569	10/27/2025	141- -11140	\$1,673.40
41003803	United Rentals, Inc.	5767	10/27/2025	141- -11140	\$1,664.44
41003804	UPS	8274	10/27/2025	141- -11140	\$127.62

141 Total: \$26,062.72

Bank Total: \$26,062.72

Bank Payment Count: 13

* Replacement Checks from 10/23/25.

<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>
42000927	Amazon	727	10/27/2025	142-101-11140	\$373.50
142-101 Total:					\$373.50
Bank Total:					\$373.50
Bank Payment Count:					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: 10/28/2025
Re: November Personnel Report

Leave of Absence

Professional

Jana Buttrey
Michelle Jenkins

FMLA – 10/8/25—3/6/26

FMLA – 12/4/25—3/2/26

Support Staff

Hiring

Professional

Kendra Mayberry
Kristi Sheehan

Part-Time Speech Therapist

Part-Time Speech Therapist

Hiring

Support Staff

Camryn Sawyer

EHIS Part-Time Assistant

Resignation

Professional

Resignation (cont.)

Support Staff

Lauren Sanders

CES Assistant

Retirement

Professional

Support Staff

Transfers

Professional

Support Staff

Appointment

Professional

Support Staff

Open Positions

www.hickmank12.org

Click On Employment Opportunities

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

Hickman County Finance
 Summary Financial Statement
 October 2025

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40110	Current Property Tax	2,773,333.00	(152.09)	0.01%	231,111.08	0.00	0.00%
40120	Trustee's Collections - Prior Year	75,000.00	(18,235.00)	24.31%	6,250.00	0.00	0.00%
40125	Trustee's Collections - Bankruptcy	500.00	(17.69)	3.54%	41.67	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	40,000.00	(7,827.54)	19.57%	3,333.33	0.00	0.00%
40140	Interest And Penalty	15,000.00	(1,382.35)	9.22%	1,250.00	0.00	0.00%
40161	Payments In Lieu Of Taxes - T. V. A.	3,500.00	(625.78)	17.88%	291.67	0.00	0.00%
40162	Payments In Lieu Of Taxes-Local	6,000.00	0.00	0.00%	500.00	0.00	0.00%
40210	Local Option Sales Tax	2,975,000.00	(597,448.40)	20.08%	247,916.67	0.00	0.00%
40270	Business Tax	45,000.00	(1,909.71)	4.24%	3,750.00	0.00	0.00%
41110	Marriage Licenses	1,300.00	(209.00)	16.08%	108.33	0.00	0.00%
43570	Receipts From Individual Schools	30,000.00	(650.00)	2.17%	2,500.00	0.00	0.00%
43582	Community Service Fees - Adults	200.00	0.00	0.00%	16.67	0.00	0.00%
44120	Lease/Rentals/PPP	7,500.00	(420.00)	5.60%	625.00	0.00	0.00%
44170	Miscellaneous Refunds	30,000.00	(1,486.17)	4.95%	2,500.00	0.00	0.00%
44530	Sale Of Equipment	15,000.00	0.00	0.00%	1,250.00	0.00	0.00%
44560	Damages Recovered From Individuals	3,000.00	(360.00)	12.00%	250.00	0.00	0.00%
44570	Contributions & Gifts	20,000.00	(10,200.00)	51.00%	1,666.67	0.00	0.00%
44990	Other Local Revenues	30,000.00	0.00	0.00%	2,500.00	0.00	0.00%
46175	On-Behalf Contributions For OPEB	40,000.00	0.00	0.00%	3,333.33	0.00	0.00%
46510	Tennessee Investment in Student	25,081,234.00	(5,007,647.41)	19.97%	2,090,102.83	0.00	0.00%
46515	Early Childhood Education	445,000.00	(2,851.09)	0.64%	37,083.33	183,946.88	-496.04%
46520	School Food Service	22,000.00	0.00	0.00%	1,833.33	0.00	0.00%
46550	Driver Education	10,000.00	0.00	0.00%	833.33	0.00	0.00%
46590	Other State Education Funds	818,936.60	(236,983.77)	28.94%	68,244.72	341,952.83	-501.07%
46610	Career Ladder Program	37,500.00	0.00	0.00%	3,125.00	0.00	0.00%
46790	Other Vocational	1,543,701.67	0.00	0.00%	128,641.81	0.00	0.00%
46851	State Revenue Sharing -T.V.A.	220,000.00	0.00	0.00%	18,333.33	0.00	0.00%
46980	Other State Grants	0.00	67,684.41	0.00%	0.00	67,684.41	0.00%
46990	Other State Revenues	100,000.00	(48,175.68)	48.18%	8,333.33	0.00	0.00%
47640	Rotc Reimbursement	65,000.00	0.00	0.00%	5,416.67	0.00	0.00%
48990	Other	4,000.00	0.00	0.00%	333.33	0.00	0.00%
49800	Transfers In	10,000.00	0.00	0.00%	833.33	0.00	0.00%
	Total Revenues	34,467,705.27	(5,868,897.27)	17.03%	2,872,308.77	593,584.12	-20.67%
Expenditures							
71100	Regular Instruction Program	(17,370,800.60)	4,783,630.96	27.54%	(1,447,566.72)	1,490,047.03	102.93%
71150	Alternative Instruction Program	(317,021.00)	48,777.52	15.39%	(26,418.42)	15,703.33	59.44%
71200	Special Education Program	(3,672,408.00)	804,411.40	21.90%	(306,034.00)	276,123.73	90.23%

Hickman County Finance
 Summary Financial Statement
 October 2025

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71300	Career and Technical Education	(1,906,260.19)	259,924.09	13.64%	(158,855.02)	79,318.03	49.93%
72110	Attendance	(225,221.00)	39,913.00	17.72%	(18,768.42)	11,449.06	61.00%
72120	Health Services	(984,512.79)	209,939.29	21.32%	(82,042.73)	64,093.80	78.12%
72130	Other Student Support	(1,249,822.00)	304,720.64	24.38%	(104,151.83)	89,852.34	86.27%
72210	Regular Instruction Program	(1,709,956.00)	369,630.62	21.62%	(142,496.33)	103,365.53	72.54%
72220	Special Education Program	(564,492.00)	114,601.53	20.30%	(47,041.00)	42,163.10	89.63%
72230	Career and Technical Education	(237,028.27)	52,328.26	22.08%	(19,752.36)	12,294.15	62.24%
72250	Technology	(559,224.00)	277,381.25	49.60%	(46,602.00)	16,023.80	34.38%
72290	Other Programs	(35,000.00)	0.00	0.00%	(2,916.67)	0.00	0.00%
72310	Board Of Education	(697,742.00)	391,039.72	56.04%	(58,145.17)	5,148.45	8.85%
72320	Director Of Schools	(338,617.00)	94,731.55	27.98%	(28,218.08)	23,571.26	83.53%
72410	Office Of The Principal	(2,116,218.00)	508,022.57	24.01%	(176,351.50)	132,559.47	75.17%
72510	Fiscal Services	(50,000.00)	0.00	0.00%	(4,166.67)	0.00	0.00%
72610	Operation Of Plant	(2,704,798.00)	1,104,915.24	40.85%	(225,399.83)	199,648.60	88.58%
72620	Maintenance Of Plant	(1,381,503.00)	713,174.71	51.62%	(115,125.25)	195,204.27	169.56%
72710	Transportation	(2,006,898.00)	625,169.32	31.15%	(167,241.50)	193,940.72	115.96%
72810	Central And Other	(318,544.00)	62,179.32	19.52%	(26,545.33)	23,019.50	86.72%
73100	Food Service	(46,696.00)	0.00	0.00%	(3,891.33)	0.00	0.00%
73300	Community Services	(114,189.00)	20,694.77	18.12%	(9,515.75)	6,741.53	70.85%
73400	Early Childhood Education	(535,338.00)	122,317.56	22.85%	(44,611.50)	35,959.83	80.61%
76100	Regular Capital Outlay	(1,619,184.21)	273,109.00	16.87%	(134,932.02)	74,123.45	54.93%
	Total Expenditures	(40,761,473.06)	11,180,612.32	27.43%	(3,396,789.42)	3,090,350.98	90.98%
Total	141 General Purpose School	(6,293,767.79)	5,311,715.05	84.40%	(524,480.65)	3,683,935.10	702.40%

