

GCSSD Board of Trustees Regular Meeting
February 13, 2025 6:30 PM
Spring Hill School Library

Mission Statement: "The Gibson County Special School District provides learning experiences through which every student will be well prepared for their life, education, and career."

1. PLEDGE OF ALLEGIANCE

2. CALL TO ORDER

3. ROLL CALL

4. CONSENT AGENDA

4.A. ALC Report

4.B. Bullying/Harassment Report

4.C. Finance Reports

4.D. Funding Applications

4.E. Juvenile Court Referrals

4.F. Maintenance/Technology Reports

4.G. Minutes Approval

4.H. Overnight Field Trips

4.I. Policy Revisions - Second Readings

5. RECOGNITION

6. PUBLIC COMMENT

7. REGULAR AGENDA

7.A. School Data Presentations

7.B. TISA Outcomes Funding

7.C. Emergency and Visitor Management

7.D. Policy Revisions

8. DIRECTOR'S REPORT

8.A. SCOPE Conference

9. ADJOURN

North GC current

School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
Dyer	7	90 Days ALC	"catfishing", showing pics to many	4/16/2024	no appeal	2nd offense this year	
Dyer	7	60 Days ALC	"catfishing", showing pics to many	4/16/2024	no appeal		
Dyer	7	60 Days ALC	multiple offenses	4/22/2024	no appeal	2nd offense this year	
Dyer	7	180 Days ALC	shoot you up threat	4/22/2024	90 days		
Yorkville	7	180 Days ALC	shoot up school threat	4/22/2024	90 days		
Dyer	7	30 Days ALC	distracted SRO/tried to grab gun	4/30/2024		jokingly/trying to be funny	
Dyer	7	180 Days ALC	zero tolerance/gun threats	8/12/2024	90 days		
GCHS	9	20 Days ALC	drops of alcohol in possession	8/15/2024			
Dyer	8	Time extended March 11	sending racial, sexual implications	9/6/2024		3rd offense/this was in the ALC	
Rutherford	7	45 Days ALC	threat to teacher, multiple infractions	9/19/2024			
GCHS	10	180 Days ALC	zero tolerance, THC	10/30/2024	90 days		
GCHS	12	180 Days ALC	zero tolerance, under influence	10/30/2024	90 days		
GCHS	10	180 Days ALC	zero tolerance, THC	11/14/2024	90 days		
Dyer	8	pending manifestation	multiple offenses	1/28/2025		parents requested testing	
South GC current							
School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
SGCMS	7	180 Days ALC	zero tolerance, under influence	11/3/2024			
SGCHS	11	180 Days ALC	zero tolerance, under influence	1/11/2024		appeal granted 8/23/2024	
SGCHS	11	180 Days ALC	zero tolerance, under influence	1/26/2024	90 days	appeal granted 8/23/2024	
SGCMS	8	90 Days ALC	gun threat to teacher, school	2/9/2024			
SGCMS	8	83 Days ALC	sucker punch on bus, assault charge	3/19/2024			
SGCHS	10	60 Days ALC	under influence, not taken at school	4/11/2024			
SGCMS	6	70 Days ALC	gun threat off campus, fireworks on	4/15/2024			
SGCMS	8	30 Days ALC	belt buckle/small knife showing	7/23/2024			
SGCHS	9	34 Days ALC	showing inappropriate pics	8/16/2024			
SGCHS	12	ALC until spring break	student threats and multiple violations	8/23/2024			
SGCHS	10	180 Days ALC	zero tolerance, under influence	8/29/2024	90 days		
SGCMS	7	38 Days ALC	student threat	9/23/2024			
SGCMS	5	25 Days ALC/20 Days ISS	multiple student threats	9/23/2024		appealed - 12 days ALC/33 days ISS	
SGCHS	9	34 Days ALC	multiple skipping class, out of area	10/28/2024			
SGCMS	7	34 Days ALC	student threat	10/28/2024			
SGCHS	9	34 Days ALC	multiple skipping class, out of area	10/28/2024			
SGCHS	9	remainder of school yr	under influence, not taken at school	11/18/2024		had just finished ALC a month ago	
SGCHS	9	180 Days ALC	student above, ran from campus	11/21/2024		extended time to 180 days and no appeal	
SGCHS	10	180 Days ALC	under influence, refused drug screen	12/12/2024	90 days		

North GC for the year							
School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
Dyer	7	180 Days ALC	zero tolerance, gun threats	8/12/2024	90 days		
GCHS	9	20 Days ALC	drops of alcohol in possession	8/15/2024			
Dyer	8	Time extended March 11	racial, sexual implications	9/6/2024		3rd offense/this was in ALC	
Rutherford	7	45 Days ALC	threat to teacher, multiple infractions	9/19/2024			
GCHS	10	180 Days ALC	zero tolerance, THC	10/30/2024	90 days		
GCHS	12	180 Days ALC	zero tolerance, under influence	10/30/2024	90 days		
GCHS	10	180 Days ALC	zero tolerance, THC	11/14/2024	90 days		
Dyer	8	pending manifestation	multiple offenses	1/28/2025		parents requested testing	
South GC for Year							
School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
SGCMS	8	30 Days ALC	belt buckle/small knife/showing	7/23/2024	none		
SGCHS	9	34 Days ALC	showing inappropriate pics	8/16/2024			
SGCHS	12	ALC until spring break	student threats and multiple violations	8/23/2024			
SGCHS	10	180 Days ALC	zero tolerance, under influence	8/29/2024	90 days		
SGCMS	7	38 Days ALC	student threat	9/23/2024			
SGCMS	5	25 Days ALC/20 Days ISS	multiple student threats	9/23/2024		appealed - 12 days ALC/33 days ISS	
SGCHS	9	34 Days ALC	multiple skipping class, out of area	10/28/2024			
SGCMS	7	34 Days ALC	student threat	10/28/2024			
SGCHS	9	34 Days ALC	multiple skipping class, out of area	10/28/2024			
SGCHS	9	remainder of school yr	under influence, not taken at school	11/18/2024		had just finished ALC a month ago	
SGCHS	9	180 Days ALC	student above, ran from campus	11/21/2024		extended time to 180 days and no appeal	
SGCHS	10	180 Days ALC	under influence, refused drug screen	12/12/2024			

HARASSMENT/BULLYING REPORT

January 6, 2025 to January 31, 2025

NOTE: Totals YTD column represents the cumulative # of incidents' reported thus far.

	VERBAL INCIDENT	WRITTEN INCIDENT	TECHNOLOGY INCIDENT	PHYSICAL INCIDENT	TOTALS For Month	TOTALS YTD	Previous Year Total
DYER	0	0	0	0	0	2	21
GCHS	0	0	0	0	0	1	2
KENTON	0	0	0	0	0	0	0
SGCES	0	0	0	0	0	3	0
SGCMS	0	0	0	0	0	3	1
RUTHERFORD	0	0	0	0	0	0	0
SGCHS	0	0	0	0	0	0	1
SPRING HILL	1	0	0	0	1	1	1
YORKVILLE	0	0	0	0	0	0	0

VERBAL OR WRITTEN (classified as one of the following)

- Name calling
- Threatening
- Taunting/ridiculing
- Demeaning comments

TECHNOLOGY (classified as)

- Facebook Posting
- Instagram Pic
- Phone Texting
- Twitter Messages
- Snap Chat

PHYSICAL (classified as one of the following)

- Hitting/kicking/shoving/pushing
- Inappropriate touching
- Staring/Stalking
- Spitting

**Gibson County Special Schools
Bank Account Check Listing By Date**

Run At: 2/3/2025 9:15 AM
Run By: Amy Santaniello
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Bank Account: Security Bank Vendor (Fund 141)

