

BRANDON TIDWELL
10820 N. Tidwell 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

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



DOUG LANE
2059 Lake Dr., Centerville, TN 37033

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

JANE HERRON
PO Box 13, Nunnely, TN 37137

MARCY TIDWELL
DIRECTOR OF SCHOOLS
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

REGULAR BOARD MEETING
Monday, July 6, 2026 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 July 6, 2026

VI. Regular Meeting Minutes for June 1, 2026

VII. Consent Agenda Items

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Personnel Report

C. Financial Report

D. 2025-2026 Civil Rights Report

E. Hickman County Schools AI Usage Report

VIII. Items Requiring Board Action

A. Trip Request

1. EHHS FBLA/FCCLA

B. HCHS Football Camp

C. Recommendations for Tenure

D. Personnel Decisions

E. Approve 2026-2027 Disciplinary Hearing Authority

F. Approve Hickman County Schools' New Strategic Plan

G. Approve Letter of Interest with Milestone Towers

H. Approve APEX Agreement with Hickman County Middle School

I. Approve APEX Agreement with Centerville Intermediate School

J. 2026-2027 Salary Schedules & Pay Scales

K. Budget Amendments (FY26)

L. Close-Out Budget Amendments

M. FY27 Federal Placeholder Budgets

N. Board Policies

1. Revised Board Policies (1st Reading) 1.400, 2.100, 2.200, 4.2013, 4.215, 4.301, 4.600, 4.603, 4.605, 5.106, 5.200, 5.201, 5.302, 5.303, 5.600, 5.801, 6.200, 6.202, 6.205, 6.303, 6.306, 6.318, 6.4051, 6.4053, 6.506, 4.100, 4.300, 4.301, 5.104, 5.501, 6.100, 6.301, 6.303, 6.304, 6.3041

2. Board Policies Review 3.218--3.403

IX. Announcements

A. Regular Board Meeting for August 3, 2026

B. TSBA 2026 South Central Fall District Meeting - September 17, 2026

Lawrence County - E.O. Coffman Middle, 111 Lafayette Ave., Lawrenceburg, TN

C. TSBA Leadership Conference & Annual Convention

November 5-8, 2026 - Gaylor Opryland Resort & Convention Center

X. Closing Comments

A. Legislative Representative

B. Board Chair, Board Members and Director of Schools

XI. 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

Dr. Tabitha Cude
4141 Lewis Rd., Centerville, TN 37033



Marcy Tidwell
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

Dr. Christy Mays
450 Hwy. 50, Centerville, TN 37033

Brandon Tidwell
10820 N. Tidwell 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, July 6, 2026 at 6:30 p.m. in Room 203 of the Central 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 July 6, 2026
- VI. Regular Meeting Minutes for June 1, 2026
- VII. Consent Agenda Items
 - A. Board Chair's Report
 1. Chair's Countersigned Warrants
 - B. Personnel Report
 - C. Financial Report
 - D. 2025-2026 Civil Rights Report
 - E. Hickman County Schools AI Usage Report
- VIII. Items Requiring Board Action
 - A. Trip Request
 1. EHHS FBLA/FCCLA—Sponsor and Students
 - B. HCHS Football Camp—Coach and Players
 - C. Recommendations for Tenure—Director of Schools
 - D. Personnel Decisions—Director of Schools
 - E. Approve 2026-2027 Disciplinary Hearing Authority—Director of Schools
 - F. Approve Hickman County Schools' New Strategic Plan—Director of Schools
 - G. Approve Letter of Interest with Milestone Towers—Director of Schools
 - H. Approve APEX Agreement with Hickman County Middle School—Marcy Tindle – APEX Rep.
 - I. Approve APEX Agreement with Centerville Intermediate School—Marcy Tindle – APEX Rep.
 - J. 2026-2027 Salary Schedules & Pay Scales—Business Officer
 - K. Budget Amendments (FY26)—Business Officer

L. Close-Out Budget Amendments—Business Officer
M. FY27 Federal Placeholder Budgets—Business Officer

N. Board Policies

1. Revised Board Policies (1st Reading) 1.400, 2.100, 2.200, 4.2013, 4.215, 4.301, 4.600, 4.603, 4.605, 5.106, 5.200, 5.201, 5.302, 5.303, 5.600, 5.801, 6.200, 6.202, 6.205, 6.303, 6.306, 6.318, 6.4051, 6.4053, 6.506, 4.100, 4.300, 4.301, 5.104, 5.501, 6.100, 6.301, 6.303, 6.304, 6.3041—Misty Shelton

2. Board Policies Review—3.218--3.403—Misty Shelton

IX. Announcements

A. Regular Board Meeting for August 3, 2026

B. TSBA 2026 South Central Fall District Meeting – September 17, 2026

Lawrence County – E.O. Coffman Middle, 111 Lafayette Ave, Lawrenceburg, TN

C. TSBA Leadership Conference & Annual Convention

November 5-8, 2026 – Gaylor Opryland Resort & Convention Center

X. Closing Comments

A. Legislative Representative—Christy Mays

B. Board Chair, Board Members and Director of Schools

XI. Adjourn

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

The Hickman county Board of Education met on June 1, 2026, at 6:30 PM in Central Office - Room 203.

Present: Tabitha Cude, Jane Herron, Tim Hobbs, Doug Lane, Christy Mays, Pippa Taylor, Brandon Tidwell.

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 1, 2026

Motion to approve the Agenda for June 1, 2026.

Motion made by Doug Lane.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

VI. Regular Meeting Minutes for May 4, 2026

Motion to approve the Regular Meeting Minutes for May 4, 2026.

Motion made by Jane Herron.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

VII. Special Called Session Meeting Minutes for May 7, 2026

Motion to approve Special Called Session Meeting Minutes for May 7, 2026.

Motion made by Pippa Taylor.

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

VIII. Special Called Session Meeting Minutes for May 21, 2026

Motion to approve Special Called Session Meeting Minutes for May 21, 2026.

Motion made by Brandon Tidwell.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

IX. Special Recognition

A. Employee of the Year

B. Friend of Education

X. Consent Agenda Items

Motion to approve the Consent Agenda Items.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

A. Board Chair's Report

1. Chair's Countersigned Warrants

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

- B. Personnel Report
- C. Financial Report
- D. Attendance Report
- E. Family Resource Centers End of Year Reports

XI. Items Requiring Board Action

A. EHHS Football Overnight Camp - On Campus
Motion to approve EHHS Football Overnight Camp - On Campus.
Motion made by Jane Herron.
Motion seconded by Pippa Taylor.
Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 7, Nay: 0

B. Approve Change Order - EHHS CTE Building
Motion to approve change order - EHHS CTE Building.
Motion made by Doug Lane.
Motion seconded by Tim Hobbs.
Motion Result: Passed

Jane Herron: Nay
Tabitha Cude: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

Yea: 6, Nay: 1

C. Approve RJ Young SMP/Maintenance Agreement
Motion to Approve RJ Young SMP/Maintenance Agreement.
Motion made by Jane Herron.
Motion seconded by Brandon Tidwell.
Motion Result: Passed

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---June 1, 2026

Brandon Tidwell: Yea

Yea: 7, Nay: 0

D. Approve Bids for Maintenance Department

1. Flooring

Low bid confidence level was low. Recommend the 2nd highest - Mallard Flooring. 3 Different Schools - EHES, EHIS, EHMS.

Motion to approve the flooring bid to the 2nd highest bid - Mallard Flooring without furniture removal.

Motion made by Tabitha Cude.

Motion seconded by Doug Lane.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

2. Fire Alarm Monitoring/Service Repair and Equipment Replacement

Motion to approve Fire Alarm Monitoring/Service Repair and Equipment Replacement (State Systems).

Motion made by Doug Lane.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

3. Epoxy Floor Coating

Motion to approve Epoxy Floor Coating (lowest bid).

Motion made by Christy Mays.

Motion seconded by Brandon Tidwell.

Motion Result: Passed

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---June 1, 2026

Brandon Tidwell: Yea

Yea: 7, Nay: 0

4. Annual Paving and Patching

Motion to approve Annual Paving and Patching.

Motion made by Tabitha Cude.

Motion seconded by Jane Herron.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

5. Annual Sealing and Striping

Motion to approve Annual Sealing and Striping (American Strippers).

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

6. Concrete Pouring at Schools

Motion to approve Concrete Pouring at Schools (BJB).

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

7. Gym Floor Services

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Motion to approve Gym Floor Services.

Motion made by Tabitha Cude.

Motion seconded by Brandon Tidwell.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

8. HVAC Replacement, Repair and Annual Services

Motion to approve HVAC Replacement, Repair and Annual Services (SM Lawrence).

Motion made by Tabitha Cude.

Motion seconded by Jane Herron.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

9. Painting at Schools

Motion to approve Painting at Schools (Arts House of Painting).

Motion made by Tabitha Cude.

Motion seconded by Doug Lane.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

E. Proposed School Board Meeting Dates for 2026-2027

Motion to approve the Proposed School Board Meeting Dates for 2026-2027.

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

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

F. Annual Agenda for 2026-2027
Move personnel and placement into July meeting
Coordination with County Commission budget committee - Feb 2027
Motion to approve Annual Agenda for 2026-2027 as amended.
Motion made by Tabitha Cude.
Motion seconded by Brandon Tidwell.
Motion Result: Passed

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

G. Approve CIS Job Shares for 2026-2027
Motion to Approve CIS Job Shares for 2026-2027.
Motion made by Doug Lane.
Motion seconded by Brandon Tidwell.
Motion Result: Passed

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

H. Resolution to Grant Authority to Designate Reserves
Motion to approve Resolution 26-02 to Grant Authority to Designate Reserves.
Motion made by Jane Herron.
Motion seconded by Pippa Taylor.
Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea
Yea: 7, Nay: 0

I. Grant Executive Committee Authority to Close Out Fiscal Year
Motion to approve Grant Executive Committee Authority to Close Out Fiscal Year.

Motion made by Brandon Tidwell.
Motion seconded by Christy Mays.
Motion Result: Passed

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

J. 2026-2027 Differentiated Pay Plan
Motion to approve 2026-2027 Differentiated Pay Plan.
Motion made by Doug Lane.

Motion seconded by Jane Herron.
Motion Result: Passed

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

K. TSSE Membership Dues
Motion to approve TSSE Membership Dues.

Motion made by Christy Mays.
Motion seconded by Pippa Taylor.
Motion Result: Passed

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

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Pippa Taylor: Yea
Brandon Tidwell: Yea
Yea: 7, Nay: 0

L. OPEB Resolution 26-03
Motion to approve OPEB Resolution 26-03.
Motion made by Doug Lane.
Motion seconded by Tim Hobbs.
Motion Result: Passed

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

M. Board Policies Review - 3.200--3.212
3.204 Promotion and Development of a Program – professional staff person,
offer a stipend for school safety – is there one was the question from the
board?
Motion to approve Board Policies Review - 3.200--3.212.
Motion made by Tabitha Cude.
Motion seconded by Pippa Taylor.
Motion Result: Passed

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

N. Budget Amendments
Motion to approve Budget Amendments 36,37,38.
Motion made by Doug Lane.
Motion seconded by Pippa Taylor.
Motion Result: Passed

Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Brandon Tidwell: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Yea: 7, Nay: 0

O. Budgets for 2026-2027

Motion to approve Budgets for 2026-2027.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Brandon Tidwell: Nay

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 1

P. Capitol Projects 2026-2027

Motion to approve Capitol Projects 2026-2027.

Motion made by Jane Herron.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

XII. Student Recognition for Dane Gilbert

XIII. Announcements

A. Regular Board Meeting for July 6, 2026 (pending approval of 26-27 Board Meeting Dates)

B. Discuss Dates for Board Retreat/Training Regarding Strategic Plan

XIV. Closing Comments

A. Legislative Representative

B. Board Chair, Board Members and Director of Schools

XV. Adjourn

Motion to adjourn.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---June 1, 2026

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Brandon Tidwell: Yea

Yea: 7, Nay: 0

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> |
|-----------------------|--------------------|------------------|---------------------|---------------------|---------------|
| 41004885 | Tidwell, Marcy | 6830 | 05/28/2026 | 141- -11140 | \$10,833.33 |

141 Total: \$10,833.33

Bank Total: \$10,833.33

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> |
|----------------------------|----------------------|------------------|---------------------|---------------------|-----------------|
| 43000802 | Bragg, Tonya | 7984 | 06/01/2026 | 143- -11140 | \$70.90 |
| 43000803 | Orlow, David | 9327 | 06/01/2026 | 143- -11140 | \$103.00 |
| 43000804 | Prince Hardware, LLC | 4321 | 06/01/2026 | 143- -11140 | \$188.00 |
| 143 Total: | | | | | \$361.90 |
| Bank Total: | | | | | \$361.90 |
| Bank Payment Count: | | | | | 3 |

| | |
|------------------|--------------------|
| <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> |
|-----------------------|--------------------|------------------|---------------------|---------------------|---------------|
| 42001185 | Amazon | 727 | 06/01/2026 | 142-801-11140 | \$1,343.04 |

142-801 Total: \$1,343.04

Bank Total: \$1,343.04

Bank Payment Count: 1

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> |
|----------------------------|-------------------------------------|------------------|---------------------|---------------------|--------------------|
| 41004886 | Amazon | 727 | 06/01/2026 | 141- -11140 | \$417.25 |
| 41004887 | Bruhn & Bruhn Fire Protection, Inc. | 885 | 06/01/2026 | 141- -11140 | \$4,800.00 |
| 41004888 | Cross, Emily | 1744 | 06/01/2026 | 141- -11140 | \$197.20 |
| 41004889 | Crumpler, Jamie Nichol | 1800 | 06/01/2026 | 141- -11140 | \$48.30 |
| 41004890 | Daugherty, Tonya | 7288 | 06/01/2026 | 141- -11140 | \$630.75 |
| 41004891 | Lumen/Centurylink | 4577 | 06/01/2026 | 141- -11140 | \$54.49 |
| 41004892 | McManus, Christy | 8120 | 06/01/2026 | 141- -11140 | \$195.17 |
| 41004893 | Owen's Oil Co., Inc. | 4257 | 06/01/2026 | 141- -11140 | \$890.00 |
| 41004894 | Stellar Therapy Services, LLC | 8260 | 06/01/2026 | 141- -11140 | \$345.30 |
| 41004895 | Teacher Innovations, Inc. | 8323 | 06/01/2026 | 141- -11140 | \$3,976.00 |
| 41004896 | Town Of Centerville | 5315 | 06/01/2026 | 141- -11140 | \$416.24 |
| 141 Total: | | | | | <u>\$11,970.70</u> |
| Bank Total: | | | | | <u>\$11,970.70</u> |
| Bank Payment Count: | | | | | 11 |

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> |
|----------------------------|---|------------------|---------------------|---------------------|---------------|
| 41004897 | Ace Hardware | 635 | 06/03/2026 | 141- -11140 | \$714.44 |
| 41004898 | Amazon | 727 | 06/03/2026 | 141- -11140 | \$1,672.68 |
| 41004899 | Bon Aqua Lyles Utility Distric | 851 | 06/03/2026 | 141- -11140 | \$5,609.60 |
| 41004900 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 141- -11140 | \$200,541.33 |
| 41004901 | Don Kennedy Roofing Co., Inc. | 6673 | 06/03/2026 | 141- -11140 | \$921.50 |
| 41004902 | Dotson, Cecily | 1895 | 06/03/2026 | 141- -11140 | \$141.37 |
| 41004903 | Four Seasons Outdoors & Sports | 2334 | 06/03/2026 | 141- -11140 | \$1,858.40 |
| 41004904 | Freeman Lumber & Supply | 2325 | 06/03/2026 | 141- -11140 | \$136.20 |
| 41004905 | Gary Bentley Trucking, LLC | 7337 | 06/03/2026 | 141- -11140 | \$1,152.10 |
| 41004906 | Georgia Educational Solutions, LLC | 9291 | 06/03/2026 | 141- -11140 | \$75,625.00 |
| 41004907 | Harvill, Nancy | 2758 | 06/03/2026 | 141- -11140 | \$4,825.15 |
| 41004908 | Hickman County Trustee | 2937 | 06/03/2026 | 141- -11140 | \$373,952.74 |
| 41004909 | Karco Parts | 3364 | 06/03/2026 | 141- -11140 | \$19.41 |
| 41004910 | Lewis County Museum | 9328 | 06/03/2026 | 141- -11140 | \$305.00 |
| 41004911 | Main Street Emporium | 7541 | 06/03/2026 | 141- -11140 | \$105.50 |
| 41004912 | Matrix Mechanical Solutions, LLC | 7974 | 06/03/2026 | 141- -11140 | \$34,000.00 |
| 41004913 | Meriwether Lewis Electric Coop. | 3694 | 06/03/2026 | 141- -11140 | \$47,931.97 |
| 41004914 | Minge, Amy R. | 3723 | 06/03/2026 | 141- -11140 | \$6,624.00 |
| 41004915 | Nashville Zoo, Inc. | 4254 | 06/03/2026 | 141- -11140 | \$396.00 |
| 41004916 | Plumbmaster, Inc. | 4379 | 06/03/2026 | 141- -11140 | \$707.34 |
| 41004917 | Prince Hardware, LLC | 4321 | 06/03/2026 | 141- -11140 | \$2,882.73 |
| 41004918 | Puremaxx, LLC | 8324 | 06/03/2026 | 141- -11140 | \$5,314.36 |
| 41004919 | Rietveld, Stephanie | 993 | 06/03/2026 | 141- -11140 | \$1,435.00 |
| 41004920 | Skyward Accounting Dept | 5111 | 06/03/2026 | 141- -11140 | \$4,920.00 |
| 41004921 | Soliant Health, LLC | 8569 | 06/03/2026 | 141- -11140 | \$1,255.05 |
| 41004922 | State Systems, LLC | 5242 | 06/03/2026 | 141- -11140 | \$6,200.00 |
| 41004923 | Stellar Therapy Services, LLC | 8260 | 06/03/2026 | 141- -11140 | \$6,024.51 |
| 41004924 | Tennessee Child Support Receipting Unit | 1312 | 06/03/2026 | 141- -11140 | \$791.00 |
| 41004925 | The Brook Center Therapy Solutions, LLC | 8659 | 06/03/2026 | 141- -11140 | \$2,865.00 |
| 41004926 | The Dreaded Lawncare | 7933 | 06/03/2026 | 141- -11140 | \$8,600.00 |
| 41004927 | Town Of Centerville | 5315 | 06/03/2026 | 141- -11140 | \$1,045.80 |
| 41004928 | Whitaker, Wesley | 7554 | 06/03/2026 | 141- -11140 | \$174.00 |
| 41004929 | Wolf Creek Ranch | 7618 | 06/03/2026 | 141- -11140 | \$500.00 |
| 141 Total: | | | | | \$799,247.18 |
| Bank Total: | | | | | \$799,247.18 |
| Bank Payment Count: | | | | | 33 |

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> |
|----------------------------|---|------------------|---------------------|---------------------|---------------|
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-010-11140 | \$399.81 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-010-11140 | \$3,320.04 |
| 142-010 Total: | | | | | \$3,719.85 |
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-101-11140 | \$2,443.30 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-101-11140 | \$9,963.81 |
| 142-101 Total: | | | | | \$12,407.11 |
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-170-11140 | \$367.36 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-170-11140 | \$1,598.39 |
| 142-170 Total: | | | | | \$1,965.75 |
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-201-11140 | \$303.60 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-201-11140 | \$1,619.92 |
| 142-201 Total: | | | | | \$1,923.52 |
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-401-11140 | \$350.00 |
| 142-401 Total: | | | | | \$350.00 |
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-601-11140 | \$368.51 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-601-11140 | \$610.30 |
| 142-601 Total: | | | | | \$978.81 |
| 42001187 | Chef's Deal Restaurant And Equipment Co. | 1794 | 06/03/2026 | 142-801-11140 | \$600.00 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-801-11140 | \$291.08 |
| 142-801 Total: | | | | | \$891.08 |
| 42001186 | CEV Multimedia, LLC | 9319 | 06/03/2026 | 142-811-11140 | \$2,450.00 |
| 142-811 Total: | | | | | \$2,450.00 |
| 42001188 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 142-901-11140 | \$1,033.33 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-901-11140 | \$10,185.48 |
| 42001190 | Wilson, Anita | 7954 | 06/03/2026 | 142-901-11140 | \$1,080.00 |
| 142-901 Total: | | | | | \$12,298.81 |
| 42001189 | Hickman County Trustee | 2937 | 06/03/2026 | 142-911-11140 | \$279.56 |
| 142-911 Total: | | | | | \$279.56 |
| Bank Total: | | | | | \$37,264.49 |
| Bank Payment Count: | | | | | 5 |

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> |
|----------------------------|-----------------------------|------------------|---------------------|---------------------|--------------------|
| 43000805 | County Of Hickman Misc Acct | 1633 | 06/03/2026 | 143- -11140 | \$10,895.51 |
| 43000806 | Fitts, Connie S. | 185 | 06/03/2026 | 143- -11140 | \$159.50 |
| 43000807 | Hickman County Trustee | 2937 | 06/03/2026 | 143- -11140 | \$7,171.19 |
| 43000808 | Prince Hardware, LLC | 4321 | 06/03/2026 | 143- -11140 | \$651.78 |
| 43000809 | Tidwell, Tina | 9402 | 06/03/2026 | 143- -11140 | \$20.00 |
| 43000810 | Town Of Centerville | 5315 | 06/03/2026 | 143- -11140 | \$144.61 |
| 143 Total: | | | | | \$19,042.59 |
| Bank Total: | | | | | \$19,042.59 |
| Bank Payment Count: | | | | | 6 |

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> |
|----------------------------|--------------------------------|------------------|---------------------|---------------------|---------------------|
| 41004930 | Amazon | 727 | 06/08/2026 | 141- -11140 | \$1,610.20 |
| 41004931 | American Fidelity Assurance | 637 | 06/08/2026 | 141- -11140 | \$12,030.21 |
| 41004932 | American Fidelity Assurance Co | 636 | 06/08/2026 | 141- -11140 | \$80,242.46 |
| 41004933 | American Fidelity Assurance Co | 652 | 06/08/2026 | 141- -11140 | \$5,833.00 |
| 41004934 | AT & T | 7542 | 06/08/2026 | 141- -11140 | \$588.25 |
| 41004935 | Central States Bus Sales, Inc. | 1326 | 06/08/2026 | 141- -11140 | \$2,913.04 |
| 41004936 | Dickson Medical Associates | 2022 | 06/08/2026 | 141- -11140 | \$125.00 |
| 41004937 | Ed's Supply, Inc. | 2103 | 06/08/2026 | 141- -11140 | \$5,802.12 |
| 41004938 | Ferrellgas | 7446 | 06/08/2026 | 141- -11140 | \$6,576.25 |
| 41004939 | O'Reilly Auto Parts | 4265 | 06/08/2026 | 141- -11140 | \$2,150.15 |
| 41004940 | Owen's Oil Co., Inc. | 4257 | 06/08/2026 | 141- -11140 | \$1,742.00 |
| 41004941 | Tennessee Valley Fence Co | 5699 | 06/08/2026 | 141- -11140 | \$3,200.00 |
| 41004942 | Unifirst Corp. | 5758 | 06/08/2026 | 141- -11140 | \$733.44 |
| 41004943 | Warren, Brandy | 6034 | 06/08/2026 | 141- -11140 | \$37.15 |
| 41004944 | Williams, Myles | 6681 | 06/08/2026 | 141- -11140 | \$125.00 |
| 141 Total: | | | | | <u>\$123,708.27</u> |
| Bank Total: | | | | | <u>\$123,708.27</u> |
| Bank Payment Count: | | | | | 15 |

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> |
|----------------------------|--------------------------------|------------------|---------------------|---------------------|---------------|
| 42001191 | American Fidelity Assurance Co | 636 | 06/08/2026 | 142-010-11140 | \$580.56 |
| 142-010 Total: | | | | | \$580.56 |
| 42001191 | American Fidelity Assurance Co | 636 | 06/08/2026 | 142-101-11140 | \$415.26 |
| 142-101 Total: | | | | | \$415.26 |
| Bank Total: | | | | | \$995.82 |
| 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> |
|----------------------------|---------------------------------|------------------|---------------------|---------------------|--------------------|
| 43000811 | Hargrove, Charles | 9405 | 06/08/2026 | 143- -11140 | \$17.00 |
| 43000812 | Gordon Food Service, Inc. | 2488 | 06/08/2026 | 143- -11140 | \$65,303.22 |
| 43000813 | Hoods Unlimited | 2965 | 06/08/2026 | 143- -11140 | \$3,080.00 |
| 43000814 | Murfreesboro Pure Milk Co, Inc. | 7552 | 06/08/2026 | 143- -11140 | \$247.20 |
| 43000815 | Petrowski, Jera | 4345 | 06/08/2026 | 143- -11140 | \$192.13 |
| 43000816 | Prairie Farms Dairy | 18 | 06/08/2026 | 143- -11140 | \$12,761.63 |
| 43000817 | State of Tennessee | 6660 | 06/08/2026 | 143- -11140 | \$400.00 |
| 143 Total: | | | | | \$82,001.18 |
| Bank Total: | | | | | \$82,001.18 |
| Bank Payment Count: | | | | | 7 |

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> |
|----------------------------|-------------------------------|------------------|---------------------|---------------------|---------------|
| 41004945 | Ameritas Life Insurance Corp. | 7442 | 06/09/2026 | 141- -11140 | \$9,386.52 |
| 41004946 | Hickman County Trustee | 2937 | 06/09/2026 | 141- -11140 | \$4,456.90 |
| 141 Total: | | | | | \$13,843.42 |
| Bank Total: | | | | | \$13,843.42 |
| Bank Payment Count: | | | | | 2 |

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> |
|----------------------------|-------------------------------|------------------|---------------------|---------------------|---------------|
| 42001192 | Ameritas Life Insurance Corp. | 7442 | 06/09/2026 | 142-101-11140 | \$39.76 |
| 142-101 Total: | | | | | \$39.76 |
| 42001192 | Ameritas Life Insurance Corp. | 7442 | 06/09/2026 | 142-170-11140 | \$240.66 |
| 142-170 Total: | | | | | \$240.66 |
| 42001192 | Ameritas Life Insurance Corp. | 7442 | 06/09/2026 | 142-201-11140 | \$33.45 |
| 142-201 Total: | | | | | \$33.45 |
| 42001192 | Ameritas Life Insurance Corp. | 7442 | 06/09/2026 | 142-401-11140 | \$2.55 |
| 142-401 Total: | | | | | \$2.55 |
| 42001192 | Ameritas Life Insurance Corp. | 7442 | 06/09/2026 | 142-901-11140 | \$226.76 |
| 142-901 Total: | | | | | \$226.76 |
| Bank Total: | | | | | \$543.18 |
| 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> |
|----------------------------|------------------------|------------------|---------------------|---------------------|---------------|
| 43000818 | Hickman County Trustee | 2937 | 06/09/2026 | 143- -11140 | \$4,222.95 |
| 143 Total: | | | | | \$4,222.95 |
| Bank Total: | | | | | \$4,222.95 |
| Bank Payment Count: | | | | | 1 |

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> |
|-----------------------|---|------------------|---------------------|---------------------|---------------|
| 41004947 | A Dirty Job | 665 | 06/10/2026 | 141- -11140 | \$2,100.00 |
| 41004948 | American Fidelity Assurance | 637 | 06/10/2026 | 141- -11140 | \$12,030.21 |
| 41004949 | American Fidelity Assurance Co | 636 | 06/10/2026 | 141- -11140 | \$80,007.55 |
| 41004950 | American Fidelity Assurance Co | 652 | 06/10/2026 | 141- -11140 | \$5,833.00 |
| 41004951 | Arthur Tidwell DbA Art's House Painting | 8647 | 06/10/2026 | 141- -11140 | \$17,355.00 |
| 41004952 | Beam Insurance Administrators LLC | 7435 | 06/10/2026 | 141- -11140 | \$42,750.30 |
| 41004953 | Bleacher & Seats.Com | 1117 | 06/10/2026 | 141- -11140 | \$10,600.00 |
| 41004954 | Brewer Chemicals & Equip, LLC | 861 | 06/10/2026 | 141- -11140 | \$420.00 |
| 41004955 | Conley, Donald E. | 9408 | 06/10/2026 | 141- -11140 | \$37.15 |
| 41004956 | Hickman Co Trustee | 2722 | 06/10/2026 | 141- -11140 | \$792,397.05 |
| 41004957 | Hickman County Trustee | 2937 | 06/10/2026 | 141- -11140 | \$308,412.32 |
| 41004958 | Lennox Industries, Inc. | 6346 | 06/10/2026 | 141- -11140 | \$2,036.50 |
| 41004959 | Manor, Angie | 4106 | 06/10/2026 | 141- -11140 | \$464.00 |
| 41004960 | Oriental Trading Co., Inc. | 6258 | 06/10/2026 | 141- -11140 | \$112.87 |
| 41004961 | Rj Young Company | 4691 | 06/10/2026 | 141- -11140 | \$4,391.55 |
| 41004962 | State Systems, LLC | 5242 | 06/10/2026 | 141- -11140 | \$645.00 |
| 41004963 | Tennessee Bureau Of Investigation | 5491 | 06/10/2026 | 141- -11140 | \$150.00 |
| 41004964 | Tennessee School Board Assoc. | 61 | 06/10/2026 | 141- -11140 | \$3,000.00 |
| 41004965 | Bartelmy, Thomas | 8439 | 06/10/2026 | 141- -11140 | \$125.00 |
| 41004966 | Town Of Centerville | 5284 | 06/10/2026 | 141- -11140 | \$8,313.88 |
| 41004967 | TreviPay-Walmart | 8999 | 06/10/2026 | 141- -11140 | \$198.67 |
| 41004968 | Village Behavioral Health | 6655 | 06/10/2026 | 141- -11140 | \$3,240.00 |
| 41004969 | Visa | 8268 | 06/10/2026 | 141- -11140 | \$2,788.41 |
| 41004970 | Youth Town of Tennessee, Inc. | 6951 | 06/10/2026 | 141- -11140 | \$180.00 |
| 41004971 | Zayo Education | 2141 | 06/10/2026 | 141- -11140 | \$2,075.55 |

141 Total: \$1,299,664.01

Bank Total: \$1,299,664.01

Bank Payment Count: 25

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> |
|----------------------------|--|------------------|---------------------|---------------------|---------------|
| 42001193 | American Fidelity Assurance Co | 636 | 06/10/2026 | 142-010-11140 | \$580.56 |
| 42001196 | Dean, Elaine | 6225 | 06/10/2026 | 142-010-11140 | \$101.86 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-010-11140 | \$150.20 |
| 42001199 | Rj Young Company | 4691 | 06/10/2026 | 142-010-11140 | \$254.12 |
| 142-010 Total: | | | | | \$1,086.74 |
| 42001193 | American Fidelity Assurance Co | 636 | 06/10/2026 | 142-101-11140 | \$415.26 |
| 42001194 | Beam Insurance Administrators LLC | 7435 | 06/10/2026 | 142-101-11140 | \$634.96 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-101-11140 | \$1,219.85 |
| 42001198 | Hickman County Trustee | 2937 | 06/10/2026 | 142-101-11140 | \$9,963.85 |
| 42001199 | Rj Young Company | 4691 | 06/10/2026 | 142-101-11140 | \$189.48 |
| 142-101 Total: | | | | | \$12,423.40 |
| 42001194 | Beam Insurance Administrators LLC | 7435 | 06/10/2026 | 142-170-11140 | \$338.37 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-170-11140 | \$82.70 |
| 142-170 Total: | | | | | \$421.07 |
| 42001194 | Beam Insurance Administrators LLC | 7435 | 06/10/2026 | 142-201-11140 | \$181.49 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-201-11140 | \$128.96 |
| 42001198 | Hickman County Trustee | 2937 | 06/10/2026 | 142-201-11140 | \$1,619.94 |
| 142-201 Total: | | | | | \$1,930.39 |
| 42001194 | Beam Insurance Administrators LLC | 7435 | 06/10/2026 | 142-401-11140 | \$8.98 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-401-11140 | \$32.44 |
| 142-401 Total: | | | | | \$41.42 |
| 42001198 | Hickman County Trustee | 2937 | 06/10/2026 | 142-601-11140 | \$610.30 |
| 142-601 Total: | | | | | \$610.30 |
| 42001195 | Chef's Deal Restaurant And Equipment Co. | 1794 | 06/10/2026 | 142-801-11140 | \$400.00 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-801-11140 | \$82.70 |
| 42001198 | Hickman County Trustee | 2937 | 06/10/2026 | 142-801-11140 | \$291.04 |
| 42001200 | Visa | 8268 | 06/10/2026 | 142-801-11140 | \$60.00 |
| 142-801 Total: | | | | | \$833.74 |
| 42001194 | Beam Insurance Administrators LLC | 7435 | 06/10/2026 | 142-901-11140 | \$770.91 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-901-11140 | \$3,796.18 |
| 42001198 | Hickman County Trustee | 2937 | 06/10/2026 | 142-901-11140 | \$8,931.14 |
| 142-901 Total: | | | | | \$13,498.23 |
| 42001197 | Hickman Co Trustee | 2722 | 06/10/2026 | 142-911-11140 | \$82.70 |
| 42001198 | Hickman County Trustee | 2937 | 06/10/2026 | 142-911-11140 | \$279.58 |
| 142-911 Total: | | | | | \$362.28 |
| Bank Total: | | | | | \$31,207.57 |
| Bank Payment Count: | | | | | 8 |

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> |
|----------------------------|--------------------|------------------|---------------------|---------------------|---------------|
| 43000819 | Rj Young Company | 4691 | 06/10/2026 | 143- -11140 | \$336.83 |
| 143 Total: | | | | | \$336.83 |
| Bank Total: | | | | | \$336.83 |
| Bank Payment Count: | | | | | 1 |

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> |
|----------------------------|-----------------------------|------------------|---------------------|---------------------|---------------|
| 41004972 | County Of Hickman Misc Acct | 1633 | 06/11/2026 | 141- -11140 | \$110,362.10 |
| 141 Total: | | | | | \$110,362.10 |
| Bank Total: | | | | | \$110,362.10 |
| Bank Payment Count: | | | | | 1 |

| | |
|------------------|--------------------|
| <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> |
|----------------------------|-----------------------------|------------------|---------------------|---------------------|---------------|
| 42001201 | County Of Hickman Misc Acct | 1633 | 06/11/2026 | 142-901-11140 | \$720.38 |
| 142-901 Total: | | | | | \$720.38 |
| Bank Total: | | | | | \$720.38 |
| Bank Payment Count: | | | | | 1 |