Hickman County Finance
 Summary Financial Statement
 October 2025

142 School Federal Projects		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
44170	Miscellaneous Refunds	0.00	0.00	0.00%	0.00	0.00	0.00%
47131	Vocational Educ - Basic Grants To	122,275.00	0.00	0.00%	10,189.58	0.00	0.00%
47141	Title 1 Grants To Local Educ Agencies	1,305,024.91	0.00	0.00%	108,752.08	0.00	0.00%
47143	Special Education - Grants To States	1,085,813.68	0.00	0.00%	90,484.47	0.00	0.00%
47145	Special Education Preschool Grants	53,018.44	0.00	0.00%	4,418.20	0.00	0.00%
47146	English Language Acquisition Grants	0.00	0.00	0.00%	0.00	0.00	0.00%
47148	Rural Education	84,010.08	0.00	0.00%	7,000.84	0.00	0.00%
47189	Eisenhower Prof Development State	238,626.68	0.00	0.00%	19,885.56	0.00	0.00%
47309	COVID-19 Grant D	0.00	0.00	0.00%	0.00	0.00	0.00%
47401	American Rescue Plan Act Grant #1	0.00	0.00	0.00%	0.00	0.00	0.00%
47590	Other Federal Through State	136,548.80	0.00	0.00%	11,379.07	0.00	0.00%
Total Revenues		3,025,317.59	0.00	0.00%	252,109.80	0.00	0.00%
Expenditures							
71100	Regular Instruction Program	(875,779.05)	180,950.27	20.66%	(72,981.59)	57,281.61	78.49%
71200	Special Education Program	(814,441.23)	144,010.91	17.68%	(67,870.10)	49,583.54	73.06%
71300	Career and Technical Education	(100,322.25)	18,542.49	18.48%	(8,360.19)	2,286.77	27.35%
72130	Other Student Support	(33,212.79)	11,154.47	33.58%	(2,767.73)	2,088.05	75.44%
72210	Regular Instruction Program	(860,879.28)	130,398.81	15.15%	(71,739.94)	33,785.13	47.09%
72220	Special Education Program	(306,890.89)	78,562.47	25.60%	(25,574.24)	20,039.77	78.36%
72230	Career and Technical Education	(7,292.10)	177.60	2.44%	(607.68)	0.00	0.00%
72710	Transportation	(26,500.00)	2,450.00	9.25%	(2,208.33)	1,400.00	63.40%
Total Expenditures		(3,025,317.59)	566,247.02	18.72%	(252,109.80)	166,464.87	66.03%
Total	142 School Federal Projects	0.00	566,247.02	100.00%	0.00	166,464.87	0.00%

Hickman County Finance
 Summary Financial Statement
 October 2025

143 Central Cafeteria		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
43521	Lunch Payments - Children	0.00	(108.50)	0.00%	0.00	0.00	0.00%
43522	Lunch Payments - Adults	22,000.00	(5,180.67)	23.55%	1,833.33	0.00	0.00%
43523	Income From Breakfast	2,500.00	(1,885.38)	75.42%	208.33	0.00	0.00%
43525	A La Carte Sales	265,000.00	(47,889.56)	18.07%	22,083.33	4.50	-0.02%
43570	Receipts From Individual Schools	0.00	0.00	0.00%	0.00	0.00	0.00%
44110	Investment Income	1,000.00	(46.72)	4.67%	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	1,800,000.00	(366,959.50)	20.39%	150,000.00	0.00	0.00%
47113	Breakfast	750,000.00	(137,346.16)	18.31%	62,500.00	0.00	0.00%
47114	USDA - Other	0.00	(1,837.08)	0.00%	0.00	0.00	0.00%
Total Revenues		2,840,500.00	(561,253.57)	19.76%	236,708.33	4.50	0.00%
Expenditures							
73100	Food Service	(2,957,934.00)	1,471,214.91	49.74%	(246,494.50)	269,581.60	109.37%
Total Expenditures		(2,957,934.00)	1,471,214.91	49.74%	(246,494.50)	269,581.60	109.37%
Total	143 Central Cafeteria	(117,434.00)	909,961.34	774.87%	(9,786.17)	269,586.10	2,754.

School District: Hickman County District No. 410 Date 11/03/25 Month of School _____
 School Name: Hickman County Middle School School No. 020 No. of Days In Session: 18
 Prepared By: _____ Phone: _____ Begin Date: 10/01/25 End Date: 11/03/25

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06	57	45	102	110	104.7218	110.6666
07	59	51	110	113	106.8330	112.3333
08	57	55	112	127	118.1663	125.5555
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	173	151	324	350	329.7212	348.5555
GRAND TOTAL	173	151	324	350	329.7212	348.5555

School District: Hickman County District No. 410 Date 11/03/25 Month of School _____
 School Name: Hickman County High School School No. 030 No. of Days In Session: 18
 Prepared By: _____ Phone: _____ Begin Date: 10/01/25 End Date: 11/03/25

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09	67	29	96	102	95.1584	102.6666
10	39	47	86	102	94.2774	102.1666
11	53	39	92	99	92.3329	99.4444
12	57	52	109	113	103.3884	113.1666
K-12	216	167	383	416	385.1572	417.4444
GRAND TOTAL	216	167	383	416	385.1572	417.4444

Account Activity Summary
Hickman
07/01/2025 - 09/30/2025

<i>Beginning Value - Investment Account</i>	\$	2,987,783.30
<i>Beginning Value - Alternative Invest. Acct.</i>	\$	294,995.53
Total Beginning Value ^{1 See Definitions}	\$	3,282,778.83
Additions ²		
Contributions ³	\$	-
Dividends & Interest ⁴	\$	27,073.05
Withdrawals ⁵		
TSBA Fee ⁶	\$	(2,051.74)
MS Fees ⁷	\$	(1,362.23)
System Distributions ⁸	\$	-
Unadjusted Investment Earnings ⁹	\$	105,318.00
<i>Ending Value - Investment Account</i>	\$	3,112,029.29
<i>Ending Value - Alternative Invest. Acct.</i>	\$	299,726.62
Total Ending Value ¹⁰	\$	3,411,755.91