Account Number: 00000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
63265	1/3/2025	Area Wide Communications	Vendor	Outstanding	\$331.66
63266	1/3/2025	Asms	Vendor	Outstanding	\$761.75
63267	1/3/2025	At&t Wireless	Vendor	Outstanding	\$185.41
63268	1/3/2025	Br Supply, Inc.	Vendor	Outstanding	\$5,652.64
63269	1/3/2025	Carrier Enterprise, LLC	Vendor	Outstanding	\$90.37
63270	1/3/2025	Eddie Pruett	Vendor	Outstanding	\$125.00
63271	1/3/2025	Gibson Connect, LLC	Vendor	Outstanding	\$4,212.50
63272	1/3/2025	Gibson County Federal Accounts	Vendor	Outstanding	\$361,641.53
63273	1/3/2025	Gibson County High School	Vendor	Outstanding	\$1,586.00
63274	1/3/2025	StaffEZ Facility Services	Vendor	Outstanding	\$127,137.00
63275	1/3/2025	Verizon Wireless	Vendor	Outstanding	\$498.08
63276	1/3/2025	Victory 93.7 Wtkb Fm	Vendor	Outstanding	\$200.00
63277	1/6/2025	Capital One	Vendor	Outstanding	\$49.88
63278	1/6/2025	City Lumber Company	Vendor	Outstanding	\$393.69
63279	1/6/2025	ENA Services	Vendor	Outstanding	\$212.72
63280	1/6/2025	Epperson & Epperson Equipment	Vendor	Outstanding	\$2,078.00
63281	1/6/2025	Ferguson Enterprises	Vendor	Outstanding	\$63.98
63282	1/6/2025	FILEWAVE	Vendor	Outstanding	\$5,856.00
63283	1/6/2025	Gibson Connect, LLC	Vendor	Outstanding	\$511.12
63284	1/6/2025	Local Government Data Processing Corp	Vendor	Outstanding	\$126.56
63285	1/6/2025	Master Medical Equipment	Vendor	Outstanding	\$115.00
63286	1/6/2025	PCS	Vendor	Outstanding	\$5,988.00
63287	1/6/2025	Quill	Vendor	Outstanding	\$45.28
63288	1/6/2025	Superior Vision Services, Inc	Vendor	Outstanding	\$1,856.60
63289	1/6/2025	Tennessee Bureau of Investigation	Vendor	Outstanding	\$350.00
63290	1/6/2025	Trane U.S. Inc	Vendor	Outstanding	\$723.32
63291	1/6/2025	TSBA	Vendor	Outstanding	\$400.00

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 00000200379
GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
63292	1/6/2025	U.S. Bank	Vendor	Outstanding	\$450.00
63293	1/6/2025	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$4,100.05
63294	1/6/2025	Volunteer Technology Systems	Vendor	Outstanding	\$4,971.74
63295	1/6/2025	Wells Fargo Financial Leasing	Vendor	Outstanding	\$399.00
63296	1/7/2025	Anthony Bogue	Vendor	Outstanding	\$30.00
63297	1/7/2025	Fortify Building Solutions	Vendor	Outstanding	\$5,972.67
63298	1/7/2025	Jeremy Tate	Vendor	Outstanding	\$85.76
63299	1/7/2025	Kelly K. Samantha	Vendor	Outstanding	\$324.28
63300	1/7/2025	Ezra F Leslie	Vendor	Outstanding	\$221.10
63301	1/7/2025	Quill	Vendor	Outstanding	\$47.99
63302	1/7/2025	Terri Mcdaniel	Vendor	Outstanding	\$129.31
63303	1/7/2025	The Gallery Collection	Vendor	Outstanding	\$75.06
63304	1/7/2025	Workcare Resource Inc,	Vendor	Outstanding	\$90.00
63305	1/7/2025	Ace Building Center	Vendor	Outstanding	\$14.95
63306	1/7/2025	Baylee Goff	Vendor	Outstanding	\$98.00
63307	1/7/2025	Hci Supply	Vendor	Outstanding	\$27.22
63308	1/7/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$11.97
63309	1/7/2025	Jackson Restaurant Supply, Inc.	Vendor	Outstanding	\$43.35
63310	1/7/2025	Modern Telephone Systems	Vendor	Outstanding	\$252.50
63311	1/7/2025	Quill	Vendor	Outstanding	\$215.94
63312	1/7/2025	Rabow's Septic Service (James Cooper)	Vendor	Outstanding	\$900.00
63313	1/7/2025	Total Health Chiropractic	Vendor	Outstanding	\$150.00
63314	1/8/2025	Alisha Bauman	Vendor	Outstanding	\$298.00
63315	1/8/2025	Burk's Beverage	Vendor	Outstanding	\$38.00
63316	1/8/2025	Cooperative Financial Solutions	Vendor	Outstanding	\$25,973.03
63317	1/8/2025	Donna Henson	Vendor	Outstanding	\$37.15
63318	1/8/2025	ENA Services	Vendor	Outstanding	\$4,213.08
63319	1/8/2025	Gibson County Bus Garage	Vendor	Outstanding	\$16,184.25

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379
GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
63320	1/8/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$39.17
63321	1/8/2025	RACHEL HICKS	Vendor	Outstanding	\$228.47
63322	1/8/2025	Carla Jackson	Vendor	Outstanding	\$97.15
63323	1/8/2025	Lowe's Credit Services	Vendor	Outstanding	\$280.06
63324	1/8/2025	M&A Supply Company, Inc.	Vendor	Outstanding	\$272.28
63325	1/8/2025	Medina Auto Farm Supply	Vendor	Outstanding	\$12.19
63326	1/8/2025	Sarah Beth Temple	Vendor	Outstanding	\$37.15
63327	1/8/2025	Tennessee Book Company	Vendor	Outstanding	\$648.40
63328	1/8/2025	Trenton Special School District	Vendor	Outstanding	\$216.10
63329	1/8/2025	Turf Equipment Specialists	Vendor	Outstanding	\$1,190.81
63330	1/9/2025	Alford's Tire Center	Vendor	Outstanding	\$25.00
63331	1/9/2025	B & B Fire Protection	Vendor	Outstanding	\$961.75
63332	1/9/2025	Amanda Callins	Vendor	Outstanding	\$46.90
63333	1/9/2025	Cindy Etheridge Davis	Vendor	Outstanding	\$125.96
63334	1/9/2025	Danny East	Vendor	Outstanding	\$104.52
63335	1/9/2025	J.D.Distributors, Inc.	Vendor	Outstanding	\$159.98
63336	1/9/2025	Jackson Restaurant Supply, Inc.	Vendor	Outstanding	\$24.30
63337	1/9/2025	Debra Keeton	Vendor	Outstanding	\$53.60
63338	1/9/2025	Kevin Turner	Vendor	Outstanding	\$321.60
63339	1/9/2025	Teresa Newell	Vendor	Outstanding	\$134.00
63340	1/13/2025	All Occasion Flowers And Gifts	Vendor	Outstanding	\$50.00
63341	1/13/2025	Edmentum	Vendor	Outstanding	\$6,566.00
63342	1/13/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$39.59
63343	1/13/2025	Lowrance Sound Company, Inc.	Vendor	Outstanding	\$915.85
63344	1/13/2025	Tyler's Locksmith	Vendor	Outstanding	\$178.00
63345	1/13/2025	Village Behavioral Health	Vendor	Outstanding	\$660.00
63346	1/14/2025	Capital One	Vendor	Outstanding	\$60.20
63347	1/14/2025	Logan Eason	Vendor	Outstanding	\$500.00