Bank Name
General Purpose

Bank Number
141

| <u>Payment Number</u> | <u>Vendor Name</u> | <u>Vendor ID</u> | <u>Payment Date</u> | <u>Cash Account</u> | <u>Amount</u> |
|----------------------------|--------------------------------|------------------|---------------------|---------------------|---------------|
| 41004973 | American Fidelity Assurance | 637 | 06/15/2026 | 141- -11140 | \$12,648.94 |
| 41004974 | American Fidelity Assurance Co | 636 | 06/15/2026 | 141- -11140 | \$80,701.21 |
| 41004975 | American Fidelity Assurance Co | 652 | 06/15/2026 | 141- -11140 | \$5,833.00 |
| 41004976 | Williams, Charles | 9241 | 06/15/2026 | 141- -11140 | \$155.00 |
| 41004977 | Pace Analytical National | 2230 | 06/15/2026 | 141- -11140 | \$378.00 |
| 41004978 | Postmaster | 4334 | 06/15/2026 | 141- -11140 | \$780.00 |
| 41004979 | Soliant Health, LLC | 8569 | 06/15/2026 | 141- -11140 | \$1,004.04 |
| 41004980 | Town Of Centerville | 5315 | 06/15/2026 | 141- -11140 | \$5,781.19 |
| 41004981 | TreviPay-Walmart | 8999 | 06/15/2026 | 141- -11140 | \$177.20 |
| 41004982 | Visa | 8268 | 06/15/2026 | 141- -11140 | \$494.02 |
| 141 Total: | | | | | \$107,952.60 |
| Bank Total: | | | | | \$107,952.60 |
| Bank Payment Count: | | | | | 10 |

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> |
|----------------------------|------------------------------|------------------|---------------------|---------------------|-------------------|
| 43000820 | Hobart Service, LLC | 2740 | 06/15/2026 | 143- -11140 | \$2,258.07 |
| 43000821 | Ivey Mechanical Company. LLC | 8795 | 06/15/2026 | 143- -11140 | \$880.44 |
| 43000822 | Optimus Pest Solutions | 47 | 06/15/2026 | 143- -11140 | \$240.00 |
| 43000823 | SNA Depository | 4878 | 06/15/2026 | 143- -11140 | \$64.00 |
| 43000824 | State of Tennessee | 6660 | 06/15/2026 | 143- -11140 | \$240.00 |
| 143 Total: | | | | | \$3,682.51 |
| Bank Total: | | | | | \$3,682.51 |
| Bank Payment Count: | | | | | 5 |

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> |
|----------------------------|--------------------------------|------------------|---------------------|---------------------|---------------|
| 42001203 | Thomasson, Julia | 192 | 06/17/2026 | 142-010-11140 | \$121.80 |
| 142-010 Total: | | | | | \$121.80 |
| 42001202 | American Fidelity Assurance Co | 636 | 06/17/2026 | 142-101-11140 | \$120.30 |
| 142-101 Total: | | | | | \$120.30 |
| 42001202 | American Fidelity Assurance Co | 636 | 06/17/2026 | 142-201-11140 | \$220.80 |
| 142-201 Total: | | | | | \$220.80 |
| 42001202 | American Fidelity Assurance Co | 636 | 06/17/2026 | 142-401-11140 | \$21.48 |
| 142-401 Total: | | | | | \$21.48 |
| 42001202 | American Fidelity Assurance Co | 636 | 06/17/2026 | 142-901-11140 | \$3,102.44 |
| 142-901 Total: | | | | | \$3,102.44 |
| 42001202 | American Fidelity Assurance Co | 636 | 06/17/2026 | 142-911-11140 | \$463.06 |
| 142-911 Total: | | | | | \$463.06 |
| Bank Total: | | | | | \$4,049.88 |
| Bank Payment Count: | | | | | 2 |

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> |
|----------------------------|--|------------------|---------------------|---------------------|---------------|
| 41004983 | American Fidelity Assurance | 637 | 06/17/2026 | 141- -11140 | \$12,648.94 |
| 41004984 | American Fidelity Assurance Co | 636 | 06/17/2026 | 141- -11140 | \$76,772.80 |
| 41004985 | American Fidelity Assurance Co | 652 | 06/17/2026 | 141- -11140 | \$6,333.00 |
| 41004986 | Ameritas Life Insurance Corp. | 7442 | 06/17/2026 | 141- -11140 | \$3,097.04 |
| 41004987 | Barnes & Noble College Booksellers, LLC | 1211 | 06/17/2026 | 141- -11140 | \$1,527.57 |
| 41004988 | Bentley, Zachary | 7583 | 06/17/2026 | 141- -11140 | \$125.00 |
| 41004989 | Conley, Donald E. | 9408 | 06/17/2026 | 141- -11140 | \$201.50 |
| 41004990 | East Hickman Volunteer Fire Department | 2270 | 06/17/2026 | 141- -11140 | \$400.00 |
| 41004991 | Ed's Supply, Inc. | 2103 | 06/17/2026 | 141- -11140 | \$524.80 |
| 41004992 | Hickman Co Solid Waste Man. | 2746 | 06/17/2026 | 141- -11140 | \$21.00 |
| 41004993 | Hickman Co. Rescue Squad, Inc. | 2730 | 06/17/2026 | 141- -11140 | \$400.00 |
| 41004994 | Hinson, Gregory | 2800 | 06/17/2026 | 141- -11140 | \$125.00 |
| 41004995 | Optimus Pest Solutions | 47 | 06/17/2026 | 141- -11140 | \$750.00 |
| 41004996 | Pace Analytical National | 2230 | 06/17/2026 | 141- -11140 | \$378.00 |
| 41004997 | Porter Roofing Contractors, Inc. | 904 | 06/17/2026 | 141- -11140 | \$20,477.25 |
| 41004998 | State Systems, LLC | 5242 | 06/17/2026 | 141- -11140 | \$7,602.00 |
| 141 Total: | | | | | \$131,383.90 |
| Bank Total: | | | | | \$131,383.90 |
| Bank Payment Count: | | | | | 16 |

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> |
|----------------------------|------------------------|------------------|---------------------|---------------------|-----------------|
| 43000825 | Presley, Amanda | 9414 | 06/22/2026 | 143- -11140 | \$62.50 |
| 43000826 | Optimus Pest Solutions | 47 | 06/22/2026 | 143- -11140 | \$240.00 |
| 43000827 | Volco | 5841 | 06/22/2026 | 143- -11140 | \$40.49 |
| 143 Total: | | | | | \$342.99 |
| Bank Total: | | | | | \$342.99 |
| Bank Payment Count: | | | | | 3 |

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> |
|----------------------------|------------------------------|------------------|---------------------|---------------------|---------------|
| 42001204 | Freeman Lumber & Supply | 2325 | 06/22/2026 | 142-801-11140 | \$2,462.73 |
| 142-801 Total: | | | | | \$2,462.73 |
| 42001205 | Realityworks | 4651 | 06/22/2026 | 142-811-11140 | \$9,142.24 |
| 42001206 | Technical Training Aids, Inc | 6123 | 06/22/2026 | 142-811-11140 | \$19,453.00 |
| 42001207 | United Farm & Home Co-op | 2769 | 06/22/2026 | 142-811-11140 | \$4,652.82 |
| 142-811 Total: | | | | | \$33,248.06 |
| 42001208 | Wilson, Anita | 7954 | 06/22/2026 | 142-901-11140 | \$216.00 |
| 142-901 Total: | | | | | \$216.00 |
| Bank Total: | | | | | \$35,926.79 |
| 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> |
|-----------------------|--|------------------|---------------------|---------------------|---------------|
| 41004999 | Allegra Print & Imaging | 650 | 06/22/2026 | 141- -11140 | \$15.50 |
| 41005000 | Amazon | 727 | 06/22/2026 | 141- -11140 | \$5,311.30 |
| 41005001 | American Fidelity Administrative Services, LLC | 802 | 06/22/2026 | 141- -11140 | \$1,690.65 |
| 41005002 | Arthur Tidwell Dba Art's House Painting | 8647 | 06/22/2026 | 141- -11140 | \$4,950.00 |
| 41005003 | Bowman, Amanda | 964 | 06/22/2026 | 141- -11140 | \$491.55 |
| 41005004 | Centerville Elementary School | 1540 | 06/22/2026 | 141- -11140 | \$425.00 |
| 41005005 | Centerville Intermediate School | 8949 | 06/22/2026 | 141- -11140 | \$391.00 |
| 41005006 | Central States Bus Sales, Inc. | 1326 | 06/22/2026 | 141- -11140 | \$1,198.56 |
| 41005007 | David's Body Shop | 1760 | 06/22/2026 | 141- -11140 | \$1,704.47 |
| 41005008 | Don Kennedy Roofing Co., Inc. | 6673 | 06/22/2026 | 141- -11140 | \$3,549.00 |
| 41005009 | East Hickman Elementary School | 2098 | 06/22/2026 | 141- -11140 | \$484.50 |
| 41005010 | East Hickman High School | 2110 | 06/22/2026 | 141- -11140 | \$40,423.29 |
| 41005011 | East Hickman High School | 2113 | 06/22/2026 | 141- -11140 | \$416.50 |
| 41005012 | East Hickman Intermediate School | 2213 | 06/22/2026 | 141- -11140 | \$382.50 |
| 41005013 | East Hickman Middle School | 2097 | 06/22/2026 | 141- -11140 | \$314.50 |
| 41005014 | Edupoint Educational Systems, LLC | 9294 | 06/22/2026 | 141- -11140 | \$641.18 |
| 41005015 | eSPACE/Smart Church Solutions | 9415 | 06/22/2026 | 141- -11140 | \$5,895.00 |
| 41005016 | Hermitage Hall | 2916 | 06/22/2026 | 141- -11140 | \$2,238.00 |
| 41005017 | Hickman Co Middle School | 8518 | 06/22/2026 | 141- -11140 | \$306.00 |
| 41005018 | Hickman County High School | 40 | 06/22/2026 | 141- -11140 | \$484.50 |
| 41005019 | Hickman County High School | 2917 | 06/22/2026 | 141- -11140 | \$48,178.22 |
| 41005020 | Interpreters Unlimited, Inc. | 6501 | 06/22/2026 | 141- -11140 | \$195.00 |
| 41005021 | Kistler, Angela | 516 | 06/22/2026 | 141- -11140 | \$290.00 |
| 41005022 | Mallard Flooring | 8269 | 06/22/2026 | 141- -11140 | \$5,259.32 |
| 41005023 | O'Reilly Auto Parts | 4265 | 06/22/2026 | 141- -11140 | \$521.92 |
| 41005024 | Republic Service, LLC #840 | 4739 | 06/22/2026 | 141- -11140 | \$4,197.28 |
| 41005025 | Shelton, Misty L. | 375 | 06/22/2026 | 141- -11140 | \$78.52 |
| 41005026 | Soliant Health, LLC | 8569 | 06/22/2026 | 141- -11140 | \$1,004.04 |
| 41005027 | Stellar Therapy Services, LLC | 8260 | 06/22/2026 | 141- -11140 | \$286.17 |
| 41005028 | The Dreaded Lawncare | 7933 | 06/22/2026 | 141- -11140 | \$13,850.00 |
| 41005029 | The King's Daughter's School | 7928 | 06/22/2026 | 141- -11140 | \$1,312.50 |
| 41005030 | Town Of Centerville | 5284 | 06/22/2026 | 141- -11140 | \$8,000.00 |
| 41005031 | Verizon Wireless | 5823 | 06/22/2026 | 141- -11140 | \$51.04 |
| 41005032 | Village Behavioral Health | 6655 | 06/22/2026 | 141- -11140 | \$1,440.00 |

141 Total: \$155,977.01

Bank Total: \$155,977.01

Bank Payment Count: 34

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> |
|-----------------------|-----------------------------------|------------------|---------------------|---------------------|---------------|
| 41005033 | Amazon | 727 | 06/24/2026 | 141- -11140 | \$1,472.33 |
| 41005034 | Amplify Education, Inc. | 6489 | 06/24/2026 | 141- -11140 | \$15,724.80 |
| 41005035 | Austin Peay State University | 6864 | 06/24/2026 | 141- -11140 | \$1,885.00 |
| 41005036 | CodeHS, Inc. | 9409 | 06/24/2026 | 141- -11140 | \$27,000.00 |
| 41005037 | County Of Hickman Misc Acct | 1633 | 06/24/2026 | 141- -11140 | \$8,421.38 |
| 41005038 | Dickson Electric System | 1806 | 06/24/2026 | 141- -11140 | \$40,953.48 |
| 41005039 | Frost Environmental Services, LLC | 2350 | 06/24/2026 | 141- -11140 | \$1,200.00 |
| 41005040 | Hickman Co General Fund | 2720 | 06/24/2026 | 141- -11140 | \$45,000.00 |
| 41005041 | Hickman Co Trustee | 2722 | 06/24/2026 | 141- -11140 | \$4,122.30 |
| 41005042 | Hickman County Trustee | 2937 | 06/24/2026 | 141- -11140 | \$55,768.04 |
| 41005043 | Lynch Bill | 3513 | 06/24/2026 | 141- -11140 | \$65.00 |
| 41005044 | Mallard Flooring | 8269 | 06/24/2026 | 141- -11140 | \$3,610.68 |
| 41005045 | Trafera, LLC | 6593 | 06/24/2026 | 141- -11140 | \$1,200.00 |
| 41005046 | Water Authority Of Dickson Co. | 5874 | 06/24/2026 | 141- -11140 | \$1,964.30 |
| 41005047 | Waverly Glass Inc. | 5863 | 06/24/2026 | 141- -11140 | \$10,650.00 |

141 Total: \$219,037.31

Bank Total: \$219,037.31

Bank Payment Count: 15

| <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> |
|----------------------------|------------------------|------------------|---------------------|---------------------|---------------|
| 42001209 | Hickman County Trustee | 2937 | 06/24/2026 | 142-901-11140 | \$120.46 |
| 142-901 Total: | | | | | \$120.46 |
| Bank Total: | | | | | \$120.46 |
| Bank Payment Count: | | | | | 1 |

| <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> |
|-----------------------|------------------------|------------------|---------------------|---------------------|---------------|
| 43000828 | Hickman County Trustee | 2937 | 06/24/2026 | 143- -11140 | \$4,321.80 |

143 Total: \$4,321.80

Bank Total: \$4,321.80

Bank Payment Count: 1

Bank Name Bank Number
General Purpose 141

Written for wrong amount re-run 6/29/26

| <u>Payment Number</u> | <u>Vendor Name</u> | <u>Vendor ID</u> | <u>Payment Date</u> | <u>Cash Account</u> | <u>Amount</u> |
|----------------------------|--|------------------|---------------------|---------------------|---------------------|
| 41005048 | Amazon | 727 | 06/25/2026 | 141- -11140 | \$14,390.93 |
| 41005049 | AT & T | 7542 | 06/25/2026 | 141- -11140 | \$362.50 |
| 41005050 | Bennett & DeCamp PLLC | 8071 | 06/25/2026 | 141- -11140 | \$1,047.50 |
| 41005051 | Bruhn & Bruhn Fire Protection, Inc. | 885 | 06/25/2026 | 141- -11140 | \$1,020.00 |
| 41005052 | Dean Oil Co., Inc. | 1985 | 06/25/2026 | 141- -11140 | \$4,498.34 |
| 41005053 | Fellowship Construction | 2295 | 06/25/2026 | 141- -11140 | \$142,870.72 |
| 41005054 | Ferrellgas | 7446 | 06/25/2026 | 141- -11140 | \$2,508.60 |
| 41005055 | Garage Floor Coating of Nashville, LLC | 8043 | 06/25/2026 | 141- -11140 | \$11,951.38 |
| 41005056 | Hickman Co Solid Waste Man. | 2746 | 06/25/2026 | 141- -11140 | \$170.40 |
| 41005057 | Hobbs, Kara | 6361 | 06/25/2026 | 141- -11140 | \$67.42 |
| 41005058 | Owen's Oil Co., Inc. | 4257 | 06/25/2026 | 141- -11140 | \$16,418.22 |
| 41005059 | Porter Roofing Contractors, Inc. | 904 | 06/25/2026 | 141- -11140 | \$3,623.30 |
| 41005060 | Save A Lot | 4820 | 06/25/2026 | 141- -11140 | \$1,143.50 |
| 41005061 | Soliant Health, LLC | 8569 | 06/25/2026 | 141- -11140 | \$1,757.07 |
| 41005062 | Specialized Education of Tennessee | 9419 | 06/25/2026 | 141- -11140 | \$5,660.97 |
| 41005063 | Unifirst Corp. | 5758 | 06/25/2026 | 141- -11140 | \$689.64 |
| 141 Total: | | | | | \$208,180.49 |
| Bank Total: | | | | | \$208,180.49 |
| Bank Payment Count: | | | | | 16 |

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> |
|----------------------------|-------------------------------------|------------------|---------------------|---------------------|-------------------|
| 43000829 | Gordon Food Service, Inc. | 2488 | 06/25/2026 | 143- -11140 | \$4,616.12 |
| 43000830 | Matrix Mechanical Solutions, LLC | 7974 | 06/25/2026 | 143- -11140 | \$430.00 |
| 43000831 | Murfreesboro Pure Milk Co, Inc. | 7552 | 06/25/2026 | 143- -11140 | \$226.80 |
| 43000832 | Prairie Farms Dairy | 18 | 06/25/2026 | 143- -11140 | \$1,184.73 |
| 43000833 | Prince Hardware, LLC | 4321 | 06/25/2026 | 143- -11140 | \$61.63 |
| 143 Total: | | | | | \$6,519.28 |
| Bank Total: | | | | | \$6,519.28 |
| 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> |
|----------------------------|-------------------------------------|------------------|---------------------|---------------------|---------------|
| 41005065 | Anderson, Belinda | 8051 | 06/29/2026 | 141- -11140 | \$1,454.67 |
| 41005066 | BAM Flooring, Inc. | 6578 | 06/29/2026 | 141- -11140 | \$6,806.00 |
| 41005067 | Bennett & DeCamp PLLC | 8071 | 06/29/2026 | 141- -11140 | \$1,317.00 |
| 41005068 | Bruhn & Bruhn Fire Protection, Inc. | 885 | 06/29/2026 | 141- -11140 | \$2,124.00 |
| 41005069 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 141- -11140 | \$336,447.30 |
| 41005070 | Hermitage Hall | 2916 | 06/29/2026 | 141- -11140 | \$915.00 |
| 41005071 | Hickman Co Board Of Education | 2786 | 06/29/2026 | 141- -11140 | \$46,244.88 |
| 41005072 | Human Kinetics | 9410 | 06/29/2026 | 141- -11140 | \$10,336.20 |
| 41005073 | Mallard Flooring | 8269 | 06/29/2026 | 141- -11140 | \$8,042.40 |
| 41005074 | Town Of Centerville | 5284 | 06/29/2026 | 141- -11140 | \$368.54 |
| 141 Total: | | | | | \$414,055.99 |
| Bank Total: | | | | | \$414,055.99 |
| Bank Payment Count: | | | | | 10 |

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> |
|----------------------------|-----------------------------|------------------|---------------------|---------------------|---------------|
| 42001210 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 142-010-11140 | \$399.81 |
| 142-010 Total: | | | | | \$399.81 |
| 42001210 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 142-101-11140 | \$4,248.38 |
| 142-101 Total: | | | | | \$4,248.38 |
| 42001210 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 142-170-11140 | \$367.36 |
| 42001211 | Hickman Co Board Of Ed. | 2734 | 06/29/2026 | 142-170-11140 | \$5,087.28 |
| 142-170 Total: | | | | | \$5,454.64 |
| 42001210 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 142-201-11140 | \$607.20 |
| 142-201 Total: | | | | | \$607.20 |
| 42001211 | Hickman Co Board Of Ed. | 2734 | 06/29/2026 | 142-401-11140 | \$954.70 |
| 142-401 Total: | | | | | \$954.70 |
| 42001210 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 142-601-11140 | \$237.02 |
| 42001211 | Hickman Co Board Of Ed. | 2734 | 06/29/2026 | 142-601-11140 | \$2,329.61 |
| 142-601 Total: | | | | | \$2,566.63 |
| 42001211 | Hickman Co Board Of Ed. | 2734 | 06/29/2026 | 142-801-11140 | \$2,561.88 |
| 142-801 Total: | | | | | \$2,561.88 |
| 42001210 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 142-901-11140 | \$2,106.03 |
| 142-901 Total: | | | | | \$2,106.03 |
| Bank Total: | | | | | \$18,899.27 |
| Bank Payment Count: | | | | | 2 |

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> |
|----------------------------|-----------------------------|------------------|---------------------|---------------------|---------------|
| 43000834 | County Of Hickman Misc Acct | 1633 | 06/29/2026 | 143- -11140 | \$7,996.58 |
| 43000835 | Volco | 5841 | 06/29/2026 | 143- -11140 | \$583.06 |
| 143 Total: | | | | | \$8,579.64 |
| Bank Total: | | | | | \$8,579.64 |
| Bank Payment Count: | | | | | 2 |

| <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> |
|----------------------------|--------------------|------------------|---------------------|---------------------|---------------|
| 41005064 | Mallard Flooring | 8269 | 06/29/2026 | 141- -11140 | \$15,530.72 |
| 141 Total: | | | | | \$15,530.72 |
| Bank Total: | | | | | \$15,530.72 |
| Bank Payment Count: | | | | | 1 |

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> |
|----------------------------|--------------------|------------------|---------------------|---------------------|---------------|
| 41005075 | Lumen/Centurylink | 4577 | 06/30/2026 | 141- -11140 | \$55.00 |
| 141 Total: | | | | | \$55.00 |
| Bank Total: | | | | | \$55.00 |
| 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

Dr. Tabitha Cude
4141 Lewis Rd., Centerville, TN 37033

Marcy Tidwell
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

Dr. Christy Mays
450 Hwy. 50, Centerville, TN 37033

Brandon Tidwell
10820 N. Tidwell Rd., Bon Aqua, TN 37025

Jane Herron
PO Box 13, Nunnally, TN 37137

Memorandum

To: Board Members
From: Marcy Tidwell
Date: 6/29/2026
Re: July Personnel Report

Leave of Absence

Professional

Support Staff

Hiring

Professional

Support Staff

Resignation

Professional
Dr. Tavia McLeod
Preston Hall

Support Staff
Brenda Lynch
Shelitta Sowell
Candice Morgan
Christy Simmons

HCHS Sp Ed
EHMS PE Teacher

EHMS Bookkeeper
EHMS Assistant
CES Assistant
School Nutrition

Resignation Support Staff (cont.)

Lauren Brown
Mellissia Cabany Steiger
Michelle Bottoms

School Nutrition
School Nutrition
School Nutrition

Retirement

Professional

Support Staff

Vanessa McMullin

CES Assistant

Transfers

Professional

Support Staff

Appointment

Professional

Dr. Zach Bentley
Tessa Tucker
Jennifer Hudgins
*Tabby Plunkett
Cassie Hale

CES Principal
CES Asst. Principal
Instructional Supervisor
Academic Tech Specialist
HCMS Asst. Principal

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 Schools AI Usage Report

Student AI Usage

In Hickman County Schools, we want to make sure technology is used safely and well. Right now, **NotebookLM** is the only approved AI program for students. We chose this tool because it is secure and only uses the documents that students provide themselves.

NotebookLM helps students by:

- **Focusing on their work:** Students can upload their own class notes and textbooks, so the AI gives answers based on their actual school materials.
- **Creating study aids:** It can automatically make summaries, study guides, and quizzes to help students practice.
- **Helping with complex topics:** It acts like a helper that can explain difficult ideas and help students work through their lessons.

Staff AI Usage

Teachers use a few different tools to help with their daily work and teaching. These are categorized by their primary function and AI integration level.

Furthermore, Google-based AI tools are already integrated into our existing Google Workspace environment, allowing for seamless use.

Fully AI-Powered Tools

These platforms are fully AI-driven and are used by teachers for brainstorming, drafting, and complex content generation:

- **ChatGPT:** An AI tool used to generate text, answer questions, draft emails, and brainstorm lesson ideas.

- **Gemini:** An AI assistant integrated into our Workspace, used to help teachers plan lessons, create instructional content, and analyze complex information.

Other Educational Tools (Partial AI Integration)

These platforms use AI as a helpful, supplementary feature to improve specific tasks, but they are not fully AI-powered environments:

- **NotebookLM:** Used to manage and synthesize teacher-provided documents.
- **MagicSchool:** Used for creating lesson plans and classroom materials with some AI support.
- **Canva:** Used to design graphics and presentations, with AI features for layout and creativity.
- **Brisk:** Used to help give feedback on student work and review resources, using AI to speed up the process.
- **Adobe:** Used to create and manage digital projects and designs, utilizing some AI features.

These tools are used to help save time and boost creativity, serving as effective assistants to our teaching staff.



HICKMAN COUNTY SCHOOLS



Hickman County Schools Trip Request

Name of School:

EHHS

Name of Club/Group:

FBLA/FCCLA

Trip Requested:

Hospitality Industry Conference

Purpose:

Leadership & Hospitality

Date and Time Frame:

Sept 28-29

Number of Students:

10

Number of Chaperones:

Male

Female

2

Costs Associated:

see attached

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

Has the cafeteria been notified?

Not yet

Number of lunches needed?

0

How will students travel?

School Vans

Is a transportation request attached if system transportation is needed?

Not yet

Cindi Morgan

Signature of Person Requesting the trip

Caryl MT

Signature of Principal

Angela Mauer 6/22/26

Signature of Instructional Supervisor

JMauer 6/22/26

*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.

MT JUN 22 2026

To: Marcy Tidwell

From: Cindi Morgan, FBLA Advisor and Charlotte Boehms, Culinary Arts Instructor

Date: July 2026

RE: HI Dolly Trip

We are requesting to be put on the July School Board Agenda in order to be granted permission for students interested in attending a Hospitality Industry trip to Dollywood. This is an overnight trip to Sevierville, TN on September 28-29. Ten students will be attending the conference and will be accompanied by Cindi Morgan and Charlotte Boehms by CTE and school van.

Details are as follows.

- Advisor: Cindi Morgan and Charlotte Boehms
- Dates: September 28-29
- Student Attendees:
 - 5 FBLA Officers and Members
 - 5 FCCLA Officers and Members
- Cost:

| | |
|--|------------------|
| o Boehms and Morgan Sub 2 days @ \$80.73 | \$322.92 |
| o HI Dolly Student Registration 10 x \$65 | \$385.00 |
| o HI Dolly Adult Registration 1 x \$80 | \$80 |
| o HI Dolly Adult Registration Season Ticket Holder | \$30 |
| o Hotel 4 rooms x 1 night x \$240 | \$960 |
| o Parking at Dollywood | \$25 |
| o Total | \$1802.92 |

MT
JUN 22 2026

East Hickman High School FCCLA and FBLA

2026 HI Dolly Commitment Contract and Conference Information Packet

Intent to Attend Deadline: August 11

HI Dolly Conference Dates- September 28-29

DreamMore Resort and Dollywood- Pigeon Forge, TN

Conference Overview & Transportation

The HI Dolly Conference will take place **September 28-29** in Pigeon Forge, TN.

- Students will be transported by **Mrs. Boehms and Mrs. Morgan** in school vans.
- **Departure:** September 28 from EHHS at 10:15 AM
- **Return:** September 29 at approximately 11 PM

All students are expected to **attend conference sessions and assigned activities**.

Failure to attend sessions will result in the student being receiving ISS or being required to leave the conference, and a parent/guardian will be responsible for picking them up.

Commitment Agreement

By signing this contract, I agree to fully participate in the HI Dolly Conference and understand that my attendance, effort, and preparation are required as a representative of **East Hickman High School FCCLA and FBLA**.

Registration & Financial Responsibility

- EHHS Bookstore **covers the conference registration and hotel cost** for students.
- Students receiving chapter funding must:
 - Attend the conference.

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JUN 22 2026

Important Financial Agreement

Once the conference registration deadline has passed and the chapter has paid for registration:

- If I choose to withdraw for any reason other than a **documented emergency**, I agree to pay the **\$65 registration fee**.
 - If this fee is not paid **and I do NOT attend the conference**, a hold will be placed on my diploma.
-



Hickman County Schools Board Agenda Item Request

Date: Jun 9, 2026

Name of School: HCHS

Item Request: HCHS Football Camp 27-30 July 2026

Explanation:

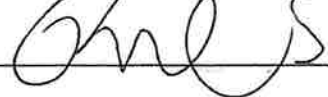
HCHS ~~will~~ requests to attend football camp at
Camp Meribah from 27-30 July 2026.

This event is the pinnacle team developmental
exercise prior to the start of the season.

This event will build team, character, and discipline
throughout our team and coaching staff. All
meals will be provided for players and staff.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Patrick Smith 

Signature of Building Principal:





115 Murphree Avenue
Centerville, TN 37033

Recommendations for Tenure July 2026

(Required: Names Read Aloud and Voted Upon by the Board of Education)

Abigail Capps
Chris Dawson
Gavin Gordon
Sky Kelly
Shaun Lawson
Crystal Litton
Heather McCord

Approved: *Mary Stowell*
Director of Schools

JUL 1 2026

System-Wide

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 |
|----------------|------------------|--|
| Cayla Moulton | 10 | Y |
| Shannon Britt | 4 | Y |
| Megan Moore | 2 | Y |
| Jana Buttrey | 2 | Y |
| Sara Burlison | 1 | Y |
| Miranda Morris | 1 | Y |
| Joseph Chilton | 19 | Y |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

System-Wide

II. Non-Tenured But Going On Tenure:

- A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

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

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

| Name | Position | Reason |
|-------------|-----------------------|--------------------|
| Marc Dunlap | Attendance Supervisor | Reduction in Force |
| | | |
| | | |
| | | |

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 |
|------|--------------------|----------------------------|
| | | |
| | | |
| | | |

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 |
|------|------|------|
| | | |

System-Wide

| | | |
|-------------------|-----------------|----------------|
| Stacey Alexa | Leigha Coble | Kim Taylor |
| Courtney Crawford | Jana Willis | Kristin Dunn |
| Michael Elkins | Rose Stites | Tarrah Lawson |
| Pauline Hibbs | Tina Thigpen | Robyn Emerson |
| Jennifer Hudgins | Jennifer Turpin | Zach Bentley |
| Eric Istre | Shelda Qualls | Craig Shelton |
| Angie Manor | Katelyn Tanner | Meghan Evans |
| Kimberly Mayberry | Julia Thomasson | Ashley Totty |
| Elizabeth Grover | Deana Graham | Rachel McCaleb |
| | | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|------------------|-----------------------|
| Barbara Brooks | Retiring |
| Belinda Anderson | Resigning |
| Christy McManus | Resigning |
| | |
| | |

Part 10: Support Staff for Re-Election

| | | |
|----------------|----------------|----------------|
| Derek Newson | Steven George | Brad Gilbert |
| RJ Hull | Twyla Tucker | James Atkinson |
| Bill Lynch | Barry Talley | Toby Warren |
| Tanya Williams | Michelle Bates | Angie Osborne |
| Sharon Burns | Cissy Fitts | Twyla Tucker |

System-Wide

| | | |
|----------------|-----------------|-----------------|
| Debbie Breece | Amanda Bowman | Brenda Burchard |
| Jill Ward | Elaine Dean | Valerie King |
| Mislessa Orton | Tonya Daugherty | Gauge Tidwell |
| Glen Devore | Jera Petrowski | Kara Hobbs |
| Cecily Potts | Olivia Felts | Raven Hickok |

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>Marcy Tidwell</i> 7-1-26 | Director of Schools | | |
| <i>Julia Thomassin</i> 7/1/26 | Supervisor | | |
| | Supervisor | | |

Centerville Elementary School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 | 2 year 3 months | yes |
| Chelsea Mathis | 2 | yes |
| Olivia Craft | 2 | yes |
| Rachel Owens | 2 | yes |
| Lacey Carter | 2 year 4 months | yes |
| Lauren McDonald | 3 | yes |
| Kaitlyn Wallace | 2 | yes |
| Kim Collins | 1 | yes |
| Melissa Pickett | 1 | yes |
| Joni Highfill-McKeel | 1 | yes |
| Madison Taylor | 1 | yes |
| Morro Dunkle | 1 | yes |
| | | |

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.