Definitions:

1. **Beginning Value:** The total account value at the start of business on the first day of the specified reporting period.
2. **Additions:** All credits to the account in which total account value is increased within the specified reporting period.
3. **Contributions:** The sum of total cash deposits and/or other asset transfers into the Morgan Stanley account from outside of the Morgan Stanley account and by instruction of the client within the specified reporting period.
4. **Dividends and Interest:** The sum of all dividend, interest, and capital gain payments credited to the account and those in the which settlement date lies within the specified reporting period. **NOTE:** Any dividend, interest, or capital gain distribution in which a settlement date lies outside of the reporting period or in which was included in the beginning value will not be included 'Dividends and Interest' total for the period.
5. **Withdrawals:** The sum of total cash and/or other asset transfers out of the Morgan Stanley account to any other account whether inside or outside of the firm.
6. **TSBA Fee:** The fee calculated by instruction of the client and is based on the account value at the end of business on the last day of the prior quarter.
7. **MS Fees:** The sum of all quarterly fees charged by Morgan Stanley and any adjustments made to this charge within the specified reporting period in which client is in agreement for investment advisory and brokerage services provided.
8. **System Distributions:** The sum of any distributions to the beneficiary (public school system) of the GASB 45 Trust within the specified reporting period.
9. **Unadjusted Investment Earnings:** The earnings of asset investments in the Morgan Stanley account unadjusted for any fees charged or withdrawals in the account by instruction of Morgan Stanley or the client and within the specified reporting period.
10. **Ending Value:** The Account Value at the end of business on the last day of the specified reporting period.

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Account Contribution Summary
Hickman
07/01/2025 - 09/30/2025

ACTIVITY DATE	ACTIVITY	DESCRIPTION		TYPE
		Total Deposits	0.00	

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Account Dividend & Interest Summary
Hickman
07/01/2025 - 09/30/2025

ACTIVITY DATE	ACTIVITY	DESCRIPTION		TYPE
07/01/2025	Dividend	PGIM SHORT-TERM CORP BOND Z	572.67	Cash
07/01/2025	Dividend	PGIM TOTAL RETURN BOND Z	1,006.07	Cash
07/01/2025	Dividend	BLACKROCK HIGH EQ INCOME INST	1,892.79	Cash
07/01/2025	Dividend	JOHN HANCOCK BOND I	2,089.69	Cash
07/01/2025	Dividend	JANUS HENDERSON MLT SEC INC I	1,406.25	Cash
07/02/2025	Dividend	CION ARES DIVERSIFIED CREDIT U	614.09	Cash
07/08/2025	Interest Income	MORGAN STANLEY PRIVATE BANK NA	0.87	Cash
07/08/2025	Interest Income	MORGAN STANLEY BANK N.A.	0.09	Cash
07/25/2025	Cashless Dividend	BLACKSTONE BCRED	520.76	Cash
07/31/2025	Interest Income	MORGAN STANLEY PRIVATE BANK NA	54.03	Cash
08/01/2025	Dividend	PGIM SHORT-TERM CORP BOND Z	621.26	Cash
08/01/2025	Dividend	PGIM TOTAL RETURN BOND Z	1,055.92	Cash
08/01/2025	Dividend	BLACKROCK HIGH EQ INCOME INST	1,606.65	Cash
08/01/2025	Dividend	JOHN HANCOCK BOND I	1,969.23	Cash
08/01/2025	Dividend	JANUS HENDERSON MLT SEC INC I	1,500.01	Cash
08/04/2025	Dividend	CION ARES DIVERSIFIED CREDIT U	1,067.21	Cash
08/07/2025	Dividend	VICTORYSHARES FREE CASH FLOW	8.46	Cash
08/27/2025	Cashless Dividend	BLACKSTONE BCRED	1,055.40	Cash
08/29/2025	Interest Income	MORGAN STANLEY PRIVATE BANK NA	25.13	Cash
09/02/2025	Dividend	PGIM SHORT-TERM CORP BOND Z	630.49	Cash
09/02/2025	Dividend	PGIM TOTAL RETURN BOND Z	1,059.05	Cash
09/02/2025	Dividend	BLACKROCK HIGH EQ INCOME INST	1,795.03	Cash
09/02/2025	Dividend	JOHN HANCOCK BOND I	1,691.61	Cash
09/02/2025	Dividend	JANUS HENDERSON MLT SEC INC I	1,635.98	Cash
09/03/2025	Dividend	CION ARES DIVERSIFIED CREDIT U	1,074.14	Cash
09/09/2025	Dividend	VICTORYSHARES FREE CASH FLOW	249.46	Cash
09/19/2025	Dividend	ISHARES CORE S&P U.S. GROWTH	340.18	Cash
09/19/2025	Dividend	ISHARES CORE S&P U.S. VALUE	442.17	Cash
09/26/2025	Cashless Dividend	BLACKSTONE BCRED	1,063.89	Cash
09/30/2025	Interest Income	MORGAN STANLEY PRIVATE BANK NA	24.47	Cash
		Total Dividends and Interest	27,073.05	

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*Account Fee Summary
Hickman
07/01/2025 - 09/30/2025*

ACTIVITY DATE	ACTIVITY	DESCRIPTION		TYPE
07/08/2025	CASH TRANSFER	FUNDS TRANSFERRED	-2,051.74	Cash
07/08/2025	Service Fee	ADV FEE 07/01-07/31	-450.90	Cash
07/16/2025	Service Fee	NET PLATFORM FEE	0.00	Cash
08/07/2025	Service Fee	ADV FEE 08/01-08/31	-458.59	Cash
09/08/2025	Service Fee	ADV FEE 09/01-09/30	-452.74	Cash
		Total Withdrawals	-3,413.97	