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Number	Date	Description	Check Type	Status	
63348	1/14/2025	Rachel Eason	Vendor	Outstanding	\$1,000.00
63349	1/14/2025	Jared Gibbons	Vendor	Outstanding	\$1,000.00
63350	1/14/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$64.45
63351	1/14/2025	Jackson Psychological Services	Vendor	Outstanding	\$17,680.00
63352	1/14/2025	Jeremy Mays	Vendor	Outstanding	\$875.00
63353	1/14/2025	Andre Theus	Vendor	Outstanding	\$625.00
63354	1/14/2025	Tn Dept Of Labor & Workforce Development	Vendor	Outstanding	\$30.00
63355	1/14/2025	Clayton Westbrook	Vendor	Outstanding	\$625.00
63356	1/14/2025	Holston Gases	Vendor	Outstanding	\$771.00
63357	1/14/2025	Jacob King	Vendor	Outstanding	\$30.00
63358	1/15/2025	3M Buildings	Vendor	Outstanding	\$4,500.00
63359	1/15/2025	Key Fire Protection	Vendor	Outstanding	\$850.00
63360	1/15/2025	Waste Management	Vendor	Outstanding	\$2,805.50
63361	1/15/2025	GREENFIELD FAMILY CARE	Vendor	Outstanding	\$200.00
63362	1/15/2025	PCS	Vendor	Outstanding	\$3,693.00
63363	1/15/2025	Scarlett Spencer	Vendor	Outstanding	\$28.14
63364	1/15/2025	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$1,516.18
63365	1/16/2025	Amanda Bell	Vendor	Outstanding	\$53.60
63366	1/16/2025	Caymee Services	Vendor	Outstanding	\$45.00
63367	1/16/2025	Cdw Government	Vendor	Outstanding	\$288.74
63368	1/16/2025	Rory Hinson	Vendor	Outstanding	\$26.80
63369	1/16/2025	Tammie Floersh	Vendor	Outstanding	\$373.59
63370	1/16/2025	TCAT Jackson	Vendor	Outstanding	\$40,421.22
63371	1/16/2025	Workcare Resource Inc,	Vendor	Outstanding	\$45.00
63372	1/17/2025	Cdw Government	Vendor	Outstanding	\$557.07
63373	1/17/2025	City Lumber Company	Vendor	Outstanding	\$116.53
63374	1/17/2025	South Gibson County High Sch.	Vendor	Outstanding	\$3,500.00
63375	1/17/2025	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$28.38

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Number	Date	Description	Check Type	Status	
63376	1/21/2025	All Occasion Flowers And Gifts	Vendor	Outstanding	\$50.00
63377	1/21/2025	Business Card	Vendor	Outstanding	\$22.00
63378	1/21/2025	eDynamic LP	Vendor	Outstanding	\$3,400.00
63379	1/21/2025	Food Giant	Vendor	Outstanding	\$111.84
63380	1/21/2025	Gibson County Food Service	Vendor	Outstanding	\$147,968.71
63381	1/21/2025	JT Educational Services	Vendor	Outstanding	\$4,500.00
63382	1/21/2025	Lanel Palmer	Vendor	Outstanding	\$37.15
63383	1/21/2025	Rockette Science Learning	Vendor	Outstanding	\$2,500.00
63384	1/21/2025	Upper Edge Tech	Vendor	Outstanding	\$550.00
63385	1/22/2025	Business Card	Vendor	Outstanding	\$715.52
63386	1/22/2025	Aflac	Vendor	Outstanding	\$367.44
63387	1/22/2025	Amro Music Stores	Vendor	Outstanding	\$49,039.00
63388	1/22/2025	Business Card	Vendor	Outstanding	\$1,701.58
63389	1/22/2025	Dyer School	Vendor	Outstanding	\$5,000.00
63390	1/22/2025	Legalshield	Vendor	Void	\$141.50
63391	1/22/2025	Quadient Leasing USA	Vendor	Outstanding	\$163.59
63392	1/22/2025	Tn Dept Of Labor & Workforce Development	Vendor	Outstanding	\$600.00
63393	1/22/2025	Trane U.S. Inc	Vendor	Outstanding	\$231.33
63394	1/22/2025	UT Le Bonheur Pediactric Specialist	Vendor	Outstanding	\$12,122.53
63395	1/22/2025	Workcare Resource Inc,	Vendor	Outstanding	\$45.00
63396	1/22/2025	Business Card	Vendor	Outstanding	\$151.00
63397	1/22/2025	Mollie Peery	Vendor	Outstanding	\$113.90
63398	1/22/2025	Words For Life Speech & Language Center	Vendor	Outstanding	\$2,754.00
63399	1/22/2025	Business Card	Vendor	Outstanding	\$1,712.48
63400	1/22/2025	Business Card	Vendor	Outstanding	\$114.29
63401	1/22/2025	Tennessee Attendance Supervisors	Vendor	Outstanding	\$500.00
63402	1/22/2025	WEST TN HEALTHCARE ECC TRAINING CENTER	Vendor	Outstanding	\$20.00
65403	1/23/2025	Boston Mutual Whole Life	Vendor	Outstanding	\$164.68

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379
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Number	Date	Description	Check Type	Status	
65404	1/23/2025	CHLIC	Vendor	Outstanding	\$14,351.62
65405	1/23/2025	General Sessions Court	Vendor	Outstanding	\$54.42
65406	1/23/2025	Gibson County Imagination Library	Vendor	Outstanding	\$128.00
65407	1/23/2025	Legalshield	Vendor	Outstanding	\$125.55
65408	1/23/2025	Life Investors	Vendor	Outstanding	\$30.56
65409	1/23/2025	MANHATTANLIFE ASSURANCE COMPANY OF AMERIC	Vendor	Outstanding	\$414.36
65410	1/23/2025	Tasc Pvr	Vendor	Outstanding	\$5,546.60
65411	1/23/2025	Tenn Child Support	Vendor	Outstanding	\$1,026.00
65412	1/23/2025	TRUSTMARK VOLUNTARY BENEFIT SOLUTIONS, INC	Vendor	Outstanding	\$2,064.18
65413	1/23/2025	TSACG	Vendor	Outstanding	\$14,970.00
65414	1/23/2025	Usable Life	Vendor	Outstanding	\$10,522.66
65415	1/23/2025	Usable Life	Vendor	Outstanding	\$1,265.29
65416	1/23/2025	Usable Life	Vendor	Void	\$8,603.28
65416	1/23/2025	Usable Life	Vendor	Outstanding	\$8,603.28
63300	1/29/2025	Ace Building Center	Vendor	Outstanding	\$3.79
63301	1/29/2025	Alford's Tire Center	Vendor	Outstanding	\$679.90
63302	1/29/2025	Amy M. Richardson	Vendor	Outstanding	\$116.96
63303	1/29/2025	Capital One	Vendor	Outstanding	\$20.00
63304	1/29/2025	Gibson County Federal Accounts	Vendor	Outstanding	\$14,388.66
63305	1/29/2025	Hometown Auto Parts	Vendor	Outstanding	\$29.98
63306	1/29/2025	Jackson Psychological Services	Vendor	Outstanding	\$5,660.00
63307	1/29/2025	M&A Supply Company, Inc.	Vendor	Outstanding	\$412.31
63308	1/29/2025	SmartSign	Vendor	Outstanding	\$619.30
63309	1/29/2025	Steel Fab	Vendor	Outstanding	\$9,800.00
63310	1/29/2025	The Tri City Reporter	Vendor	Outstanding	\$350.00
63311	1/29/2025	Trane U.S. Inc	Vendor	Outstanding	\$723.77
63312	1/29/2025	Verizon Wireless	Vendor	Outstanding	\$498.32
63313	1/29/2025	Workcare Resource Inc,	Vendor	Outstanding	\$45.00