Centerville Elementary School

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

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 |
|------|-------------------|--------|
| | | |
| | | |
| | | |

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 |
|------|--------------------|----------------------------|
| | | |
| | | |

Centerville Elementary School

| | | |
|--|--|--|
| | | |
|--|--|--|

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 |
|-----------------|------------------|-------------------|
| Mindy James | Stehanie Spitzer | Michelle Atkinson |
| Teresa Totty | Marissa Tidwell | Andrea Ragsdale |
| Tessa Tucker | Kim Jenkins | Mendy Davis |
| Justin Warren | Kathy French | Brandy Mayberry |
| Madison Vivrett | Allison Tucker | Stacy LaRue |
| Amber Kelley | Emily Atkinson | Daniel Bey |
| Heather Martin | Christine Hoover | Stacia Anglin |
| Savannah Dugger | Mollie Chessor | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|----------------|-----------------------|
| Colyn McKnight | Resigning |
| | |
| | |

Part 10: Support Staff for Re-Election

Centerville Elementary School

| Name | Position | Any Details Needed |
|-------------------|----------------|-----------------------------------|
| Amy Gossett | nurse | |
| Tanika Gaspard | secretary | |
| Tina Truett | bookkeeper | |
| Kassidy West | assistant | |
| Vanessa McMullin | assistant | |
| Dana Atkinson | assistant | |
| Summer Scott | assistant | |
| Dana Davis | PreK assistant | |
| Brittany Maines | PreK assistant | |
| Maty Chilton | | GYO Will become classroom teacher |
| Valerie Totty | | GYO Will become classroom teacher |
| Mallory Halbrooks | | |
| Payton Rivers | | |
| | | |
| | | |

Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|----------------|----------------|-----------|
| Candice Morgan | PreK Assistant | resigning |
| Aiden Gossett | PreK Assistant | resigning |
| | | |
| | | |
| | | |

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

Centerville Elementary School

| Signature and Date | Position Signing | Signature and Date | Position Signing |
|-------------------------------------|------------------|---------------------------------|---------------------|
| <i>Amy McAleer</i> 5/11/26 | Principal | <i>Marcy Tidwell</i> 6-29-26 | Director of Schools |
| <i>Julia Shannon</i> | Supervisor | <i>[Signature]</i> 6/29/26 | Supervisor |
| <i>Horretta A. Totty</i> 6/29/26 | 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 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 |
|-----------|------------------|--|
| Sky Kelly | 5 | yes |
| | | |
| | | |

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

| Name | Position | Reason |
|----------------|----------|----------------------|
| Kinsley Spears | 3rd Math | 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 |
| Lori Bentley | Suzanne Lewis | Pat Qualls |
| Amy Johnston | Kevin Johnston | Becky Powers |
| Tara Chessor | Jennifer Gilbert | Bethany Powers |
| Dusty Covington | Stacy Larue | Susan Prince |
| Allie Sue Hughes | Jamie Lawson | Ashley Rochelle |
| Brooke Rogers | Rachel Smith | Linda Warren |
| Emily Mobley | Shelby Owens | Ashley Wenner |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|--------------|-----------------------|
| Mark Bentley | Retiring |

Centerville Intermediate School

Part 10: Support Staff for Re-Election

| Name | Position | Any Details Needed |
|------------------|---------------|--------------------|
| Jackie Bishop | 5th sped | |
| Timi Culross | 4th Sped | |
| Emily Warren | 3rd Sped | |
| Gia Lawrence | ELC assistant | |
| Jacinda Porter | Bookkeeper | |
| Janna Smithson | Grade level | |
| Brandy Wesbrooks | Grade level | |
| Misty Willis | DBA | |
| Cadie King | 1 on 1 | |

Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|------------|----------|------------------------|
| Alex Handy | 5th sped | Grow your Own graduate |
| | | |
| | | |

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>Mary Fidwell</i> | 6-24-26 Director of Schools |
| <i>Jill Johnson</i> | Supervisor | <i>Blenda A. [Signature]</i> | 6/29/26 Supervisor |
| <i>Shirley A. Totty 6/29/26</i> | Supervisor | | Supervisor |

Hickman County Middle School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 |
|------------------------|------------------|--|
| Ryan Harrison | 6 | Yes |
| Kimberly Clark | 6 | Yes |
| Faith Armstrong Tanner | 6.5 | Yes |
| Amanda Kelly | 7 | Yes |
| Mike Cook | 2 | Yes |
| Diana Fussell | 2 | No |
| Mason Rochelle | 2 | Yes |
| Alexandria Thomas | 1.5 | No |
| Jody Loveless | 1 | 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 |
|---------------|------------------|--|
| Abigail Capps | 5 | yes (transferring to HCHS) |
| | | |
| | | |

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 | Ron Puckett | Lonnie Mayberry (Part-Time) |
| Paul Gilbert | Mary Ellen Hatton | |
| Tammy Worley | Cynthia Gasparro | |
| Christie Carter | | |
| Shelby Hoover | | |
| Brandy Warren | | |
| Zach Bentley | | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|------|-----------------------|
| | |

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 | |
| Whitney Tidwell | ELC Assistant | Resigned April 27, 2026 (I need to fill this spot...would like to hire Melody Tidwell) |
| Tiwana Booker | ISS | |
| Mitzi Wolcott | P.E. Assistant | |
| Tammy Carroll | Bookkeeper | |
| Amanda Bloodworth | DBA | |
| Tonya Bragg | 7th Grade SPED Assistant | Dr. Totty advised me not to list her as a non-renewal (we don't wish to re-hire here at HCMS). She was sent to HCMS (by Eric Cannon) to serve the large SPED group that are currently in 8th grade (going to HCHS). |
| | | |

Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|------|----------|--------|
| | | |
| | | |
| | | |
| | | |

Hickman County 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 |
|------------------------------------|------------------|-----------------------------|---------------------|
| Tina S. Thigpen 5/11/26 | Principal | <i>Nancy Adwell</i> 6-29-26 | Director of Schools |
| <i>Sherrita A. Totty</i> 6/29/26 | Supervisor | | Supervisor |
| <i>Belinda [Signature]</i> 6/29/26 | Supervisor | | Supervisor |

Hickman County High School

HICKMAN COUNTY SCHOOLS Recommendations For Re-Election or Dismissal of Professional Staff For The 2026-2027 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 |
|------------------|------------------|--|
| Jennifer Allman | 3 | Y |
| Ben Bentley | 4.5 | Y |
| Robert Brewer | 4 | Y |
| Shannon Britt | 3 | Y |
| Dafne Burgos | 2 | Y |
| Hailey Carter | 1 | Y |
| Chris Dawson | 11 | Y |
| Cody Douchane | 2 | Y |
| Jillian Estes | 3 | Y |
| Brittany Gilbert | 1 | Y |
| Gavin Gordon | 5 | Y |
| Rachel Hudgins | 5 | Y |
| Allison Kasper | 3 | Y |
| Shaun Lawson | 13 | Y |
| Tavia McLeod | 1 | Y |
| Heather McCord | 7 | Y |
| Seneca Moore | 2 | Y |

Hickman County High School

| | | |
|--------------------|----|---|
| Franklin Salisbury | 1 | Y |
| Alexandria Thomas | 1 | N |
| Chris Turk | 1 | Y |
| Logan Westbrook | .5 | Y |
| Wesley Whitaker | 5 | Y |

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 |
|----------------|------------------|---|
| Gavin Gordon | 5 | Y |
| Shaun Lawson | 13 | Y |
| Chris Dawson | 11 | Y |
| Heather McCord | 7 | Y |

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

| Name | Position | Reason |
|----------------|-------------|------------------------|
| Pat Smith | PE, History | Permits, Not Certified |
| Mikala Blakmon | Chemistry | Permit, Not Certified |
| Alison Stanley | Alt. School | Permit, Not Certified |
| Alex Thomas | Music | |

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

| Name | Position Vacating | Reason |
|------|-------------------|--------|
| | | |

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 | David Carter | Ron Mayberry |

Hickman County High School

| | | |
|----------------|----------------|----------------|
| Raven Davidson | Matthew Dotson | Tabby Plunkett |
| Larry Rochelle | Talitha Beard | Amber Warren |
| Clay Chessor | Emily Cross | Kristin Carter |
| | Shelda Qualls | |
| | | |
| | | |
| | | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning | |
|---------------------|----------------------------|-----------------------|
| Allison Stanley | Resigning | Asking for a Transfer |
| Will Patterson | Resigning | |
| Bruce Jackson | Retiring | |
| Becky Cude | Retiring | |
| Shannon Kwiatkowski | Resigning | |
| Brent Beard | Resigning | |
| Ryan Wall | Resigning | |
| Gerald Finocchiaro | never a permanent position | |

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 | |

Hickman County High School

| | | |
|-----------------|-------------|--|
| Megan Bailey | Para | |
| Jane Morgan | Para | |
| Brian Buttrey | ISS | |
| Amanda Myles | Nurse | |
| DJ Key | AD | |
| Shelley Mahoney | CTE Support | |

Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|------------|-------------------|------------------|
| Gerry Fino | 1 English Section | No longer needed |
| | | |
| | | |
| | | |
| | | |

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>Mary Sidwell</i> 6-29-26 | Director of Schools |
| <i>Quayle Manor</i> 6/29/26 | Supervisor | <i>Belinda Abo</i> 6/29/26 | Supervisor |
| <i>Loretta A. Tott</i> 6/29/26 | Supervisor | | Supervisor |

East Hickman Elementary School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 | 5.5 | Yes |
| Emma Lane | 5 | Yes |
| Elizabeth Looney | 5 | Yes |
| Madelyn Owens | 4 | Yes |
| Hope Clark | 4 | Yes |
| Hannah Garrette | 4 | Yes |
| Hannah Redden | 4 | Yes |
| Isabella Armstrong | 2.5 | Yes |
| Keirea Keller | 3 | Yes |
| Cole Keller | 4 | Yes |
| Dione Yablonski | 2 | Yes |
| Amanda Mitchell | 2 | Yes |
| Gloria McKinley | 2 | Yes |
| | | |
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East Hickman Elementary 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 |
|------------------|------------------|--|
| Crystal Litton | 5.5 | Yes |
| Emma Lane | 5 | Yes |
| Elizabeth Looney | 5 | Yes |
| | | |

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

| Name | Position | Reason |
|-----------------|--------------|----------------------------|
| Joy Mangrum | ELC | Doesn't have qualification |
| Amanda Mitchell | Kindergarten | Budget |
| | | |

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 |
|------|--------------------|----------------------------|
| | | |
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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 |
|-------------------|-----------------|-------------------|
| Angie Petty | Michelle O'Guin | Allison Gilbert |
| Carol Anderson | Penny Wilson | Jessica Armstrong |
| Angelica Essary | Alisa Keller | Sara Lawson |
| Stephanie Overbey | Amanda Spivey | Angela West |

East Hickman Elementary School

| | | |
|------------------|----------------|-------------|
| Beth Beard | Lynne Anderson | Cathy Smith |
| Rebekah Sorensen | Leah Isenberg | Landry Wade |
| Justin Warren | Liz Grover | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|--------------|-----------------------|
| Laura Arnold | Retiring |
| | |
| | |

Part 10: Support Staff for Re-Election

| Name | Position | Any Details Needed |
|--------------------|-----------------------------|---|
| Helen Simmons | 2nd Grade resource | 2nd grade special ed assistant |
| Maryanne Opperman | K/1st Grade resource | Kindergarten and 1st grade special ed assistant |
| Jaime Clavey-Capps | ELC | Full-time ELC classroom assistant |
| Autumn Vanover | ELC | Grow your own. ½ day in ELC and ½ day in 2nd grade special ed |
| Brian Armstrong | ELC | Full-time ELC classroom assistant |
| Amanda Buchanan | ELC | Full-time ELC classroom assistant |
| Amber Slate | Special Ed Assistant 1-on-1 | Regular PreK assistant |
| Amanda Strauser | Sped PreK | Special Ed Prek assistant |
| Shyla Lampley | Special Ed Assistant | ½ day in ELC and ½ day in 2nd grade special ed |
| Donna Gossett | Assistant | PreK-2 general ed assistant |

East Hickman Elementary School

| | | |
|--------------------|----------------------|--|
| Amanda Slaughter | Special Ed PreK | Special ed PreK assistant |
| Alycia Duncan | Assistant | Behavior/PE Assistant |
| Tatia Capley | RTI Assistant | RTI assistant (taking the place of Mrs. Daniel retiring) |
| Stephanie Garrette | PreK Assistant | General PreK assistant |
| Tabby Breece | Attendance Secretary | |
| Darlene Saleh | Bookkeeper | |
| | | |
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Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|--------------|-----------|-----------|
| Cindy Monroe | Assistant | Budgetary |
| | | |
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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 |
|----------------------------|------------------|----------------------------|---------------------|
| <i>[Signature]</i> 5/14/26 | Principal | <i>[Signature]</i> 6-29-26 | Director of Schools |
| <i>[Signature]</i> | Supervisor | <i>[Signature]</i> 6/29/26 | Supervisor |
| Loretta A. Tolly 6/29/26 | Supervisor | | Supervisor |

JUN 29 2026

East Hickman Intermediate School

HICKMAN COUNTY SCHOOLS

Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 |
|----------------|------------------|--|
| Hannah Redden | 4 | Yes |
| Kelly Cochran | 7 | Yes |
| Shelby Bentley | 1 | Yes |
| Lori Isbell | 5 | Yes |
| Donna Qualls | 3 | Yes |
| Abby Beard | 4 | Yes |
| Lisa McFarlin | 25 | Yes |
| Katie Rose | 4 | Yes |
| | | |
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| | | |

East Hickman 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 |
|------|------------------|--|
| | | |
| | | |
| | | |

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

| Name | Position | Reason |
|-----------------|----------|--------|
| Sandra Schumann | 7 | No |
| | | |
| | | |

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 |
|------|-------------------|--------|
| | | |
| | | |
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East Hickman Intermediate School

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

| Name | Position Last Held | Returning 25-26, Yes or No |
|------|--------------------|----------------------------|
| | | |
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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 | Levi Greigo | Dereck Hale |
| Sandra Pape | Chenille Summers | Debbie Gross |
| Celine Powell | Eden Creasy | Tiffany Semore |
| Tonia Breece | Nicki Jenkins (Cole) | Diana Lankford |
| Michael Hanes | Cheryl Kiessling | Cassie Hale |
| Michelle Lambert | Deana Graham | Kim Smith |
| Nick Simmons | Pat Qualls | Dillon Shelby |
| Tonda Gainey | Leah Isenberg | |

Part 9: Retiring or Resigning

East Hickman Intermediate School

| Name | Retiring or Resigning |
|------|-----------------------|
| | |
| | |
| | |

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 | |
| Christina Veal | SPED Assistant | |
| Jennifer Morgan | 1:1 Assistant | |
| Justin Summers | SPED Assistant | |
| | | |
| | | |
| | | |

Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|------|----------|--------|
| | | |
| | | |
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| | | |
| | | |

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

East Hickman Intermediate School

| Signature and Date | Position Signing | Signature and Date | Position Signing |
|--------------------------------|------------------|---------------------|---|
| | Principal | <i>Mary Sidwell</i> | 6-29-26 Director of Schools |
| <i>Gelis Honason</i> | Supervisor | <i>Blinda Allen</i> | 6/29/26 Supervisor |
| <i>Loretta A. Tott</i> 6/29/26 | Supervisor | | Supervisor |

JUN 29 2026

East Hickman Middle School

HICKMAN COUNTY SCHOOLS

Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 |
|-------------------|------------------|--|
| | | |
| Kristin Kelly | 4 | Yes |
| Mark Gobble | 4 | Yes |
| Spencer Harris | 4 | Yes |
| Mandy Mercer | 3 | Yes |
| Brandon Crabtree | 3 | Yes |
| Selena Harris | 3 | Yes |
| Hannah Paczkowski | 1 | Yes |
| Jared Berg | 4 | Yes |
| Molly Reasons | 1 | Yes |
| Jenny Sensing | 4 | Yes |
| Angie Lane | 1 | Yes |
| Michelle Delk | 1 | 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 |
|--------------|------------------|--|
| Shelley Wood | 5 | Yes |
| | | |
| | | |

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

| Name | Position | |
|------|----------|--|
| | | |
| | | |
| | | |
| | | |

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 |
|---------------|--------------------|---|
| Shannon Nolen | Library/Math | not sure at this time- would like to transfer to another school |
| | | |
| | | |

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 |
| Melanie Livengood | ELA 7th | Yes |
| Michael Redding | Science 7th | Yes |
| Christian Fisher | SS | Yes |
| Shannon Nolen | Library/Math | Yes |
| Kerri Crafton | RTI/Math | Yes |
| Greg Gunther | Band | Yes |
| Brian Graham | ELC | Yes |

East Hickman Middle School

| | | |
|-----------------|-----|-----|
| LeaAnn Buchanan | CTE | Yes |
| | | |
| | | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|---------------------|-----------------------|
| Brenda Lynch | Resigning |
| Jennifer Clendenion | Resigning |
| | |

Part 10: Support Staff for Re-Election

| Name | Position | Any Details Needed |
|------------------|----------------------|-----------------------------|
| Shelitta Sowell | PE Assistant | may not return |
| Crystal Webb | ELC Assistant | |
| Haley Tidwell | PE Assistant | |
| Stephanie Bailey | SPED Assistant | |
| Shayna Scoggins | SPED (grow your own) | Will move to another school |
| Casey Parker | ISS | |
| Tiffany Plunk | DBA | |
| Ruby Self | SPED Assistant | |
| | | |

Part 11: Support Staff NOT for Re-Election

| Name | Position | Reason |
|------------|----------------|--|
| Joy Duncan | SPED Assistant | We are making changes to meet the instructional and operational needs of the school. |
| | | |

East Hickman Middle 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 | <i>Marcy Tidwell</i> | 6-29-26 Director of Schools |
| <i>Loretta J. Totty</i> 6/29/26 | Supervisor | <i>Beth [Signature]</i> | 6/29/26 Supervisor |
| | Supervisor | | Supervisor |

JUN 29 2026

East Hickman High School

HICKMAN COUNTY SCHOOLS

**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2026-2027 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 | 15 | Yes |
| Aaron Saunders | 8 | Yes |
| Ethan Murrell | 3 | Yes |
| Billy Sawyer | 15 | Yes |
| Wesley Whitaker | 5 | Yes |
| Nikki Booth | 4 | Yes |
| Nick Bentley | 7 | Yes |
| Robert Brewer | 4 | Yes |
| Jennie Pressson | 15 | Yes |
| Jennifer Allman | 3 | Yes |
| Zach Holt | 1 | Yes |
| Vinny Caccese | 1 | Yes |
| Mrianda England | 1 | Yes |
| | | |
| | | |
| | | |
| | | |

East Hickman 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 |
|----------------------------|-------------------|--------|
| Delta Carl | Alg 1/SAILS | Permit |
| Jenna Leigh Campbell Field | Eng 1 | Permit |
| Valerie Gonzalez | Spanish | Waiver |
| Colton Huntt | Lifetime Wellness | Permit |
| Christopher Smith | Alg 2 | Waiver |
| Candace Webb | Alg 1/SAILS | Waiver |

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)

East Hickman High School

| 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 |
|-------------------|-----------------|-----------------|
| Connie Graves | Greg Gunther | Beth Robinson |
| Charlotte Boehms | Brett Lovett | Sheryl Robinson |
| David Carter | Mickey Mathis | Drew Smith |
| Robin Castleberry | Kenda Polk | Myles Williams |
| Todd Collins | Robert Phillips | Crystal Wilson |

East Hickman High School

| | | |
|-------------|--------------|---------------|
| Dana Cook | Cindi Morgan | Shelda Qualls |
| Beth Copley | | |
| Emily Cross | | |
| | | |
| | | |
| | | |

Part 9: Retiring or Resigning

| Name | Retiring or Resigning |
|----------------------------|-----------------------|
| Chris Austin | Resigning |
| Monica Laird | Resigning |
| Jennie Stubblefield | Transfer to HCHS |
| Tracy Poth | Retiring |
| Delta Carl | Permit |
| Jenna Leigh Campbell Field | Permit |
| Valerie Gonzalez | Waiver |
| Colton Huntt | Permit |
| Christopher Smith | Waiver |
| Candace Webb | Waiver |

Part 10: Support Staff for Re-Election

| Name | Position | Any Details Needed |
|-----------------|--------------|--------------------|
| Melissa Collins | Front Office | |
| Jojo Nordike | Front Office | |
| Lisa Gordon | Front Office | |

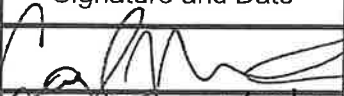

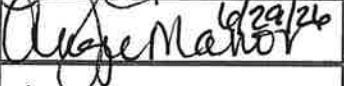

East Hickman High School

| | | |
|----------------|-------------------|--|
| 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 |
|-------------|----------------|----------|
| Mark Pawlak | SPED Assistant | Retiring |
| | | |
| | | |

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 |  6-29-26 | Director of Schools |
|  6/29/26 | Supervisor |  6/29/26 | Supervisor |
| Loretta A. Totty 6/29/26 | Supervisor | | Supervisor |

JUN 29 2026

Disciplinary Hearing Authority
2026-2027

Beth Robinson – EHHS

Kristin Dunn – EHMS

Gavin Gordon - HCHS

Tarrah Lawson – CIS

Allison Gilbert - EHES

Dr. Ashley Totty– Special Programs

Rachel McCauley - Chair

Letter of Interest Draft

May 8th, 2026

Milestone Towers

Attn: Cell Tower Program – Leasing & Development
12110 Sunset Hills Road, Suite 600
Reston, VA 20190

Re: Letter of Interest – Cell Tower Lease Program on District Property

Dear Milestone Towers Team:

On behalf of the (the “Board”), this letter confirms that the Board has formally reviewed the cell tower lease program presented by Milestone Towers (the “Program”) and expresses its good-faith interest in advancing toward a definitive, executed lease agreement. The Board has evaluated the Program’s overview materials, anticipated benefits to the District, and proposed framework for siting wireless communications facilities on District-owned property.

Based on this review, the Board is interested in moving forward in good faith to negotiate standard cell tower lease terms, including (without limitation) an initial lease term with renewal options, monthly base rent, periodic rent escalators, revenue share on co-location/sublease income, customary site access and utility easements, and standard provisions addressing insurance, indemnification, environmental compliance, and termination. The Board and Milestone Towers will work together to identify suitable District properties and to align on terms that serve the long-term interests of the District, its students, and the surrounding community.

This Letter of Interest is intended solely as an expression of the Board’s interest in the Program and is **non-binding** on either party. No legal obligations, commitments, or rights shall arise from this letter. Any binding agreement between the parties shall be set forth exclusively in a definitive written lease agreement, duly approved by the Board in accordance with applicable law and District policy, and executed by authorized representatives of both parties.

The Board appreciates Milestone Towers’ presentation and looks forward to the next steps, including site evaluation, term sheet exchange, and lease negotiation. Please direct further communications regarding the Program to the undersigned.

Sincerely,

Name

Title



Strategic Partnership Program

Overview

PREPARED BY

Matthew Forkas

Senior Project Manager ·

matthew@milestonetowers.com

2026 | RESTON, VA | MILESTONETOWERS.COM





Who We Are

verizon T Mobile AT&T

Milestone Towers is a Virginia-based cell tower developer with 25 years of experience developing wireless infrastructure

Milestone connects the wireless industry with municipalities to deliver telecom infrastructure that enhances public safety, improves connectivity, and generates long-term recurring revenue

We are proud to service all wireless carriers and has built over 200 towers



WHO WE ARE

Our Existing Partnerships

To date, our partnerships have delivered over \$30 million to our public-sector partners.

60+

Municipal Partners

3000+

Marketed Locations

+Actively Growing

MILESTONE TOWERS

WHO WE ARE



Virginia Partners

Albemarle County Public Schools
Augusta County Public Schools
Bedford County
Central Virginia Electric Cooperative
Charles City County Public Schools
Cumberland County Public Schools
Danville City
Fairfax County
Fairfax County Schools
Fauquier County
Fauquier County Public Schools
Hampton Roads Sanitation District
Loudoun County
Loudoun County Public Schools
Lynchburg City
Lynchburg City Schools
Manassas City
Manassas City Public Schools
Manassas Park City Schools
Northern Neck Electric Cooperative
Nottoway County Public Schools
NVRPA
Prince William County
Prince William County Public Schools
Rappahannock Electric Cooperative
Rivanna Sewer and Water Authority
Roanoke City
Southside Electric Cooperative
Stafford County



Maryland Partners

Caroline County Public Schools
Cecil County
Dorchester County Public Schools
Frederick County
Frederick County Public Schools
Queen Anne's County Public Schools
The City of Frederick
Washington County Public Schools
Wicomico County Public Schools



North Carolina Partners

Buncombe County
City of Raleigh
Jordan Lumber
New Hanover County North
Wake Fire Department



South Carolina Partners

Charleston County
Charleston County Public Schools
Greenville County
Greenville School District
Kershaw County Schools
Pickens County Public Schools
Richland District Two Public Schools



Florida Partners

Alachua County Public Schools
Charlotte County Public Schools
Lee County Public Schools
Lakewood Ranch
Sarasota County Public Schools

WHO WE ARE

Our Expertise

25 Years of Industry Experience – Deep understanding of local district and county priorities

Strong Carrier Relationships – Established partnerships with all major wireless providers

End-to-End Expertise – **Operations**



WHO WE ARE

Operations

Our goal is to make income as passive as possible for our partners

Marketing

Legal Review

Community Engagement

Tenant Leasing

Engineering

Administrative

Reporting

Accounting

Site Mangement

WHAT WE DO

Our Offer

- **Our PLA Program (Primary Lease Agreement) is a partnership between the school board and Milestone.**
- **Milestone will identify coverage gaps & market all available properties directly to the carriers to generate interest.**
- **Once carriers express interest in a particular location Milestone coordinates with the facilities to team to choose an appropriate location on-site**
- **Only after a design is approved by staff does the development process start**
- **Milestone uses its own capital to zone, construct, operate and manage the tower for the duration of the term**

NEW TOWER BUILDS

Expected Revenues

40 year term per tower

Guaranteed \$12,000 Annually

With three carriers = \$33,000 annually

One Time Site Payment:
- 30,000\$

No costs to the district

Installation Date Average

| | Income | Gross Annual | Installation |
|---------------|---------|--------------|--------------|
| Carrier One | \$1,000 | \$12,000 | Year One |
| Carrier Two | \$1,000 | \$12,000 | Year Four |
| Carrier Three | \$750 | \$9,000 | Year Six |

10 Year Projected Revenue Per Year/Tower

Averages - Not Guaranteed

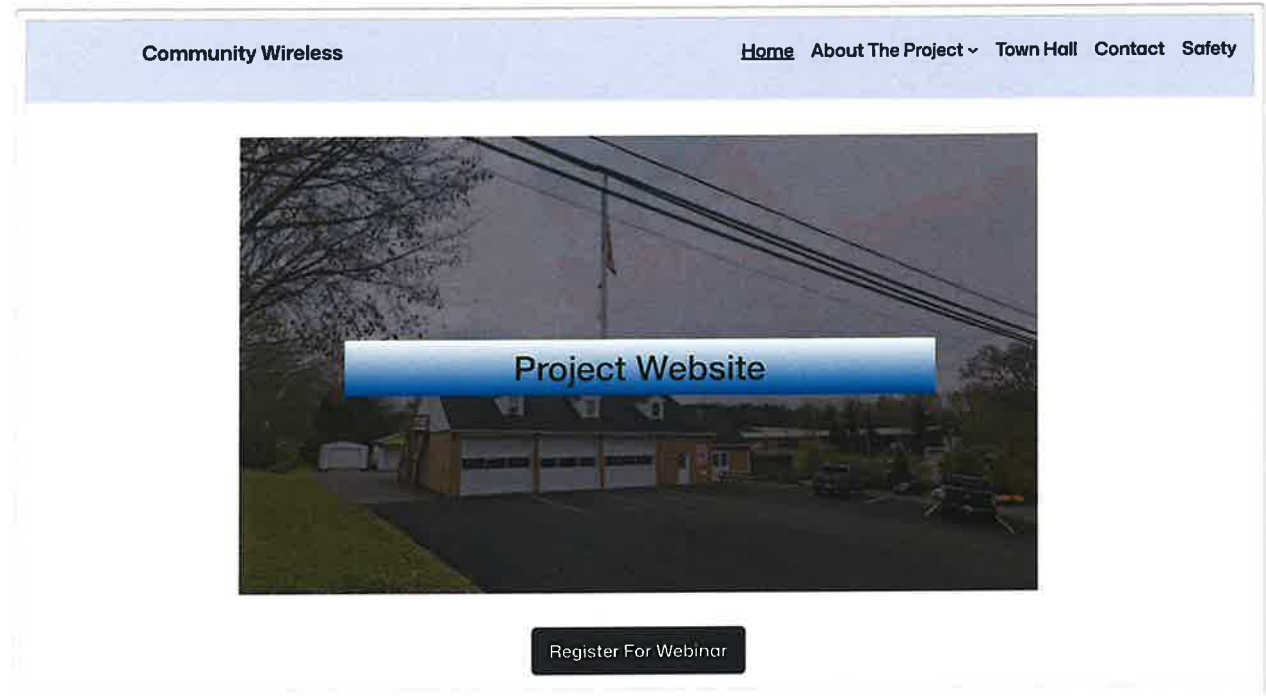
| | Year One | Year Four | Year Six | Year Ten |
|----------------------|----------|-----------|-----------|-----------|
| Annual Gross Revenue | \$12,000 | \$24,734 | \$34,734 | \$37,597 |
| Site Fee One Time | \$30,000 | - | - | - |
| Total Cumulative | \$42,000 | \$91,459 | \$151,422 | \$297,444 |

Assuming 2% Escalation Rate

WHO WE ARE

Community Development

- Proven Community Process – Transparent, politically aware outreach that minimizes risk and protects our landowner partners
- Custom built website for every project
- Webinar Set up
- Mailers sent to up to one mile away to all residents and businesses
- Collect as much feedback to present to the board and supervisors



EXAMPLE WEBSITE

DESIGN

Compound Example

Example Layout

50 x 50 Compound (Lease Space)

Gravel Access Road

Access Easement

INSIDE A CELL TOWER COMPOUND

Cell towers and their supporting equipment work together to keep you connected. Here's an aerial view of a typical cell tower compound and how it all comes together.

- 1 ANTENNAS**
Antennas installed at the top of the tower receive and transmit signals from and to user devices.
- 2 TOWER**
The tower is designed to International Building Codes and structural specifications to have the strength to withstand hurricane force winds.
- 3 EQUIPMENT CABINETS**
The equipment at the base of the tower consists of cabinets that provide a high-speed backhaul link (fiber optic cable) to a central switching station where the data is processed.
- 4 POWER SUPPLY**
The equipment is powered by a typical 200 Amp service from the local power provider.
- 5 SECURITY**
The tower and equipment are secured and locked inside a fenced compound.

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Milestone Towers

Gravel Access Road

COMMUNITY

Community Benefits 2026

In 2026, improved wireless connectivity benefits all sectors of the local community including agriculture, law enforcement, health services, economy, education and emergency services.

- 01 Public Safety (Emergency Preparedness)**
EMS Capabilities, Emergency Situations
- 02 Economic Activity**
More users searching for things to do near them, shopping, restaurants, events support
- 03 Community Wellbeing**
More choices for connectivity - lower income household support
- 04 Better Coverage**
Staff, Families, Students, Neighbors, Businesses



Coverage Benefits

COMMUNITY

Economy

\$475B

contributed annually to the U.S. GDP by the wireless industry, directly impacting agriculture, healthcare, logistics, retail, and manufacturing.

CTIA Wireless Industry Indices Report, 2023

Video & social calling

18B+

FaceTime audio and video minutes are used daily across Apple devices worldwide. In the U.S., FaceTime ranks as the top app for calls to family and friends.

Apple / Sensor Tower App Usage Report, 2023

Mobile commerce

\$491B

In U.S. retail purchases were made via smartphone in 2023 — nearly half of all e-commerce — showing how cell phones have become the primary shopping device.

eMarketer U.S. Mobile Commerce Forecast, 2023

Landlines

72%

of U.S. adults live in wireless-only households — no landline at all. That's up from just 15% in 2006.

CDC National Health Interview Survey (NHIS), 2023

Healthcare

60%

of rural Americans say cell connectivity is essential for accessing telehealth services, making mobile coverage a direct healthcare infrastructure issue.

Pew Research Center, "Mobile Technology and Home Broadband," 2023

Emergency services

80%+

of all 9-1-1 calls in the U.S. are now made from a cell phone, putting pressure on dispatch centers to pinpoint caller locations.

FCC & National Emergency Number Association (NENA), 2022

Thank you

Next Steps

- 1 LOI / Marketing Agreement Review**
Discuss questions and solutions
- 2 Market Properties to Carriers**
Marketing and carrier outreach start
- 3 Legal review & agreement**
Your team reviews our straightforward structure lease.
- 4 Onboarding begins**
Walk the property choose locations

MILESTONE TOWERS



Matthew Forkas

Senior Project Manager

matthew@milestonetowers.com

MilestoneTowers.com

Virginia Maryland Delaware Ohio

North Carolina Florida Kentucky Georgia

BUILDING THE FUTURE OF WIRELESS INFRASTRUCTURE



AGREEMENT FOR EXCLUSIVE SPONSORSHIP AND DEPOSITS

Prepared for:

Tina Thigpen, Principal
Hickman County Middle School
1639 Bulldog Blvd.
Centerville, TN 37033

Created By:

Apex Bank
314 N. Public Square
Centerville, TN 37033

This agreement has been entered into as of _____ between the following entities, Apex Bank and Hickman County Middle School; the mutual agreement is as follows:

Hickman County Middle School will open and continually operate in good standing all banking-related accounts for the duration of this agreement, and Apex Bank will provide Hickman County Middle School the following:

| | <u>Estimated Value</u> |
|---|------------------------|
| • Summit Business Checking Accounts | |
| o Interest bearing at 0.20% | \$ 100 |
| • Waive all fees | \$ 500 |
| • \$1,000 yearly donation | \$1,000 |
| • Year 1 - Baseball Scoreboard donation of (Permanent signage for life of scoreboard per Coach Clay Chessor) | \$9,005 |
| • Year 1 – Softball Scoreboard donation of (Permanent signage for life of scoreboard per Coach Clay Chessor) | \$7,255 |

Year 1 estimated donation: \$ 1,600 + \$ 16,260 for Scoreboards = \$17,860

Year 2-5 estimated donation: 1,600 annually

Total estimated donations over the 5-year agreement: \$ 24,260

The parties further agree as follows:

1. The term of this agreement is for 5 years, beginning _____ and expiring on _____.
2. It is also agreed that Hickman County Middle School will fully transition full banking account relationship to Apex Bank no later than August 1, 2026.
3. No other financial institutions may be displayed on / under the scoreboards of any sports facility at Hickman County Middle School throughout the term of this agreement.
4. The Apex Bank Logo will be displayed:
 - Rights to place signage on / under the scoreboard in the school gymnasium
 - Rights to place signage on / under all remaining scoreboards on campus

5. During all football games, the continuation of "Apex Bank First Down" at no additional charge through the term of this agreement.
6. Coordinate with the principal to arrange an on-site visit to meet with teachers and staff.
7. Flex classes throughout the year with students.
8. All Hickman County Middle School accounts will be held at Apex Bank through the term of this agreement.

Hickman County Middle School does hereby agree to release, acquit, and forever discharge Apex Bank from any and all claims, actions, causes of action, lawsuits, damages, liabilities, obligations, warranties, agreements, rights, costs, expenses, attorneys' fees, judgments, claims, counterclaims, cross claims, and demands of any nature whatsoever, in any way relating to the subject matter of the Agreement, including damage to person or property.

Authorized representatives from Hickman County Middle School and Apex Bank do hereby agree to enter into this agreement by signing below.

Tina Thigpen, Principal
Hickman County Middle School
Date: _____

Marcy Tindle
Apex Bank
Date: _____

Account Opening Documentation:

- Proof of EIN
- Letter from Principal stating Apex Bank has permission to open account
- List of all signers on accounts
 - Two forms of ID on all signers
 - Driver's License
 - SS Card, Voters Registration Card, Health Insurance Card, etc

Hickman County Board of Education
Budget Amendment - 43
Fund 141 - Federal Programs
June 30, 2026

| Account | Description | Debit | Credit | Justification |
|---------------------|----------------------------|----------------------|----------------------|--|
| 141 - 71100 - 204 - | State Retirement | \$ 176,000.00 | | To correct BA 40 entry for Hybrid Stab |
| 141 - 71100 - 217 - | Retirement - Hybrid Stab | | \$ 176,000.00 | |
| 141 - 71100 - 429 - | Other Supplies & Materials | 5,000.00 | | For Outside Agencies & Textbook purchases |
| 141 - 71100 - 399 - | Other Contracted Svc | | 2,710.33 | |
| 141 - 71100 - 449 - | Textbooks | | 2,289.67 | |
| 141 - 72210 - 207 | Medical | 6,000.00 | | To cover State Retirement in Program |
| 141 - 72210 - 204 | State Retirement | | 6,000.00 | |
| TOTALS | | \$ 187,000.00 | \$ 187,000.00 | |

Approved:

Attest:

Board Chair

Marcy Tidwell



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: July 2026

Policy 1.400 - School Board Meetings

Public Chapter 852 creates flexibility for Boards during a natural disaster or inclement weather event. It allows board members to join a meeting electronically when fewer than a quorum is physically present. This exception may be used three times per year.

Policy 2.100 - Fiscal Management Goals

Recent guidance from the Comptroller's office recommends that Boards require annual internal control reviews.

Policy 2.200 - Annual Operating Budget

The new guidance from the Comptroller's office also recommends that Boards include a provision on the fund balance and encourages Boards to select this amount in consultation with their local funding body. Additionally, new state laws require districts to annually provide: (1) a certified copy of the budget signed by both the Director and the funding body to the Commissioner; and (2) planning and budgetary reports to the Office of Research and Accountability in the Office of the Comptroller of the Treasury.

Policy 4.213 - Family Life Education

A recent change to state law updates the terminology for child trafficking instruction and requires that it be included as a component of health education. It also requires each district to develop a plan to implement this instruction by August 1, 2026.

NEW Policy 4.215 - Instructional Use of Digital Devices

TSBA created this new policy in response to a requirement in Public Chapter 808. This new state law requires Boards to adopt a policy prioritizing teacher-led instruction and the use of non-electronic instructional materials in grades K-5. There are several exceptions to the law, including, but not limited to, assessments, remediation, students with IEPs/504 plans, and virtual schools.

Policy 4.301 - Interscholastic Athletics

Students attending small private schools will now be permitted to participate in interscholastic athletics in accordance with TSSAA or TMSAA guidelines. If a school is a member with these organizations, private school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students, but only in athletic programs that are not offered by the private school. If a school is not a member with these organizations, private school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students.