***Cash Balance Includes Cash, Bank Deposits, MMF Balance, and Unsettled Cash.**

Unless otherwise indicated, this information is not intended to be a substitute for the official account statements that you receive from us. This information is approximate and subject to adjustment, updating and correction and is for illustrative and general reference purposes only. We are not responsible for any clerical, computational or other inaccuracies, errors or omissions. We obtain market values and other data from various standard quotation services and other sources, which we believe to be reliable. However, we do not warrant or guarantee the accuracy or completeness of any such information. The values that you actually receive in the market for any investment may be higher or lower than the values reflected herein. To the extent there are any discrepancies between your official account statement and this information, you should rely on the official account statement. This information should not be considered as the sole basis for any investment decision. The Bank Deposit Program (BDP) is a cash sweep feature whereby clients can choose to have their available free credit balances automatically deposited into interest bearing, FDIC-insured deposit accounts at up to three banks ("Program Banks"): (1) Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association (together, the "Morgan Stanley Banks"), or (2) Citibank, N.A. The Program Banks are FDIC members. Morgan Stanley Smith Barney LLC ("Morgan Stanley") is a registered broker-dealer, not a bank. Morgan Stanley and the Morgan Stanley Banks are affiliates. Unless specifically disclosed to you in writing, other investments and services offered to you through Morgan Stanley are not insured by the FDIC, are not deposits or other obligations of, or guaranteed by, the Program Banks and involve investment risks, including possible loss of principal amount invested. External Assets - Certain assets listed in this view are based upon information provided by you, your client or other external sources and are not part of accounts that you manage at Morgan Stanley. Assets not held with Morgan Stanley may not be covered by SIPC protection or by additional protection under Morgan Stanley's excess insurance coverage plans. Morgan Stanley may include information about these external assets in this view solely as a service to you, and Morgan Stanley is not responsible for the accuracy of any information provided by external sources, including but not limited to, you, your client or another financial institution. You are responsible for ensuring the accuracy of such information. Generally, any financial institution that holds securities is responsible for year-end reporting (Internal Revenue Service (IRS) Form 1099) and separate periodic statements, which may vary from Morgan Stanley's information due to different tax reporting periods.

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Hickman County Schools Board Agenda Item Request

Date: 10/21

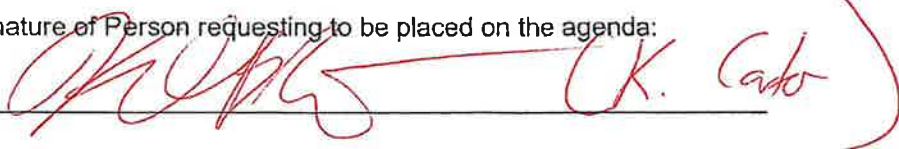
Name of School: HCHS


Item Request: Senior Trip

Explanation:
Class of '26 would like
approval to take an overnight (2)
to St Louis on May 10-12.
All details will be planned
meticulously and student contracts
will be signed.

Ellie Calliet, Keely Plakey, SB McCorden

Attachments (if necessary and appropriate): ~~Contract~~ ~~BA~~

Signature of Person requesting to be placed on the agenda:
 (K. Cato)

Signature of Building Principal:
 Robyn Emerson



2025 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 28, 2025**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

- I certify that the LEA is in compliance with all federal and state education laws and SBE rules.
- I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

LEA Name:

Director of Schools/Superintendent Name:

Director of Schools/Superintendent Signature:

School Board Chair Name:

School Board Chair Signature:

Date of School Board Approval:

UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 28, 2025
(including the corresponding corrective action plan if applicable).
Upload instructions are accessible [here](#).



October 1, 2025

Steven George
Hickman County School System
115 Murphree Ave., Centerville, TN 37033
steven.george@hickmank12.org

**RE: Notification of Award --State of Tennessee Volkswagen Diesel Settlement
Environmental Mitigation Trust (VW Settlement EMT) Medium- and Heavy-Duty
Vehicle Grant Program**

Dear Mr. George:

Thank you for submitting an application in response to the State of Tennessee VW Settlement EMT Medium- and Heavy-Duty Vehicle Grant Programs solicitation. The Tennessee Department of Environment and Conservation (TDEC) has completed its evaluation of all applications received. We are pleased to inform you that the Hickman County School System has been selected to move forward with grant contract negotiations.

Specifically, TDEC will provide up to \$223,483.50 for the replacement of the following (3) vehicles with propane vehicles proposed within the grant application:

- VIN: 4DRBUSKN49A135048, School Bus
- VIN: 4DRBUAFN58B530126, School Bus
- VIN: 4UZAAXDC67CX24858, School Bus

At this time, please do not publicize or share your organization's receipt of this award notification until TDEC has made a corresponding public funding announcement. Such an announcement will occur following the execution of the Grant Contract. We will notify you when you have permission to publicize your award.

Over the course of the next several weeks, you will receive a draft Grant Contract(s) and a Grant Program Manual, which will outline the terms and conditions of your award and include detailed information on reporting requirements, financial reimbursement / invoicing procedures, and project monitoring. Once the Grant Contract has been approved by TDEC Contracts and executed by the State and the Grantee, it will be routed for additional approvals by the State Central Procurement Office, Department of Finance & Administration, and the State Comptroller's Office. You will receive a copy of the final, executed Grant Contract for your records after the additional approvals have been obtained. **Please note that this notification of award does not constitute a Grant Contract agreement with the State.**

Please keep in mind the following regarding this award:

1. **TDEC cannot reimburse expenditures that are incurred prior to the begin date of your**

Grant Contract. Once the Grant Contract begins, the Grantee may request State approval for procuring vehicles or equipment, including applicable charging infrastructure. Further details on the procurement process will be provided in the upcoming Grant Program Manual. **Until you receive procurement approval from TDEC under an active Grant Contract, do not submit any purchase orders, complete any vehicle purchases, and/or take delivery of any vehicles you intend to pay for with funds from this award.**

2. All eligible Medium- and Heavy-Duty Vehicles to be replaced under this program must be Scrapped within ninety (90) days of new vehicle delivery. "Scrapped" shall mean to render inoperable and available for recycle, and, at a minimum, to specifically cut a 3-inch hole in the engine block and to disable the chassis by cutting the vehicle's frame rails completely in half. **Failure to provide the required photographic proof and documentation of vehicle scrappage may impact the State's ability to provide reimbursement for the project. As such, do not move forward with vehicle and engine scrappage until you receive guidance on the process in the forthcoming Grant Program Manual;** this resource will include explicit instructions and templates to help you capture all proof of scrappage documentation required for this award.
3. **Additional Title VI Nondiscrimination requirements must be met by your organization now that you have been selected to receive funding from the State.** First, grantees must complete the TDEC Subrecipient Title VI training (<https://tdec.tn.gov/title6/index.html>) and provide TDEC with a copy of the certificate of training completion no later than 30 days after the draft Grant Contract has been submitted to TDEC Contracts for approval. Second, grantees must also complete and submit to TDEC a completed Title VI Training Certification form no later than 30 days after the draft Grant Contract has been submitted to TDEC Contracts for approval. Further guidance on this process will be sent to you shortly.
4. **TDEC will schedule a mandatory grant program compliance webinar within the next few weeks. At least one representative from your staff's project team must attend the webinar,** which will include information on the considerations noted above, the information contained within the Medium- and Heavy-Duty Vehicle Grant Program Manual, and other project requirements. Additional information on this compliance webinar will be sent to you shortly.

Again, congratulations! We are pleased to support your commitment to integrate newer, cleaner vehicles into your fleet. If you have any questions, please contact me at 615-772-6011 or Mark.Finlay@tn.gov.