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379
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Number	Date	Description	Check Type	Status	
63314	1/29/2025	Yorkville Elementary School	Vendor	Outstanding	\$125.00
63315	1/30/2025	Ace Building Center	Vendor	Outstanding	\$219.90
63316	1/30/2025	Allied Service Group	Vendor	Outstanding	\$24,195.15
63317	1/30/2025	Gibson County Imagination Library	Vendor	Outstanding	\$150.00
63318	1/30/2025	Volunteer Technology Systems	Vendor	Outstanding	\$503.50
63319	1/31/2025	Ace Building Center	Vendor	Outstanding	\$116.96
63320	1/31/2025	Taylor Clegg	Vendor	Outstanding	\$163.00
63321	1/31/2025	Coburn Supply Company	Vendor	Outstanding	\$263.22
63322	1/31/2025	Joe Frizzell	Vendor	Outstanding	\$675.00
63323	1/31/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$19.44
63324	1/31/2025	Patricia Rickman	Vendor	Outstanding	\$993.80
63325	1/31/2025	Words For Life Speech & Language Center	Vendor	Outstanding	\$5,265.00

Totals for Vendor

Number of Checks:	179
Total Checks:	\$1,050,786.02
Reconciled Checks:	\$0.00
Outstanding Checks:	\$1,042,041.24
Void Checks:	\$8,744.78

Gibson County Special Schools
Bank Account Check Listing By Date

Run At: 2/3/2025 9:15 AM
Run By: Amy Santaniello
Page 8 of 9

Bank Account: Security Bank Vendor (Fund 141)
GL Account: 141- -11130

Account Number: 000000200379

Totals for 141- -11130

Number of Checks:	179
Total Checks:	\$1,050,786.02
Reconciled Checks:	\$0.00
Outstanding Checks:	\$1,042,041.24
Void Checks:	\$8,744.78

Gibson County Special Schools
Bank Account Check Listing By Date

Run At: 2/3/2025 9:15 AM
Run By: Amy Santaniello
Page 9 of 9

Bank Account: Security Bank Vendor (Fund 141)

Account Number: 000000200379

Grand Totals

Number of Checks:	179
Total Checks:	\$1,050,786.02
Reconciled Checks:	\$0.00
Outstanding Checks:	\$1,042,041.24
Void Checks:	\$8,744.78

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	8537	1/8/2025	Paid	Capital One	\$170.08
Gibson County Special Schools	8538	1/8/2025	Paid	Capital One	\$195.37
Gibson County Special Schools	8539	1/8/2025	Paid	Ets	\$220.00
Gibson County Special Schools	8540	1/14/2025	Paid	Christian Ellis	\$56.28
Gibson County Special Schools	8541	1/14/2025	Paid	Christian Ellis	\$21.44
Gibson County Special Schools	8542	1/14/2025	Paid	Gibson County School District/Gp Account	\$579.98
Gibson County Special Schools	8543	1/14/2025	Paid	Mikalee Jones	\$52.26
Gibson County Special Schools	8544	1/14/2025	Paid	Mobymax.Com	\$212.00
Gibson County Special Schools	8545	1/14/2025	Paid	Megan Sanford	\$56.28
Gibson County Special Schools	8546	1/14/2025	Paid	Megan Sanford	\$17.42
Gibson County Special Schools	8547	1/14/2025	Paid	JADA SIMS	\$26.13
Gibson County Special Schools	8548	1/14/2025	Paid	JADA SIMS	\$45.56
Gibson County Special Schools	8549	1/14/2025	Paid	Shelby Smith	\$93.80
Gibson County Special Schools	8550	1/14/2025	Paid	Wells Fargo Financial Leasing	\$42.50
Gibson County Special Schools	8551	1/14/2025	Paid	Wells Fargo Financial Leasing	\$42.50
Gibson County Special Schools	8552	1/22/2025	Paid	Business Card	\$284.99
Gibson County Special Schools	8553	1/22/2025	Paid	Business Card	\$1,388.69
Gibson County Special Schools	8554	1/22/2025	Paid	Business Card	\$1,490.29
Gibson County Special Schools	8555	1/22/2025	Paid	Business Card	\$86.41
Gibson County Special Schools	8556	1/22/2025	Paid	Business Card	\$141.18
Gibson County Special Schools	8557	1/22/2025	Paid	Business Card	\$675.57
Gibson County Special Schools	8558	1/22/2025	Paid	LTC	\$56.43
Gibson County Special Schools	8559	1/22/2025	Paid	Oriental Trading Company	\$104.85
Gibson County Special Schools	8560	1/27/2025	Paid	Kelli Elliott Barnes	\$4,350.00
Gibson County Special Schools	8561	1/27/2025	Paid	Renee Childs	\$100.00

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	8562	1/27/2025	Paid	South Gibson County Middle School	\$601.30

Gibson County Special Schools
Summary Financial Statement
January 2025

141 General Purpose School

Account	Description	Year-To-Date			Month-To-Date		
		Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40125	Trustee's Collections - Bankruptcy	0.00	(1,220.39)	0.00%	0.00	(103.66)	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	70,000.00	(25,142.52)	35.92%	5,833.33	(1,833.24)	31.43%
40162	Payments In Lieu Of Taxes-Local	162,500.00	(10,828.05)	6.66%	13,541.67	0.00	0.00%
40210	Local Option Sales Tax	4,578,000.00	(2,302,993.83)	50.31%	381,500.00	(378,386.14)	99.18%
40275	MIXED DRINK TAX	0.00	(59.08)	0.00%	0.00	0.00	0.00%
40350	Interstate Telecommunications Tax	20,000.00	(13,640.86)	68.20%	1,666.67	(2,125.01)	127.50%
40610	Current Property Tax	7,458,000.00	(4,457,919.06)	59.77%	621,500.00	(3,221,937.86)	518.41%
40620	Prior Year's Property Tax	138,000.00	(50,494.83)	36.59%	11,500.00	(10,940.10)	95.13%
40630	Interest And Penalty	20,000.00	(7,658.55)	38.29%	1,666.67	(1,674.28)	100.46%
41110	Marriage Licenses	900.00	(601.76)	66.86%	75.00	(93.89)	125.19%
42310	Fines	0.00	(6,418.00)	0.00%	0.00	(1,908.00)	0.00%
43570	Receipts From Individual Schools	88,500.00	(132,427.83)	149.64%	7,375.00	(3,147.56)	42.68%
43990	Other Charges For Services	25,000.00	(14,688.31)	58.75%	2,083.33	(12,480.86)	599.08%
44110	Investment Income	175,000.00	(218,994.13)	125.14%	14,583.33	(38,265.68)	262.39%
46510	Tennessee Investment in Student	30,083,164.70	(18,476,521.32)	61.42%	2,506,930.39	(3,008,316.47)	120.00%
46513	TISA - On-behalf Payments	56,093.95	0.00	0.00%	4,674.50	0.00	0.00%
46515	Early Childhood Education	499,707.30	(138,926.16)	27.80%	41,642.28	(34,233.67)	82.21%
46590	Other State Education Funds	245,535.00	(147,207.77)	59.95%	20,461.25	(24,534.63)	119.91%
46596	Paid Parental Leave	0.00	(43,509.74)	0.00%	0.00	0.00	0.00%
46610	Career Ladder Program	33,600.00	(17,287.93)	51.45%	2,800.00	0.00	0.00%
46790	Other Vocational	2,216,885.10	(568,291.07)	25.63%	184,740.43	(112,171.21)	60.72%
46800	Other State Revenues	0.00	(185.92)	0.00%	0.00	0.00	0.00%
46980	Other State Grants	53,509.68	0.00	0.00%	4,459.14	0.00	0.00%
47590	Other Federal Through State	646,061.75	(612,592.90)	94.82%	53,838.48	0.00	0.00%
49700	Insurance Recovery	0.00	(4,471.74)	0.00%	0.00	(4,471.74)	0.00%
	Total Revenues	46,570,457.48	(27,252,081.75)	58.52%	3,880,871.46	(6,856,624.00)	176.68%
Expenditures							
71100	Regular Instruction Program	(18,770,468.49)	7,654,905.71	40.78%	(1,564,205.71)	1,389,674.82	88.84%
71200	Special Education Program	(3,218,717.38)	1,393,847.40	43.30%	(268,226.45)	265,702.32	99.06%
71300	Career and Technical Education	(3,655,558.81)	1,055,881.29	28.88%	(304,629.90)	184,292.29	60.50%
72110	Attendance	(41,032.42)	20,225.00	49.29%	(3,419.37)	3,094.40	90.50%
72120	Health Services	(678,535.13)	300,232.14	44.25%	(56,544.59)	55,289.88	97.78%
72130	Other Student Support	(1,031,542.18)	435,773.89	42.24%	(85,961.85)	66,287.87	77.11%
72210	Regular Instruction Program	(1,396,315.59)	666,874.21	47.76%	(116,359.63)	101,355.35	87.11%
72220	Special Education Program	(302,558.12)	224,404.89	74.17%	(25,213.18)	15,358.50	60.91%
72230	Career and Technical Education	(153,392.64)	73,408.86	47.86%	(12,782.72)	12,043.92	94.22%
72250	EDUCATION TECHNOLOGY	(991,255.96)	646,765.82	65.25%	(82,604.66)	45,419.32	54.98%