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misty.shelton@hickmank12.org

fax 931-729-3834



Policy 4.600 - Grading System

This new law clarifies that the high school grading system will apply to coursework completed by students in middle school. TSBA has added clarifying information to this policy. Please note that Public Chapter 901 also includes a requirement that will go into effect for the **2027-2028** school year. Beginning in that school year, districts are required to automatically enroll students who achieve a performance level of "exceeds expectations" on the math portion of the 7th-grade TCAP exam in Algebra I instead of an 8th-grade math course, unless a parent/guardian opts them out.

Policy 4.603 - Promotion & Retention

TSBA has updated policy 4.603 to include another pathway for students to be promoted to fourth grade. This is based on Public Chapter 1030, which permits this promotion if the student was administered a state-mandated assessment in third grade and demonstrated proficiency in ELA based on scoring in the **fiftieth percentile** on the most recently administered universal reading screener. This will apply to the schools selected for a pilot with the TDÖE.

Policy 4.605 - Graduation Requirements

Recent changes to state law alter the Move on When Ready early graduation requirements. Public Chapter 912 adds the Classic Learning Test as an option for students seeking to graduate early through this pathway. Additionally, Public Chapter 1040 requires the Director of Schools to annually report the total number of Move on When Ready requests to the Department of Education. TSBA has also updated this policy to clarify that students who successfully complete high school credit before grade nine shall receive graduation credit for that coursework.

Policy 5.106 - Application and Employment

State law now requires all school districts to use the E-Verify program to ensure that an employee is eligible to work in the U.S. Previously, this was an optional program. This is already a practice within our system.

Policy 5.200 - Separation Practices for Tenured Teachers &

Policy 5.201- Separation Practices for Non-Tenured Teachers

Previously, a teacher who resigned and breached their contract mid-year could have their license suspended by the State Board of Education if the local Board submitted a complaint. Public Chapter 898 removes the option for Boards to file these types of complaints.

Policy 5.302 - Sick Leave &

Policy 5.303 Personal and Professional Leave

Public Chapter 1022 is intended to shift flexibility from sick leave to the personal and professional leave category. Professional employees will now earn: 8 sick days a year for 10-month contracts; 9 sick days a year for 11-month contracts; and 10 sick days a year for 12-month contracts. Additionally, professional employees will now earn four days of personal and professional leave per year instead of two.

Policy 5.600 - Staff Rights & Responsibilities

An update to the Teacher Code of Conduct requires teachers to refrain from any sexually related behaviors with students, including students who have graduated or withdrawn in the immediately preceding twelve months.

Policy 5.801 - Director of Schools Recruitment and Selection

State law now permits Boards to conduct an executive session to interview candidates applying to serve as Director of Schools. The new change to state law allows boards to conduct interviews behind closed doors. This was previously not an option under state law. If Boards want to use this option, TSBA recommends updating the corresponding policy. Please note that voting and deliberation must be done in an open meeting, and the new law requires minutes of the executive

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session to be published. Additionally, candidates now have the option to request that their applications remain confidential if the Board chooses to use an executive session. **If you would like to keep the current process, no change is needed.**

Policy 6.200 - Attendance

Public Chapter 844 requires districts to determine whether a mid-year transfer student was previously enrolled in a public school in the same school year and request the student's attendance records. The receiving district must then include the unexcused absences from the previous school district in the student's current total to implement the appropriate truancy intervention tier, if applicable.

Policy 6.202 - Home Schools

Previously, state law required certain actions if a homeschool student fell below grade level. Public Chapter 912 has removed this portion of the statute. Additionally, this new law changes the types of tests that may be administered to homeschool students and permits the parent to select a standardized test.

Policy 6.205 - Student Assignments

State law now requires that principals create a safety plan for a student with an order of protection against another student.

Policy 6.303 - Questioning Students and Searches

Public Chapter 1040 expands on last year's legislation regarding who may conduct searches of students. This new law adds school employees who have completed the required orientation and training to the list of individuals who may conduct searches authorized by the principal.

Policy 6.306 - Interference/Disruption of School Activities

A recent change to state law requires Boards to have a policy on alerting parents when a classroom evacuation occurs in response to another student's behavior.

Policy 6.318 - Admission of Suspended or Expelled Students

Public Chapter 760 permits school districts to continue an investigation of a student disciplinary incident even if the student withdraws. Further, it clarifies that the investigation and/or disciplinary consequences may resume if the student re-enrolls.

Policy (6.412aTSBA) HCSS 6.4051 - Emergency Allergy Response Plan

The policy contains a provision on schools storing epinephrine in case of emergency. TSBA recommends updating it with the new version. Public Chapter 947 updates state law to clarify that epinephrine may be purchased in a variety of forms, not solely as an auto-injector. We have updated the relevant model policy to align with that language.

NEW Policy 6.4053 - Outside Applied Behavior Analysis Therapy

Boards are required to adopt a policy on outside applied behavior analysis therapy per Public Chapter 1112. This new state law requires Boards to adopt a policy allowing these private pay providers access to school property if they are under contract with parents/guardians and have signed a memorandum of understanding with the district. The Department of Education will be issuing guidance on this topic. TSBA will send out an update to the model policy, if needed.

Policy 6.506 - Students from Military Families

Public Chapter 834 updates requirements for school districts regarding students from military families. Previously, state law allowed Boards to choose how much time these students had to provide documentation of relocation to the district. Per this recent change, students must now provide this information within one calendar year of the date of enrollment. The new law further clarifies that districts must take appropriate steps to assist any of these students with IEPs, 504 plans, or individualized family service plans. Additionally, Public Chapter 834 states that if a military

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family relocates outside of the district, any students enrolled in grades 11 or 12 must be allowed to remain enrolled in the same high school until they either graduate or withdraw.

Policies 4.100 4.300 4.301 5.104 5.501 6.100 6.301 6.303 6.304 6.3041 Changes Per Public Chapter 938

Public Chapter 938 requires any policy that "includes a reference to a natural person's sex or gender to state that those terms are defined as the immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth." These changes **must be in place by January 1, 2027**.

Informational Items

New legal requirements to share that do not necessarily need a policy change.

Public Chapter 533 - TSSAA Transfers

This change to state law allows transfer students to immediately participate in athletics. It specifies that this new practice does not apply to mid-year transfers and can only be used once.

Public Chapter 710 - Prayer at Board Meetings

Public Chapter 710 allows Boards the option of opening a meeting with a prayer given by a member. This is permissible if: (1) the prayer does not require participation of anyone in attendance; and (2) no person is harassed or coerced to participate in the prayer.

Public Chapter 764 - Viewing Bus Footage

A recent change to state law requires school districts to either: (1) enter into a memorandum of understanding with local law enforcement regarding access to exterior bus camera footage; or (2) allow school safety personnel to review video evidence from exterior bus cameras. This is aimed at helping enforce traffic laws near school buses.

Public Chapter 868 - Drones and School Property

Public Chapter 868 makes it a criminal offense for an individual to fly a drone over the grounds of a public school with the intent to conduct surveillance without the permission of a school administrator or the Director of Schools/designee.

Public Chapter 924 - Displaying the Ten Commandments

This new law allows school districts to display a specific version of the Ten Commandments as listed in Public Chapter 924.

Up for Review:

- 3.218 Use of Emotional Support Dogs
- 3.219 Use of Unmanned Aircraft Systems
- 3.220 Access to Private Facilities
- 3.300 Equipment and Supplies Management
- 3.3001 Use of Phones and Faxes
- 3.301 Equipment and Supplies: Leasing and Renting
- 3.400 Student Transportation Management
- 3.401 Scheduling and Routing
- 3.402 Special Use of School Vehicles
- 3.403 Traffic and Parking Controls

Thank you for your careful consideration of these policies.

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fax 931-729-3834

Hickman County Board of Education

| | | | |
|--|------------------------------|------------------|-----------------|
| | Descriptor Term: | Descriptor Code: | Issued Date: |
| | School Board Meetings | 1.400 | 01/12/26 |
| | | Rescinds: | Issued: |
| | | 1.400 | 11/06/23 |

- 1 The Board will transact all business at official meetings which may be either regular or special.
- 2 Every meeting of the Board, except those allowed to be closed by law, will be open to the public.¹
- 3 Open meetings will be physically accessible to all students, employees, and interested citizens.²
- 4 Cameras, camcorders or other photographic equipment may be used during Board meetings. The
- 5 Board has the right to limit the use of such equipment if it interferes with the conducting of Board
- 6 business by motion and majority vote.³
- 7 Board, Special Called, Budget, Work sessions or any meeting where public notice is to be give will be
- 8 recorded via livestream.

9 **REGULAR MEETINGS**

- 10 Regular meetings of the Board shall be held on the first (1st) Monday of each month at 6:30 p.m.
- 11 When appropriate, the meeting shall be rescheduled by the chairman.

12 **SPECIAL MEETINGS**

- 13 The Board shall hold such special meetings as necessary to transact the business of the Board. Such
- 14 meetings shall be called by the chairman whenever, in his/her judgment, the interests of the schools
- 15 require it, or when requested to do so by a majority of the Board.⁴

- 16 Special meetings may be called for either of the following purposes:

- 17 1. To enable the Board to concentrate and take action on a single problem or set of problems;
- 18 or
- 19
- 20 2. To enable the Board to take emergency action between regular meetings.

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

23 **ELECTRONIC ATTENDANCE⁵**

- 24 Absent board members may attend a regular or special meeting by electronic means if the member is
- 25 absent because of work, a family emergency, or the member's military service. If a board member is
- 26 absent due to military service, he/she may participate electronically as often as he/she is able to do so.

1 However, a board member may not participate electronically more than two (2) times per year for
2 absences due to work and/or family emergencies.

3 *General Requirements*

4 The following requirements apply to all electronic attendance, regardless of the reason for the
5 member's absence:

- 6 1. A quorum of the Board must be physically present at the meeting in order for any member to
7 attend electronically, except in the case of inclement weather or natural disasters (permitted for
8 a maximum of three times per year);
- 9 2. Any member wishing to participate electronically must do so using technology that allows the
10 chair to visually identify the member.
- 11 3. The responsibility for the connection lies with the member wishing to participate electronically.
12 No more than three (3) attempts to connect shall be made unless the Board chooses to make
13 additional attempts.

14 *Work-Related Absence*

15 The following requirements apply to electronic attendance due to a work-related absence:

- 16 1. The Board member must be absent from the county due to work.
- 17 2. The member wishing to participate must give the chair and Director of Schools at least five (5)
18 days' notice prior to the meeting of the member's desire to participate electronically.

19 *Sickness or Period of Convalescence*

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

23 *Inclement Weather or Natural Disaster*

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

27 *Family Emergency*

28 The following requirement applies to electronic attendance due to a family emergency:

- 29 1. The member must be absent due to the hospitalization of the member or the death or
30 hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-
31 law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law, or
32 sister-in-law.

Legal References

1. [TCA 8-44-102](#); [TCA 49-6-804\(c\)](#)
2. [28 CFR § 36.201\(a\)](#); [28 CFR § 36.202](#)
3. [Tenn. Att'y Gen. Op. No. 95-126 \(December 28, 1995\)](#)
4. [TCA 49-2-202\(c\)\(1\)](#)
5. [TCA 49-2-203\(c\)](#)

Cross References

School Board Legal Status and Authority 1.100
Board Committees 1.300
Notification of Meetings 1.402
Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802

Hickman County Board of Education

| | | | |
|--|--|----------------------------------|---------------------------------|
| | Descriptor Term: <h2 style="text-align: center;">Fiscal Management Goals</h2> | Descriptor Code: 2.100 | Issued Date: 03/02/26 |
| | | Rescinds: 2.100 | Issued: 02/05/24 |

1 *General*

2 The Board shall practice sound fiscal management procedures which guarantee maximum use of all
 3 resources provided. The Board assumes responsibility, within its financial capabilities, for providing at
 4 public expense all items of equipment, supplies and services that may be required in the interest of
 5 education in the schools under its jurisdiction.¹

6 In fiscal management, the Board seeks to achieve the following goals:

- 7 1. To engage in advance planning, with broad-based staff and community involvement;
- 8
- 9 2. To establish levels of funding which will provide quality education for the system's students;
- 10
- 11 3. To use the available techniques for budget development and management;
- 12
- 13 4. To provide timely and appropriate information to all staff with fiscal management
- 14 responsibilities; and
- 15
- 16 5. ~~To establish efficient procedures for accounting, reporting, purchasing and delivery, payroll,~~
 17 ~~payment of vendors and contractors, and all other areas of fiscal management. Require the~~
 18 ~~Director of Schools to develop procedures for accounting, reporting, purchasing and delivery,~~
 19 ~~payroll, payment of vendors and contractors, internal controls, and all other areas of fiscal~~
 20 ~~management. Financial policies and accompanying procedures shall be reviewed annually to~~
 21 ~~ensure ongoing compliance.~~²

Legal References

1. [*Internal School Funds Manual, Section 3-1*](#)
2. [*Tenn. Comptroller of the Treasury, Fiscal Health Principles for Tenn. School Districts and Local Governments \(2026\)*](#)

Cross References

School District Goals 1.700

Hickman County Board of Education

| | | | |
|--|--|----------------------------------|---------------------------------|
| | Descriptor Term: Annual Operating Budget | Descriptor Code: 2.200 | Issued Date: 03/02/26 |
| | | Rescinds: 2.200 | Issued: 02/05/24 |

1 *General*

2 All school system budgets are the operational plans stated in financial terms which describe the programs
3 to be conducted during the fiscal year beginning July 1 ending June 30 the following year.¹

4 *Central Office*

5 **PREPARATION PROCEDURES**

6 Budget planning shall include an analysis of previous staffing, curriculum and facilities, and projections
7 requiring additional staffing, curriculum modifications, and additional facilities.

8 The budget proposal should be balanced, consistent with Board policy and contract conditions, to include
9 provisions for:

- 10 • Programs to meet the needs of the entire student body
- 11 • Staffing arrangements adequate for proposed programs
- 12 • Maintenance of the district's equipment and facilities
- 13 • Efficiency and economy
- 14 • An unrestricted fund balance of _____ (enter percentage, at least two months (approximately
15 16.7%) of budgeted operating revenues of expenditures). The Board shall determine the fund
16 balance percentage that meets fiscal health standards and expectations of both school board
17 members and takes into consideration feedback from the County Commission.²

18 Budget preparation shall be the responsibility of the director of schools² and the chairman of the Board.
19 The director of schools will establish procedures for the involvement of staff, including requests from
20 department heads and principals, all of whom shall seek advice and suggestions from other staff and
21 faculty members.

22 The director of schools and the chairman of the Board shall develop a budget preparation calendar no
23 later than February 15 of the current school year.⁴ The calendar shall be used as a guide for coordinating

1 the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems,
2 and making budget decisions.

3 HEARING AND REVIEWS

4 The proposed budget will be available for inspection by various interested citizens or groups in the office
5 of the director of schools.

6 FINAL ADOPTION PROCEDURE

7 The Board shall adopt a budget and submit it to the County Commission no later than forty-five (45)
8 days prior to the actual date the budget is to be adopted by the county commissioners.³

9 If the proposed budget is rejected, the board shall submit a revised budget proposal within ten (10)
10 business days after receiving notice of the rejection.⁴

11 Within ten (10) days of adoption of the final budget, the director of schools shall file a copy with the
12 Commissioner of Education.³

13 Within thirty (30) days of the beginning of each fiscal year, the Director of Schools shall submit to the
14 Commissioner a complete and certified copy of its entire school budget for the school year that is
15 signed by the Director of Schools and the County Commission.⁵

16 Beginning in 2027, the Director of Schools/designee shall annually provide the following to the Office
17 of Research and Accountability in the office of the Comptroller of the Treasury by August 1:

18 1. A planning and budgetary report for the upcoming school year; and

19 2. An expenditure report for the immediately preceding school year.⁶
20

Legal References

1. [Internal School Funds Manual, Section 4-35](#)
2. [TCA 49-2-203\(a\)\(9\)](#); [Tenn. Comptroller of the Treasury, Fiscal Health Principles for Tenn. School Districts and Local Governments \(2026\)](#)
3. [TCA 5-9-402\(d\)\(4\)](#)
4. [TCA 5-9-402\(d\)\(5\)\(C\)](#)
5. [TCA 49-2-301\(b\)\(1\)\(X\)](#); [TRR/MS 0520-01-02-.13\(2\)\(a\)](#); [Public Acts of 2026, Chapter No. 1012](#)
6. [Public Acts of 2026, Chapter No. 1007](#)

Cross References

- Role of the Board of Education 1.101
Executive Committee 1.301

Hickman County Board of Education

| | | |
|--|-----------------------------------|---------------------------------|
| Descriptor Term: Family Life Education | Descriptor Code: 4.2013 | Issued Date: 08/05/24 |
| | Rescinds: 4.2013 | Issued: 06/03/24 |

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

3 The Board shall annually evaluate the program and shall conduct public hearings and parental
4 conferences at least once (1) each September as part of the evaluation.

5 A parent who chooses not to have a student participate in the family life education program shall
6 submit such request in writing to the director of schools. A student who is excused from family life
7 instruction shall be assigned alternative activities and shall not be penalized academically.

8 Prior to implementing the family life education curriculum, the Board shall conduct at least one (1)
9 public hearing at which the plan will be explained and parents and community members shall be given
10 the opportunity to express their opinions.

11 FAMILY LIFE INSTRUCTION

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

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

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

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

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

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

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

- 1 7. Provide instruction on the prevention of dating violence;
- 2 8. Encourage communication between parent(s)/guardian(s) and students;
- 3 9. Address the legal aspects of sexual activity with emphasis on the rights of the student; and
- 4 10. Include the presentation of a high-quality, computer-generated animation or high-definition
5 ultrasound of a least three (3) minutes in duration that shows the development of the brain, heart, and
6 other vital organs in early fetal development per state academic standards.³

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

11 Instruction on family life education shall emphasize that abstinence from sexual relations is the only
12 method of protection that is 100% effective.

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

15 **TRAINING ON INSTRUCTION**

16 Personnel involved in instruction regarding human sexuality will conduct such instruction with
17 maturity and discretion. Personnel providing family life instruction shall receive in-service training
18 prior to presenting such instruction.

19 **CHILD TRAFFICKING PREVENTION EDUCATION**

20 Instruction on child trafficking prevention and awareness shall be provided for all students in grades K-
21 12 in a manner that is age-appropriate, grade-appropriate, and advances each year through
22 developmentally appropriate instruction and skill building.⁶

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

25 **REPORTING²**

26 At the beginning of each school year, the Director of Schools shall provide the contact information to
27 the Department of Children's Services of each employee or trained professional providing instruction
28 on family life curriculum related to child sex abuse, human trafficking, and internet crimes. The
29 Director shall also report on the curriculum selected by the Board of Education.

Legal References

1. [TCA 49-6-1302](#)
2. [TCA 49-6-1304; Public Acts of 2024, Chapter No. 571](#)
3. [Public Acts of 2024, Chapter No. 795](#)
4. [Public Acts of 2024, Chapter No. 970](#)
5. [TCA 49-6-1304\(b\)](#)
6. [Public Acts of 2026, Chapter No. 744](#)
- 7.

New Policy

Hickman County Board of Education

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

1 *General*¹

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

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

7 The Director of Schools shall provide guidance to staff on appropriate use of technology for these
8 grades. The academic tech specialist shall create a process for ensuring that digital instruction complies
9 with this framework and state law.

10 **SOCIAL MEDIA USE**

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

13 **COMMUNICATION WITH PARENTS/GUARDIANS**

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

17

Legal References

1. [Public Acts of 2026, Chapter No. 808](#)

Cross References

Use of the Internet 4.406

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Tenn: Interscholastic Athletics | Descriptor Code: 4.301 | Issued Date: 07/07/25 |
| | Rescinds: 4.301 | Issued: 08/05/24 |

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
2 treated differently from another person or otherwise be discriminated against in any athletic program of
3 the school. Equal athletic opportunities shall be provided for members of both sexes.¹

4 Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify
5 the person as male or female, as determined by anatomy and genetics existing at the time of birth”.²

6 Student athletes shall only be allowed to participate in athletic activities or events that align with the
7 student’s sex indicated on his/her original birth certificate.² The Director of Schools/designee shall
8 require the parent/guardian to provide the student’s original birth certificate prior to participation in any
9 interscholastic athletics. If the original birth certificate is not available or does not indicate the student’s
10 sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of
11 the student’s sex at birth.

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

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

20 In the event that the school’s insurance provider does not extend coverage to an athlete, that athlete must
21 provide proof of independently secured catastrophic coverage and liability coverage, with the school
22 system as a named insured, of not less than the limits set forth in TCA § 29-20-403.⁵ It shall be the
23 responsibility of the parent(s)/guardian(s) to provide health and hospitalization insurance for all students
24 participating in interscholastic athletics.

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

30 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any
31 group of students for the purpose of attending the practice of any interscholastic sport during the school

1 day without written permission from the Board.⁷ This does not prevent the inclusion of regular physical
2 training lessons in the daily school program.

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

7 **SEVERE WEATHER⁴**

8 Severe weather is any type of weather that could impede the safety of any athlete by compromising the
9 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,
10 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be
11 discussed with all players, coaches, and officials, if applicable.

12 All coaches who oversee or participate in outdoor training, practice, or competition shall annually
13 complete a heat illness prevention course approved by the Tennessee Department of Health as well as
14 receive training on activity modifications based on environmental conditions.

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

17 **HOME SCHOOL STUDENT PARTICIPATION¹⁰**

18 Home school students shall be permitted to participate in accordance with TSSAA or TMSAA
19 guidelines. If a school is not a member with these organizations, home school students that are zoned for
20 the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

21 **VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹**

22 Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA
23 guidelines. If a school is not a member with these organizations, virtual school students that are zoned
24 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
25 students.

Legal References

1. [34 CFR § 106.41](#); [20 USCA § 1681 et seq.](#)
2. [TCA 49-6-310\(a\)](#); [Public Acts of 2026, Chapter No. 938](#)
3. [TRR/MS 0520-01-02-.08\(1\)](#)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\)](#); [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)

Cross References

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

9. [TCA 49-2-120](#)
10. [TCA 49-6-3050\(e\)\(1\)\(B\)](#)
11. [Public Acts of 2025, Chapter No. 173](#)

Hickman County Board of Education

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|---|----------------------------------|---------------------------------|
| Descriptor Term: Grading System | Descriptor Code: 4.600 | Issued Date: 03/03/25 |
| | Rescinds: 4.600 | Issued: 10/21/24 |

1 The director of schools shall develop an administrative procedure to establish a system of grading and
2 assessment for evaluating and recording student progress and to measure student performance in
3 conjunction with Board-adopted content standards for grades K-8. The grading/assessment system shall
4 follow all applicable statutes and rules and regulations of the State Board of Education. The
5 grading/assessment system shall be uniform district-wide at comparable grade levels except that the
6 director of schools shall have the authority to establish and operate ungraded and/or unstructured classes
7 in grades K-3.¹

8 The director of schools shall submit a copy of the grading, reporting and assessment systems to the Board
9 before the system is implemented.² These guidelines shall be communicated annually to students and
10 parents/guardians.¹

11 **GRADING SYSTEM: GRADES NINE - TWELVE (9-12)¹**

12 Schools teaching grades nine (9) through twelve (12) shall use the uniform grading system established
13 by the State Board of Education. This shall also apply to students enrolled in eighth grade for the grades
14 achieved on high school courses. Using the uniform grading system, students' grades shall be reported
15 for the purposes of application for post-secondary financial assistance administered by the Tennessee
16 Student Assistance Corporation.

17 Subject-area grades shall be expressed by the following letters with their corresponding percentage
18 range:

- 19 • A (90-100)
- 20 • B (80-89)
- 21 • C (70-79)
- 22 • D (60-69)
- 23 • F (0-59)

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

26 The following high school courses will have weighted grades:

| | |
|---------------------------------|---------------------------------|
| 27 Honors English (Grades 9-12) | Trigonometry |
| 28 Honors Biology I and II | Honors Algebra II |
| 29 Honors Physical Science | Honors Geometry |
| 30 Honors Chemistry | Dual Enrollment College Courses |

| | | |
|---|----------------------|-------------------------|
| 1 | Honors Physics | Honors American History |
| 2 | Honors Anatomy | Honors Algebra I |
| 3 | Calculus | |
| 4 | SDC SAILS Statistics | Dual Enrollment TCAT |
| 5 | SDC Pre-Calculus | |

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

- 8 • Honors Courses – three (3) percentage points;
- 9
- 10 • Local and Statewide Dual Credit, Capstone Industry Certification Aligned – four (4) percentage
11 points; and
- 12
- 13 • Advanced Placement, Cambridge International, College Level Exam Program (CLEP),
14 International Baccalaureate Courses, and Dual Enrollment Courses – five (5) percentage points.

15 **Student Absent for State Mandated Exams:**

- 16 1. If a student taking high school assessed subjects is absent, the student will receive a zero or
17 incomplete. If the student is allowed to make up the exam, he or she will do so during the
18 next scheduled administration. A locally-created exam cannot be administered in lieu of a
19 state exam.
- 20 2. If a student, taking a K-8 State mandated assessment, is absent or unable to be administered
21 a defined part(s) of any content area or all of the content areas, the student must take an
22 alternate exam approved by the Chief Academic Officer to substitute for the corresponding
23 content not tested.

24 Administration of the alternate exam shall be scheduled by the principal for such a time which
25 shall allow for scoring to be completed before the end of the spring semester of the current
26 school year.

27 Failure to complete the alternative assessment before the end of the spring semester shall
28 result in the student receiving a grade of zero which shall be counted for fifteen (15%) percent
29 of a student's final grade for the spring semester.

30 **Conduct shall be marked as follows:**

| | | |
|----|---------|----------------|
| 31 | E | Excellent |
| 32 | S | Satisfactory |
| 33 | U | Unsatisfactory |

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

1 Attendance records **will not** be the sole criterion in determining the awarding of grades or the passing of
2 a course or promotion or retention.

3 Plus and minus evaluations are not to be added to letter grades. Grades are not to be changed once
4 recorded on a report card. If an erroneous grade has been recorded, correction must be made on a new
5 card.

6 Grades given at the end of each nine (9) weeks period for elementary, intermediate, middle school, and
7 high school will be determined from daily work, homework, written assignments and tests. The teacher
8 will weigh the value of grades given for various assignments and tests within the applicable period in
9 computing the grade. This procedure will enable the teacher to allow for individual student differences
10 in the grading process. Any assignments and tests required of a student must be considered in the
11 computation of his grade.

12 At the middle school level and at the high school level, grades will be determined by an average of grades
13 for each of the two 9-week periods. The grades given at the end of each nine (9) weeks period shall be
14 the grade earned by the student, as computed by the teacher, and shall not be subject to manipulation,
15 regardless of the passing or failing nature of the grade provided that said teacher has documented
16 verification on file that he/she has reasonably attempted to contact the student's parent(s) or guardian(s)
17 making them aware of the student's failing grade or grades. The final grade of the year will be determined
18 by averaging the two (2) semester grades.

19 The work of a student whose grades are satisfactory but are withheld because of failure to complete the
20 required work shall be reported as incomplete (I). If the incomplete is not removed in the time designated
21 by the teacher, it will then become an "F".

22 **GRADES NINE - TWELVE GRADING SCALE AND LOTTERY SCHOLARSHIPS³**

23 Schools teaching grades nine through twelve shall use the uniform grading system established by the
24 State Board of Education. Using the uniform grading system, students' grades shall be reported for the
25 purposes of application for post secondary financial assistance administered by the Tennessee Student
26 Assistance Corporation.

27 Each school counselor shall provide incoming freshman with information on college core courses
28 required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT score,
29 etc.) that must be met in order to receive a scholarship.

30 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal
31 Student Aid (FAFSA). The FAFSA is available ~~at the guidance office or~~ on-line at www.fafsa.ed.gov.
32 Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit applications
33 in a timely manner.

34 Elementary school counselors should explain the HOPE Scholarship and its requirements to their
35 students and impress upon them the benefits of making good grades.

36 **LOTTERY SCHOLARSHIP DAY**

- 1 Each school year, prior to scheduling courses for the following school year, schools teaching students
2 in grades 8-11 shall conduct a lottery scholarship day for students and their parents.⁴

Legal References

1. [TCA 49-2-203\(b\)\(16\); TCA 49-2-301\(b\)\(1\)\(H\)](#)
2. [TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407](#)
3. [TCA 49-4-904, 905, 907; Public Acts of 2024, Chapter No. 1005 -](#)
4. [TCA 49-4-932\(f\)](#)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210
Reporting Student Progress 4.601
Honor Roll, Awards, & Class Ranking 4.602
Promotion and Retention 4.603
Transcript Alterations 4.608

Hickman County Board of Education

| | | | |
|--|--|----------------------------------|---------------------------------|
| | Descriptor Term: Promotion and Retention | Descriptor Code: 4.603 | Issued Date: 03/03/25 |
| | | Rescinds: 4.603 | Issued: 08/05/24 |

1 **PROMOTION¹**

2 The director of schools/designee shall promote students to the next grade level based on the successful
3 completion of required academic work and on the satisfactory progress in each of the relevant
4 academic areas. However, no student enrolled in the third grade shall be promoted unless the student
5 has shown a basic understanding of curriculum and the ability to perform the skills required in the
6 subject of reading as demonstrated by the student's grades or standardized test results. This
7 requirement shall not apply to students who are participating in a board-approved, research-based
8 intervention prior to the beginning of the next school year or to students who have an individualized
9 education program (IEP).²

10 Students who have difficulty in achieving the requirements for promotion may be considered for
11 retention. Schools shall identify these students by February 1st. Factors used to identify students for
12 retention shall include:¹

- 13 1. The student's ability to perform at the current grade level;
- 14
- 15 2. The results of local assessments, if applicable;
- 16
- 17 3. State assessments, as applicable;
- 18
- 19 4. Home Literacy Reports;³
- 20
- 21 5. The overall academic achievement of the student;
- 22
- 23 6. The student's chance for success with more difficult material if promoted to the next grade;
- 24
- 25 7. Attendance; and
- 26
- 27 8. Social and emotional maturity.

28 Students may be identified for retention after the February 1st deadline if the delay in identifying a
29 student is due to:⁴

- 30 1. Date of enrollment;
- 31

- 1 2. Additional information acquired after results of local assessment, screening, or monitoring are
2 released; or
- 3
- 4 3. Decisions made by a student's IEP team or extenuating medical or psychological information
5 on a case by case basis.

6 **VOLUNTARY RETENTION**

7 A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain
8 his/her student in the current grade level if:

- 9 1. The student has a documented academic or behavioral delay; and
- 10 2. The parent/guardian believes that retention may benefit the student.⁵

11 This information shall be submitted in writing within thirty (30) days of the end of the school year. The
12 district shall send written notice to the parent/guardian confirming whether the student is eligible for
13 retention under state law.

14 **PROMOTION PLANS⁶**

15 When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within
16 fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student
17 avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504
18 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school
19 counselor, or other appropriate school personnel.

20 Promotion plans shall incorporate evidence-based strategies, including expectations and measurements
21 that will verify whether a student has made sufficient progress to be promoted to the next grade level,
22 and be tailored to the student's learning needs. Promotion plans for students in third and fourth grade
23 will include additional requirements for promoting students in these grades. A copy of the plan will be
24 provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a parent-
25 teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then
26 the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the
27 promotion plan.

28 A student who demonstrates sufficient academic progress according to his/her promotion plan shall be
29 promoted to the next grade level unless retention is required per additional requirements for students in
30 third and fourth grade.⁷

31 If a student has not demonstrated sufficient academic progress according to his/her promotion plan by
32 the end of the school year, the student shall be eligible to enroll in a summer reading or learning
33 program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10)
34 calendar days prior to the start of the next school year if the student was enrolled in a summer program.
35 However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be
36 notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school
37 year.⁸

1 RETENTION⁷

2 A student may be retained when, in the judgment of the student's teacher and/or the student's IEP
3 team, such retention is in the best interest of the student or when retention is required per additional
4 requirements for students in third and fourth grade. However, a student shall not be retained more than
5 once in any grade.

6 *Decision of Retention⁹*

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

- 11 1. Adjustment to the current instructional strategies or materials;
- 12
- 13 2. Additional instructional time;
- 14
- 15 3. Individual tutoring outside of school hours;
- 16
- 17 4. Modification to the student's classroom assignment to ensure the student receives
18 instruction from a highly effective teacher; or
- 19
- 20 5. Attendance or truancy interventions.

21 The director of schools shall develop procedures to ensure proper monitoring of students who are
22 retained and appropriate recordkeeping.

23 For the purpose of determining the effectiveness of retention toward improving student achievement,
24 the progress of retained students shall be closely monitored and reported to parent(s)/guardian(s) at
25 least three (3) times during the school year in which the student is retained.

26 *Decision of Retention – Third Grade¹⁰*

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

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

- 31 1. A student in third grade receiving a performance level rating of "approaching" on the ELA
32 portion of the student's most recent TCAP test may be promoted if:
 - 33 a. The student is an English language learner and has received less than two (2) full years
34 of ELA instruction;
 - 35 b. The student was previously retained in grades K-3;

- 1 c. The student is retested before the next school year and scores proficient in ELA;
- 2 d. The student attends a learning loss bridge camp before the next school year, maintains a
3 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-
4 test at the end of the camp; or
- 5 e. The student receives tutoring for the entirety of the next school year in accordance with
6 state law.
- 7 f. Beginning with the 2023-2024 school year, the student demonstrates proficiency in
8 ELA standards by scoring within the fiftieth percentile on the most recently
9 administered state-provided benchmark assessment and the district provides tutoring
10 services to the student during the entire fourth grade school year and notifies the
11 student's parent/guardian, in writing, of the benefits of enrolling the student in summer
12 programming.
- 13 g. The student was administered a state-mandated assessment pursuant to TCA 49-1-
14 616(d) as a third-grade student and the student demonstrates proficiency in ELA based
15 on the student scoring within the fiftieth percentile on the most recently administered
16 universal reading screener approved by the State Board of Education or the Tennessee
17 universal reading screener.¹¹
18
- 19 2. A student in third grade receiving a performance level rating of "below" on the ELA portion of
20 the student's most recent TCAP test may be promoted if:
- 21 a. The student is an English language learner and has received less than two (2) full years
22 of ELA instruction;
- 23 b. The student was previously retained in grades K-3;
- 24 c. The student is retested before the next school year and scores proficient in ELA; or
- 25 d. The student attends a learning loss bridge camp before the next school year, maintains a
26 ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next
27 school year in accordance with state law.

28 *Decision of Retention – Fourth Grade*¹⁰

29 Students in the following categories shall show adequate growth in the following ways before being
30 promoted to the fifth grade:

- 31 1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the
32 next school year; and
- 33 2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while
34 maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the
35 fourth grade school year.

1 If a student that was promoted to fourth grade under one of the provisions above does not demonstrate
2 adequate growth on the fourth-grade ELA portion of the TCAP test, then the following shall occur:

3 1. The student's principal shall convene a conference consisting of the following parties: the
4 student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.

5 2. The conference shall review the student's fourth grade ELA performance to determine if the
6 student should be promoted to fifth grade.

7 3. At the conclusion of the conference, a majority of the parties shall agree to one of the
8 following:

9 a. The student will be promoted to fifth grade and be assigned a tutor for the entirety of
10 the student's fifth-grade year; or

11 b. The student will be retained in fourth grade. A student shall not be retained more than
12 once in fourth grade.

13 A student shall not be retained more than once in fourth grade.

14 *Decision of Retention – Students with Disabilities*¹¹

15 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the
16 student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of
17 TCAP was due to the student's disability. The school district shall not retain a student with a disability
18 or a suspected disability that impacts their ability to read.