Sincerely,

Mark Finlay, Senior Energy Analyst
TDEC Office of Energy Programs

Hickman County Board of Education
 Budget Amendment - 19
 Federal Programs - Fund 142
 November 3, 2025

Account	Description	Debit	Credit	Justification
47131 - - - 801	Revenues		\$ 1,710.35	
71300 - 163 - - 801	Educational Assistants		206.10	
71300 - 201 - - 801	Social Security		15.76	
71300 - 204 - - 801	Pensions	\$ 24.39		
71300 - 429 - C - 801	Instructional Supplies	71.77		
71300 - 499 - - 801	Other Supplies	600.00		
71300 - 730 - - 801	Instruction Equipment		685.75	To bring CTE Perkins Basic into agreement in with ePlan revision
72230 - 162 - - 801	Clerical Personnel		22.90	
72230 - 189 - - 801	Other Salaries & Wages	1,500.00		
72230 - 201 - - 801	Social Security	112.99		
72230 - 204 - - 801	Pensions	184.06		
72230 - 524 - - 801	InService		71.77	
72710 - 146 - - 801	Bus Drivers	219.42		
		\$ 2,712.63	\$ 2,712.63	

Approved:

Attest:

Board Chair

John Mullins

Hickman County Board of Education
 Budget Amendment - 20

Federal Programs - Fund 142

November 3, 2025

Account	Description	Debit	Credit	Justification
72210 - 524 - - 401 72210 - 790 - - 401	In-Service Equipment	\$ 5,000.00	\$ 5,000.00	To bring into agreement with ePlan
		\$ 5,000.00	\$ 5,000.00	

Approved:

Attest:

Board Chair

John Mullins

**Hickman County Schools
Supplement Splits - School Year 2025-2026**

School	Supplement	Personnel	%	Paid
EHHS	Flag Corps	Skyanna Rafalski Lucy Allen	4.0%	All - Fall
HCMS	Cheerleading	Madelyn Owens Megan Holloway	4.0%	½ Fall - ½ Spring
HCHS	Football Head Coach	Coach Patrick Smith Coach Ryan Wall *This will make Coach Wall's supplement @ 10%	11% 3%	All - Fall



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: November 2025

Up for Review:

- 1.100 School Board Legal Status and Authority
- 1.1001 Board Goals
- 1.101 Role of the Board of Education
- 1.102 Board Members Legal Status
- 1.103 Board Evaluation
- 1.104 Memberships
- 1.105 School Board Legislative Involvement
- 1.106 Code of Ethics
- 1.107 Conflicts of Interest
- 1.108 Nepotism
- 1.200 Method of Election of Officers
- 1.201 Duties of Officers

Thank you for your careful consideration of these policies.

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834

Hickman County Board of Education

	Descriptor Term: School District – School Board Legal Status and Authority	Descriptor Code: 1.100	Issued Date: 09/19/23
		Rescinds: 1.100	Issued: 08/02/21

1 The legal basis for education in the school district of Hickman County, Tennessee, is vested in the will
2 of the people as expressed in the Constitution of the state, the status pertaining to education, court
3 interpretation of the validity of these laws and the powers implied in them. School boards are instruments
4 of the state, and members of the Board are state officers chosen by citizens of the district to represent
5 them and the state in the management of the public schools.¹

6 The official name of the school district shall be: Hickman County Schools.

7 The school district shall serve residents of Hickman County and non-residents under conditions specified
8 by state law and the Board of Education.²

9 The governing body shall be the Board of Education.

10 Because all powers of the Board lie in its action as a group, individual board members exercise their
11 authority over district affairs only as they vote to take action at a legal meeting of the Board.

12 In other instances, an individual board member, including the chairman, shall have power only when
13 specified by state law or when the Board, by vote, has delegated authority to him/her.

Legal References

1. TCA 49-1-101; TCA 49-1-102; TCA 49-6-3104
2. TCA 49-6-3104

Cross References

School Board Meetings 1.400

Hickman County Board of Education

	Descriptor Term: Board Goals	Descriptor Code: 1.1001	Issued Date: 09/19/23
		Rescinds: 1.1001	Issued: 08/02/21

1 The Board is responsible to the people, for whose benefit the school district has been established. To
2 meet this responsibility requires long-range planning in addition to attention to immediate problems.

3 The Board's primary objective is to establish those purposes, programs and procedures which will best
4 produce the educational achievement needed by district students. The Board shall fulfill these
5 responsibilities by functioning primarily as a legislative body to formulate and adopt policy and by
6 evaluating results. Further, it must carry out its functions openly, while seeking the involvement and
7 contributions of the public, students, and staff in its decision-making processes.

8 In accordance with these principals, the Board shall seek to achieve the following goals:

- 9 1. To provide leadership in order that the goals and objectives of the school district can be
10 effectively carried out;
- 11 2. To conduct Board business openly, soliciting and encouraging broad-based involvement in
12 the schools' decision-making processes by the public, students and staff;
- 13 3. To concentrate the Board's collective effort on its policy-making and planning
14 responsibilities;
- 15 4. To formulate board policies which best serve the educational interests of each student and
16 which conform to state and federal laws;
- 17 5. To provide the director of schools with sufficient and adequate guidelines for implementing
18 board policies; and
- 19 6. To maintain effective communication with the public, staff and students in order to be
20 aware of attitudes, opinions, desires and ideas.
- 21
- 22
- 23
- 24
- 25

Hickman County Board of Education

Descriptor Term: Role of the Board of Education	Descriptor Code: 1.101	Issued Date: 09/19/23
	Rescinds: 1.101	Issued: 08/02/21

The Board will be guided by the general mandatory powers and duties of the Board as defined through statute which state or imply that a local Board of Education has full power to operate the local public schools as it deems fit in compliance with state and federal mandates.¹ The Board functions only when in session.

The Board sees these as its required functions:

- Policy Oversight:**² The Board will develop policy and employ a chief school administrator who shall carry out its policies through the development and implementation of administrative procedures. The Board will evaluate the effectiveness of its policies and their implementation. This includes setting and evaluating goals in educational and financial areas.
- Educational Planning:**³ The Board will require reliable information from responsible sources which enable it and the staff to work toward the continuous improvement of the educational program.
- Provision of Financial Resources:**¹ The Board will adopt a budget to provide the necessary funding in terms of buildings, staff, materials and equipment to enable the school system to carry out its functions.
- Interpretation:** The Board will keep the local community informed about the school and keep itself informed about the wishes of the public. The Board will build public support for the schools by involving the public in the planning process.

The Board will provide, within the financial limitations set by the community, the best educational opportunities possible for all children.

The Board shall exercise its powers through the legislation of policies for the organization and operation of the school district. The Board will delegate the administration of the schools to the director of schools.

Legal References

- TCA 49-2-203
- TCA 49-2-207
- TCA 49-1-302(a)(1)-(3); TRR/MS 0520-02-01-.01

Cross References

Duties of Board Members 1.202
Policy Development & Adoption 1.600
Administrative Procedures 1.601
School District Goals 1.700
School District Planning 1.701
Annual Operating Budget 2.200

Hickman County Board of Education

Descriptor Term: Board Members Legal Status	Descriptor Code: 1.102	Issued Date: 09/19/23
	Rescinds: 1.102	Issued: 08/07/22

1 The legal status of board members shall be as follows:

2 **NUMBER¹**

3 The Board is composed of seven (7) members. One member shall be elected from each school district,
4 each school district being composed of one (1) County Commission district.