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
72310	Board Of Education	(685,757.00)	372,332.24	54.30%	(57,146.42)	69,920.48	122.35%
72320	Office Of The Superintendent	(307,096.95)	170,082.11	55.38%	(25,591.41)	22,789.34	89.05%
72410	Office Of The Principal	(2,551,540.24)	1,301,680.45	51.02%	(212,628.35)	209,179.97	98.38%
72510	Fiscal Services	(282,664.32)	163,140.07	57.72%	(23,555.36)	18,237.04	77.42%
72610	Operation Of Plant	(2,940,687.00)	1,787,408.49	60.78%	(245,057.25)	240,004.79	97.94%
72620	Maintenance Of Plant	(1,035,841.62)	542,065.65	52.33%	(86,320.14)	64,302.70	74.49%
72710	Transportation	(1,732,207.02)	849,152.44	49.02%	(144,350.59)	58,134.40	40.27%
73400	Early Childhood Education	(419,217.99)	172,272.51	41.09%	(34,934.83)	33,346.35	95.45%
76100	Regular Capital Outlay	(1,035,000.00)	256,080.06	24.74%	(86,250.00)	28,545.20	33.10%
82130	Education	(6,005,000.00)	3,240,000.00	53.96%	(500,416.67)	0.00	0.00%
82230	Education	(1,106,869.00)	537,506.24	48.56%	(92,239.08)	0.00	0.00%
	Total Expenditures	(48,341,257.86)	21,864,039.47	45.23%	(4,028,438.16)	2,882,978.94	71.57%
Total	141 General Purpose School	(1,770,800.38)	(5,388,042.28)	-304.27%	(147,566.70)	(3,973,645.06)	-



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Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - Voluntary Pre-K - Rev 0 - Voluntary Pre-K

Go To

Filter by Location: All - \$0.01

Show Unbudgeted Categories

Account Number	73400 - Early Childhood Education	Total
Line Item Number		
116 - Teachers	0.01	0.01
Total	0.01	0.01
	Adjusted Allocation	0.01
	Remaining	0.00

Hinson, Rory

Go To

Production

Session Timeout

(Hide Timer)

00:29:51

Juvenile Court Referrals for GCSSD

School	Grade	Date Referred to Juvenile Court	Reason for Referral	Person Requesting Referral	Persons Involved	Incident Notes	Previous Remediation	Y/N Bullying	Y/N IEP	Y/N Behavior Plan
SGCES	4	1/6/2025	Truancy	Marqarent Deloach	Megan Sanford	15 U 2 TU		N	N	N
DES	8	1/15/2025	Truancy	Chasity Reasons	Megan Sanford	7U 4=1T TU		N	N	N
DES	7	1/16/2025	Truancy	Chasity Reasons	Megan Sanford	8 U 1 TU		N	N	N
SGCHS	9	1/21/2025	Truancy	Phil Rogers	Megan Sanford	10 U 10=3 TU		N	N	N
SGCHS	10	1/21/2025	Truancy	Phil Rogers	Megan Sanford	5 U 9=3 TU		N	N	N
SGCHS	9	1/21/2025	Truancy	Phil Rogers	Megan Sanford	5 U 7=2 TU		N	N	N
SGCMS	7	1/23/2025	Truancy	Lane Collins	Megan Sanford	6 U		N	N	N
Dyer	3	1/27/2025	Truancy	Chasity Reasons	Megan Sanford	15 U 4=1 TU		N	N	N

	A	B	C	D	E	F
1	Monthly Work Order Recap					
2	Period: January 1 through January 31					
3						
4			Beginning of Month	New	Closed	End of Month
5	Technology	Assigned To:	Open Work Orders	Work Orders	Work Orders	Open Work Orders
6		Jamie Barr	4	15	15	4
7		Jacob King	1	41	39	3
8		Alisha Owens	1	62	60	3
9		Anthony Bogue	4	73	67	10
10						
11	Grand Totals		10	191	181	20
12						
13						
14			Beginning of Month	New	Closed	End of Month
15	Maintenance	Assigned To:	Open Work Orders	Work Orders	Work Orders	Open Work Orders
16		Travis Hendrix	1	21	22	0
17		Mark Robinson	0	1	1	0
18		Caleb Black	0	23	23	0
19		Ted Bauman	0	40	40	0
20		Brad Reynolds	0	28	28	0
21	Grand Totals		1	113	114	0
22						
23						
24	Notes:					
25	1. Assigned To: The person who was assigned the work order.					
26	2. Beginning of the Month Work Orders: The number of work orders open for the Assigned To for time frame selected.					
27	3. New Work Orders: New work orders received by the Assigned To during the time frame selected.					
28	4. Closed Work Orders: Closed work orders closed by the Assigned To during the time frame selected.					
29	5. End of Month Open Work Orders: Work orders still open for the Assigned To for the time frame selected.					

Gibson County Special School District
Board of Trustees
GCSSD Board of Trustees Regular Meeting
Kenton School Cafeteria
January 9, 2025

Members Present: Dr. Richard Addo, Mr. Benny Boals, Mr. John Campbell II, Mr. Tom Lannom, Ms. Treva Maitland, Mr. Eddie Watkins.

PLEDGE OF ALLEGIANCE

Ms. Treva Maitland led the Pledge of Allegiance.

CALL TO ORDER

Mr. Tom Lannom called the meeting to order.

ROLL CALL

CONSENT AGENDA

A motion was made by Mr. Benny Boals to approve the consent agenda, with a second by Mr. John Campbell II. *Motion passed.*

ALC Report

Bullying/Harassment Report

Finance Reports

Juvenile Court Referrals

Maintenance/Technology Reports

Minutes Approval

RECOGNITION

PUBLIC COMMENT

No public comment

REGULAR AGENDA

IDEA State Special Schools Transportation Reimbursement

Mr. Rory Hinson presented the IDEA State Special Schools Transportation Reimbursement. Funds are used to transport students to and from the West TN School for the Deaf, and asked to amend the budget revenue and expenditures by \$33,468.85.

A motion was made by Mr. Tom Lannom to amend the budget by \$33,468.85, with a second by Mr. Eddie Watkins. *Motion passed.*

School Board Appreciation Week

Mr. Eddie Pruett informed the Board of School Board Appreciation Week. The District will donate \$150.00 to the Gibson County Imagination Library in honor of the school board. School Board Appreciation Week is January 26-February 1.

GCSSD Triennial Assessment & Wellness Plan 2024-2025

Mr. Eddie Pruett presented the 2024-2025 GCSSD Triennial Assessment and Wellness Plan. The Triennial Assessment displays the results of the District Wellness Plan Compliance. The district wellness committee sets goals, safety policies, and programs for the wellness plan at the district level.

A motion was made by Mr. Tom Lannom to approve the GCSSD 2024-2025 Triennial Assessment and Wellness Plan, with a second by Dr. Richard Addo. *Motion passed.*

CSH Update

Mr. Eddie Pruett presented the CSH Update.