19 **APPEALS**^{8,12}

20 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision
21 to retain the student and provided with information on the right to appeal the decision. Appeals shall be
22 made to the assistant principal or principal of the school within (5) business days. The student and
23 his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall
24 be given the opportunity to address the assistant principal or principal. They shall conduct a hearing
25 within (5) business days to determine if the student will be promoted and issue such decision within (5)
26 business days. Upon notification of the committee decision, the principal shall send written notification
27 to the Director of Schools/designee and the parent(s)/guardian(s).

28 For students where retention is required per the additional requirements for students in third and fourth
29 grade, parent(s)/guardian(s) may appeal this decision directly to the Department of Education in
30 accordance with state law.¹³

Legal References

1. [20 USCA § 1400 et seq.](#); [29 U.S.C. § 794 \(Section 504\)](#); [TRR/MS 0520-01-03-.16](#); [TCA 49-6-3115](#)
2. [TRR/MS 0520-01-03-.16\(5\)](#)
3. [TCA 49-1-905\(e\)](#)
4. [TRR/MS 0520-01-03-.16\(4\)](#)
5. [Public Acts of 2024, Chapter No. 829](#)
6. [TRR/MS 0520-01-03-.16\(6\)](#)
7. [TRR/MS 0520-01-03-.16\(6\)\(f\)](#)
8. [TRR/MS 0520-01-03-.16\(6\)\(e\)](#)
9. [TRR/MS 0520-01-03-.16\(6\)\(g\)](#)
10. [TRR/MS 0520-01-03-.16\(7\)](#)
11. [29 U.S.C. § 794 \(Section 504\)](#); [20 USCA § 1400 et seq.](#); [TRR/MS 0520-01-03-.16\(7\)\(e\)](#); [Public Acts of 2024, Chapter No. 989](#); [Public Acts of 2026, Chapter No. 1030](#)
12. [TRR/MS 0520-01-03-.16\(3\)](#); [TRR/MS 0520-01-02-.17\(7\)](#); [TCA 49-6-3102\(e\)\(1\)](#)
13. [TRR/MS 0520-01-03-.16\(7\)\(f\)](#)

Cross References

Credit Recovery 4.210
Grading System 4.600
Reporting Student Progress 4.601
Attendance 6.200
Student Assignments 6.205
Homeless Students 6.503
Student Records 6.600

Hickman County Board of Education

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|--|----------------------------------|---------------------------------|
| Descriptor Term: Graduation Requirements | Descriptor Code: 4.605 | Issued Date: 09/09/24 |
| | Rescinds: 4.605 | Issued: 11/07/22 |

1 *General*

2 The program of studies shall include areas required by the State Board of Education.

3 Before high school graduation, every student shall:¹

- 4 1. Achieve the specified units of credit;
- 5 2. Have satisfactory records of attendance and conduct;
- 6 3. Take the ACT or SAT prior to graduation;² and
- 7 4. Pass a United States civics test.³

8 Students achieving the minimum twenty-two credits will be awarded a state diploma. In order to receive
9 a Hickman County diploma, students shall obtain twenty-four credits.

10 **SPECIAL EDUCATION STUDENTS⁴**

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

13 *Special Education Diploma*

14 A special education diploma shall be awarded to students who have not met the requirements for a regular
15 high school diploma but have:⁵

- 16 1. Completed four (4) years of high school;
- 17 2. Made satisfactory progress on their IEP; and
- 18 3. Maintained satisfactory records of attendance and conduct.

19 *Occupational Diploma*

20 Special education students who do not meet the requirements for a regular high school diploma may be
21 awarded an occupational diploma if the student has:^{1,4}

- 22 1. Completed at least four (4) years of high school;
- 23 2. Made satisfactory progress on their IEP;
- 24 3. Maintained satisfactory records of attendance and conduct;
- 25 4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment
26 (SKEMA); and
- 27 5. Has two (2) years of paid or non-paid work experience.

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

3 Students who have received a special education diploma or an occupational diploma shall continue to
4 make progress towards a regular high school diploma until the end of the school year in which they turn
5 twenty-two (22) years old.

6 *Alternate Academic Diploma*

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

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

16 **STUDENT LOAD**

17 All full time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum
18 of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal
19 this requirement to the director of schools and then to the board.⁶

20 **EARLY GRADUATION⁷**

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

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

- 25 1. Earn the required seventeen (17) credits;
- 26 2. Achieve a benchmark score for each required end-of-course exam;
- 27 3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
- 28 4. Meet the minimum ACT or SAT or Classic Learning Test (CLT) benchmark score;
- 29 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 30 6. Complete at least two (2) types of the following courses:
 - 31 a. AP;
 - 32 b. IB;
 - 33 c. Dual enrollment; or
 - 34 d. Dual credit.

35 The director of schools shall develop administrative procedures to ensure that the early graduation
36 program is conducted in accordance with state law, including reporting the total number of requests to
37 graduate early to the TN Department of Education.⁹

Legal References

1. [TCA 49-6-6001](#); [State Board of Education Policy 2.103](#);
[TRR/MS 0520-01-03-.06](#)
2. [TCA 49-6-6001\(b\)](#); [State Board of Education Policy 2.103](#)
3. [TCA 49-6-408](#); [State Board of Education Policy 2.103](#)
4. [TRR/MS 0520-01-03-.06](#); [State Board of Education Policy 2.103](#)
5. [TCA 49-6-6005](#); [State Board of Education Policy 2.103](#)
6. [TRR/MS 0520-01-03-.06\(18\)](#)
7. [TCA 49-6-8103](#); [State Board of Education Policy 2.103](#)
8. [Public Acts of 2026, Chapter No. 912](#)
9. [Public Acts of 2026, Chapter No. 1040](#)

Cross References

Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602

Hickman County Board of Education

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|---|----------------------------------|---------------------------------|
| Descriptor Term: Application and Employment | Descriptor Code: 5.106 | Issued Date: 11/05/24 |
| | Rescinds: 5.106 | Issued: 08/07/23 |

1 APPLICATION

2 An individual desiring a position shall make application to the Director of Schools on forms developed
3 by his/her office. To ensure the safety and welfare of students and staff, the district shall require
4 criminal history background checks and fingerprinting of applicants for teaching positions and any
5 other positions that require proximity to children.¹ If applying for a teaching position, the Director of
6 Schools shall also check the applicant's license status in the State Board of Education's database to
7 determine if there is a hold on that applicant's license, and if so, the reasoning behind the hold.²

8 Knowingly falsifying information shall be sufficient grounds for termination of employment and shall
9 also constitute a Class A misdemeanor which shall be reported to the District Attorney General for
10 prosecution.³

11 Any costs incurred to perform these background checks and fingerprinting shall be paid by the
12 applicant. The Board shall reimburse the applicant if a position is offered and accepted.⁴

13 *Professional Employees*

14 The application shall include a transcript of credits earned at the colleges or universities attended along
15 with references from persons such as previous employers, college professors, and supervisors of
16 student teachers. Other information shall include whether such applicant has been dismissed for cause
17 from a school district.⁵ If previously employed by a local board of education, the applicant shall
18 provide evidence of acceptable resignation.

19 No person shall be employed:

- 20 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board
21 of Education;⁶
- 22 2. Who has been identified by the Department of Children's Services as a perpetrator of child
23 abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat
24 to the health, safety, or welfare of children;⁷
- 25 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
26 of Health, or on a similar registry in another jurisdiction;⁷
- 27 4. Who does not present a physician's certificate showing a satisfactory health record or has any
28 contagious or communicable disease in such form that might endanger the health of school
29 children;⁸
- 30 5. Who refuses to take and subscribe to an oath to support the Constitution of the State of
31 Tennessee and of the United States of America;⁹

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
7. Who does not receive a satisfactory background check.¹⁰
8. Who has not had their information verified using E-Verify¹⁰

Support Employees

No person shall be employed:

1. Who has any contagious or communicable disease in such form that might endanger the health of school children;⁸
2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;⁷
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷
4. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
5. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
6. Who does not receive a satisfactory background check.¹⁰
7. Who has not had their information verified using E-Verify¹⁰

EMPLOYMENT

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Initial Employment for Professional Employees

The Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.¹² From the date of the written acceptance, such person is considered to be under employment with the district and is subject to all rights, privileges, and duties.

Legal References

1. [TCA 49-5-406](#); [TCA 49-5-413](#)
2. [State Board of Education Policy 5.501](#)
3. [TCA 49-5-406\(a\)\(2\)\(A\)](#)
4. [TCA 49-5-413\(c\)](#)
5. [TCA 49-2-131](#)
6. [TCA 49-5-403](#); [TCA 49-5-101](#); [TCA 49-5-106](#)
7. [TCA 49-5-413\(e\)](#)
8. [TCA 49-5-404](#)
9. [TCA 49-5-405](#)
10. [TCA 49-5-413\(a\), \(f\)](#); [Public Acts of 2026, Chapter No. 772](#)

Cross References

- Orientation and Probation 5.107
- Compensation Guides & Contracts 5.110
- Background Investigations 5.118
- Recommendations and File Transfers 5.203
- Interim Employees 5.700
- Qualifications and Duties of the Director of Schools 5.802

11. Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 et seq.
12. TCA 49-5-406(b)

Hickman County Board of Education

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|--|----------------------------------|---------------------------------|
| Descriptor Term: Separation Practices for Tenured Teachers | Descriptor Code: 5.200 | Issued Date: 05/04/26 |
| | Rescinds: 5.200 | Issued: 02/03/25 |

1 **ALTERNATIVE WORK ASSIGNMENT**

2 During an investigation of any accusations that may lead to further disciplinary action, the Director of
3 Schools or his/her designee, may choose to reassign the impacted employee to a different work
4 location and/or duties. This alternative work assignment would last until the investigation is complete
5 and any findings are used to determine what, if any, further action is necessary. Alternative work
6 assignments may be designated in lieu of suspending an employee without pay, as deemed appropriate
7 by the Director of Schools or his/her designee.

8 **SUSPENSION PENDING AN INVESTIGATION ¹**

9 The director of schools may suspend a teacher at any time that may seem necessary, pending
10 investigation or final disposition of a case before the board or an appeal. If the matter under investigation
11 is not the subject of an ongoing criminal investigation or a department of children's services
12 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
13 not exceed ninety (90) days in duration. Under no circumstances shall the director of schools suspend a
14 teacher with pay. If vindicated or reinstated, the teacher shall be paid full salary for the period of
15 suspension.

16 **SUSPENSION OF THREE DAYS OR LESS ^{2,3}**

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

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

26 **DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS⁴**

27 The Board shall maintain a list of qualified individuals who have indicated a willingness to act as
28 impartial hearing officers, as defined under Tennessee law.

29 When charges are made against a tenured teacher, charging the teacher with offenses which may justify
30 dismissal or a suspension greater than three days, the charges shall be made in writing, specifically stating
31 the offenses which are charged and shall be signed by the party or parties making the charges.

1 If, in the opinion of the Board, the charges are of such nature as to warrant the release or a suspension
2 greater than three days of the teacher, the director of schools shall give the teacher a written notice of
3 this decision, a copy of the charges against the teacher, and a copy of a form provided by the
4 Commissioner of Education advising the teacher of his/her legal duties, rights and recourse.

5 A tenured teacher who has been given notice of charges against him/her may within thirty (30) days after
6 receipt of notice give written notice to the director of schools of his/her request for a hearing.

7 The director of schools shall, within five (5) days after receipt of request, assign a hearing officer from
8 the list maintained by the Board.

9 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the
10 parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of
11 issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following
12 receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any
13 prehearing conference may be conducted by telephone if each participant has an opportunity to
14 participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered
15 to issue appropriate orders and to regulate the conduct of the proceedings.

16 Either party may appeal to the Board of Education an adverse ruling by giving written notice of appeal
17 within ten (10) working days of the hearing officer's delivery of the hearing officer's written findings
18 and conclusions. The director of schools shall prepare a copy of the proceedings, including all transcripts
19 and evidence, documentary or otherwise, and transmit the same to the Board within twenty (20) days of
20 the receipt of the notice of appeal.

21 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party.
22 The appealing party may appear before the Board to argue why the adverse ruling should be over-turned.
23 In no event should such argument last more than fifteen (15) minutes, unless the Board should vote to
24 extend additional time. At the conclusion of the hearing, any member of the Board may vote to sustain
25 the decision of the Hearing officer, send the record back for additional evidence, revise the penalty or
26 reverse the decision. The Board shall render its decision within ten (10) working days after the
27 conclusion of the hearing. In the event that the decision of the Board is appealed to the Chancery court,
28 the Board shall transmit the entire record prepared by the director and reviewed by the Board to the
29 Chancery court for its review.

30 RESIGNATION

31 A teacher shall give the director of schools notice of resignation at least thirty (30) days before the
32 effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable
33 extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days'
34 notice requirement and permit a teacher to resign in good standing.⁵

35 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

- 36 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
37 statement of a physician approved by the Board;

1 2. The release by the Board of the teacher from the contract which the teacher has entered into with
2 the Board.

3 Any teacher on leave shall notify the director of schools in writing at least thirty (30) days prior to the
4 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
5 Failure to render such notice may be considered a breach of contract.⁷

6 ~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
7 the State Board of Education and request the suspension of a teacher's certificate. After the State Board
8 of Education has provided the teacher an opportunity for defense during a hearing, the State Board of
9 Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-
10 five (365) days.⁸~~

11 RETIREMENT

12 Retirement shall mean a termination of services under conditions which will allow the employee to draw
13 benefits from retirement plans and/or social security benefits. Employees eligible for retirement benefits
14 may elect to retire at any age according to the provisions of the retirement system.

15 Central office personnel shall assist employees in securing retirement benefits; however, it shall be the
16 responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the
17 central office. It shall be the responsibility of the retiring employee to file for benefits.

Legal References

1. [TCA 49-5-511\(a\)\(3\)](#)
2. [TCA 49-2-301\(b\)\(1\)\(EE\)](#), [TCA 49-5-512\(d\)](#)
3. [TCA 49-5-511\(a\)\(2\)](#)
4. [TCA 49-5-511; 512; 513](#)
5. [TCA 49-5-508\(a\)](#); [Public Acts of 2026, Chapter No. 898](#)
6. [TCA 49-5-508\(c\)](#)
7. [TCA 49-5-706](#)
8. [TCA 49-5-411\(b\)](#)

Cross References

- Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Separation Practices for Non-Tenured Teachers | Descriptor Code: 5.201 | Issued Date: 05/04/26 |
| | Rescinds: 5.201 | Issued: 02/03/25 |

1 **ALTERNATIVE WORK ASSIGNMENT**

2 During an investigation of any accusations that may lead to further disciplinary action, the Director of
3 Schools or his/her designee, may choose to reassign the impacted employee to a different work
4 location and/or duties. This alternative work assignment would last until the investigation is complete
5 and any findings are used to determine what, if any, further action is necessary. Alternative work
6 assignments may be designated in lieu of suspending an employee without pay, as deemed appropriate
7 by the Director of Schools or his/her designee.

8 **SUSPENSION PENDING AN INVESTIGATION¹**

9 The director of schools may suspend a teacher at any time that may seem necessary, pending
10 investigation or final disposition of a case before the board or an appeal. If the matter under investigation
11 is not the subject of an ongoing criminal investigation or a department of children's services
12 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
13 not exceed ninety (90) days in duration. Under no circumstances shall the director of schools suspend a
14 non-tenured teacher with pay. If vindicated or reinstated, the non-tenured teacher shall be paid full salary
15 for the period of suspension.

16 **SUSPENSION OF THREE DAYS OR LESS²**

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

23 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²**

24 The director of schools may dismiss or suspend for more than three days any non-tenured teacher **during**
25 **the contract year** for incompetence, inefficiency, insubordination, improper conduct or neglect of duty
26 after giving the non-tenured teacher, in writing, due notice of the charges.

27 The director of schools shall give the non-tenured teacher an opportunity for a full and complete hearing
28 before an impartial hearing officer.

29 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
30 hear the case and the employee shall have the right to:

- 1 1. be represented by counsel;
- 2 2. call and subpoena witnesses;
- 3 3. examine all witnesses; and
- 4 4. require that all testimony be given under oath.

5 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the
6 affected employee within ten (10) working days following the close of the hearing. The employee may
7 appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written
8 decision to the employee. Written notice of appeal to the Board shall be given to the director of schools.
9 Within twenty (20) days' of receipt of notice, the director shall prepare a copy of the proceedings,
10 transcript, documentary and other evidence presented and provide the Board a copy of the same.

11 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may
12 appear in person or be represented by counsel and argue why the decision should be modified or reversed.
13 The Board shall take one of the following actions:

- 14 1. sustain the decision;
- 15 2. send the record back if additional evidence is necessary; or
- 16 3. revise the penalty or reverse the decision.

17 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
18 sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days
19 after the conclusion of the hearing.

20 The director of schools shall also have the right to appeal any adverse ruling by the Hearing Officer in
21 same manner as the non-tenured teacher.

22 Within twenty (20) days after receipt of notice of the decision of the Board, either party may appeal to
23 the chancery court in the county where the school system is located. The Board shall provide the entire
24 record of the hearing to the court.

25 **NONRENEWAL**

26 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
27 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
28 or tenure protections.

29 The principal is responsible for discussing deficiencies as part of the evaluation process with the non-
30 tenured teacher and providing assistance for overcoming these deficiencies.

31 The director of schools is under no obligation to re-employ non-tenured teachers at the end of their con-
32 tract period. If the director of schools determines not to renew the contract of a non-tenured teacher, the
33 following action shall be taken:

- 34 1. The Board shall be notified at the next regular board meeting; and
- 35 2. Written notice of non-renewal shall be sent to the teacher by certified mail or overnight carrier,
36 or by email within five (5) business days following the last instructional day for the school

1 year.³ If the reason for nonrenewal is due only to a loss of funding for the position, then the
2 notice shall include a statement listing it as the cause for nonrenewal.⁴

3 RESIGNATION

4 A teacher shall give the director of schools notice of resignation at least thirty (30) days before the
5 effective date of the resignation.⁵ The Board may waive the thirty (30) days-notice requirement and
6 permit a teacher to resign in good standing.

7 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

- 8 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
9 statement of a physician approved by the Board;
- 10 2. The release by the Board of the teacher from the contract which the teacher has entered into with
11 the Board.

12 Any teacher on leave shall notify the director of schools in writing at least thirty (30) days' prior to the
13 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
14 Failure to render such notice may be considered a breach of contract.⁷

15 ~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with~~
16 ~~the State Board of Education and request the suspension of a teacher's certificate. After the State Board~~
17 ~~of Education has provided the teacher an opportunity for defense during a hearing, the State Board of~~
18 ~~Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty~~
19 ~~five (365) days.⁸~~

20 RETIREMENT

21 Retirement shall mean a termination of services under conditions which will allow the employee to draw
22 benefits from retirement plans and/or social security benefits.

23 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of
24 the retirement system. Central office personnel shall assist employees in securing retirement benefits;
25 however, it shall be the responsibility of the retiring employee to provide verification of eligibility in
26 writing from TCRS to the central office. It shall be the responsibility of the retiring employee to file for
27 benefits.

28 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*
29 *does NOT follow the suspension/dismissal procedures outlined in this policy. Rather, nonrenewal of*
30 *non-tenured teachers after the contract year follows the nonrenewal procedures outlined in this policy.)*

Legal References

1. [TCA 49-5-511\(a\)\(3\)](#)
2. [TCA 49-2-301\(b\)\(1\)\(EE\)](#); [TCA 49-5-512](#)
3. [TCA 49-5-409](#)
4. [TCA 49-5-409\(b\)\(2\)](#)

Cross References

- Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

5. [TCA 49-5-508; Public Acts of 2026, Chapter No. 898](#)
6. [TCA 49-5-411\(a\)](#)
7. [TCA 49-5-706](#)
8. [TCA 49-5-411\(b\)](#)

Hickman County Board of Education

| | | |
|---------------------------------------|----------------------------------|---------------------------------|
| Descriptor Term: Sick Leave | Descriptor Code: 5.302 | Issued Date: 05/04/26 |
| | Rescinds: 5.302 | Issued: 02/03/25 |

1 LICENSED PERSONNEL

2 ~~The time allowed for sick leave for professional personnel shall be one (1) day for each month~~
3 ~~employed during the school year and shall accumulate for an unlimited number of days.¹~~

4 Professional personnel shall earn sick leave as outlined below and these days shall accumulate for an
5 unlimited number of days.¹

- 6 • 10-month contract = 8 sick days earned per year
- 7 • 11-month contract = 9 sick days earned per year
- 8 • 12-month contract = 10 sick days earned per year

9 Sick leave shall be defined as: illness of a teacher from natural causes or accident, quarantine, or
10 illness or death of a member of the immediate family of a teacher, including the teacher's wife or
11 husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law,
12 daughter-in-law, son-in-law, brother-in-law, and sister-in-law.²

13 A signed statement listing the cause of absence shall be provided by the employee on forms furnished
14 by the director of schools and shall promptly be given to the immediate supervisor in support of all
15 claims for sick leave pay. A falsified statement shall be grounds for dismissal. An employee absent for
16 five (5) consecutive working days shall submit a doctor's statement verifying illness or injury of the
17 employee or immediate family member.

18 Frequent use and/or suspected misuse of sick leave by an employee are sufficient grounds for requiring
19 a physician's certificate stating the reason for absence.

20 A certificate from the physician on forms furnished by the Board may be required in support of any
21 claim for sick leave pay.

22 In case of doubt, the Board of Education shall have final authority as to who is entitled to leave under
23 this section and the time for which the leave may be allowed.

24 A teacher in need of sick leave shall be allowed to use unearned sick leave up to the amount of days
25 which such teacher may accumulate during the remainder of the school year in which he is employed.
26 Such advance use of sick leave shall be charged to sick leave accumulated in the same school year.

27 Upon termination of the employment of such teacher-before-such-days are earned or at the end of the
28 school year, there shall be deducted from the final salary of each teacher an amount based on his daily
29 rate of pay sufficient to cover the excess sick leave days used by him and if such final salary is

1 insufficient for this purpose the teacher shall be liable for reimbursement of any amount in excess of
2 his final salary.

3 The principal shall notify the director of schools' office at once if an employee is sick beyond the limit
4 of his/her sick leave accumulation. The substitute teacher, beyond this point, must have a certificate or
5 permit and must be paid according to the state salary scale.

6 Permanent, cumulative sick leave records for each active professional employee shall be kept in the
7 director of schools' office.

8 A teacher, upon employment, may transfer his/her accumulated sick leave from another Tennessee
9 school system, provided that the director of schools of the system in which the accumulated leave was
10 held provides notarized verification.³

11 **SUPPORT PERSONNEL**

12 Sick leave shall be the same for support personnel as for certified employees.

13 The time allowed (days earned) for sick leave shall be one (1) day for each month an employee is
14 employed except bus drivers, who shall earn one half (1/2) day for each month employed.

15 Sick leave shall be cumulative for all earned days not used.

16 At the termination of the employment of any employee, all unused sick leave accumulated by the
17 employee shall be terminated.

18 The immediate supervisor may require a physician's certificate stating the reason for absence.

19 Frequent and misuse of sick leave by an individual are sufficient grounds for requiring a physician's
20 certificate stating the reason for absence.

21 A teacher, upon employment, may transfer his/her accumulated sick leave from another Tennessee
22 school system, provided that the director of schools of the system in which the accumulated leave was
23 held provides notarized verification.

1. [TCA 49-5-710\(a\)\(1\); Public Acts of 2026, Chapter No. 1022](#)
2. [TRR/MS 0520-01-02-.04\(2\)](#)
3. [TCA 49-5-710\(a\)\(5\)](#)

Workers' Compensation 3.602
Orientation and Probation 5.107
Short Term Leaves of Absence 5.300
Family and Medical Leave 5.305
Physical Assault Leave 5.307

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Personal and Professional Leave | Descriptor Code: 5.303 | Issued Date: 02/03/25 |
| | Rescinds: 5.303 | Issued: 12/05/22 |

1 Personal and professional leave shall be granted in accordance with laws of the State of Tennessee and
2 rules and regulations of the State Board of Education.

3 ~~Certified employees shall earn personal and professional leave at the rate of one day for each half-year~~
4 ~~employed for a total of two (2) days per year.~~ Professional employees shall earn personal and
5 professional leave at the rate of two (2) days for each half-year employed for a total of four (4) days per
6 year. Employees may have their days of personal leave prior to having earned it. Any personal and
7 professional leave remaining unused at the end of a year shall be credited to sick leave.¹

8 If, at the termination of services, any employee has been absent for more days than leave has been earned,
9 an amount sufficient to cover the excess days used shall be deducted from the employee's final salary
10 payment.²

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

- 12 1. Except in emergency, each employee shall give the principal at least one day's notice in
13 writing of intent to take leave;
- 14 2. The approval of the principal of the school shall be required:³
 - 15 a. If more than ten percent (10%) of the teachers in any given school request its use
16 on the same day;
 - 17 b. If requested during any prior established student examination period;
 - 18 c. If requested on the day immediately preceding or following a holiday or vacation
19 period.
 - 20 d. If personal leave is requested for days scheduled for professional development or
21 in-service training, according to a school calendar adopted by the Board prior to
22 the commencement of the school year; or
 - 23 e. If personal leave is requested for days scheduled for parent-teacher conferences,
24 according to a school calendar adopted by the Board prior to the commencement
25 of the school year.

26 Professional leave is a short, temporary absence for the purpose of attending workshops and other
27 meetings relating to school business or serving on boards and commissions which meet during daytime
28 hours when appointed by a mayor, city council, county executive or county commission.⁴

29 Requests shall be submitted to the principal at least five (5) days prior to requested leave of absence.

- 1 In addition, certified employees shall be granted leave to serve on any board or commission of the state
2 when the appointment is made by the Governor or General Assembly. Such leave shall not be counted
3 against any other accumulated leave credits. The employee shall notify the principal at least five (5)
4 days prior to leave being taken.
- 5 Support Personal may use two (2) leave days per school year as "personal leave". Personal leave may
6 be used for religious holidays, deaths not covered by sick leave, civic duties, personal business, or for
7 attendance of professional meetings excluding optional in-service meetings).

Legal References

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

Cross References

Short Term Leaves of Absence 5.300
Legislative Leave 5.309

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Staff Rights & Responsibilities | Descriptor Code: 5.600 | Issued Date: 03/03/25 |
| | Rescinds: 5.600 | Issued: 08/07/23 |

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

3 Each staff member has the right to:

- 4 1. A work environment free from sexual, racial, ethnic, and religious discrimination/harassment;¹
- 5 2. Academic freedom within the confines of state law and board policy in order to create an
6 atmosphere of freedom in the classroom;

7 Educators have the right to:²

- 8 1. Be treated with civility and respect as well as having his/her professional judgement and
9 discretion respected;
- 10 2. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or
11 appropriate agencies;
- 12 3. Provide students with a safe environment;
- 13 4. Defend themselves and their students from physical violence or harm;³
- 14 5. Share information regarding a student's educational experience, health, or safety with the
15 student's parent(s)/guardian(s) unless otherwise prohibited;⁴
- 16 6. Review all instructional material or curriculum before being utilized by students; and
- 17 7. Not be required to use his/her personal money to appropriately equip a classroom.

24 Each staff member has the responsibility to:

- 25 1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the
26 policies of the board and the procedures designed to implement them;
- 27 2. To adhere to the Teacher Code of Ethics;⁷
- 28 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of
29 students and the students' right to know;

- 1 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the
2 public;
- 3 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
4 state board regulations, board policy and administrative procedures; and
- 5 6. Wear appropriate dress for work according to board guidelines and local school rules.
6
- 7 7. Report students who commit offenses of assault and battery or vandalism on school property
8 endangering the life, health, or safety of others pursuant to state law;⁵ and
9
- 10 8. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to
11 a physical assault or other violent criminal act committed during the course of employment.⁶
12
- 13 9. Refrain from any sexually related behavior with students, including students who have graduated
14 or withdrawn in the immediately preceding twelve (12) months;⁸
15

Legal References

1. [42 USCA § 2000e-2\(a\), \(b\); TCA 49-6-8004](#)
2. [TCA 49-5-209](#)
3. [TCA 49-6-2802](#)
4. [20 USCA § 1232g](#)
5. [TCA 49-6-4301](#)
6. [TCA 49-5-714](#)
7. [TCA 49-5-1001](#)
8. [Public Acts of 2026, Chapter No. 898](#)

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Director of Schools Recruitment and Selection | Descriptor Code: 5.801 | Issued Date: 04/07/25 |
| | Rescinds: 5.801 | Issued: 02/06/23 |

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

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

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

- 11 1. A job description
- 12
- 13 2. A timeline
- 14
- 15 3. A process for accepting and reviewing applications, including a process for handling public
16 versus non-public material (Note: Per state law, records of all applicants are public unless
17 candidates request their records be made private); and
- 18
- 19 4. Selection procedures which shall include, but not be limited to, the following:³
 - 20
 - 21 a. The Board may invite the community, including board employees, to participate in the
22 process of selecting a director of schools. Resumes of persons interviewed by the Board
23 shall be available in the central office for public inspection.
 - 24
 - 25 b. The interview process for each finalist shall include at least one interview with the
26 entire board.
 - 27
 - 28 c. Candidates shall be interviewed by the Board in an open session. Only board members
29 will be allowed to ask questions during the interview. The Board may additionally
30 choose to conduct closed-session one-on-one interviews between individual board
31 members and individual candidates. The Board may additionally choose to conduct
32 “town hall” type meetings where the public can engage the candidates with questions
33 via an appropriate moderator.
 - 34
 - 35 d. Candidates shall be interviewed by the Board in an executive session. All deliberation

- 1 shall occur during public meetings and requires minutes of the executive session to be
2 published..
3
- 4 e. The Board shall attempt to select a director by unanimous vote, but a simple majority
5 vote of the membership of the board shall be required for the appointment of a director
6 of schools.

Legal References

1. [TCA 49-2-203\(a\)\(13\)](#)
2. [TCA 49-2-203\(a\)\(1\)\(D\)](#)
3. [TCA 49-2-203\(a\)\(13\)\(B\); Public Acts of 2026, Chapter No. 1048](#)

Hickman County Board of Education

| | | | |
|--|---|----------------------------------|---------------------------------|
| | Descriptor Term: Attendance | Descriptor Code: 6.200 | Issued Date: 09/08/25 |
| | | Rescinds: 6.200 | Issued: 07/07/25 |

1 Attendance is a key factor in student achievement and therefore, students are expected to be present each
2 day school is in session. The official school day for students begins at 8:00 a.m. and concludes at 3:00
3 p.m. unless so noted on the Board approved calendar.

4 The attendance supervisor shall oversee the entire attendance program which shall include: ¹

- 5 1. All accounting and reporting procedures and their dissemination;
- 6
- 7 2. Alternative program options for students who severely fail to meet minimum attendance
8 requirements;
- 9
- 10 3. Ensuring that all school age children attend school;
- 11
- 12 4. Providing documentation of enrollment status upon request for students applying for new or
13 reinstatement of driver's permit or license; and
- 14
- 15 5. Notifying the Department of Safety whenever a student with a driver's permit or license
16 withdraws from school.²

17 Student attendance records shall be given the same level of confidentiality as other student records. Only
18 authorized school officials with legitimate educational purposes may have access to student information
19 without the consent of the student or parent/guardian.³

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

- 22 1. Personal illness;
- 23
- 24 2. Illness of immediate family member;
- 25
- 26 3. Death in the family;
- 27
- 28 4. Extreme weather conditions;
- 29
- 30 5. Religious observances;⁵
- 31
- 32 6. Pregnancy;
- 33

- 1 7. School-endorsed activities;
- 2
- 3 8. Summons, subpoena, or court order; or
- 4
- 5 9. Circumstances which in the judgment of the principal create emergencies over which the
- 6 student has no control.

7 The principal shall be responsible for ensuring that:⁶

- 8 1. Attendance is checked and reported daily for each class;
- 9
- 10 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent
- 11 for the majority of the day;
- 12
- 13 3. All student absences are verified;
- 14
- 15 4. Written excuses are submitted for absences and tardiness;
- 16
- 17 5. System-wide procedures for accounting and reporting are followed.

18 **TRUANCY**

19 *General*

20 Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that
21 attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled
22 school day in order to be counted present. Students may attend part-time days, alternating days, or for a
23 specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be
24 considered present for school attendance purposes. If a student is required to participate in a remedial
25 instruction program outside of the regular school day where there is no cost to the parent(s) and the
26 school system provides transportation, unexcused absences from these programs shall be reported in the
27 same manner.⁷

28 Students who are absent five (5) days without adequate excuse shall be reported to the director of
29 schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's
30 absence. If a parent does not provide documentation within adequate time excusing those absences, or
31 request an attendance hearing, then the Director of Schools shall implement the progressive truancy
32 intervention plan described below prior to referral to juvenile court.

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

35 *Progressive Truancy Intervention Plan*⁸

36 Prior to referral to juvenile court, the following progressive truancy intervention plan will be
37 implemented.

38 **Tier I**

1 Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide
2 prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are
3 not limited to,

- 4 1. School-wide strategy to promote regular daily attendance with plans of action to prevent chronic
5 absence, truancy, late arrivals, and early dismissals.
- 6 2. An attendance expectation letter to be sent to parents/guardians during the first week of school
7 to communicate clear school level expectations.
- 8 3. Identify students who have been chronically absent from the previous year.
- 9 4. Take and submit accurate attendance in SMS (Skyward) for each class, every day, and on-time
10 during the first fifteen minutes of class.
- 11 5. Run daily absentee report to find discrepancies.
- 12 6. Make personal contact with the student's parent/guardian to investigate the reason for unexcused
13 absences at three (3) days of unexcused absences.

14 If the student accumulates additional unexcused absences in violation of the attendance contract, in Tier
15 I, he/she shall be subject to Tier II.

16 Tier II

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

- 19 1. A conference with the student and the student's parent/guardian;
- 20 2. An attendance contract, based on the conference, signed by the student, the
21 parent/guardian, and an attendance officer. The contract shall include:
 - 22 a. A specific description of the school's attendance expectations for the student;
 - 23 b. The period for which the contract is effective.
 - 24 c. Penalties for additional absences and alleged school offenses, including additional
25 disciplinary action and potential referral to juvenile court; and
 - 26
 - 27
 - 28
- 29 3. Regularly scheduled follow-up meetings to discuss the student's progress.
- 30
- 31 4. An individualized assessment by a school employee of the reasons a student has been
32 absent from school. This may result in referral to counseling, community-based services,
33 or other services to address the student's attendance problems.

34 Tier III

35 This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

36 Tier III interventions must include a review of the previous individualized assessment and an amended
37 attendance contract but may also result in further action including but not limited to a review of grades

1 and the discipline record, a referral to restorative justice programs, a referral to community-based
2 services, or a referral to the Department of Children's Services.

3 These interventions shall be determined by a team formed at each school. The interventions shall
4 address student needs in an age-appropriate manner. Finalized plans shall be approved by the Director
5 of Schools/designee.

6 *Transfer Students and Truancy Tracking*

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

11 **NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY⁹**

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

- 18 1. Student's name and personal identification number;
- 19
- 20 2. Student's grade;
- 21
- 22 3. The dates of the student's absence;
- 23
- 24 4. The reason for the student's absence; and
- 25
- 26 5. The signatures of the student and parent/guardian.