5 **QUALIFICATIONS**

6 Members of the Board shall be residents elected from districts of substantially equal population and
7 shall be citizens of recognized integrity, intelligence, and ability to administer the duties of the office.¹
8 To qualify as a candidate, an individual must show proof of:

- 9 1. Graduation from high school or receipt of a high school equivalency credential approved by the
10 State Board of Education;² and
11
12 2. Being a qualified voter and resident in the county for one (1) year prior to the qualifying
13 deadline for running as a candidate.¹

14 Members of the county legislative body and other county governmental officials shall not be eligible
15 for election as members of the county Board of Education.³

16 **TERMS OF OFFICE**

17 Members of the Board shall serve four (4) year terms.¹

18 **METHOD OF ELECTION**

19 Members of the Board shall be elected by qualified voters of Hickman County at the August election.

20 **VACANCIES**

21 Vacancies shall be declared to exist on account of death, resignation, removal from the district which
22 elected him, removal from the school system or through due process proceedings.⁴

23 When a vacancy occurs, the unexpired term shall be filled at the next regular or special meeting of the
24 County Commission.⁵ Such appointment shall continue until the next regular election.

Legal References

1. TCA 49-2-201(a)(1)
2. TCA 49-2-202(a)(4); Public Acts of 2023, Chapter No. 114
3. TCA 49-2-202(a)(2)
4. TCA 8-47-101; TCA 49-1-611; TCA 49-2-202(e)(2); Tenn. Att’y Gen. Op. No. 21-14 (September 1, 2021)
5. TCA 49-2-202(e)(1)

Hickman County Board of Education

	Descriptor Term: Board Self-Evaluation	Descriptor Code: 1.103	Issued Date: 09/19/23
		Rescinds: 1.103	Issued: 08/02/21

- 1 For the purpose of improvement of school board leadership, the board of education will conduct an
2 annual evaluation of its operational procedures.
- 3 This annual evaluation shall be developed based upon the following premises:
- 4 a) Board members shall know and be involved in the development of standards by which
5 they will evaluate themselves.
- 6 b) Evaluation shall be at a scheduled time with no other items on the agenda and with all
7 board members present.
- 8 c) The evaluation shall be a composite of individual board member's opinions but the
9 board as a whole shall meet to discuss the results.
- 10 d) Evaluation shall include discussion of strengths as well as weaknesses.
- 11 e) The board is not required to limit itself to those items included in any formal evaluation
12 instrument which is used.
- 13 f) Each judgment shall be supported by as much rational and objective evidence as
14 possible.
- 15 g) At the conclusion of the evaluation, the board will develop a series of board goals for
16 the ensuing year which are stated in terms of behavioral change or productivity gain.

Hickman County Board of Education

	Descriptor Term: Memberships	Descriptor Code: 1.104	Issued Date: 09/19/23
		Rescinds: 1.104	Issued: 08/01/22

- 1 The Board shall maintain membership in the Tennessee School Boards Association.¹
- 2 The Board shall seek to participate as fully as possible in the activities of this organization. Information
3 obtained at conferences, conventions or workshops shall be shared at subsequent board meetings.
- 4 Dues for membership in the Tennessee School Boards Association shall be included in each annual
5 budget in accordance with state statute.
- 6 The Board may also maintain institutional membership in other educational organizations which the
7 Board finds to be of benefit to members and school system personnel.

Legal References

1. TCA 49-2-2001

Cross References

- Board Member Development Opportunities
1.204

Hickman County Board of Education

Descriptor Term:

School Board Legislative Involvement

Descriptor Code:
1.105

Issued Date:
12/04/23

Rescinds:
1.105

Issued:
09/19/23

- 1 The Board will work for the passage of new laws designed to advance the cause of improving education
2 and for the repeal or modification of existing laws and the defeat of proposed laws that impede this
3 cause. To accomplish this:
- 4 1. The Board shall stay informed of pending legislation and actively communicate its concerns and
5 make its position known to the elected representatives at both the state and national level;
6
 - 7 2. The Board shall work with other school boards in the state, local citizen groups, and other local
8 officials in acquainting them with the board's legislative priorities and seek their support;
9
 - 10 3. The Board shall annually select one (1) of its members to serve as its legislative liaison to the
11 Tennessee Legislative Network (TLN). The representative shall be a level one or greater board
12 member and have been a delegate to the TSBA convention.
13
 - 14 4. The Board shall work with its TLN representative, with TSBA, and other concerned groups in
15 developing an annual legislative program; and
16
 - 17 5. The Board shall include in its budget appropriate resources, including travel expense, necessary
18 for its TLN representative and other board members to accomplish its desired legislative goals.

Cross References

Board Member Development Opportunities 1.204

Hickman County Board of Education

Descriptor Term: Code of Ethics	Descriptor Code: 1.106	Issued Date: 09/19/23
	Rescinds: 1.106	Issued: 08/07/23

1 *General*¹

2 Board members and school district employees may not accept, directly or indirectly, any gift, money,
3 gratuity, consideration, or favor that a reasonable person would understand was intended to influence
4 the vote, official action, or judgment of the board member or employee in executing decisions
5 affecting the school district. It is also prohibited for a board member's or an employee's spouse or
6 child living in the same household to accept such items.

7 It shall not be considered a violation of this policy for a board member or employee to receive
8 entertainment, food, refreshments, meals, health screenings, amenities, food, or beverages that are
9 provided in connection with a conference sponsored by an established or recognized statewide
10 association of school board officials or by an umbrella or affiliate organization of such statewide
11 association of school board officials.

12 **ETHICS COMPLAINTS**

13 The Board may create a School District Ethics Committee (Ethics Committee), consisting of three (3)
14 members who will be appointed to one-year terms by the Board Chair with confirmation by the Board.
15 At least two (2) members of the committee shall be members of the Board. The Ethics Committee shall
16 convene as soon as practicable after its appointment and elect a Chair and a Secretary. The records of
17 the Ethics Committee shall be maintained by the Secretary and shall be filed in the Director of
18 Schools' office, where they shall be open to public inspection.

19 Questions and complaints regarding violations of this Code of Ethics shall be directed to the Chair of
20 the Ethics Committee. Complaints shall be in writing, signed by the person making the complaint, and
21 include details as to the facts surrounding the complaint.

22 The Ethics Committee may investigate an ethical complaint received against a board member or
23 employee and make recommendations to cease any activity that, in the Ethics Committee's judgment,
24 constitutes a violation of this Code of Ethics. If a member of the Ethics Committee is the subject of a
25 complaint, the member shall recuse himself/herself from all proceedings involving the complaint.

26 The Ethics Committee may:

- 27 1. Refer the matter to the board attorney;
- 28
- 29 2. In the case of a board member, refer the matter to the Board of Education for possible public
30 censure, if warranted;
- 31

- 1 3. In the case of an employee, refer the matter to the Director of Schools/designee for possible
2 disciplinary action, if warranted; or
3
4 4. In a case involving possible violation of state statutes, refer the matter to the district attorney
5 for possible ouster or criminal prosecution.