Coordinated School Health encourages healthy lifestyles; provides needed support to at-risk students; helps identify health-related problems that impair academic success and works with community partners to find solutions.

Research is clear ... healthy students are better learners, better learners are more likely to graduate, and graduates are more likely to become productive citizens. The Coordinated School Health model provides an evidence-based framework to address the needs of the whole child. Coordinated School Health consists of 8 Components which include Health Education; Health Services; Nutrition; Physical Education/Physical Activity; Healthy School Environment; School Counseling, Psychological, and Social Services; Student, Family, and Community Involvement; and School Staff Wellness. CSH Coordinators constantly work with these 8 areas to have the greatest impact. Highlights of the GCSSD Coordinated School Health program can be found each month in the newsletter at <https://www.gcssd.org/documents/departments/coordinated-school-health/newsletters/144956><https://www.gcssd.org/documents/departments/coordinated-school-health/newsletters/144956>

Updates can also be found on social media sites including:

<https://www.facebook.com/gcssdcsh/>

<https://twitter.com/RichardsonGCSSD>

I encourage you to check these resources out as this is the best way to stay up to date with the programs, we are currently involved in.

Staff Wellness

GCSSD CSH Encourages Staff Wellness with Water Packets and Health Information

GCSSD Staff were encouraged to participate in the West TN River Walk through the UT Extension office. Over 60 staff members signed up and 4 emailed me that they had continued with the program and walked an average of 100 miles during this time period.

Staff Wellness come and go healthy lunches are being planned for January - May due to our partnership with the Gibson County UT Extension office.

Immunizations have been provided to students and adults through our partnership with West Tennessee Health Care. So far this year, a total of 259 consents were received with a total of 291 immunizations given to adults and children. More will be given in the spring clinic as well.

2024-2025 Immunizations	# Immunizations Given
Adults - 82 total individuals	97
Students - 206 individuals	214
(31 more than last year)	

GCSSD Youth Advisory Council Activities

- Promoting Suicide Prevention at the Gibson County Fair
- "Pack the Bus" - annual food drive
- Trunk or Treats at GCHS & SGCHS - Gave Away Free Toothbrushes
 - Special thanks to the Gibson County Health Department for the 300 toothbrushes.
- GCSSD YAC Students Help with Dyer Station Giving Tree

GCSSD Youth Advisory Council (YAC) students assisted in helping students have a better Christmas. This was done by taking cards with wish lists and clothing sizes but without identifying information and placing the cards on the trees at City Lumber and Food Rite so that individuals/groups in the area could purchase items for these students. Dyer Station Celebration will ensure these gifts are given to the families who need them.

GCSSD Youth Advisory Council (YAC) students assisted in helping students learn about the dangers of vaping utilizing the Stanford Medicine **You and Me, Together Vape-Free curriculum**, which is part of the [Stanford Tobacco Prevention Toolkit](#). This was done while parents learned about the **Hidden in Plain Sight** room which provides parents with clues from a teen's bedroom to help them determine whether their child might be experimenting with or using drugs or alcohol. Room decor, hidden compartments, and items to conceal use are located throughout the room. Information from a similar program can be found at <https://powertotheparent.org/be-aware/hidden-in-plain-sight/>.

The Milan Prevention Coalition and GCSSD CSH trained all administrators utilizing the Hidden in Plain Sight program in the summer. This was also done with teacher assistants last spring during the Professional Development Day. Some of the schools have also used this program to train their teachers and other school staff during their Professional Development days.

Student Health Screenings were given to students in PreK, K, 2, 4, 6, and 8 who had a signed permission form. Coordinated School Health partners with the Nursing Education program at the Tennessee College of Applied Technology to facilitate this.

The School Backpack Program was initiated by funds from CSH for students with low food sources to have a pack of food discretely placed in their backpacks on Fridays with enough food for that student through the weekend or over long breaks. Once the community saw the need it became involved in the programs at the local schools as businesses, churches, and individuals work together to ensure this program's success.

Currently, a total of 157 students are being served compared to 120 last year. Dyer School serves 57 students, Kenton School serves 20 students, Rutherford School serves 22 students, South Gibson County Elementary serves 25 students, South Gibson County Middle serves 7 students, Spring Hill School serves 20 students, and Yorkville School serves 6 students. GCHS also has a food pantry where students can obtain food as needed and is currently serving approximately 10 students.

For the past several years the Trenton Foundation, which is a chapter of the West Tennessee Healthcare Foundation, has made an annual donation to help support this program. We received \$1500 from them in October for this program.

We also receive a grant from Second Harvest to support this program at Dyer, Kenton, Rutherford, South Gibson County Elementary School, South Gibson County Middle School, Spring Hill, and Yorkville Schools. This program supplies the needed food for the eligible children at these schools. This grant is worth \$21,000.

CSH and Lifetime Wellness class teachers at both high schools have partnered again this year to provide health-related education to students. Topics such as Suicide Prevention and substance prevention were taught by the TN Suicide Prevention Network (TSPN). CSH has also ensured that Hands-Only CPR was taught in Wellness classes at both high schools. Topics such as Vaping and Safe Driving will be covered in the spring semester.

September was National Suicide Prevention Month and GCSSD observed this by high school students receiving age-appropriate education provided by the TN Suicide Prevention Network (TSPN).

Blake McMeans Shared His Personal Message to Not Drink and Drive with Students at GCHS & SGCHS in October

GCSSD High School Students Educated on the Dangers of Drugs- Amy Parker from the Milan Prevention Coalition serves all of Gibson County spoke to students in Wellness Classes at both GCHS and SGCHS in November on the dangers of alcohol and drugs. She explained this includes prescription drugs that are taken by someone they are not prescribed for. She further explained what Drug Take Back Day is and encouraged students to have their families be involved when we do this again on April. 9.

GCSSD was awarded a grant this school year for a School-Based Behavioral Health Liaison program through Pathways with an LMSW that serves Dyer School. Through grants, the Tennessee Department of Mental Health & Substance Abuse Services (TDMHSAS) funds local community mental health centers to provide the school-based behavioral health liaison program. School-based Behavioral Health Liaisons are employees of local community mental health centers and are strategically placed and co-located, in coordination with local school district leadership, in identified schools. Her current caseload is 10 students who she sees weekly for 30 minutes. There are an additional 15 students who she sees at least once a month. So far this school year she has seen a total of 68 students at least once for a total of 132 individual sessions. She has held 9 group counseling sessions with an average of 8 students in these sessions. She has presented 19 classroom lessons and helped with the training of 24 teachers and support staff. She also consults with the SRO at Dyer School. All of this has totaled 270 interventions within Dyer School. At the end of the year, we will be able to analyze the data and see if this has helped with academics and attendance. We hope to add more of these throughout our district.

<https://www.tn.gov/behavioral-health/children-youth-young-adults-families/sbbhl.html>
<https://www.wth.org/services/pathways-behavioral-health-services/about-us/>

The School Health Services Student Update for the school year of 2023-2024 indicated that the enrollment of 3834 students in Pre-K through 12th grade made a total of 16659 visits to the school nurse with 12044 returning to class. School nurses had to make 120 calls to EMS and were able to refer 300 students to a healthcare provider. The nurse-to-student ratio in 2023-2024 was one nurse to 383 students. It is very important to keep our students healthy and in school to receive a solid education and our School Nurses are invaluable in this goal.

CSH partners with LeBonheur to provide healthcare services to students who have not had physical or medical treatment in the last year. Students can also be referred for acute or chronic physical or mental health problems. Students with parental permission and completed paperwork are seen on the Mobile Health Unit while at school regardless of their ability to pay for services. Last year there were 33 EPSDT screenings on students in our district. As a result of this

program, there were 13 referrals made to outside resources last year. Their Health Educator saw 4 students within GCSSD last year for lessons on nutrition and physical activity. Also, one student was seen for behavioral health services last year. The In-Kind Value of these services for last school year was \$11,904.75.