27 **RELEASED TIME COURSE¹⁰**

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

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

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

1 Upon submission of the student's transcript from the entity that provided the released time course, the
2 student may be awarded one-half (1) unit of elective credit.

3 The Director of Schools shall develop procedures with secular criteria for determining whether credit
4 shall be awarded.

5 **MAKE-UP WORK**

6 All missed class work or tests (whether from excused or unexcused absence) may be made up provided
7 the student makes the request immediately upon returning to school and provided instruction time is not
8 taken from other students.

9 A grade of incomplete will be received for any work missed until the work is completed. A student may
10 have up to three (3) days to make up work from a single absence and up to five (5) days to make up work
11 from an absence longer than a single day. It is the student's responsibility to make arrangements for
12 make-up work, and if not completed in the allotted time, a grade of zero (0) will be recorded for the
13 assignments.

14 For school-sponsored activities, the student will be required to make up all work missed and will receive
15 full credit for the assignment or upon completion of a test. The student will not be counted absent for a
16 school sponsored event (school planned, school-directed, and teacher supervised).

17 **STATE-MANDATED TESTS/END OF COURSE EXAMS**

18 Students who are absent the day of the scheduled End of Course Exams must present a signed doctor's
19 excuse or must have been given an excused release by the principal prior to testing to receive an excused
20 absence. Students who have excused absences will be allowed to take a make-up exam that will count
21 as 15% of their grade. Excused students will receive an incomplete in the course until they have taken
22 the End of Course Exam.

23 Students who have an unexcused absence shall receive a failing grade on the course exam which shall
24 be averaged into their final grade at 15%.

25 **CREDIT/PROMOTION DENIAL**

26 Credit/promotion denial determinations may include student attendance, however, student attendance
27 may not be the sole criterion.¹¹ However, if attendance is a factor, prior to credit/promotion denial, the
28 following shall occur:

- 29
- 30 1. Parents and students shall be advised if a student is in danger of credit/promotion denial due
31 to excessive absenteeism.
 - 32 2. Procedures in due process are available to the student when credit or promotion is denied.

33 **DRIVER'S LICENSE REVOCATION²**

34 More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any
35 semester renders a student ineligible to retain a driver's permit or license, or to obtain such if of age.

1 ATTENDANCE HEARING¹²

- 2 Students with excessive (more than 5) unexcused absences or those in danger of credit/promotion denial
 3 shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If
 4 the student chooses to appeal, the student or their parent/guardian shall be provided written or actual
 5 notice of the appeal hearing and shall be given the opportunity to address the committee. The committee
 6 will conduct a hearing to determine if any extenuating circumstances exist or to determine if the student
 7 has met attendance requirements that will allow him/her to pass the course or be promoted. Upon
 8 notification of the attendance committee decision, the principal shall send written notification to the
 9 director of schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding
 10 the excessive unexcused absences. The notification shall advise parents/guardian(s) of their right to
 11 appeal such action within two (2) school days to the director of schools/designee.
- 12 The appeal shall be heard no later than ten (10) school days after the request for appeal is received.
- 13 Within five (5) school days of the director of schools/designee rendering a decision, the student's
 14 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
 15 Following the review, the Board may affirm or overturn the decision of the director of schools/designee.
 16 The action of the Board shall be final.
- 17 The director of schools/designee shall ensure that this policy is posted in each school building and
 18 disseminated to all students, parents, teachers and administrative staff.

Legal References

1. [TCA 49-6-3006](#)
2. [TCA 49-6-3017\(c\)](#)
3. [20 USCA § 1232g](#)
4. [TRR/MS 0520-01-02-.17\(5\); State Board of Education Policy 4.100](#)
5. [TCA 49-6-2904\(b\)\(5\)](#)
6. [TCA 49-6-3007](#)
7. [TCA 49-6-3021](#)
8. [TCA 49-6-3007; TCA 49-6-3009](#)
9. [TCA 49-6-3022; Public Acts of 2026, Chapter No. 844](#)
10. [TCA 49-2-130](#)
11. [TCA 49-2-203\(b\)\(7\); TCA 49-6-3002\(b\); Public Acts of 2025, Chapter No. 401](#)
12. [TRR/MS 0520-01-02-.17\(7\)](#)

Cross References

- School Calendar 1.800
- Extracurricular Activities 4.300
- Interscholastic Athletics 4.301
- Field Trips/Excursions/Competitions 4.302
- Reporting Student Progress 4.601
- Promotion and Retention 4.603
- Recognition of Religious Beliefs, Customs, & Holidays 4.803
- Voluntary Pre-K Attendance 6.2011
- Homeless Students 6.503
- Students in Foster Care 6.505
- Students from Military Families 6.506
- Student Records 6.600

Hickman County Board of Education

| | | |
|---|----------------------------------|---------------------------------|
| Descriptor Term: Home Schools | Descriptor Code: 6.202 | Issued Date: 05/05/25 |
| | Rescinds: 6.202 | Issued: 08/07/23 |

1 A "home school" is a school conducted or directed by parent or parents or legal guardian or guardians
2 for their own children. Home schools which teach K-12 where the parents are associated with an
3 organization that conducts church-related schools (*as defined by §49-50-801*) which are supervised by
4 such organization and which administer standardized achievement tests at the same time tests are given
5 in their regular day schools are exempt from the following provisions, but must follow procedures issued
6 by the State Department of Education.¹

7 A parent wishing to conduct a home school shall meet the following requirements:²

- 8 1. Provide annual notice to the director of schools before the commencement of each school year
9 of the intent to conduct a home school;
- 10
11 2. Submit to the director of schools the name, number, age, grade level of children involved,
12 location of the school, curriculum to be offered, proposed hours of instruction, qualifications
13 of the parent/teacher, whether a college preparatory or general course of education will be
14 taught in grades 9-12, and a description of the courses to be taught each year;
- 15
16 3. Maintain attendance records, subject to inspection of the local director of schools;
- 17
18 4. Submit attendance records to the director of schools at the end of each school year;
- 19
20 5. Provide instruction for at least four (4) hours per day for the same number of instructional days
21 as are required by state law for public schools;³
- 22
23 6. Possess a high school diploma, GED, or HiSET;⁴
- 24
25 7. ~~Cooperate in the administration to home school students of appropriate tests by the~~
26 ~~Commissioner of Education, his/her designee or by a professional testing service;~~ Ensure the
27 administration to home school students of appropriate tests approved by the State Board of
28 Education or a standardized test selected by the parent-teacher that provides nationally normed
29 analytics in English and math in grades five (5), seven (7), and nine (9);⁵
- 30
31 8. ~~Take action according to state law if home school student falls behind appropriate grade level;~~
- 32
33 9. Submit proof to the director of schools that the home school student has been vaccinated as
34 required by law;⁵
- 35

- 1 10. Submit proof to the director of schools that other health services and examinations as required
2 by law have been received by the home school student; and
3
4 11. In the event of illness or inadequacy of the home school parent-teacher to teach a specific
5 subject, employ a tutor having the same qualifications as required of parent/teacher.

6 If one or more of these requirements are not met, the Board authorizes the director of schools to take
7 formal action to bring the child into compliance with the Compulsory Attendance Law (until the child
8 has reached age 17), either in the home school or in a public, private or church-related school.

9 It shall be the policy of this Board that public school facilities shall be available for home school
10 instruction only when *all* of the following conditions exist:

- 11 1. Special needs courses are being taught which require services unavailable to the home school
12 student;
13
14 2. These services cannot be provided through any means other than the public schools;
15
16 3. Requests for services are made known by the home school parent when notice is given to the
17 director of schools of the intent to conduct a home school;
18
19 4. The director of schools investigates request and make recommendations to the Board;
20
21 5. No overcrowding, additional expenses, including providing transportation, or other special
22 situations which interfere with the normal operation of the school system shall be incurred; and
23
24 6. Approval by the Board on a case-by-case basis.

25 The director of schools, through the attendance supervisor, shall have the attendance records of the home
26 school inspected at least two (2) times each school year in order to provide assistance in implementing
27 the Compulsory Attendance Law.

28 **Student Performance⁶**

29 ~~If a home school student falls more than one (1) year behind his appropriate grade level in his/her~~
30 ~~comprehensive test score for two (2) consecutive tests, and if a certified teacher who would have taught~~
31 ~~the child at his/her grade level determines through appropriate means that the student is not learning~~
32 ~~disabled, the director of schools shall require the parents to enroll the child in a public, private or church-~~
33 ~~related school.~~

Legal References

1. [TCA 49-50-801\(a\)](#)
2. [TCA 49-6-3050\(b\), \(c\)](#)
3. [TCA 49-6-3004\(a\); TCA 49-6-3050\(b\)\(3\)](#)
4. [TCA 49-6-3050\(b\)\(4\)](#)
5. [TCA 49-6-5001; Public Acts of 2026, Chapter No. 912](#)
6. [TCA 49-6-3050\(b\)\(6\)](#)

Cross References

Compulsory Attendance Ages 6.201

| Hickman County Board of Education | | | |
|--|--|----------------------------------|---------------------------------|
| | Descriptor Term: Student Assignments | Descriptor Code: 6.205 | Issued Date: 05/05/25 |
| | | Rescinds: 6.205 | Issued: 03/06/23 |

1 **TO SCHOOLS**

2 Students, including those in kindergarten, shall attend the school to which they are assigned.¹

3 Parents who are dissatisfied with the assignment of their children may, within ten (10) days after the
4 assignment, make application to the Board for a hearing requesting a transfer to another school.²

5 **TO CLASSES**

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

7 Students who enter the system from another school system are to be placed by the principal in the
8 grade and/or level as indicated by records from the former school. If the student's placement is
9 inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade
10 level. Parents shall be kept advised.

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

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

Legal References

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

Cross References

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

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Interrogations and Searches | Descriptor Code: 6.303 | Issued Date: 07/07/25 |
| | Rescinds: 6.303 | Issued: 05/05/25 |

1 INTERROGATIONS BY SCHOOL PERSONNEL

2 School personnel have a duty to report any reasonable suspicion that a student is carrying, or has
3 carried, a weapon or is violating, or has violated, a provision of the Tennessee Drug Control Act to the
4 principal, the principal's designee or, if the principal and the principal's designee are unavailable and
5 the offense was committed on school property, to the appropriate authorities.¹

6 Students may be questioned by teachers or principals about any matter pertaining to the operation of a
7 school and/or the enforcement of its rules. Questioning must be conducted discreetly and under
8 circumstances which will avoid unnecessary embarrassment to the student being questioned. Any
9 student answering falsely, evasively or refusing to answer a proper question may be subject to
10 disciplinary action, including suspension.

11 If a student is suspected or accused of misconduct or infraction of the student code of conduct, the
12 principal may interrogate the student, without the presence of parent(s)/guardian(s) or legal custodians
13 and without giving the student constitutional warnings.

14 INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

15 If the principal has requested assistance by the police department to investigate a crime involving
16 his/her school, the police shall have permission to interrogate a student suspect in school during school
17 hours. The principal shall first attempt to notify the parent(s)/guardian(s) or legal custodians of the
18 student of the intended interrogation unless circumstances require otherwise. The interrogation may
19 proceed without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her
20 designee shall be present during the interrogation.

21 The use of police women or female staff members is desirable in the interrogation of female students.

22 POLICE-INITIATED INTERROGATIONS

23 If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated
24 crimes committed outside of school hours, the police department shall first contact the principal
25 regarding the planned interrogation, inform him/her of the probable cause to investigate within the
26 school. The principal shall make reasonable effort to notify the parent(s)/guardian(s) or legal
27 custodians of the interrogation unless circumstances require otherwise. The interrogation may proceed
28 without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her designee
29 shall be present during the interrogation.

1 SEARCHES BY SCHOOL PERSONNEL

2 In order to ensure a safe and secure learning environment, the Director of Schools shall develop
3 procedures regarding the searching of students' lockers, vehicles, and containers which are consistent
4 with state law. The Director of Schools shall develop additional procedures to ensure compliance with
5 all of the provisions of the School Security Act of 1981.^{1,6}

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

- 10 1. All the following standards of reasonableness must be met:
 - 11 a. A particular student has violated policy;
 - 12 b. The search could be expected to yield evidence of the violation of school policy or
13 disclosure of a dangerous weapon or drug;
 - 14 c. The search is in pursuit of legitimate interests of the school in maintaining order,
15 discipline, safety, supervision and education of students;
 - 16 d. The primary purpose of the search is not to collect evidence for a criminal prosecution;
17 and
 - 18 e. The search shall be reasonably related to the objectives of the search and not
19 excessively intrusive considering the age and sex of the student, (Sex shall be defined as
20 the "immutable characteristics of the person's reproductive system that identify the
21 person as male or female, as determined by anatomy and genetics existing at the time of
22 birth.") as well as the nature of the infraction alleged to have been committed.⁴
23
- 24 2. A school administrator shall be on-site at any principal-initiated search;
- 25
- 26 3. A school administrator shall oversee the search and may end the search at any time; and
27
- 28 4. If a student is under the age of eighteen (18), the principal must notify the student's parent or
29 guardian within a reasonable time of the search³

30 School officials may conduct hand-held or walk-through metal detector checks of a student's person or
31 personal effects.

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

34 USE OF ANIMALS

35 When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in
36 conducting searches, but the animals shall be used only to pinpoint areas which need to be searched
37 and shall not be used to search the persons of students or visitors.

38 SEARCHES BY POLICE

1 If public health or safety is involved, upon request of the principal who shall be present, police officers
2 may make a general search of students' lockers and desks, or students' or nonstudents' automobiles for
3 drugs, weapons or items of an illegal or prohibited nature.

4 If the principal has received reliable information which he/she believes to be true that evidence of a
5 crime or of stolen goods, not involving school property of members of the school staff or student body,
6 is located on school property and that any search for such evidence or goods would be unrelated to
7 school discipline or to the health and safety of a student or the student body, he/she shall request police
8 assistance; and procedures to obtain and execute a search warrant shall thereafter be followed.

9 Anything found in the course of the search conducted in accordance with this policy which is evidence
10 of a violation of the law or a violation of student conduct standards may be:

- 11 1. Seized and admitted as evidence in any hearing, trial, suspension or dismissal proceeding. It
12 should be tagged for identification at the time it is seized and kept in a secure place by the
13 principal or the principal's designee until it is presented at the hearing. At the discretion of the
14 principal, the items seized may be returned to the parent or guardian of a student or, if it has no
15 significant value, the item may be destroyed, but only with the express written permission of
16 the director of schools.
17
- 18 2. Any seized item may be turned over to any law enforcement officer. Any dangerous weapon or
19 drug as defined in TCA 49-6-4202 shall be turned over to an appropriate law enforcement
20 official after completion of an administrative proceeding at which its presence is reasonably
21 required.

22 Whenever the possibility of uncovering evidence of a criminal nature exists, the principal or his/her
23 designee may request the assistance of a law enforcement officer to:

- 24 1. Search any area of the school premises, any student or any motor vehicle on the school
25 premises; or
26
- 27 2. Identify or dispose of anything found in the course of a search conducted in accordance with
28 this policy.

29 The involvement of law enforcement officials is encouraged when there is reasonable cause to suspect
30 that criminal evidence is about to be uncovered.

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#); [Public Acts of 2026, Chapter No. 1040](#)
4. [TCA 49-6-4205\(b\)](#); [Public Acts of 2026, Chapter No. 938](#)

Cross References

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

5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Hickman County Board of Education

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|---|----------------------------------|---------------------------------|
| Descriptor Term: Interference/Disruption of School Activities | Descriptor Code: 6.306 | Issued Date: 06/02/25 |
| | Rescinds: 6.306 | Issued: 04/03/23 |

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.¹ 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.²

16 **REMOVAL OF STUDENT¹**

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.
30

1 CLASSROOM EVACUATION

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

5 *Parental Notification*

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

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

- 12 1. The fact that a classroom evacuation occurred;
- 13
- 14 2. A brief description of the general nature of the incident sufficient to explain why the classroom
15 evacuation occurred; and
- 16
- 17 3. Any steps taken by the school to ensure the continued safety and supervision of students.

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

22 *Recordkeeping*

23 Each school shall maintain records of:

- 24 1. The date and time of the classroom evacuation;
- 25
- 26 2. The number of students evacuated;
- 27
- 28 3. The time and manner of parental notification; and
- 29
- 30 4. The staff member responsible for issuing parental notifications.

Legal References

1. [TCA 49-6-2804](#)
2. [TCA 49-6-3401](#)
3. [Public Acts of 2026, Chapter No. 850](#)
4. [20 USCA § 1232g; TCA 10-7-504](#)

Cross References

- Code of Conduct 6.300
Suspension 6.316
Safe Relocation of Students 6.4081

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Admission of Suspended or Expelled Students | Descriptor Code: 6.318 | Issued Date: 07/07/25 |
| | Rescinds: 6.318 | Issued: 08/05/23 |

1 **STUDENT READMISSION TO DISTRICT¹**

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

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

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

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

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

1. [Public Acts of 2026, Chapter No. 760](#)
2. [TCA 49-6-3051\(a\)](#)
3. [TCA 49-6-3401\(f\); 20 USCA § 1232g\(b\)\(4\), \(h\)](#)

School Admissions 6.203
Student Records 6.600

Hickman County Board of Education

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|--|---|-----------------------------------|---------------------------------|
| | Descriptor Term: Emergency Medication | Descriptor Code: 6.4051 | Issued Date: 08/04/25 |
| | | Rescinds: 6.4051 | Issued: 06/05/23 |

1 This policy addresses those instances when students need to receive medication in an emergency
2 situation. Board Policy 6.405 addresses instances wherein students take medicine during the school
3 day in non-emergency situations.

4 School personnel, who volunteer, under no duress or pressure and have been properly trained by a
5 registered nurse, are permitted to administer glucagon in emergency situation to a student based on
6 physician's order and/or the student's Individual Health Plan (IHP). If the school nurse is on site, the
7 nurse shall provide the service to the student.¹

8 The school nurse shall be responsible for updating and maintaining each IHP. There must be a
9 parent/guardian signature on file giving permission prior to training school personnel to administer
10 glucagon.

11 Following are specifics relating to glucagon and diazepam. Volunteer personnel, trained by a
12 registered nurse, may administer emergency medication to a student based on that student's Individual
13 Health Plan (IHP) or a physician's standing order. A call to 911 will be made in the event of these
14 emergencies.

15 **DEFINITION OF GLUAGON**

16 Glucagon is a hormone that helps the liver release sugar, thus increasing the level of sugar in the blood.
17 It must be injected with a syringe into the body like insulin.

18 **WHEN TO USE GLUCAGON**

19 Glucagon is administered when the student has low blood sugar and is unable to take liquid or food by
20 mouth because of unconsciousness or seizure activity as per a medical provider's written instructions.

21 **TRAINING**

- 22 1. Review physicians' orders for glucagon and parent/guardian permission on file.
- 23 2. The volunteer must complete an initial in-depth diabetes-related training recognizing
24 signs and symptoms of hypoglycemia and respond with student-specific interventions.
- 25 3. The volunteer trainee must be able to state glucagon's action and the need for its use.
- 26 4. The volunteer trainee must be able to state how glucagon should be prepared, the
27 dosage, and side effects as well as follow-up care after the administration of glucagon.

- 1 5. The volunteer trainee must be able to identify where glucagon will be stored (must be
2 kept in a secure location away from heat and direct light) and readily available to the
3 student.
- 4 6. The volunteer trainee will notify or delegate notification of EMS/911 personnel,
5 parents/guardian, and the school nurse any time glucagon is administered to any
6 student.
- 7 7. The volunteer trainee must document observations, administration of glucagon, and
8 follow-up care on the appropriate diabetic and medication forms.
- 9 8. Training will be provided until competency is demonstrated, and retraining shall be
10 completed on a yearly basis. Training will be documented and include a skills checklist,
11 instructor's name, trainee's name, date of training, and documentation of competency of
12 trainee to administer glucagon. A copy of the trainee's competency training form will be
13 kept in the employee's personnel file.

14 **DEFINITION OF DIAZEPAM (DIASTAT)**

15 Diastat works to stop seizure activity by acting on brain cell interactions that inhibit the seizure
16 discharges. This special formulation of diazepam is administered rectally as a gel.

17 School personnel who volunteer under no duress or pressure and who have been properly trained by a
18 registered nurse or employed or contracted by the Hickman County School System may administer
19 anti-seizure medication, including diazepam gel to a student in an emergency situation based on the
20 student's IHP. If the school nurse is available, on site, and able to reach the student within the time
21 limit for administration specified in the IHP, then the school nurse shall provide this service to the
22 student.

23 **WHEN TO USE DIASTAT**

24 Upon the decision of a trained volunteer to administer diazepam gel (Diastat), school officials shall
25 immediately summon local emergency medical services to the school to provide necessary monitoring
26 of transport to safeguard the health and condition of the student.

27 Trained volunteer school personnel administering anti-seizure medications, any registered nurse who
28 provides training to administer such medications, and any local board of education shall not be liable
29 in any court of law for injury resulting from the reasonable and prudent assistance in the administration
30 of such medications, if performed pursuant to the policies and guidelines developed by the departments
31 of health and education and approved by applicable regulatory or governing boards or agencies.

32 The Hickman County School System shall not assign a student with epilepsy or other seizure disorder
33 to a school other than the school for which the student is zoned or would otherwise regularly attend
34 because the student has a seizure disorder.

35 A student's parent/guardian, who has given the student's school written authorization to administer
36 anti-seizure medication, shall, in accordance with the student's IHP, notify the school administrator or
37 school nurse if anti-seizure medication or prescription over-the-counter medicines are administered at a

1 time at which the student is not present in school. The student's IHP shall set forth with specificity the
2 requirements of reporting administration of medication and for the dissemination of such information
3 to volunteer school personnel trained to administer anti-seizure medication. Such notification shall be
4 given after administration of medication before or at the beginning of the next school day in which the
5 student is in attendance.

6 **TRAINING**

7 Prior to administration of an anti-seizure medication to a student by volunteer school personnel or a
8 school nurse in an emergency situation, the student's parent/guardian shall provide:

- 9 1. The school with a written authorization to administer the medication at school;
- 10 2. A written statement from the student's health care practitioner, which shall contain the
11 student's name, the name and purpose of the medication, the prescribed dosage, the
12 route of administration, the frequency that the medication may be administered, and the
13 circumstances under which the medication may be administered;
- 14 3. Prior to its date of expiration, the prescribed medication to the school is in its unopened,
15 sealed package with the intact label affixed by the dispensing pharmacy.

16 **EMERGENCY ALLERGY RESPONSE PLAN**

17 The director of schools shall develop and maintain an Emergency Allergy Response Plan that meets
18 state guidelines for managing students with life-threatening allergies. The Plan shall include measures
19 to reduce exposure to allergens and procedures to treat allergic reactions. Components of the plan shall
20 include, but are not limited to: education and training of personnel, record keeping/documentation,
21 development and reviews of the allergy action plan, and protocols for classrooms and cafeterias that
22 include strategies to reduce exposure to allergens.²

23 Using the state food allergy guidelines plan as a guide, the direction shall also develop a process to
24 identify all students with food allergies and develop and implement an Individualized Health Care Plan
25 (IHCP) with an Allergy Action Plan for each specific student.³

26 **EPINEPHRINE³**

27 Each school shall maintain epinephrine, either as auto-injectors, nasal sprays, or other forms, in at least
28 two (2) unlocked, secure locations including, but not limited to, the school office and the school
29 cafeteria.

30 In the event of such a reaction, the school nurse or other trained school personnel shall utilize
31 epinephrine to respond, under a standing protocol from a physician.

32 The Director of Schools/designee is authorized to seek epinephrine through a prescription written to
33 Hickman County School District. Upon the issuance of the auto-injectors, the Director of Schools shall
34 ensure that they are placed within each school and that any needed trainings are conducted for staff.

Legal References

1. [TCA 49-50-1602\(b\)](#)
2. [TCA 49-50-1602\(g\)](#)
3. [Public Acts of 2026, Chapter No. 947](#)

Cross References

Medicines 6.405

New Policy

Hickman County Board of Education

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

1 *General*

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

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

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

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

13 **IEP TEAM COORDINATION**

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

- 15 • Attending an onboarding session;
- 16
- 17 • Defining roles and communication channels;
- 18
- 19 • Conducting a review of relevant student records;
- 20
- 21 • Ensuring documentation is accurate and promptly provided to all parties; and
- 22
- 23 • Coordinating with the IEP team prior to each meeting.

24 **TERMINATION OF SERVICES**

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

1 APPEALS PROCESS

2 **[Note: The Bord may insert an alternate appeal process.]**

3 If a parent/legal guardian disagrees with the school district on the provision of services, a complaint
4 may be filed in writing with the Director of Schools. The Director shall appoint a panel to make a
5 decision on the appeal. The panel shall be composed of three individuals: a building level
6 administrator, a special education staff member, and one other school employee. The panel shall
7 review the complaint from the parent/legal guardian along with information provided by district staff
8 and make a determination on the matter within ten (10) business days.

Legal References

1. [Public Acts of 2026, Chapter No. 1112; 20 U.S.C. § 1401](#)

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Students from Military Families | Descriptor Code: 6.506 | Issued Date: 10/20/25 |
| | Rescinds: 6.503 | Issued: 07/10/23 |

1 *General*

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

5 **RELOCATION OF MILITARY SERVICE MEMBER²**

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

11 ~~Within fifteen (15) days of enrollment, the parent(s)/guardian(s) of the student shall provide proof of
12 residency within the school district.~~

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

16 **ABSENCES**

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

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

23 **REMAINING IN THE DISTRICT⁴**

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

Legal References

1. [State Board of Education Policy 2.103](#)
2. [TCA 49-6-3101; Public Acts of 2026, Chapter No. 834](#)
3. [TCA 49-6-3019](#)
4. [Public Acts of 2026, Chapter No. 834](#)

Cross References

Attendance 6.200
School Admissions 6.203

Hickman County Board of Education

| | | | |
|--|----------------------------|------------------|-----------------|
| | Descriptor Term: | Descriptor Code: | Issued Date: |
| | Instructional Goals | 4.100 | 07/07/25 |
| | | Rescinds: | Issued: |
| | | 4.100 | 06/03/24 |

1 *General*

2 The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability
3 in its instructional program or activities.¹

4 Sex shall be defined as the “immutable characteristics of the person’s reproductive system that
5 identify the person as male or female, as determined by anatomy and genetics existing at the time of
6 birth.”²

7 Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be
8 expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of
9 antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish
10 community institutions and religious facilities.³

11

12 The Board approves the following broad-based instructional goals for students:

- 13 • To acquire the knowledge and attitude necessary to achieve and maintain good physical and
14 mental health;
- 15
- 16 • To develop the skills necessary to function as a self-directed person;
- 17
- 18 • To develop the capacity to cope with change through an understanding of the arts, humanities
19 and scientific processes;
- 20
- 21 • To know the principles involved in making moral and ethical choices;
- 22
- 23 • To develop the basic skills of reading, writing, computation, spelling, speaking and problem
24 solving;
- 25
- 26 • To develop a positive attitude toward learning as a lifelong endeavor;
- 27
- 28 • To learn to identify personal talents and interests, make appropriate career choices, and develop
29 career skills;
- 30

- 1 • To acquire knowledge and to develop skills in the management of personal and public
2 resources necessary for meeting obligations to self, family and society;
3
4 • To learn to act in a responsible manner;
5
6 • To learn of the rights and responsibilities of citizens of the community, state, nation and world;
7 and
8
9 • To learn to understand, respect and interact with people of different cultures, generations and
10 races.

Legal References

1. [42 USCA § 2000d et seq.](#)
2. [Public Acts of 2026, Chapter No. 938](#)
3. [Public Acts of 2025, Chapter No. 293; TCA § 49-50-1801; TCA § 49-50-1802](#)

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305

Hickman County Board of Education

| | | | |
|--|---|----------------------------------|---------------------------------|
| | Descriptor Term: Extracurricular Activities | Descriptor Code: 4.300 | Issued Date: 08/07/23 |
| | | Rescinds: 4.300 | Issued: 06/05/22 |

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

31 Activities which restrict participation because of race, color, religion, sex, disabilities, or national
32 origin are forbidden.² “Sex shall be defined as the “immutable characteristics of the person’s
33 reproductive system that identify the person as male or female, as determined by anatomy and genetics
34 existing at the time of birth.”²

35 11.

- 1
2 12. Activities sponsored by outside groups or agents will be approved only if they are co-
3 sponsored by the school.
4

5 **STUDENT CLUBS & ORGANIZATIONS³**

6 All students under the age of eighteen (18) shall present a signed and dated statement from their
7 parent/guardian before joining any club or organization or participating in activities of a club or
8 organization. The Director of Schools shall develop administrative procedures outlining this
9 recordkeeping process.

Legal References

1. TCA 49-6-1002(c)
2. 34 CFR § 106.41; [Public Acts of 2026, Chapter No. 938](#)
3. Public Acts of 2023, Chapter No. 353

Cross References

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

Hickman County Board of Education

| | | |
|---|----------------------------------|---------------------------------|
| Descriptor Term: Equal Opportunity Employment | Descriptor Code: 5.104 | Issued Date: 11/05/24 |
| | Rescinds: 5.104 | Issued: 10/03/22 |

- 1 Opportunity for employment, as well as continuation and advancement in employment, shall be
2 afforded equally to members of all races, creeds, colors, sexes (Sex shall be defined as the “immutable
3 characteristics of the person’s reproductive system that identify the person as male or female, as
4 determined by anatomy and genetics existing at the time of birth” unless otherwise required by federal
5 law); religions, ages, national origins, and individuals with disabilities or veteran status with regard
6 only for qualifications for the positions involved.¹

Legal References

1. [U.S. Constitution, Amendment XIV](#); [Title VII, Civil Rights Act of 1964](#); [Public Acts of 2026, Chapter No. 938](#); [Bostock v. Clayton Cnty., Georgia, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 \(2020\)](#); [Title VI, Civil Rights Act of 1964](#); [Title IX, Education Amendments of 1972](#); [Age Discrimination Act of 1967](#); [Section 504 of the Rehabilitation Act of 1973](#); [42 USCA § 12101-12213](#); [TCA 50-10-101](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Complaints and Grievances | Descriptor Code: 5.501 | Issued Date: 05/05/25 |
| | Rescinds: 5.501 | Issued: 03/06/23 |

1 **EMPLOYMENT-RELATED COMPLAINTS/GRIEVANCES**

2 The Board believes that differences of opinions arising in the course of employment should be resolved
3 as quickly as possible and at the lowest supervisory level.

4 In instances of questions by an individual staff member concerning the interpretation of policies and
5 procedures to that staff member, administrative practices within his/her particular school, and
6 relationships with other employees, the staff member concerned must consult the administrative or
7 supervisory personnel to whom he/she is responsible. If a satisfactory resolution of the problem cannot
8 be reached after ample opportunity for consideration of the matter, the staff member concerned may
9 discuss the matter with the next level of supervision up to and including the director of schools.

10 In instances where an individual staff member feels for personal reasons that he/she cannot discuss a
11 problem with his/her immediate superior, he/she may take the problem directly to the director of schools.
12 After review of the case, the director of schools shall take action as he/she deems appropriate and within
13 a prompt, reasonable time shall notify all parties concerned of his decision.

14 **HARASSMENT/DISCRIMINATION GRIEVANCES**

15 Employees should notify any district complaint manager if they believe the Board, its employees or
16 agents have violated their rights guaranteed by the State or federal Constitution, State or federal statute
17 or board policy including:^{1,2,3}

- 18 1. Age Discrimination Employment Act;¹
- 19 2. Title II of the Americans with Disabilities Act⁴
- 20 3. Title IX of the Education Amendments of 1972⁵
- 21 4. Section 504 of the Rehabilitation Act of 1973⁶
- 22 5. Claims of sexual harassment under Title VII of the Civil Rights Act of 1964 and Title IX of the
23 Education Amendments of 1972^{7,5}

28 The complaint manager will endeavor to respond and resolve complaints without resorting to this
29 grievance procedure and, if a complaint is filed, to address the complaint promptly and equitably. The
30 right of a person to prompt and equitable resolution of the complaint shall not be impaired by the
31 person's pursuit of other remedies. Use of this grievance procedure is not a prerequisite to the pursuit

1 of other remedies and use of this grievance procedure does not extend any filing deadline related to the
2 pursuit of other remedies.

- 3 1. **Filing a Complaint** — An employee who wishes to avail himself or herself of this grievance
4 procedure may do so by filing a complaint with any district complaint manager. The employee
5 may request a complaint manager of the same sex. Sex shall be defined as the “immutable
6 characteristics of the person’s reproductive system that identify the person as male or female,
7 as determined by anatomy and genetics existing at the time of birth” unless otherwise required
8 by federal law.⁸ The complaint manager may assist the employee in filing a grievance.
9
- 10 2. **Investigation** — The complaint manager will investigate the complaint or appoint a qualified
11 person to undertake the investigation on his or her behalf. The complaint and identity of the
12 complainant will not be disclosed except (1) as required by law or this policy; or (2) as
13 necessary to fully investigate the complaint; or (3) as authorized by the complainant. The
14 complaint manager shall file a written report within ten (10) days of the filing of the grievance,
15 of his or her findings with the director of schools. If a complaint of sexual harassment contains
16 allegations involving the director of schools, the written report shall be filed with the Board.
17 The director of schools shall keep the Board informed of all complaints.
18
- 19 3. **Decision and Appeal** — After receipt of the complaint manager's report, the director of schools
20 shall render a written decision within five (5) days of the receipt of the report which shall be
21 provided to the employee. If the employee is not satisfied with the decision, the employee may
22 appeal the decision to the Board by making a written request to the complaint manager. The
23 complaint manager shall be responsible for promptly forwarding all materials relative to the
24 complaint and appeal to the Board. Thereafter, the Board shall render within thirty (30) days
25 from the date the appeal was received, review the report and affirm, overrule or modify the
26 decision and render a written finding which shall be provided to the complainant. This
27 grievance procedure shall not be construed to create an independent right to a Board hearing.