6 **POINT OF CONTACT²**

- 7 The Board Chair shall serve as the point of contact for the Tennessee Ethics Commission. The Director
8 of Schools shall provide the contact information to the Commission and ensure that any changes are
9 submitted within thirty (30) calendar days.

Legal References

1. TCA 8-17-103
2. Public Acts of 2023, Chapter No. 37

Cross References

- Board Member Conflict of Interest 1.107
Duties of Board Members 1.202

Hickman County School System

Code of Ethics

1.106AP

Conflict of Interest Disclosure Statement

Instructions: This form is for reporting personal interests required to be disclosed under Section 3 of the Code of this school system. Officials and employees are required to disclose personal interests in matters that affect or would lead a reasonable person to infer that it would affect the exercise of discretion of an official or employee.

1. Date of Disclosure: _____
2. Name of official or employee: _____
3. Office and position: _____
4. Description of personal interest (describe below in detail):

Signature of official or

employee Witness Signature

Printed name of Witness

Hickman County Board of Education

	Descriptor Term: Board Member Conflict of Interest	Descriptor Code: 1.107	Issued Date: 09/19/23
		Rescinds: 1.107	Issued: 04/03/23

1 *General*

2 State law provides specific instances when direct or indirect conflicts of interest may affect a board
3 member's ability to vote on certain matters.

4 Direct conflicts of interest may arise if the school district contracts with a board member or with a
5 business in which the board member is a sole proprietor, partner, or person having a controlling
6 interest.¹

7 Indirect conflicts of interest may arise if a board member votes on a matter involving a situation that a
8 reasonable person would infer affects his/her personal finances indirectly. If a board member has a
9 direct interest but is the sole supplier of goods or services in the city or county, he/she would be
10 considered indirectly interested in such a matter.²

11 **DIRECT CONFLICT OF INTEREST¹**

12 A board member shall not be directly interested in any contract in which the Board may be interested.

13 If there is a pre-existing contract that predates the board member's election to the Board, the board
14 member shall refrain from voting or discussing any matter related to that contract since he/she has a
15 direct interest. Upon expiration, the contract shall not be renewed by the Board.³

16 This shall not prohibit any board member from voting on the school budget or any budget amendments
17 unless the vote is on a specific budget amendment in which the board member is directly interested.⁴

18 **INDIRECT CONFLICT OF INTEREST²**

19 A board member shall not be indirectly interested in any contract where the Board may be interested
20 unless the board member publicly acknowledges such interest. The disclosure of this interest shall be
21 made at the board meeting in which the Board is taking action on the contract. A board member with
22 an indirect interest is not required to refrain from voting on the contract.

23 **PENALTY FOR UNLAWFUL INTEREST⁵**

24 If a board member is found to have an indirect interest and fails to disclose such interest, or becomes
25 directly interested in any contract, he/she shall forfeit all compensation. He/she shall also be dismissed
26 from the Board and be ineligible to serve in the same or similar position for ten (10) years.

Legal References

1. TCA 12-4-101 (a); Op. Tenn. Att'y Gen. No. 10-46
2. TCA 12-4-101 (b)
3. Op. Tenn. Att'y Gen. No. 99-209
4. TCA 12-4-101 (a) (1)
5. TCA 12-4-102

Cross References

Code of Ethics 1.106
Duties of Board Members 1,202

CONFLICT OF INTEREST DISCLOSURE STATEMENT

Instructions: Board members are required to disclose conflicts of interest in matters that affect, or would lead a reasonable person to infer that it would affect, the exercise of discretion of a board member.

1. Date of disclosure: _____

2. Name: _____

3. Description of conflict of interest (describe below in detail):

Signature of Board Member

Signature of Witness

Hickman County Board of Education

	Descriptor Term: <h2 style="text-align: center;">Nepotism</h2>	Descriptor Code: 1.108	Issued Date: 09/19/23
		Rescinds: 1.108	Issued: 03/06/23

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.¹

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.¹

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.²

Legal References

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

Cross References

- Supervision 5.108
 Assignment/Transfer 5.115

Hickman County School System

**Board Member Conflict of Interest
and Nepotism**

1.107AP & 1.108AP

Conflict of Interest Statement

Because my _____ is an employee of the Hickman County School System, I have a conflict of interest in the proposal about to voted on. However, I declare that my argument and my vote answer only to my conscience and to my obligation to my constituents and the citizens the Board represents.

Hickman County School System

Nepotism

1.108AP

Nepotism

If two (2) or more employees who are relatives within the same direct line of supervision, or become within the same direct line of supervision by marriage or promotion, the director of schools will resolve this issue by either a transfer of one (1) of the employees or devise an alternative evaluation plan for one (1) of the employees if a transfer is not feasible or is not in the best interest of students.

When a transfer is not feasible or is not in the best interest of students, the following procedures will be followed:

- 1) Time sheets and other personnel records will be signed by an administrator and/or supervisor that is not considered a "relative" of the employee as described in TCA 49-2-202 (3)(iii).
- 2) Evaluation of employees will be conducted by an administrator and/or supervisor that is not considered a "relative" of the employee as described in TCA 49-2-202 (3)(iii).
- 3) Complaints or concerns regarding school employees will be investigated by an administrator and/or supervisor that is not considered a "relative" of the employee as described in TCA 49-2-202 (3)(iii).
- 4) The findings of investigations regarding complaints regarding school employees will be reported to an administrator and/or supervisor that is not considered a "relative" of the employee as described in TCA 49-2-202 (3)(iii).

Employees considered for employment by the Director of School for initial employment and related to a member of the Board, the director of schools, an administrator in the system, a county commissioner, or any appointed or elected official, the relationship shall be publicly made known to the Board prior to the employment of such person and noted in the Director's Report.

Hickman County Board of Education

Descriptor Term:

Method of Election of Officers

Descriptor Code:

1.200

Issued Date:

12/09/24

Rescinds:

1.200

Issued:

09/19/23

1 At the third regular meeting in each fiscal year, the Board shall organize by electing a chairman¹ and a
2 vice chairman to serve one-year terms or until a successor is named. A chairman pro tem shall be
3 elected to preside during a meeting when neither the chairman or the vice chairman is present. In the
4 event that an officer's seat on the board is vacated, the board shall elect a successor to serve the
5 remainder of the officer's term. In the event of a run-off election for a district seat, board officers will
6 be elected at the first meeting after the election is certified. Each board officer shall be eligible for re-
7 election.

8 If no officer of the Board is serving at the third meeting date of the fiscal year, any member shall call
9 the meeting to order and preside until a chairman is elected as the first order of business.

10 If the office of chairman is vacated prior to the expiration of the annual term, the vice chairman shall
11 assume all responsibilities of the chairman until a new chairman is elected.