As of 12/17/24, there have been 25 total students who received physicals from the Le Bonheur Mobile Health at Dyer and South Gibson Elementary School. A total of 5 children received a referral to their behavioral health department. Thirteen students have also been referred to providers outside of LeBonheur. Of these 13 students, there were 9 Total Referrals to PCP, 1 Total Referral to Dentistry, 1 Total Referral to Optometry, 1 Total Referral to Developmental Peds, and 1 Total Referral to GI. More schools should be scheduled for this semester.

CSH partners with individuals and groups from the community to secure Grants and In-Kind funding to assist schools within the district meet the needs of students and families. As a result, barriers to learning are removed leading to improved academic learning. In the 2023-2024 school year CSH was awarded \$36,410 in Grants and \$147,569 in In-kind funding for a total of \$183,979. The grants included the Resilient School Communities Grant which funded our continued partnership with Carey Counseling Telehealth Therapy Services as well as Backpack program supplies and funding and TN Teen Institute participant fees. The In-kind valued at \$147,569 includes services, material, equipment, or labor committed or received at a conservative value that fits within one of the eight components of Coordinated School Health. Our partnership with the Gibson County Health Department for their dental services provided at Dyer, Spring Hill, and Yorkville was valued at \$51,419.72 This also included LeBonheur, immunization clinics, health education videos, and supplies from Team Mica and Kyle Kiihnl Foundation for prevention of Drowsy Driving, volunteers that assist with backpack program, Mock Crash volunteers, and nursing supplies for school nurses.

GCSSD has a total of 21 Automated External Defibrillators (AEDs) located throughout the school district with at least 1 in each school. There are teams in each school who are trained in CPR and using the AED. These teams go through drills to identify strengths and weaknesses so that if a real situation were to arise, they would be prepared. Other school staff are trained either in person or by utilizing the Five Points section of My Benefits Channel to watch a training developed by GCSSD Lead Nurse Tammie Floersh.

Gibson County High School

- #1/Defibtech is located at the south end of the main gym, in the wall cabinet, near the concessions
- #2/Defibtech is located in the Vocational Building in the wall cabinet at the south front entrance of the building, just inside the double doors.
- #3/Defibtech is located in the field house, just inside the main door, in the wall cabinet, and may be checked out by the coach.
- #4/Defibtech is located in the cabinet on the wall just outside the main office
- #5/Defibtech is located in the home baseball dugout, if weather allows, or is used for travel.

Yorkville School

- #1/Defibtech is located in the case on the wall just outside the gym

Spring Hill School

- #1/Defibtech is located in the wall cabinet, just outside the gym

Kenton School

- #1/Defibtech is located in the cafeteria, in a wall cabinet just inside the entrance

Rutherford School

- #1/Defibtech is located in the wall cabinet, in the hallway between the cafeteria and the library.
- #2/Defibtech is located in the wall cabinet, in the gym, north wall, near the entrance from the band room.

Dyer School

- #1/Defibtech is located at the north end of the gym in the wall cabinet at the base of the stairs, just above the water fountain
- #2/Defibtech is located in the Elementary building by the Nurse's office

South Gibson County High

- #1/Defibtech is located in the wall cabinet in the main lobby.
- #2/Defibtech is located in the wall cabinet between gyms.
- #3/Defibtech is located in the wall cabinet in the football field house, just outside the coach's office
- #4/Defibtech is located in the travel case and stays with football
- #5/Zoll is located in the SGC Sports Complex Concession stand
- #6/Zoll SGC is located in the Sports Complex Multipurpose building
- #7/Cardiac Science is located in the SGC Sports Complex by the tennis courts, in the electrical/water access room

South Gibson County Middle School

- #1/Defibtech is located in the wall cabinet just outside the north end of the gym.
- #2/Defibtech is located in the wall cabinet in the Nurse's office and may be checked out for sports.
- #3/Defibtech is located in the travel case with football

South Gibson County Elementary School

- #1/Defibtech is located in the wall cabinet, outside the gym, northeast corner, on the outside wall of the teachers' lounge.

We also have the following emergency medication available at schools:

- Narcan, a narcotic antagonist used to treat overdose with opioids, is available in each school. This medication is provided free of charge by the State of Tennessee through the regional overdose prevention specialist. Medical orders for the use of Narcan in the school district are provided by Dr. Jim Williams. School nurses and volunteers are trained in the signs and symptoms of a narcotic overdose and the administration of Narcan. Currently, there are at least 2 doses of Narcan located in each school. One dose is in the AED case by the gym and a second dose is in the nurse's office.
- Epinephrine (Epi Pen) is the emergency medication used to treat severe allergic reactions/anaphylaxis. Schools have 2 sets of Epi-pens. Elementary and middle schools have both the Jr. (dose for those under 66 lbs.) and the standard Epi-pens on hand. Doses are kept in the AED case or cafeteria and with the nurse. The Epi-Pen 4 Schools program provides 2 double packs to each school for free. Medical direction for recognizing and responding to anaphylaxis is provided by Dr. Jim Williams. Training on recognition and response to anaphylaxis is provided by district Registered Nurses.

Policy Revisions

Mr. Eddie Pruett presented the revisions to the policies.

- Policy 4.603 Promotion and Retention now specifies that parents who wish to retain their K-2 student must submit a written request within 30 days of the end of the school year.
- Policy 5.118 Background Investigations requires the district to enroll employees in the Rap Back program, which provides federal continuous monitoring. Other individuals will continue to go through the standard five-year background check process.

A motion was made by Dr. Richard Addo to approve the policy revisions, with a second by Ms. Treva Maitland. *Motion passed.*

DIRECTOR'S REPORT

Policy 1.108 Nepotism

Mr. Eddie Pruett added that Sara Beth Mullins (Temple) was hired at the Kenton Elementary School as the RTI Interventionist. She is the sister of the principal, Samantha Litton.

Mrs. Alisha Bauman, the RTI Coordinator, will be her direct supervisor.

Feasibility Discussion Schedule

Mr. Eddie Pruett reminded the Board of the upcoming Feasibility Discussion Schedule.

Board/Faculty Meeting

1/22/25 at Spring Hill

Community Meetings

1/26/25 at Spring Hill

2/2/25 at Rutherford

2/23/25 at Kenton

3/2/25 at Dyer

3/9/25 at Yorkville

Upcoming Conferences

Mr. Eddie Pruett reminded the Board of the upcoming Legislative & Legal Institute on February 10-11.

ADJOURN

A motion was made by Mr. John Campbell II to adjourn, with a second by Mr. Tom Lannom. *Motion passed.*

Date Received in the District Office 2/4/25
Board Approval Date _____
Over Night Trip Yes ___ No

FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT

School GCHS Date of Request 2/3/25
Teacher Joseph Agee Class Band
Number of Students Involved 1 Cost Per Student \$100

Date of Trip April 10-13 Alternate Date N/A
Number of Buses Needed 0 Is Handicap bus required? ___ YES NO

Has the Transportation Supervisor been contacted? ___ YES NO

Personal Vehicles being used? YES ___ NO
Proof of vehicle liability insurance on file at School? YES ___ NO

Has the Cafeteria been contracted? ___ YES NO

Has School Nurse been notified of Field Trip? YES ___ NO

Total Number of Chaperones: Administrators ___ Teachers 1 Teacher Assistant ___
Parents ___ Others ___

Destination: Gaylord Opryland Hotel

Time of Departure: 12pm Time of Return: Sunday 5pm

Purpose of the Trip: For Jaxon Abbott to participate in the TN All-State Music Conference

Field Trip Activities: Jaxon will rehearse and perform a concert with the Best HS students in the state

ATTACH LESSON PLAN FOR FOLLOW-UP.