28 **APPOINTING COMPLAINT MANAGERS**

29 The director of schools shall appoint at least two complaint managers, one of each gender. The Federal
30 Rights Coordinator may be appointed as a complaint manager. The director of schools shall insert into
31 this policy the names, addresses and telephone numbers of current complaint managers. (see note)

32 *(Note: Title IX regulations require districts to identify the name, address and telephone number of the*
33 *person who is responsible for coordinating the district's compliance efforts. A policy should not be*
34 *adopted with a person's name in it; rather, the identifying information can be added and amended as*
35 *necessary.)*

Legal References

1. [Age Discrimination Employment Act, 29 USCA § 621; 42 USCA § 6101; 34 CFR § 110.25](#)
2. [Equal Pay Act, 29 USCA § 206\(d\)](#)
3. [Immigration Reform and Control Act, 8 USCA § 1324](#)
4. [Americans with Disabilities Act, 42 USCA § 12101](#)
5. [Title IX of the Education Amendments, 20 USCA § 1681](#)
6. [Section 504 of the Rehabilitation Act, 29 USCA § 701](#)
7. [Title VII of Civil Rights Act, 42 USCA § 2000e](#)
8. [Public Acts of 2026, Chapter No. 938; *Bostock v. Clayton Cnty., Georgia*, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 \(2020\)](#)

Cross References

Appeals to and Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802
Equal Opportunity Employment 5.104
Discrimination/Harassment of Employees 5.500
Title IX & Sexual Harassment 6.3041

Hickman County Board of Education

| | | |
|--|----------------------------------|---------------------------------|
| Descriptor Term: Student Goals | Descriptor Code: 6.100 | Issued Date: 04/07/25 |
| | Rescinds: 6.100 | Issued: 03/06/23 |

1 In order to establish an environment conducive to learning for each student, the Board establishes the
2 following goals:

- 3 1. To assure all students the same educational opportunities regardless of race, color, creed,
4 religion, ethnic origin, sex or disabilities. ¹ Sex shall be defined as the “immutable characteristics
5 of the person’s reproductive system that identify the person as male or female, as determined by
6 anatomy and genetics existing at the time of birth”;²
7
- 8 2. To protect and observe the legal rights of students;
9
- 10 3. To promote a learning environment which provides opportunities for all students without regard
11 to race, creed, ethnic origin, sex or disabilities;
12
- 13 4. To enhance the self-image of each student by helping him/her feel respected and worthy through
14 a learning environment which provides positive encouragement from frequent success;
15
- 16 5. To provide an environment of reality in which students can learn personal and civic responsibility
17 for their actions through meaningful experiences as school citizens;
18
- 19 6. To deal with students in matters of discipline in a fair and constructive manner;
20
- 21 7. To provide for the safety, health and welfare of students; and
22
- 23 8. To promote faithful attendance and good work.

Legal References

1. [20 USCA § 1703; TCA 49-6-3109](#)
2. [Public Acts of 2026, Chapter No. 938](#)

Cross References

- School District Goals 1.700
Instructional Program 4.100

Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304

Hickman County Board of Education

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|--|--|----------------------------------|---------------------------------|
| | Descriptor Term: Rights and Responsibilities of Students | Descriptor Code: 6.301 | Issued Date: 05/05/25 |
| | | Rescinds: 6.301 | Issued: 04/03/23 |

1 The Board expects all school staff, students and parents to assume the responsibility for appropriate
2 behaviors in the school.

3 Each student has the right to:

- 4 1. Have the opportunity for a free education in the most appropriate learning environment;
- 5 2. Be secure in his/her person, papers and effects against unreasonable searches and seizure;
- 6 3. Expect that the school will be a safe place;
- 7 4. Have an appropriate environment conducive to learning;
- 8 5. Not be discriminated against on the basis of sex, race, color, creed, religion, national origin or
9 disabilities¹; Sex shall be defined as the “immutable characteristics of the person’s reproductive
10 system that identify the person as male or female, as determined by anatomy and genetics
11 existing at the time of birth”;¹ and
- 12 6. Be fully informed of school rules and regulations.

13 Each student has the responsibility to:

- 14 1. Know and adhere to reasonable rules and regulations established by the Board;
- 15 2. Respect the human dignity and worth of every other individual;
- 16 3. Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 17 4. Study and maintain the best possible level of academic achievement;
- 18 5. Be punctual and present in the regular school program;
- 19 6. Dress and groom in a manner that meets reasonable standards of health, cleanliness, modesty
20 and safety;
- 21 7. Maintain and/or improve the school environment, preserve school and private property, and
22 exercise care while using school facilities;
- 23 8. Refrain from behavior which would lead to physical or emotional harm or disrupts the
24 educational process;

- 1 9. Respect the authority of school administrators, teachers and other authorized personnel in
2 maintaining discipline in the school and at school-sponsored activities;
- 3 10. Obey the law and school rules as to the possession or the use of alcohol, illegal drugs and other
4 unauthorized substances or materials; and
- 5 11. Possess on school grounds only those materials which are acceptable under the law and accept
6 the consequences for articles stored in one's locker.

Legal References

1. [20 USCA § 1703; Public Acts of 2026, Chapter No. 938](#)

Hickman County Board of Education

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|--|----------------------------------|---------------------------------|
| Descriptor Term: Interrogations and Searches | Descriptor Code: 6.303 | Issued Date: 07/07/25 |
| | Rescinds: 6.303 | Issued: 05/05/25 |

1 INTERROGATIONS BY SCHOOL PERSONNEL

2 School personnel have a duty to report any reasonable suspicion that a student is carrying, or has
3 carried, a weapon or is violating, or has violated, a provision of the Tennessee Drug Control Act to the
4 principal, the principal's designee or, if the principal and the principal's designee are unavailable and
5 the offense was committed on school property, to the appropriate authorities.¹

6 Students may be questioned by teachers or principals about any matter pertaining to the operation of a
7 school and/or the enforcement of its rules. Questioning must be conducted discreetly and under
8 circumstances which will avoid unnecessary embarrassment to the student being questioned. Any
9 student answering falsely, evasively or refusing to answer a proper question may be subject to
10 disciplinary action, including suspension.

11 If a student is suspected or accused of misconduct or infraction of the student code of conduct, the
12 principal may interrogate the student, without the presence of parent(s)/guardian(s) or legal custodians
13 and without giving the student constitutional warnings.

14 INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

15 If the principal has requested assistance by the police department to investigate a crime involving
16 his/her school, the police shall have permission to interrogate a student suspect in school during school
17 hours. The principal shall first attempt to notify the parent(s)/guardian(s) or legal custodians of the
18 student of the intended interrogation unless circumstances require otherwise. The interrogation may
19 proceed without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her
20 designee shall be present during the interrogation.

21 The use of police women or female staff members is desirable in the interrogation of female students.

22 POLICE-INITIATED INTERROGATIONS

23 If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated
24 crimes committed outside of school hours, the police department shall first contact the principal
25 regarding the planned interrogation, inform him/her of the probable cause to investigate within the
26 school. The principal shall make reasonable effort to notify the parent(s)/guardian(s) or legal
27 custodians of the interrogation unless circumstances require otherwise. The interrogation may proceed
28 without attendance of the parent(s)/guardian(s) or legal custodians. The principal or his/her designee
29 shall be present during the interrogation.

1 SEARCHES BY SCHOOL PERSONNEL

2 In order to ensure a safe and secure learning environment, the Director of Schools shall develop
3 procedures regarding the searching of students' lockers, vehicles, and containers which are consistent
4 with state law. The Director of Schools shall develop additional procedures to ensure compliance with
5 all of the provisions of the School Security Act of 1981.^{1,6}

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

- 10 1. All the following standards of reasonableness must be met:
 - 11 a. A particular student has violated policy;
 - 12 b. The search could be expected to yield evidence of the violation of school policy or
13 disclosure of a dangerous weapon or drug;
 - 14 c. The search is in pursuit of legitimate interests of the school in maintaining order,
15 discipline, safety, supervision and education of students;
 - 16 d. The primary purpose of the search is not to collect evidence for a criminal prosecution;
17 and
 - 18 e. The search shall be reasonably related to the objectives of the search and not
19 excessively intrusive considering the age and sex of the student, (Sex shall be defined as
20 the "immutable characteristics of the person's reproductive system that identify the
21 person as male or female, as determined by anatomy and genetics existing at the time of
22 birth.") as well as the nature of the infraction alleged to have been committed.⁴
- 23 2. A school administrator shall be on-site at any principal-initiated search;
- 24 3. A school administrator shall oversee the search and may end the search at any time; and
- 25 4. If a student is under the age of eighteen (18), the principal must notify the student's parent or
26 guardian within a reasonable time of the search³

27
28
29
30 School officials may conduct hand-held or walk-through metal detector checks of a student's person or
31 personal effects.

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

34 USE OF ANIMALS

35 When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in
36 conducting searches, but the animals shall be used only to pinpoint areas which need to be searched
37 and shall not be used to search the persons of students or visitors.

38 SEARCHES BY POLICE

1 If public health or safety is involved, upon request of the principal who shall be present, police officers
2 may make a general search of students' lockers and desks, or students' or nonstudents' automobiles for
3 drugs, weapons or items of an illegal or prohibited nature.

4 If the principal has received reliable information which he/she believes to be true that evidence of a
5 crime or of stolen goods, not involving school property of members of the school staff or student body,
6 is located on school property and that any search for such evidence or goods would be unrelated to
7 school discipline or to the health and safety of a student or the student body, he/she shall request police
8 assistance; and procedures to obtain and execute a search warrant shall thereafter be followed.

9 Anything found in the course of the search conducted in accordance with this policy which is evidence
10 of a violation of the law or a violation of student conduct standards may be:

- 11 1. Seized and admitted as evidence in any hearing, trial, suspension or dismissal proceeding. It
12 should be tagged for identification at the time it is seized and kept in a secure place by the
13 principal or the principal's designee until it is presented at the hearing. At the discretion of the
14 principal, the items seized may be returned to the parent or guardian of a student or, if it has no
15 significant value, the item may be destroyed, but only with the express written permission of
16 the director of schools.
17
- 18 2. Any seized item may be turned over to any law enforcement officer. Any dangerous weapon or
19 drug as defined in TCA 49-6-4202 shall be turned over to an appropriate law enforcement
20 official after completion of an administrative proceeding at which its presence is reasonably
21 required.

22 Whenever the possibility of uncovering evidence of a criminal nature exists, the principal or his/her
23 designee may request the assistance of a law enforcement officer to:

- 24 1. Search any area of the school premises, any student or any motor vehicle on the school
25 premises; or
26
- 27 2. Identify or dispose of anything found in the course of a search conducted in accordance with
28 this policy.

29 The involvement of law enforcement officials is encouraged when there is reasonable cause to suspect
30 that criminal evidence is about to be uncovered.

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#); [Public Acts of 2026, Chapter No. 1040](#)
4. [TCA 49-6-4205\(b\)](#); [Public Acts of 2026, Chapter No. 938](#)

Cross References

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

5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Hickman County Board of Education

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|--|----------------------------------|---------------------------------|
| Descriptor Term: Student Discrimination/Harassment and Bullying/Intimidation and Cyberbullying | Descriptor Code: 6.304 | Issued Date: 07/07/25 |
| | Rescinds: 6.304 | Issued: 06/02/25 |

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 (including the definition of
4 antisemitism found in policy 4.100), harassment, hazing or any other victimization of students, based on
5 any actual or perceived traits or characteristics, are prohibited.¹

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

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

15 **DEFINITIONS⁴**

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

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

23 Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race,
24 nationality, origin, color, ~~gender~~ sex (Sex shall be defined as the "immutable characteristics of the
25 person's reproductive system that identify the person as male or female, as determined by anatomy and
26 genetics existing at the time of birth.")⁵, age, disability, religion,) that is severe, pervasive, or persistent
27 and creates a hostile environment.

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

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

5 “Hazing” does not include customary athletic events or similar contest or competitions and is limited to
6 those actions taken and situations created in connection with initiation into or affiliation with any
7 organization.⁵

8 **COMPLAINTS AND INVESTIGATIONS**

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

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

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

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

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

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

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

37 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and
38 complete investigation of each alleged incident. All investigations shall be completed and appropriate

1 intervention taken within twenty (20) calendar days from the receipt of the initial report.⁷ If the
2 investigation is not complete or intervention has not taken place within twenty (20) calendar days, the
3 principal/designee shall provide the director of schools with appropriate documentation detailing the
4 reasons why the investigation has not been completed or the appropriate intervention has not taken
5 place.⁷

6 **RESPONSE AND PREVENTION**¹⁰

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

10 A substantiated charge against an employee shall result in disciplinary action up to and including
11 termination. A substantiated charge against a student may result in corrective or disciplinary action up
12 to and including suspension.

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

16 **REPORTS**

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

21 By July 1 of each year, the director of schools/designee shall prepare a report of all of the bullying
22 cases brought to the attention of school officials during the prior academic year. The report shall also
23 indicate how the cases were resolved and/or the reasons they are still pending. This report shall be
24 presented to the board of education at its regular July meeting, and it shall be submitted to the state
25 department of education by August 1.¹²

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

28 **RETALIATION AND FALSE ACCUSATIONS**

29 Retaliation against any person who reports or assists in any investigation of an act alleged in this
30 policy is prohibited. The consequences and appropriate remedial action for a person who engages in
31 retaliation shall be determined by the administrator after consideration of the nature, severity, and
32 circumstances of the act.¹³

33 False accusations accusing another person of having committed an act prohibited under this policy are
34 prohibited. The consequences and appropriate remedial action for a person found to have falsely
35 accused another may range from positive behavioral interventions up to and including suspension and
36 expulsion.¹⁴

Legal References

1. [TCA 49-6-4503\(a\), \(b\)\(3\); 20 USCA §§ 1681 to 1686; Public Acts of 2025, Chapter No. 293](#)
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; Public Acts of 2026, Chapter No. 938](#)
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\(b\)\(10\)](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Instructional Programs 4.100
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 Board of Education

| | | |
|---|-----------------------------------|---------------------------------|
| Descriptor Term: Title IX & Sexual Harassment | Descriptor Code: 6.3041 | Issued Date: 06/02/25 |
| | Rescinds: 6.3041 | Issued: 04/03/23 |

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.¹ Sex shall be defined as the “immutable
4 characteristics of the person’s reproductive system that identify the person as male or female, as
5 determined by anatomy and genetics existing at the time of birth”.² This policy shall cover employees,
6 employees' behaviors, students, and students' behaviors while on school property, at any school-
7 sponsored activity, on school-provided equipment or transportation, or at any official school bus stop in
8 accordance with federal law. This policy shall be disseminated annually to all school staff, students, and
9 parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the
10 grievance process shall not have a conflict of interest against any party of the complaint.³ These
11 individuals shall receive training as to how to promptly and equitably resolve student and employee
12 complaints.³

13 All employees shall receive training on complying with this policy and federal law.⁴

14 **TITLE IX COORDINATOR**⁵

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

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

19 115 Murphree Ave.

20 931-729-3391

21 mike.elkins@hickmank12.org

22 **DEFINITIONS**⁴

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

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

27 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

- 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,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ 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.¹⁰

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.¹¹ If the respondent is an employee, he/she may be placed on
18 administrative leave during the pendency of the grievance process.¹² 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.¹³

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:¹⁴

- 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.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
2 shall be provided to both parties simultaneously.¹⁵

3 **Investigations**¹⁶

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

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

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

16 All investigations shall:

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

1 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
2 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
3 process. At the close of the investigation, a written final report on the investigation will be delivered to
4 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
5 Director of Schools.

6 **Determination of Responsibility**¹⁹

7 The respondent is presumed not responsible for the alleged conduct until a determination regarding
8 responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of evidence
9 standard shall be used in making this determination.²¹

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

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

15 A substantiated charge against a student may result in corrective or disciplinary action up to and
16 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
17 and including termination.

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

21 **APPEALS**²²

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

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

- 28 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 29
- 30 2. Notify the parties in writing.

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

1 RETALIATION²³

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

Legal References

1. [34 CFR § 106.1](#)
2. [34 CFR § 106.8\(b\),\(c\); Public Acts of 2026, Chapter No. 938](#)
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](#)

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
 Student Concerns 6.305
 Reporting Child Abuse 6.409

Hickman County Board of Education

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|--|--|----------------------------------|---------------------------------|
| | Descriptor Term: Use of Emotional Support Dogs | Descriptor Code: 3.218 | Issued Date: 03/03/25 |
| | | Rescinds: | Issued: |

1 General

2 The Hickman County School District recognizes the importance of creating a positive and supportive
3 learning environment for all students, staff members, and visitors. We believe that the presence of a
4 trained dog can provide numerous benefits to our school community, including enhancing the school
5 culture, increasing attendance, and boosting morale among students and staff members. This policy
6 outlines the guidelines for the use of a trained dog in each school in the Hickman County School
7 District.

8 Policy

- 9 1. Each school in the Hickman County School District may have a trained dog on the premises to
10 support the school culture, encourage attendance, and boost morale among students and staff
11 members. There shall be a limit of one dog per school campus.
- 12 2. The dog must be trained and certified by an agency approved by The American Kennel Club as
13 a good citizen.
- 14 3. The dog handler must complete a dog safety training program approved by the school district.
- 15 4. The dog must be current on all vaccinations and have regular check-ups by a licensed
16 veterinarian. The dog must be at least two years of age.
- 17 5. The dog must be clean, well groomed, in good health, and housebroken.
- 18 6. The dog must be on a leash at all times while on school premises.
- 19 7. The dog may only interact with students or staff members with permission from the dog
20 handler and under the supervision of the dog handler or a designated school staff member.
- 21 8. A letter will be sent home for parents and guardians to opt out or alert the school of allergies
22 and to express any concerns regarding the school dog.
- 23 9. The dog handler will be responsible for any damages caused by the dog.
- 24 10. The use of all trained dogs in the Hickman County School System will be managed and
25 overseen by the Coordinated School Health Program. The dog handler must apply to the
26 Principal and Director of Schools for approval and reapply every 3 years. The Director of
27 Schools shall approve each dog on a case by case basis, and provide notification to the Board
28 when approved.

29 Supervision and Care

1 The Handler is solely responsible for the supervision and care of the dog, including any feeding,
2 exercising, and clean up while the animal is in a school building or on school property. The school
3 district is not responsible for providing any care, supervision, or assistance for a trained dog.

4 **Authorized Area(s)**

5 The Handler shall only allow the dog to be in areas in school buildings or on school property that are
6 authorized by Coordinated School Health and shall not be in areas where a parent noted a concern or
7 an allergy.

8 **Insurance**

9 The Hickman County School system provides liability coverage for injuries sustained by the dog
10 through HCSS insurance provider.

11 **Exclusion and Removal from School**

12 A school dog may be excluded from school property and buildings if:

- 13 1. A Handler does not have control of the dog;
- 14 2. The dog is not housebroken;
- 15 3. The dog presents a direct and immediate threat to others in the school; or
- 16 4. The animal's presence otherwise interferes with the educational process. The Handler shall be
17 required to remove the dog from school premises immediately upon such determination by the
18 Principal and/or Director of Schools.

19 **Allergic Reactions**

20 If any student or school employee assigned to a room in which a dog is permitted suffers an allergic
21 reaction, the Handler will be required to remove the animal to a different location.

22 **Conclusion**

23 The use of a trained emotional support dog in the Hickman County, TN school district will provide a
24 positive and welcoming environment for students and staff members, while also complying with all
25 applicable laws and regulations. The district will take all necessary steps to ensure the proper care and
26 training of the dog, as well as provide accommodations for students with disabilities who require the
27 assistance of a Service Dog.

Hickman County Board of Education

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| Descriptor Term: Use of Unmanned Aircraft Systems (Drones) | Descriptor Code: 3.219 | Issued Date: 05/06/24 |
| | Rescinds: 3.219 | Issued: 03/07/22 |

- 1 An unmanned aircraft system (Drone) means a powered, aerial vehicle that:
- 2 1. Does not carry a human operator and is operated without the possibility of direct human
 - 3 intervention from within or on the aircraft;
 - 4
 - 5 2. Uses aerodynamic forces to provide vehicle lift;
 - 6
 - 7 3. Can fly autonomously or be piloted remotely; and
 - 8
 - 9 4. Can be expendable or recoverable.¹

10 **Appropriate Use**

11 Visitors and unsupervised students are prohibited from operating drones on district property. District
12 personnel are authorized to use aerial drones.

13 Staff members, students, coaches, sponsors, or parents representing the district or any of its affiliated
14 clubs shall operate any and all district drones in accordance with this policy and all applicable Federal
15 Aviation laws and regulations such as the FAA Modernization and Reform Act of 2012.² This includes
16 any additional certifications or authorizations that may be required from the Federal Aviation
17 Administration based on the drone's intended use.³

18 The following guidelines must be adhered to by anyone flying a drone on district property:

- 19 1. All drones operating on district property must weigh no more than 55 lbs.
- 20
- 21
- 22 2. Operators must not operate a drone within five (5) miles of any airport without prior
- 23 notification and confirmation from airport authorities.
- 24
- 25 3. Operators must not operate a drone above an altitude of 400 feet above ground level and remain
- 26 clear of surrounding obstacles.
- 27
- 28 4. Operators must maintain safe control and line of sight with the drone during all stages of
- 29 operation.
- 30

- 1 5. Operators must maintain a safe operating distance from crowds and ensure drone operations do
2 not interfere with manned aircraft operations.
3
- 4 6. Data collected by a drone can only be used for hobby (educational) purposes and may not be
5 sold for profit.
6
- 7 7. If there is a plan to fly drones over property that is not owned by the district, the director of
8 schools shall first obtain written permission from the owner of the property at issue. District
9 personnel operating drones on property not owned by the district must adhere to all
10 requirements of this policy.³
11
- 12 8. Operators assume all risk of damage to property and bodily injuries that may occur due to
13 unsafe operation of district owned drones.

14 *Inappropriate Use*

15 Inappropriate use of drones includes, but is not limited to, the following:

- 16 1. Violating any local, state, or federal statutes or regulations;⁴
17
- 18 2. Taking pictures of property or persons without consent;⁵
19
- 20 3. Violating safe operating protocols as defined in drone user manual and classroom guidelines;
21
- 22 4. Failing to follow a district policy while using the district's drone technology or failing to follow
23 any other policies or guidelines established by district administrators or their designees; and
24
- 25 5. Harassing, defined as persistently annoying of another, interfering with another's work,
26 insulting, or attacking others.

27 *Violations*

28 District staff shall monitor for inappropriate use of district drone technology as defined by this policy.
29 Violators may be subject to disciplinary action, up to an including suspension and/or expulsion for
30 students or suspension and/or termination for employees.

Legal References

1. [TCA 39-13-609\(b\)](#)
2. [FAA Modernization and Reform Act of 2012, 49 USCA § 40101; 49 USCA § 44801](#)
3. [FAA Modernization and Reform Act of 2012, 49 USCA § 40101; 14 CFR § 21.1](#)
4. [TCA 39-13-903; TCA 39-14-405](#)
5. [TCA 39-13-903\(a\)\(3\)](#)

Hickman County Board of Education

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| | Descriptor Term: Access to Private Facilities | Descriptor Code: 3.220 | Issued Date: 05/06/24 |
| | | Rescinds: 3.220 | Issued: 03/07/22 |

- 1 Students, employees, or teachers may request reasonable accommodations if they desire greater
- 2 privacy when using multi-occupancy restrooms or changing facilities located in the school building or
- 3 when using multi-occupancy sleeping quarters while attending a school-sponsored activity.¹
- 4 Such requests shall be submitted in writing to the principal, and any appeals regarding the principal's
- 5 decision shall be in accordance with state law.¹
- 6 The Director of Schools shall develop an administrative procedure on access to private facilities.

Legal References

1. [TCA 49-2-803](#)

Hickman County Board of Education

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| | Descriptor Term: Equipment and Supplies Management | Descriptor Code: 3.300 | Issued Date: 05/06/24 |
| | | Rescinds: 3.300 | Issued: 04/04/22 |

1 *General*

2 All equipment and materials placed in school buildings by any group or organization become the
3 property of the Board. The Board reserves the right to transfer property to other schools if the school in
4 which it was originally placed is discontinued or if there is no longer any need for the equipment or
5 materials where originally placed.

6 The director of schools shall develop procedures promoting the useful life of equipment and supplies by
7 establishing a thorough, effective and economical operations and maintenance program and providing
8 adequate insurance coverage. Equipment management shall be in accordance with federal and state
9 laws, regulations and guidelines.¹

10 Each employee of the system shall be responsible for the materials, equipment and supplies assigned to
11 him. In addition, he/she is responsible for the preservation and protection of materials, equipment and
12 supplies not under his/her direct control when such are endangered and when the system employee
13 having direct control is not present or is otherwise unable to act.

14 *Technology*

15 All technology hardware and related technology peripherals must remain within the school to which it
16 has been assigned, except when a principal makes a request to take technology hardware and/or
17 peripherals off campus for a specific school related purpose, and the request is approved by the
18 appropriate supervisor and by the technology coordinator.

Legal References

1. [Tennessee Internal School Funds Manual, Section 4-21 - Section 4-23; 2 CFR § 200.311-315](#)

Cross References

Inventories 2.702

Hickman County Board of Education

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|--|--|-----------------------------------|---------------------------------|
| | Descriptor Term: Use of Phones and Faxes | Descriptor Code: 3.3001 | Issued Date: 05/06/24 |
| | | Rescinds: 3.3001 | Issued: 06/05/22 |

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

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

Hickman County Board of Education

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| | Descriptor Term: Equipment and Supplies: Leasing and Renting | Descriptor Code: 3.301 | Issued Date: 05/06/24 |
| | | Rescinds: 3.301 | Issued: 04/04/22 |

- 1 Equipment and/or supplies shall be lent or rented only with the prior permission of the principal. Parties
2 in whose name the equipment is lent or rented will be responsible for any damage to the equipment.
- 3 Staff members may borrow school equipment and materials at no cost when such use is related to their
4 employment.
- 5 Students may borrow school equipment and materials at no cost when used in connection with their
6 studies or extracurricular activities.
- 7 The general public may rent audio-visual equipment such as movie, filmstrip or public address systems
8 when requested by responsible parties or organizations.
- 9 Staff members borrowing school equipment for personal use will be subject to the same regulations,
10 including fees, as for non-school usage.
- 11 School machinery, vehicles, all vocational-type equipment (e.g., typewriters, sewing machines and shop
12 tools), and cleaning and maintenance equipment are not for personal use by anyone.
- 13 The principal shall establish proper controls to assure the return of all borrowed and rented equipment.
- 14 The Board will approve and periodically review a rental fee for the use of school equipment.

Hickman County Board of Education

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| Descriptor Term: Student Transportation Management | Descriptor Code: 3.400 | Issued Date: 08/05/24 |
| | Rescinds: 3.400 | Issued: 05/06/24 |

1 *General*

2 School buses shall be maintained and operated in accordance with state law and State Board Rules and
3 Regulations.¹

4 Each bus shall be equipped with the phone number for reporting safety complaints. This number shall
5 appear on the rear bumper.² Buses shall also include notice in a conspicuous place that only authorized
6 persons shall enter the bus. This notice shall include appropriate contact information in case of an issue
7 on the bus.³

8 To avoid the financial burden of replacing an aging bus fleet at any one time, the board shall attempt to
9 replace a certain number of buses each year on a rotating basis.

10 All accidents, regardless of the damage involved, must be reported to the transportation supervisor,
11 including incidents in which any part of the bus contacts any other object or vehicle.

12 The director of schools shall develop procedures to ensure compliance with the statutory and
13 regulatory requirements for the transportation program.

14 **SCHOOL BUS DRIVERS**

15 Each school bus driver shall receive a certificate from the Board prior to operating a school bus for the
16 school district. The issuance of a certificate to a school bus driver shall be based on the qualifications
17 of school bus drivers as determined by the Director of Schools.⁴

18 Annually, the Board shall require each school bus driver to have a physical and mental examination.
19 The Board shall revoke the certificate of any school bus driver found to be physically, mentally, or
20 morally unfit to operate a school bus. Additionally, a certificate shall be revoked if the school bus
21 driver is convicted of driving under the influence, vehicular assault, vehicular homicide, aggravated
22 vehicular homicide, or the manufacture, delivery, sale, or possession of a controlled substance or
23 analogue.⁵

24 **TRANSPORTATION SUPERVISOR⁶**

25 The director of schools shall appoint a transportation supervisor for the system. He/she shall be
26 responsible for the monitoring and oversight of transportation services for the district.

27 The transportation supervisor shall complete a student transportation management training program
28 upon appointment. Every year the transportation supervisor shall complete a minimum of four (4)
29 hours of training annually.

1 The director of schools shall ensure that training is completed and provide the state department of
2 education with appropriate documentation.

3 **COMPLAINT PROCESS**⁷

4 The following procedure will govern how students, teachers, staff, and community members shall
5 submit bus safety complaints:

- 6 1. All complaints shall be submitted to the transportation supervisor; and
7
- 8 2. Forms may be submitted in person, via phone, mail, or email.
 - 9 a. Written complaints shall be submitted on forms located on the district's website. In the
10 case of a complaint received via phone, the person receiving the phone call shall be
11 responsible for filling out the form and submitting it to the transportation supervisor.

12 The transportation supervisor shall begin an investigation of all bus safety complaints within twenty-
13 four (24) hours of receipt.

14 Within forty-eight (48) hours of receipt of the initial complaint, the transportation supervisor shall
15 submit a preliminary report to the director of schools. This report shall include:

- 16 1. The time and date the complaint was received;
17
- 18 2. The name of the bus driver;
19
- 20 3. A copy or summary of the complaint; and
21
- 22 4. Any prior complaints or disciplinary actions taken against the driver.

23 Within sixty (60) school days of receiving the initial complaint, the transportation supervisor shall
24 submit a final written report to the director of schools that details the investigation's findings as well as
25 the action taken in response to the complaint.

26 An annual notice of this complaint process shall be provided to parents and students. This information
27 shall be made available in the student handbook.

28 **RECORDKEEPING**⁸

29 The transportation supervisor shall be responsible for the collection and maintenance of the following
30 records:

- 31 1. Bus maintenance and inspections forms;
32
- 33 2. Bus driver credentials, including required background checks, health records to include annual
34 DOT medical/mental examinations on an approved FMCSA Medical Report, Motor Vehicle
35 Reports and performance reviews
36

- 1 3. Driver training records; and
- 2
- 3 4. Complaints received and any records related to the investigation and complaints.

4 **SCHOOL BUS SAFETY RESTRAINT SYSTEMS**

5 The Hickman County Board of Education operates some school buses with three-point lap/shoulder
6 seat restraint systems (and integrated child restraint systems).

7 Use of seat restraint systems shall be mandatory for all student riders on buses equipped with this
8 safety technology.

9 **SEAT RESTRAINT NON-COMPLIANCE**

10 Students who forget to put on their seat restraint will be given a verbal reminder/warning. Students
11 removing their seat restraint during the route or refusing to wear their seat restraint will be issued a
12 written discipline referral. The local school authority will discipline the student in a manner consistent
13 with other safety-related behavioral infractions.

14 **SEAT RESTRAINT TRAINING**

15 The transportation supervisor will conduct annual training for all school bus drivers on the
16 implementation and use of seat restraints.

17 School bus drivers will train students on the proper implementation and use of seat restraints annually
18 at the start of each school year to ensure each passenger is familiar with the operation of seat restraints.
19 The driver will emphasize that each rider remains secured in their seat with their seat restraint fastened
20 at all times during their ride.

21 All students will receive additional instruction on the proper use of seat restraints at least two (2)
22 additional times per year.

23 Bus drivers will instruct students to put on their seat restraints at three time periods:

- 24 1. Morning: When students board the bus, the driver will inform student to buckle up.
- 25
- 26 2. On Route: If a student takes their restraint off (visibly) while riding.
- 27
- 28 3. Afternoon: The driver will walk from the front to the back of the bus one time prior to
29 departure.

30 Note: Drivers and attendants are not responsible (i.e., liable) for students wearing their seat restraints
31 while riding. Drivers and attendants are responsible for instructing students to put on the seat restraint
32 and/or referring the student for discipline if the student refuses to be compliant with seat restraint
33 utilization.

1 SEAT RESTRAINT MALFUNCTION

2 If the seat restraint cannot be disengaged while in use, the driver is required to assist the passenger and,
3 if necessary, cut the belt to relieve the restraint and safely remove the passenger.

4 SCHOOL BUS IDLING POLICY

5 This policy applies to the operation of every district-owned and/or contracted school bus.

6 Rationale: Exhaust from idling school buses can accumulate in and around the bus and pose a health
7 risk to children, drivers and the community at large. Exposure to exhaust can cause lung damage and
8 respiratory problems. Exhaust may exacerbate asthma and existing allergies. Idling buses also waste
9 fuel and financial resources.

10 Purpose: Eliminate unnecessary idling by Hickman County Board of Education school buses
11 (including activity buses) and minimize idling time in all aspects of school bus operation.

12 Guidance:

- 13 1. If there is a wait time of more than fifteen (15) minutes when arriving at a loading/unloading
14 zone to pick up or drop off students, school bus drivers shall turn off their buses as soon as
15 possible to eliminate idling time and reduce harmful emissions. The school bus should not be
16 restarted until it is ready to depart and there is a clear path to exit the pick-up area. Exceptions
17 include conditions that would compromise passenger safety, such as extreme weather, idling in
18 direct traffic, or necessary idling for use of bus safety lights/equipment or wheelchair type lifts.
19
- 20 2. Limit idling time during early morning warm-up to what is recommended by the manufacturer
21 (3-5 minutes) in all but the coldest weather. Exceptions include idling necessary for pre-trip
22 inspection and idling necessary to defrost windows and mirrors for safe operation of the school
23 bus.
24
- 25 3. Buses should not idle while waiting for students during field trips, extracurricular activities, or
26 other events where students are transported off school grounds.
27
- 28 4. In cold weather, schools are directed to provide a space inside the school where bus drivers can
29 wait if they have shut down their bus.
30
- 31 5. In colder weather, if the warmth of the bus is an issue, idling is to be at a very minimum and
32 occur outside the school zone. The “warmed” bus is to enter the school zone as close to pick-up
33 time as possible to maintain warmth and then shut down if there is a wait time of more than
34 fifteen (15) minutes.
35
- 36 6. All currently employed drivers shall receive a copy of this policy and be trained regarding the
37 policy’s requirements. As a part of the onboarding and/or new hire process, all new drivers
38 shall receive a copy of this policy and be trained regarding the policy’s requirements.
39

1 7. Excessive idling by the driver may result in disciplinary action.

2 General Exemptions: The actions outlined in the guidance section above need not apply for the
3 period(s) during which idling is necessary:

4 1. While stopped:

- 5 a. For an official traffic control device;
- 6 b. For an official traffic control signal;
- 7 c. For traffic conditions over which the driver has no control, including, but not limited to,
8 stopped in a line of traffic; or
- 9 d. At the direction of a law enforcement officer;

10

11 2. To ascertain that the school bus is in safe operating condition and equipped as required by all
12 provisions of law, and all equipment is in good working order, either as part of the driver's
13 daily vehicle inspection, or as otherwise needed;

14

15 3. For testing, servicing, repairing, or diagnostic purposes by maintenance staff;

16

17 4. To cool down a turbo-charged diesel engine for turning the engine off, for a period not to
18 exceed 5 minutes (as per the recommendation of the manufacturer);

19

20 5. To operate:

- 21 a. A lift or other piece of equipment designed to ensure safe loading, unloading, or
22 transport of persons with one or more disabilities; or
- 23 b. A heater or an air conditioner of a bus or vehicle that has, or will have, one or more
24 children with exceptional medical needs aboard whose IEP requires such;

25

26 6. To operate defrosters, heaters, air conditioners, or other equipment to ensure the safety or
27 health of the driver or passengers;

28

29 7. To recharge a battery or other energy storage unit of a hybrid electric bus.

30 Additionally, zero emission electric buses are exempt from this policy as they do not emit harmful
31 exhaust while at idle. Non-electric buses may also be exempt from this policy as they do not emit
32 harmful exhaust while at idle. Non-electric buses may also be exempt from this policy in the instance
33 that they are equipped with onboard anti-idling technologies (e.g., fuel operated heaters / direct fired
34 heaters).