Legal References

1. TCA 49-2-202(c)(2)

Hickman County Board of Education

Descriptor Term: Duties of Officers	Descriptor Code: 1.201	Issued Date: 10/02/23
	Rescinds: 1.201	Issued: 08/02/21

1 CHAIRMAN

2 The chairman of the Board shall have the following duties:

- 3 1. To assist the director of schools in preparing meeting agendas;
- 4 2. To preside at all meetings of the Board;¹
- 5 3. To appoint committees authorized by the Board;¹
- 6 4. To function as chairman of the executive committee;¹
- 7 5. To countersign all warrants authorized by the Board and issued by the director of schools for all
- 8 expenditures of the school system;^{1,2}
- 9 6. To conduct Board hearings;³
- 10 7. To prepare the school budget with the director of schools;⁴
- 11 8. To authorize the use of mechanical checkwriting equipment;
- 12 9. To certify the value of surplus property valued less than \$500;⁵ and
- 13 10. To carry out other such duties as may be assigned by the Board.

14 VICE CHAIRMAN

15 The vice chairman shall assume the duties of the chairman in his/her absence or function as the
16 chairman until a new chairman can be elected in the event the chairman is incapacitated or the office
17 becomes vacant.

18 SECRETARY

19 The director of schools, as the executive officer of the Board, shall serve as secretary to the Board. He/
20 she shall conduct all correspondence of the Board, keep and preserve all of its records, receive all
21 reports acquired by the Board, and see that such reports are in proper form.⁶ He/she has the right to
22 advise on any question under consideration but has no vote.

23 The Board on the recommendation of the director of schools, may assign the keeping of the minutes to
24 a clerk; however, the responsibility resides with the director of schools.

25 CHAIR PRO TEM

26 The Chairman Pro Tem shall assume the duties of the vice chairman in his/her absence or function as
27 the vice chairman until a new vice chairman can be elected in the event the vice chairman is
28 incapacitated or the office becomes vacant.

Legal References

1. TCA 49-2-205
2. TCA 49-2-113
3. TCA 49-5-512(c)
4. TCA 49-2-203(a)(9)(A)(i)
5. TCA 49-6-2007(d)(2)
6. TCA 49-2-301(b)(1)(C)

Cross References

Role of the Board of Education 1.101
Duties of Board Members 1.202
Board Committees 1.300
Executive Committee 1.301
Agendas 1.403
Minutes 1.406
Annual Operating Budget 2.200
Surplus Property Sales 2.403
Separation Practices for Tenured Teachers 5.200

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: _____

Proposed Fundraising Activities: Otis Spunkmeyer Cookie Dough Sales

Proposed Uses of Funds Raised: Student Rewards + Testing Rewards ^{TCAA}

Expected Student Involvement (school-wide or specific school organization):

School wide - student

Method by which school will receive profit: cash/check/online

Requested by (Name/Title): Kristin Durn Date: 10-20-2025

Approved by (Principal): KD Date: 10-20-2025

Approved by (Director of Schools): John Mullins Date: 10-23-25

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: _____

Proposed Fundraising Activities: Cake walk - Valentines Day

Proposed Uses of Funds Raised: Student Rewards + Instructional Supplies.

Expected Student Involvement (school-wide or specific school organization):

School wide - All students will receive prizes.

Method by which school will receive profit: Cash / check

Requested by (Name/Title): Kristin Dunn Date: 10-20-2025

Approved by (Principal): KD Date: 10-20-2025

Approved by (Director of Schools): John Mullins Date: 10-23-25

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: _____

Proposed Fundraising Activities: Donations from Businesses

Proposed Uses of Funds Raised: Teacher Gifts for Christmas

Expected Student Involvement (school-wide or specific school organization):
School wide for teachers

Method by which school will receive profit: Donations

Requested by (Name/Title): Kristin Dunn Date: 10-20-2025

Approved by (Principal): KD Date: 10-20-2025

Approved by (Director of Schools): John Mullins Date: 10-20-25

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 Class of '26

Proposed Fundraising Activity Sell soap - Happy Valley Fundraising

Date(s) 11/3 - 12/2

Location(s) HCHS

Requested By Kristin Carfo 10/20/25
President/Chair of Organization Date

Recommended By Roby Emerson 10-20-25
Principal Date

Approved John Mullins 10-23-25
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****

Bulldog Diner

FUNDRAISER AUTHORIZATION FORM

School Hickman County High School

Fund/club/class account ELC / Life Skills #806

Expected timeframe of fundraiser 10/25 - 5/25 : Once or twice per month.

Proposed fundraising activities ELC students to cook and serve teachers.

Method of fundraising (e.g., in-person, crowdfunding, etc.) Donation, in-person

Proposed uses of funds raised* To buy supplies for the class and to go on trips.

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

This will be done in the classroom.

Method by which school will receive profit This will be donation based.

Requested by [Signature] Date 10/2/25
Name/Title

Approved by Robyn Emerson Date 10-20-25
Principal

Approved by John Mullins Date 10-23-25
Director of Schools**

* Any change in proposed uses of funds raised must be approved by the 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, Nunnely, TN 37137

~~School Support Organization~~
Request For Fundraising Activities

Organization Health Occupations Students of America

Proposed Fundraising Activity Butter Braids

Date(s) 10/29/25 - 11/12/25

Location(s) HCHS

Requested By Hailey Carter
President/Chair of Organization

10/14/25
Date

Recommended By Roby Emerson
Principal

10-15-25
Date

Approved John Mullins
Director of Schools or Designee

10-15-25
Date

Not Approved _____
Director of Schools or Designee

Date

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

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, Nunnely, TN 37137

~~School Support Organization~~
Request For Fundraising Activities

Organization Boys & Girls Basketball

Proposed Fundraising Activity Banner Advertisements

Date(s) 10/20 - 11/3

Location(s) HCHS

Requested By Raven Gordon 10/15/25
President/Chair of Organization Date

Recommended By Roby Smooren 10-15-25
Principal Date

Approved John Mullins 10-15-25
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****

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Library

Account Number _____

Proposed fundraising activities: 3D printing requested files in the library as acquired by students

Purposed Uses of funds raised: Funds raised will go to pay for filament, make repairs, and purchase new 3d printers/accessories as they wear out

Expected Student involvement (school-wide or specific school organization): all students may print, certain students may assist in the printing and some will assist at finalizing (removing supports for example) the prints

Method by which school will receive profit: cash or card

Requested by: Drew Smith, Librarian
Name/Title

10/21/25
Date

Acknowledge by: [Signature]
Bookkeeper

10/22/25
Date

Approved by: [Signature]
Principal

10/27/25
Date

Approved by: [Signature]
Director of Schools*

10-23-25
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 00813 - Journalism

Account Number 00813

Proposed fundraising activities:
Selling can drinks in the bookstore.

Purposed Uses of funds raised:
Funds will be used for the National Journalism Conference attendance.

Expected Student involvement (school-wide or specific school organization): Journalism Students who will be attending the conference. (5)

Method by which school will receive profit: Cash deposited to the above account

Requested by: Connie Graves
Name/Title

10/14/2025
Date

Acknowledge by: [Signature]
Bookkeeper

10/14/25
Date

Approved by: [Signature]
Principal

10/17/25
Date

Approved by: [Signature]
Director of Schools*

10/17/25
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.