Legal References

1. TCA 49-6-2109; TRR/MS 0520-01-05
2. TCA 49-6-2116(d)(3)
3. TCA 49-6-2116(a)-(c)
4. TCA 49-6-2116(d)(1)-(2)
5. TCA 49-6-2116(d)(5)
6. Public Acts of 2024, Chapter No. 548
7. TCA 49-6-2107
8. TCA 49-6-2109 (c) (1); Public Acts of Chapter No. 122

Cross References

Bus Safety and Conduct 6.308
Homeless Students 6.503

Hickman County Board of Education

| | | | |
|--|---|----------------------------------|---------------------------------|
| | Descriptor Term: Scheduling and Routing | Descriptor Code: 3.401 | Issued Date: 05/06/24 |
| | | Rescinds: 3.401 | Issued: 04/04/22 |

1 All school bus routes shall be arranged in such a way as to travel the shortest possible distance from the
2 time the first student is picked up until the trip is complete.

3 The transportation supervisor will be responsible for surveying all bus routes and scheduling bus
4 transportation, including the determination of bus stops and the assignment of students. Deleting or
5 establishing new bus routes is the responsibility of the Board. Bus stops will be reviewed annually by
6 the bus driver and transportation supervisor. Concerns regarding bus stop locations and bus routes
7 should be addressed through the transportation supervisor.

8 Appeals of transportation decisions shall be made to the director of schools. The following procedure
9 will govern how students, teachers, staff, and community members shall submit bus safety complaints:

- 10 1. All complaints shall be submitted to the transportation supervisor; and
- 11
- 12 2. Forms may be submitted in person, via phone, mail, or email.
 - 13 a. Written complaints shall be submitted on forms located on the district's website. In the
14 case of a complaint received via phone, the person receiving the phone call shall be
15 responsible for filling out the form and submitting it to the transportation supervisor.

16 The transportation supervisor shall begin an investigation of all bus safety complaints within twenty-
17 four (24) hours of receipt.

18 Within forty-eight (48) hours of receipt of the initial complaint, the transportation supervisor shall
19 submit a preliminary report to the director of schools. This report shall include:

- 20 1. The time and date the complaint was received;
- 21
- 22 2. The name of the bus driver;
- 23
- 24 3. A copy or summary of the complaint; and
- 25
- 26 4. Any prior complaints or disciplinary actions taken against the driver.

27 Within sixty (60) school days of receiving the initial complaint, the transportation supervisor shall
28 submit a final written report to the director of schools that details the investigation's findings as well as
29 the action taken in response to the complaint.

30 An annual notice of this complaint process shall be provided to parents and students. This information
31 shall be made available in the student handbook.

1 All children living within legal boundaries of Hickman County who are legally enrolled in Hickman
2 County Schools and who are eligible may be transported from their home to school. However, it
3 should be understood that transporting children within one and one-half miles (1-1/2) of a school is
4 done without reimbursement from the State Department of Education and will be continued only as
5 long as it is economically feasible.

6 Students shall not be in transit to and from school more than one and one-half hours each way.¹ Under
7 no circumstances shall students be transported past their assigned school.

8 Where practical, transfers may be made from one bus to another. Both buses shall be present while the
9 transfer is in process, unless the transfer point is a school campus. Leaving students at a home or place
10 of business for transfer shall be permitted only after approval has been obtained from the Board.

11 Bus routes shall not overlap unless necessary to reach some other portion of each respective route or
12 unless overlapping results from the necessity to travel the main highway to school centers. When more
13 than one bus travels a main highway and each bus picks up some students along such routes, each bus
14 shall be assigned a certain portion of the route and all students within this section shall ride the bus to
15 which assigned.

16 Every bus driver, at the beginning of the school year or, in the event that the driver is hired during the
17 school year, at the time of hire, shall be informed of all the policies and procedures in place regarding
18 the transportation of students.²

19 Once the official route is begun, stops shall only be made to take on, discharge or transfer students.
20 Buses are not to stop at stores (or make any other nondesignated stops except for emergencies) when
21 transporting students.

22 No student may exit the bus at a destination other than that student's designated bus stop. The Director
23 may adopt, with the approval of the Board, procedures that would allow a student to exit the school bus
24 at an alternative location. If the Director adopts procedures, such procedures shall include, at a
25 minimum, the following:³

- 26 1. No school bus driver shall require or permit a student to exit the bus in violation of the School
27 System's policies and procedures. The Director shall immediately review the fitness to drive of
28 a driver who permits or requires a student to exit a bus in violation of the School System's
29 policies and procedures.
30
- 31 2. No student shall be allowed to exit the bus at a stop other than the student's regular bus stop
32 unless the student provides the driver with a signed note from the parent or guardian informing
33 the driver of the change in the student's bus stop for the day. The driver shall turn the note
34 over to the principal as soon as practical after the completion of the route.
35
- 36 3. In the event that the driver finds it necessary for a student to exit the bus at a stop other than the
37 student's designated stop in order to preserve the safety of other student passengers or the
38 driver, the driver may remove the offending student from the bus provided that the driver
39 secures the safety of the student for the uncompleted trip.
40

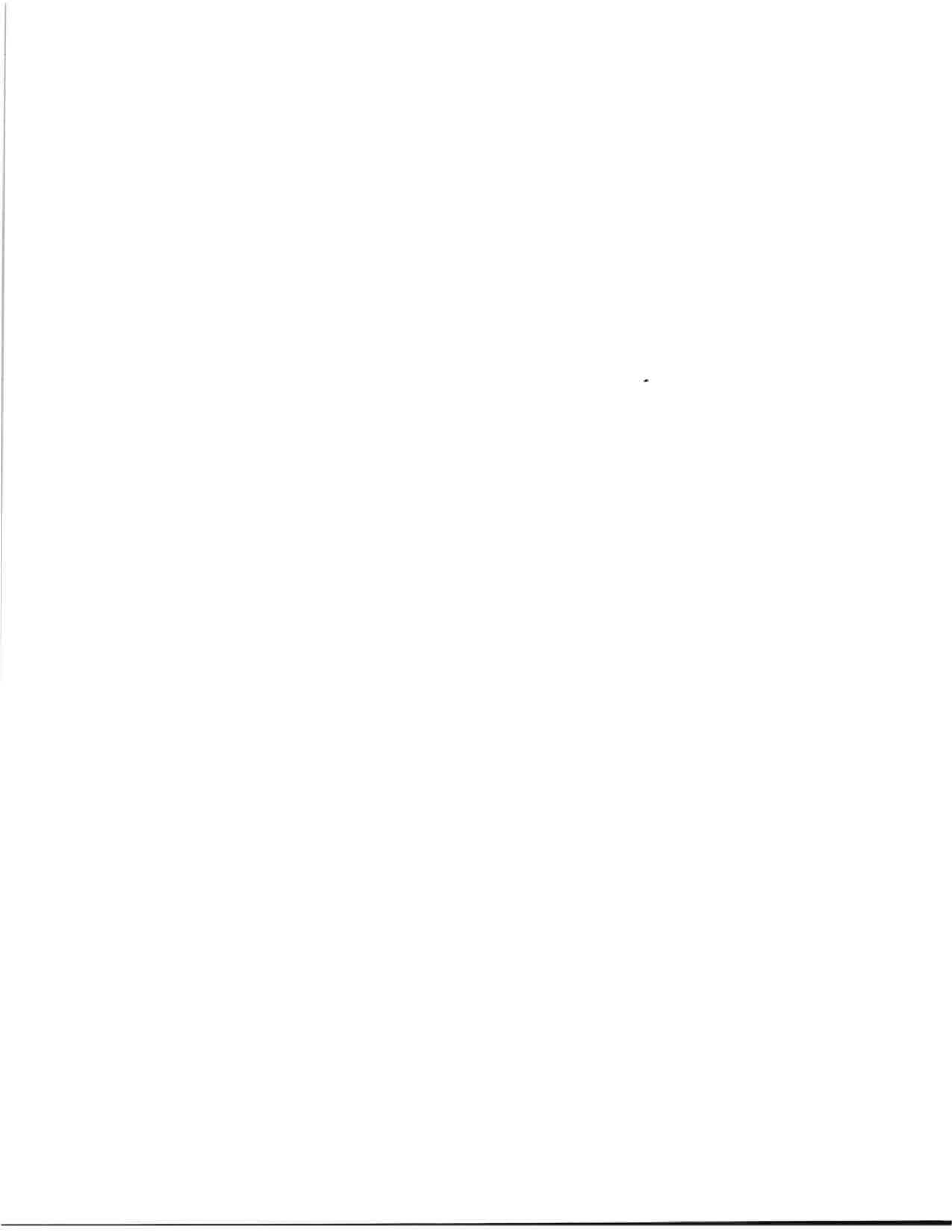
- 1 4. A driver shall report to school authorities as soon as possible, but no later than the end of the
2 route, any student refusing to obey the driver or exiting the bus without the driver's permission
3 at a point other than the student's destination for that trip.⁴
- 4 Students who ride school buses shall attend the school designated unless the Board designates an
5 alternate school. If a parent chooses to send his/her child to another school in the system, the parent
6 must provide transportation to and from that school.

Legal References

1. TCA 49-6-2105
2. TCA 49-6-2118(b)
3. TCA 49-6-2118(a)
4. TCA 49-6-2118(c)-(d)

Cross References

Bus Safety and Conduct 6.308



Hickman County Board of Education

| | | |
|---|----------------------------------|---------------------------------|
| Descriptor Term: Special Use of School Vehicles | Descriptor Code: 3.402 | Issued Date: 05/06/24 |
| | Rescinds: 3.402 | Issued: 04/04/22 |

1 **SCHOOL BUSES**

2 All standard rules of student and driver conduct shall apply to all extracurricular trips.

3 System-owned buses may be used by athletic teams and other school groups, provided such trips are
4 recommended by the principal.

5 The principal will make all transportation arrangements with the director of transportation and the
6 director of schools.

7 The Board shall be reimbursed by the individual school for the use of buses for extracurricular activities.
8 However, the Board may establish special rates for extended trips or in special cases. Forms for reporting
9 extra use of buses will be furnished to each school principal.

10 Only qualified bus drivers duly elected by the Board may drive school buses for extracurricular activity
11 trips during the regular school year.

12 School buses may be used only for the transportation of school personnel on authorized school business.
13 No other individual or group may rent a school bus without written request to the director of schools'
14 office.

15 **BOARD-OWNED VEHICLES**

16 The director of schools shall recommend for board approval a list of Board-owned vehicles to be
17 assigned to positions requiring full-time use. Such use shall be restricted to commuting to and from job-
18 related sites and must comply with IRS requirements, including implications for reporting taxable
19 income. Employees assigned full-time use of Board-owned vehicles shall be on call twenty-four (24)
20 hours a day to perform services required by their job responsibilities. Other than commuting to and from
21 work, use of these vehicles for personal use is prohibited.

Cross References

Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips and Excursions 4.302

Hickman County Board of Education

| | | | |
|--|---|----------------------------------|---------------------------------|
| | Descriptor Term: Traffic and Parking Controls | Descriptor Code: 3.403 | Issued Date: 05/06/24 |
| | | Rescinds: 3.403 | Issued: 04/04/22 |

- 1 The principal of each school shall develop and implement a plan to ensure maximum vehicular and
2 pedestrian safety for his/her campus and shall submit it to the director of schools for approval. The plan
3 shall include a sketch showing various parking areas, traffic flow, areas reserved for school bus loading
4 and unloading; the location of any safety hazards as areas to be avoided by vehicles or students; and
5 dismissal times for car and bus students.
- 6 Students who ride bicycles or drive motor vehicles to school must leave the vehicles parked in designated
7 areas until the end of the school day, unless permission is obtained from the principal to use said vehicle.
- 8 Parking regulations for each school will be developed by the principal and published in the school
9 handbook.

Cross References

Code of Conduct 6.300
Interrogations and Searches 6.303
Suspension/Expulsion/Remand 6.316

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Boys Basketball

Proposed Fundraising Activities: Banner/Tshirt/Score Table

Proposed Uses of Funds Raised: team gear, equipment, & food

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

boys basketball team

Method by which school will receive profit: cash and/or checks

Requested by (Name/Title): Justin Walton/coach Date: 6/22/26

Approved by (Principal): Jana Willis Date: 6-23-26

Approved by (Director of Schools): Nancy Fidwell Date: JUN 24 2026

PROPOSED FUNDRAISING ACTIVITIES

Fund/Account Name: Cheerleading

Proposed Fundraising Activities: Selling Butter Braid

Proposed Uses of Funds Raised: Uniforms, Comp Fees,
Jerseys, Pink out.

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

Method by which school will receive profit: From Butter Braid

Requested by (Name/Title): Tia Overmyer Date: 6/15/26

Approved by (Principal): Jana Willis Date: 6-18-26

Approved by (Director of Schools): Mary Tidwell Date: 6-18-26

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name HCMS Football

Proposed fundraising activities: selling bulldog apparel

Purposed Uses of funds raised

Support Middle School Football Equip, Banquet, etc.

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

Football Team

Method by which school will receive profit currency (cash or check)

Requested by Amanda Mayberry / Assistant Date 6/22/26
Name/Title

Approved by Jina S. Higgins Date 6/22/26
Principal

Approved by Nancy Tidwell Date 6-22-26
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 Hickman County Middle School Girls & Boys Golf

Proposed fundraising activities: We would like to sell sponsorships to businesses, families, etc
by means of hole signs, banners, and social media posts thanking them for their support.

Purposed Uses of funds raised
Uniforms, Tournament Fees, Practice & Training, and Equipment

Expected student involvement (school-wide or specific school organization) Members of the
golf team, their families, and the coaching staff, will ask local businesses and individuals for their
financial support.

Method by which school will receive profit Funds will be made payable via cash or check to
Hickman County Middle School

Requested by Harper Shelton, Girls Golf Coach Date 06/15/2026
Name/Title

Approved by  Date 6/16/24
Principal

Approved by  Date JUN 16 2026
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.

SUPPORT THE FUTURE. BUILD OUR TEAM.

★ HCMS GOLF SPONSORSHIPS ★

The Hickman County Middle School Golf Team is working hard to build a strong program and compete at our best. We need the support of our community to help our student-athletes succeed on and off the course!

EVERY SPONSORSHIP MAKES A DIFFERENCE!



EAGLE SPONSOR \$500

- ✔ Sponsor yard sign displayed at a hole during home matches
- ✔ Large logo featured on team sponsor banner
- ✔ Dedicated social media thank-you video featuring team members
- ✔ Recognition throughout the season on social media



BIRDIE SPONSOR \$250

- ✔ Medium logo featured on team sponsor banner
- ✔ Dedicated Facebook thank-you post
- ✔ Recognition during the season on social media



PAR SPONSOR \$100

- ✔ Small logo featured on team sponsor banner
- ✔ Included in a large season-long thank-you post recognizing all Par Sponsors

FAMILY & FRIENDS — SPONSORSHIPS —



FAMILY SPONSOR \$50

- Name listed on team sponsor banner
- Included in a "Thank You Families" Facebook post



FRIENDS OF HCMS GOLF ANY AMOUNT

Every dollar helps! All supporters will be recognized in a season-long thank-you post.

★ THANK YOU ★

FOR SUPPORTING OUR STUDENT-ATHLETES AND HELPING US BUILD A STRONG FOUNDATION FOR THE FUTURE!

YOUR SUPPORT HELPS PROVIDE:



EQUIPMENT



PRACTICE & TRAINING



TOURNAMENT & TRAVEL EXPENSES



TEAM GEAR



TOGETHER, WE CAN
MAKE A DIFFERENCE!

INTERESTED IN SPONSORING?

- ☎ Contact Harper | 629-333-6408
- ☎ Contact Andrew | 931-996-3506
- 📌 Find us on Facebook @HCMSGolf

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name General Athletics

Account Number 602

Proposed fundraising activities: School on line Store
"BSN"

Purposed Uses of funds raised: Fund General Athletics Account

Expected Student involvement (school-wide or specific school organization): None

Method by which school will receive profit: Cash

Requested by: Carle Moulton / Principal 6-15-24
Name/Title Date

Acknowledge by: [Signature] 6/15/24
Bookkeeper Date

Approved by: [Signature] 6-15-24
Principal Date

Approved by: Marcy Tidwell JUN 16 2026
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



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

Fund/Account Name EHHS cheer

Account Number 1014

Proposed fundraising activities: double good

Purposed Uses of funds raised: check account

Expected Student involvement (school-wide or specific school organization): Cheerleaders (19)

Method by which school will receive profit: check via mail from Double Good

Requested by: Rebecca Campbell
Name/Title

6/15/20
Date

Acknowledge by: [Signature]
Bookkeeper

6/15/20
Date

Approved by: [Signature]
Principal

6-15-20
Date

Approved by: Marcy Tidwell
Director of Schools*

JUN 16 2020
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.



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

*(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)*

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: EHHS Eagles Soccer

DATE OF PROPOSED FUNDRAISING 7/11/2026

PROPOSED FUNDRAISING ACTIVITY: Car Wash

PROPOSED USES OF FUNDS RAISED: Supplies

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Wendell Gordon DATE 6/8/2026

REVIEWED BY Cayle Montto DATE 6/9/26

APPROVED BY Mary Fidele DATE 6-10-26

ggw

PROPOSED FUNDRAISING ACTIVITIES



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

Fund/Account Name Boys Basketball

Account Number _____

Proposed fundraising activities: June calendar

Purposed Uses of funds raised: to help support Boys Basketball Program

Expected Student involvement (school-wide or specific school organization): Boys Basketball team

Method by which school will receive profit: Cash/Check

Requested by: Zach Holt
Name/Title

6/1/2026
Date

Acknowledge by: [Signature]
Bookkeeper

6/1/26
Date

Approved by: [Signature]
Principal

6/1/26
Date

Approved by: [Signature]
Director of Schools*

6-8-26
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.



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ.,
OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY
FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A
MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL
SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: East Hickman 1st and Goal Football Booster Club

DATE OF PROPOSED FUNDRAISING 7/1/20 - 12/31/20

PROPOSED FUNDRAISING ACTIVITY: Raffle for home games. We plan to get donations from local businesses and use part of the proceeds to have raffle items that we will raffle at each home game with large ticket item to be drawn and given out at the last game.

PROPOSED USES OF FUNDS RAISED: funds raised will go to support the EHS football team - meals, uniforms, equipment, facilities, or other needs of the team.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Sarah Lawett DATE 5/20/20 *ggw*
Signature/Title

REVIEWED BY Cayle Moulth DATE _____
School Principal/Designee

APPROVED BY Nancy Tidwell DATE 6-1-20
Director of Schools/Designee



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ.,
OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY
FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A
MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL
SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: East Hickman 1st and 6th Grade Football Booster Club

DATE OF PROPOSED FUNDRAISING 7/1/26 - 12/30/26

PROPOSED FUNDRAISING ACTIVITY: Seeking sponsorships from local businesses by asking for donations of money or to volunteer to provide pre-game meals for the EHS football team. Also, getting "sponsorships" through membership fees in the booster club and priority parking passes for home games.

PROPOSED USES OF FUNDS RAISED: We are going to use the funds to support the EHS football team by providing pre game meals, equipment, helping with costs to improve facilities, uniforms, and other miscellaneous team needs.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Janah Barrett / President DATE 5/20/26 *JBW*

REVIEWED BY [Signature] DATE _____
School Principal/Designee

APPROVED BY Marcy Fawell DATE 6-1-26
Director of Schools/Designee



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

IN COMPLIANCE WITH SCHOOL BOARD POLICY 2.404 AND TCA SECTION 49-2-601 ET SEQ., OUR SCHOOL SUPPORT ORGANIZATION SUBMITS THIS PROPOSED FUNDRAISING ACTIVITY FOR THE DIRECTOR'S APPROVAL. WE REALIZE THAT THE DIRECTOR SHALL CONSIDER, AT A MINIMUM, THE FOLLOWING WHEN APPROVING OR DENYING A REQUEST BY A SCHOOL SUPPORT ORGANIZATION TO ENGAGE IN A FUNDRAISING ACTIVITY:

- 1) Whether the fundraising activity, as scheduled, conflicts with the fundraising activity of the school district or an individual school within the district, and
- 2) Whether the fundraising activity is consistent with the goals and mission of the school and/or the school district.

The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: East Hickman 1st and Goal Football Booster Club

DATE OF PROPOSED FUNDRAISING 7/1/26 - 12/30/26

PROPOSED FUNDRAISING ACTIVITY: Selling Concession at the home games and events

PROPOSED USES OF FUNDS RAISED: funds raised will go to support the EHS Football team - meals, uniforms, equipment, facility, or other needs of the team

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY Jacob Garrett DATE 5/20/26
Signature/Title

REVIEWED BY Cayle Worth DATE _____
School Principal/Designee

APPROVED BY Marcy Tidwell DATE 10-1-26
Director of Schools/Designee

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 Golf

Account Number _____

Proposed fundraising activities: Putt-a-thon Fundraiser

Players will putt 40 putts at 4 feet away from the hole. They will collect pledges or flat donations.

Purposed Uses of funds raised: _____

The funds will be used to purchase team uniforms, pay for matches and tournaments, buy any items the team needs such as balls, tees, drinks, ball markers, etc.

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

This fundraiser will only affect the golf team.

Method by which school will receive profit: Cash or check

Requested by: Valerie King EHHS Assistant Golf Coach 5/25/2026
Name/Title Date

Acknowledge by: JGN 5/26/26
Bookkeeper Date

Approved by: C. L. Moulth 5-27-26
Principal Date

Approved by: Nancy Stowell 6-1-26
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.



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

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ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 7-24-26

PROPOSED FUNDRAISING ACTIVITY: Annual Fish Fry with Silent/live Auction. We will sell fish plates and have a silent/live auction. We will sell apparel and parking spaces.

PROPOSED USES OF FUNDS RAISED: Provide equipment, meals and needs for the team throughout the year.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY [Signature]
Signature/Title

DATE 6-4-26

REVIEWED BY [Signature]
School Principal/Designee

DATE 6-10-26

APPROVED BY [Signature]
Director of Schools/Designee

DATE JUN 16 2026



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
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ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 6-15-26

PROPOSED FUNDRAISING ACTIVITY: Dog bone fundraiser - players will fill their dog bone paper with \$20 sponsors to pay for their player package.

PROPOSED USES OF FUNDS RAISED: Funds will purchase shirts, shorts hoodies, sweatpants, backpacks for each player.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY [Signature]
Signature/Title

DATE 6-5-26

REVIEWED BY [Signature]
School Principal/Designee

DATE 6-10-26

APPROVED BY [Signature]
Director of Schools/Designee

DATE JUN 16 2026



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

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The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 6-15-26 through out football season
ending approx 12-1-26

PROPOSED FUNDRAISING ACTIVITY:
Selling Program Ads for program to sell @ games.
Selling banners for sponsorships to hang on fence.
Selling parking spaces to park near field

PROPOSED USES OF FUNDS RAISED: Provide equipment, meals and
Needs for the football team throughout the year.

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY B. Craft
Signature/Title

DATE 6-5-26

REVIEWED BY Robyn Emerson
School Principal/Designee

DATE 6-10-26

APPROVED BY Mary Tidwell
Director of Schools/Designee

DATE JUN 16 2026



SCHOOL SUPPORT ORGANIZATIONS PROPOSED FUNDRAISING ACTIVITIES

(Pursuant to Section 49-2-604, TCA,
To be submitted prior to scheduling any fundraising activity.)

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The undersigned submits that this fundraising activity is consistent with the goals and mission of the school and/or the school district, as well as the organization's mission, goals, and objectives.

ORGANIZATION: HCHS Quarterback Club

DATE OF PROPOSED FUNDRAISING 6-18-25

PROPOSED FUNDRAISING ACTIVITY: Annual Tristan James Memorial Workout and Parents Breakfast.
This is not a fundraiser. It is a gathering during practice to remember Tristan James and feed the players breakfast after practice.

PROPOSED USES OF FUNDS RAISED:

OTHER COMMENTS/CONSIDERATIONS RELATED TO THE FUNDRAISER:

REQUESTED BY [Signature]
Signature/Title

DATE 6-5-26

REVIEWED BY [Signature]
School Principal/Designee

DATE 6-10-26

APPROVED BY [Signature]
Director of Schools/Designee

DATE 6-16-26



Debbie Breece <debbie.breece@hickmank12.org>

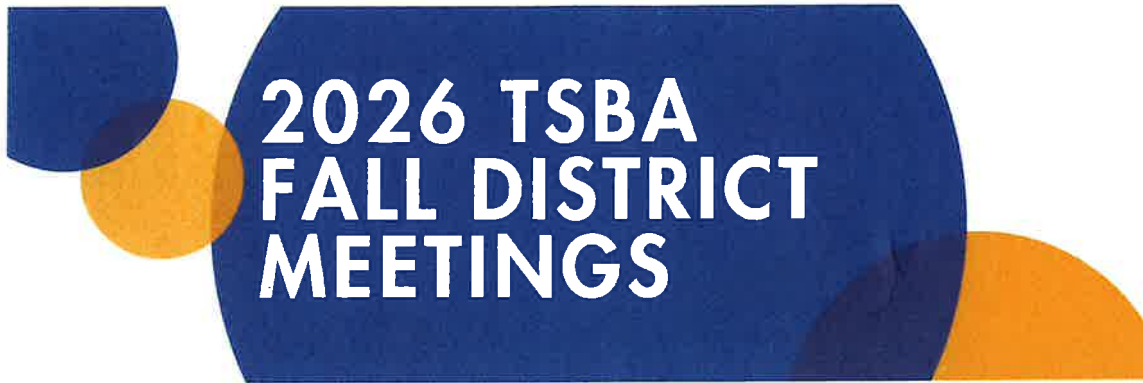
TSBA 2026 Fall District Meetings: Don't Miss Out

1 message

TSBA <communications@tsba.net>
Reply-To: TSBA <communications@tsba.net>
To: debbie.breece@hickmank12.org

Wed, Apr 8, 2026 at 11:30 AM

TSBA 2026 Fall District Meetings



Please join us in August/September for the TSBA Fall District Meetings. We have developed an engaging and informative session where participants will discuss topics for the 2027 legislative session. During the "Ignite Session" there will be fast-paced style presentations on key issues, providing insights and sparking discussions to drive impactful decision-making.

Registration and reception, provided with food and drinks, will begin at 4:30 p.m. Meeting will be from 5:00-7:00 p.m. Click below for a detailed meeting agenda.

[**Download The Agenda**](#)

Registration Fee:

\$75 per person.

Locations/Dates:

- **Delta** – Tipton County; Covington Middle School – August 31, 2026
- **Northwest** – Dyersburg; Dyersburg Middle School – September 1, 2026
- **Upper Cumberland** – Overton County; Livingston Academy – September 3, 2026
- **Southwest** – Henderson County; Lexington High School – September 8, 2026
- **Southeast** – Dayton; Dayton City School – September 10, 2026
- **Northeast** – Greeneville; The General Morgan Inn – September 14, 2026
- **East** – Union County; Horace Maynard Middle School – September 15, 2026
- **South Central** – Lawrence County; E.O. Coffman Middle School – September 17, 2026
- **Mid Cumberland** – Lebanon Special; Jones Brummett Elementary School – September 24, 2026

Register Online 

Once registration has been confirmed, TSBA will send your system an invoice. Cancellations must be emailed to the TSBA Director of Finance and Member Services at bweinstein@tsba.net two weeks prior to the event to receive a refund. For any registration questions, please contact TSBA at registrar@tsba.net or call 615-815-3900.

We look forward to seeing you at this year's Fall District Meetings!

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You are receiving this email because you are a TSBA member, or have been added to our directory list.

Our mailing address is:

TSBA
525 Brick Church Park Dr
Nashville, TN 37207-3219

[Add us to your address book](#)

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#)



Debbie Breece <debbie.breece@hickmank12.org>

2026 TSBA Leadership Conference and Annual Convention

1 message

Brittany Weinstein <bweinstein@tsba.net>
To: Brittany Weinstein <bweinstein@tsba.net>
Cc: Claire Kastelic <ckastelic@tsba.net>

Tue, May 12, 2026 at 10:45 AM

Good morning,

Please read this email in its entirety, as it explains the process for our Leadership Conference and Annual Convention registration.

We will be opening registration for our 2026 Leadership Conference and Annual Convention on **Wednesday, May 13 at 9:00 a.m. CST**. There will be an e-blast sent to our membership outlining all events. After you register, you will receive a confirmation email. However, our room block at the Gaylord Opryland Resort and Convention Center will not open until **Friday, May 15 at 9:00 a.m. CST**. You will not be able to make reservations before that date. The TSBA portal may run a little slower than normal with everyone logging into register so please be patient.

To make room reservations, you will need to complete the sub-block form (which will be sent out Friday morning). Please note, Sub-block forms are required if you will be using the same method of payment to cover all nights of all rooms being booked. Whether you are paying by check or by credit card, the sub-block form is needed to process payment that will not be present upon arrival. You will not be able to call-in to make your room reservations. For those board members who will be paying individually for their rooms, a link will also be sent. You will only be able to make room reservations for the people who are registered for the conference through TSBA. For those who will have new board members, please go ahead and register the outgoing board members so you can make a room reservation. After the new members are elected/sworn in, we can swap out the names on their registrations and change their names on the room reservations.

The Leadership Conference agenda and Convention Schedule are attached. When registering, you will have the following options to select:

- Leadership Conference (Thursday, November 5 – Friday, November 6) - \$250; includes breakfast on Friday Morning (this event counts towards required board member training for 2026-2027)
- Pre-Convention Workshop (Friday, November 6) - \$100; this year, we have combined the workshops into one option
- Annual Convention (Friday, November 6 – Sunday, November 8) - \$450; includes general sessions, the exhibit hall, clinic sessions, Saturday and Sunday Breakfast, and Saturday Lunch
- Delegate Assembly (Saturday, November 7) - \$0; the 2026 Delegate Assembly Allowance sheet is attached. This will tell you how many delegates your system gets based on 2024-2025 enrollment numbers
- Board Secretaries' Workshop (Saturday, November 7) - \$0

If you have any questions, please let me know. We are excited to see everyone at Convention!

Brittany (Massey) Weinstein

Director of Finance and Member Services

Tennessee School Boards Association

525 Brick Church Park Drive

Nashville, TN 37207

Phone: (615) 815-3908



OPENING DOORS
UNLOCKING POTENTIAL

Tennessee School Boards Association
2026 Annual Convention Schedule
Gaylord Opryland Resort and Convention Center

Thursday, November 5

12:00-6:30 p.m. Registration
2:00-6:00 p.m. Leadership Conference

Friday, November 6

7:00 a.m.-6:15 p.m. Registration
7:15-8:15 a.m. Leadership Conference Breakfast
8:30-11:30 a.m. Leadership Conference
11:30 a.m. Lunch (*on your own*)
11:30 a.m.-4:00 p.m. TSBA Trade Show/Reception
1:15-3:15 p.m. Pre-Convention Legal and Advocacy Workshop
3:15-4:00 p.m. Networking Session
4:15-5:45 p.m. Opening General Session

Speaker: Willie Spears

Saturday, November 7

7:00 a.m.-5:00 p.m. Registration
7:00-10:30 a.m. TSBA Trade Show Open
7:00-8:15 a.m. TSBA Trade Show and Networking Session Breakfast
8:30-9:30 a.m. Clinic Session A
9:45-10:15 a.m. TSBA Trade Show Door Prizes
10:30-11:30 a.m. Clinic Session B
11:45 a.m.-1:15 p.m. Awards Ceremony and Convention Luncheon
1:45-2:45 p.m. Clinic Session C
3:15-4:45 p.m. Delegate Assembly
3:15-4:45 p.m. Board Secretaries' Workshop

Sunday, November 8

7:00-10:00 a.m. Registration
7:15-8:15 a.m. Convention Breakfast
8:30-9:45 a.m. Closing General Session

Speaker: Mark Perna

9:45 a.m. Adjourn

TSBA Leadership Conference
November 5-6, 2026
Gaylord Opryland Resort and Convention Center
AGENDA

November 5, 2026

| | | |
|-----------|---|---|
| 2:00 p.m. | Welcome and Introductions | David Baker, TSBA President, Hardin County |
| 2:01 p.m. | Enhancing Public Confidence Through Exceptional Service and Strong Leadership | Nathaniel Provencio, Consultant |
| 3:30 p.m. | BREAK | |
| 4:00 p.m. | Enhancing Public Confidence Through Exceptional Service and Strong Leadership | |
| 5:00 p.m. | Leadership and Student Success Through the Tiger Tutoring Program | Hardin County |
| 5:30 p.m. | Board and Superintendent Leadership in Elevating District Image and Career-Ready Pathways | Jackson-Madison County |
| 5:58 p.m. | Announcements | |
| 6:00 p.m. | Adjourn | |

November 6, 2026

| | | |
|----------------|--|--|
| 7:15-8:15 a.m. | Leadership Conference Breakfast | |
| 8:30 a.m. | Welcome and Introductions | David Baker |
| 8:31 a.m. | Becoming the Ultimate Board Member & Framing Your Leadership Legacy | Derek Young, Consultant |
| 9:45 a.m. | BREAK | |
| 10:15 a.m. | Data Counts: Using Data to Drive Leadership Decisions | Nolan Combs, TSBA Director of Government Relations |
| 10:45 a.m. | Board Leadership Trivia | Ben Torres, TSBA Assistant Executive Director & General Counsel |
| 11:25 a.m. | Wrap Up | David Baker |
| 11:30 a.m. | Adjourn | |

MEMORANDUM

TO: All County Officials and Department Heads

FROM: Jim Bates, County Mayor



DATE: January 9, 2026

RE: Trave Reimbursement Rates

The State of Tennessee has made some changes regarding travel rates. The following travel reimbursement rates are now in effect until further notice

The **Milage Reimbursement Rate** will go up to \$0.725 a mile.

Current **Lodging Rates** are **\$110.00** with the exceptions of the counties listed:

Williamson: \$130.00

Hamilton: \$117.00

Knox: \$119.00

Shelby: \$129.00

Davidson (Nashville)

September-October: \$ 248.00

November-August: \$217.00

***(See attached Lodging breakdown for more information)**

The rate of **Reimbursement for Meals** while traveling inside the State of Tennessee is now **\$68.00** with the exceptions of counties listed:

Williamson: \$86.00

Hamilton: \$74.00

Knox: \$74.00

Davidson: \$86.00

***(see attached Meals & Incidentals breakdown for more information)**

These rates took effect **January 1, 2026** and will remain until the State of Tennessee revises their policy. There are other rate changes pertaining to travel outside of the state.



Meals and incidental expenses (M&IE) rates and breakdown



The M&IE total is the full daily amount for a single calendar day when that day is neither the first nor last day of travel. The amount received on the first and last day of travel equals 75% of the M&IE total. See [M&IE breakdowns](#) for information related to the individual meal amounts.

Filter results... **75%**

| Primary destination | County | M&IE total | Breakfast | Lunch | Dinner | Incidental expenses | First and last day of travel |
|----------------------|---|------------|-----------|-------|--------|---------------------|------------------------------|
| Standard Rate | Applies for all locations without specified rates | \$68 | \$16 | \$19 | \$28 | \$5 | \$51.00 |
| Brentwood / Franklin | Williamson | \$86 | \$22 | \$23 | \$36 | \$5 | \$64.50 |
| Chattanooga | Hamilton | \$74 | \$18 | \$20 | \$31 | \$5 | \$55.50 |
| Knoxville | Knox | \$74 | \$18 | \$20 | \$31 | \$5 | \$55.50 |
| Memphis | Shelby | \$74 | \$18 | \$20 | \$31 | \$5 | \$55.50 |
| Nashville | Davidson | \$86 | \$22 | \$23 | \$36 | \$5 | \$64.50 |