(This must be included for field trip to be approved.)
Approved Disapproved ___ Principal [Signature] Date 2-3-25
Approved Disapproved ___ Supervisor [Signature] Date 2-5-25
Approved Disapproved ___ Director of Schools Eddie Pruett Date 2/4/25

***** ALL OVERNIGHT FIELD TRIPS WITH AN ATTACHED AGENDA MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE 1ST DAY OF THE MONTH IN ORDER TO BE PLACED ON THE CONSENT AGENDA. REGULAR BOARD MEETINGS ARE HELD THE SECOND THURSDAY OF EACH MONTH.**

Eddie Pruett

Date Received in the District Office 2/4/25
Board Approval Date _____
Over Night Trip Yes No

**FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT**

School GCHS Date of Request 1/29/25

Teacher Tina Eddlemon Class Cheer

Number of Students Involved 20 aprox Cost Per Student \$500 (fundraisers will help)

Date of Trip 6/2/25 -6/5/25 Alternate Date NA

Number of Buses Needed 1 Is Handicap bus required? YES NO

Has the Transportation Supervisor been contacted? YES NO

Personal Vehicles being used? YES NO
Proof of vehicle liability insurance on file at School? YES NO

Has the Cafeteria been contracted? YES NO

Has School Nurse been notified of Field Trip? YES NO

Total Number of Chaperones: Administrators _____ Teachers 1 Teacher Assistant _____
Parents 1 Others 2

Destination: UT Martin

Time of Departure: 6/2/25 7:00am Time of Return: 6/5/25 3:00pm

Purpose of the Trip: This camp will help our cheerleaders learn crowd motivation cheers and safety requirements.

Each squad has an individual leader from UCA to ensure specialized attention during the camp.

Field Trip Activities: Please see attached agenda.

ATTACH LESSON PLAN FOR FOLLOW-UP.

(This must be included for field trip to be approved.)

Approved Disapproved _____ Principal Todd Stegert Date 1-31-25

Approved Disapproved _____ Supervisor Kamille Date 02-3-25

Approved Disapproved _____ Director of Schools Eddie Pruett Date 2/4/25

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REGULAR BOARD MEETINGS ARE HELD THE SECOND THURSDAY OF EACH MONTH.**

Eddie Pruett

Date Received in the District Office 2/5/25
Board Approval Date _____
Over Night Trip Yes No

FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT

School GCHS Date of Request 1/27/25

Teacher GLOVER Class HOSA

Number of Students Involved 5-6 Cost Per Student \$235 + meals

Date of Trip 3/30 - 4/2/25 Alternate Date _____

Number of Buses Needed 1 Is Handicap bus required? YES NO

Has the Transportation Supervisor been contacted? YES NO

Personal Vehicles being used? YES NO

Proof of vehicle liability insurance on file at School? YES NO

Has the Cafeteria been contracted? YES NO

Has School Nurse been notified of Field Trip? YES NO

Total Number of Chaperones: Administrators _____ Teachers 2 Teacher Assistant _____
Parents _____ Others _____

Destination: CHATTANOOGA CONVENTION CENTER | CARTER ST. CHATTANOOGA, TN 374

Time of Departure: 12 pm 3/30/25 Time of Return: 5 pm 4/2/25 423-756-01

Purpose of the Trip: HOSA STATE LEADERSHIP CONFERENCE

Field Trip Activities: COMPETITIONS, LEADERSHIP ACTIVITIES/CLASSES

ATTACH LESSON PLAN FOR FOLLOW-UP.

(This must be included for field trip to be approved.)

Approved Disapproved Principal [Signature] Date 2-5-25

Approved Disapproved Supervisor [Signature] Date 2/4/25

Approved Disapproved Director of Schools [Signature] Date 2/5/25

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FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE 1ST

DAY OF THE MONTH IN ORDER TO BE PLACED ON THE CONSENT AGENDA.

REGULAR BOARD MEETINGS ARE HELD THE SECOND THURSDAY OF EACH MONTH.

Eddie Pruett

Date Received in the District Office 2/5/24
Board Approval Date _____
Over Night Trip Yes No

FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT

School GCHS/North Gibson Middle Schools Date of Request 1/22/25
Teacher Norman/Leitherland/Hardin Class FFA
Number of Students Involved 15-25 Cost Per Student \$325

*Spring
Break
Week* →

Date of Trip 3/22 - 3/26 Alternate Date _____
Number of Buses Needed 1 Is Handicap bus required? YES NO

Has the Transportation Supervisor been contacted? YES NO

Personal Vehicles being used? YES NO
Proof of vehicle liability insurance on file at School? YES NO

Has the Cafeteria been contracted? YES NO

Has School Nurse been notified of Field Trip? YES NO

Total Number of Chaperones: Administrators 0-1 Teachers 2-3 Teacher Assistant _____
Parents 2 Others _____

Destination: State FFA Convention - Gatlinburg, TN

Time of Departure: 3/22 @ 10am Time of Return: 3/26 @ 8pm

Purpose of the Trip: Participate and compete in leadership sessions and career development events with fellow FFA members across the state.

Field Trip Activities: leadership sessions and contests

ATTACH LESSON PLAN FOR FOLLOW-UP.

(This must be included for field trip to be approved.)
Approved Disapproved Principal [Signature] Date 2-3-25
Approved Disapproved Supervisor [Signature] Date 2/3/25
Approved Disapproved Director of Schools [Signature] Date 2/4/25

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Eddie Pruett

Date Received in the District Office 1/8/25
Board Approval Date _____
Over Night Trip Yes No

FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT

School South Gibson County High School Date of Request 1-6-25

Teacher April Martin Class FCCLA

Number of Students Involved 30 Cost Per Student 250.00

Date of Trip 4-1-25-4-4-25 Alternate Date n/a

Number of Buses Needed 1 Is Handicap bus required? YES NO

Has the Transportation Supervisor been contacted? YES NO * Transportation to be determined closer to time.
Personal Vehicles being used? YES NO
Proof of vehicle liability insurance on file at School? YES NO

Has the Cafeteria been contracted? YES NO

Has School Nurse been notified of Field Trip? YES NO

Total Number of Chaperones: Administrators _____ Teachers 1 Teacher Assistant _____
Parents 2 Others _____

Destination: Chattanooga, Tennessee

Time of Departure: 8:00 am Time of Return: 8:00 pm

Purpose of the Trip: FCCLA State Leadership Conference
Tuesday, April 1 - Friday, April 4

Field Trip Activities: Star Event Competition, Workshops,
State Executive Council Selection, Awards and FCCLA social

ATTACH LESSON PLAN FOR FOLLOW-UP.
(This must be included for field trip to be approved.)
Approved Disapproved Principal [Signature] Date 1-7-25

Approved Disapproved Supervisor [Signature] Date 1-8-25

Approved Disapproved Director of Schools [Signature] Date 1/8/25

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Eddie Pruett

Date Received in the District Office 1/14/25
Board Approval Date _____
Over Night Trip Yes No

FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT

School SGCHS Date of Request 1/8/25
Teacher Dodson/P.Embrey Class HOSA
Number of Students Involved 50 Cost Per Student \$300
Date of Trip 3/30-4/2 Alternate Date _____
Number of Buses Needed 1 Is Handicap bus required? YES NO
Has the Transportation Supervisor been contacted? YES NO
Personal Vehicles being used? YES NO
Proof of vehicle liability insurance on file at School? YES NO
Has the Cafeteria been contracted? YES NO
Has School Nurse been notified of Field Trip? YES NO
Total Number of Chaperones: Administrators _____ Teachers 2 Teacher Assistant _____
Parents 3 Others _____
Destination: Chattanooga, TN for HOSA state leadership conference
Time of Departure: 3/30/25 2pm Time of Return: 4/2/25 3pm
Purpose of the Trip: HOSA state leadership conference for competition
and networking with students across Tennessee
Field Trip Activities: Competition, networking, learning in HOSA
academies.

ATTACH LESSON PLAN FOR FOLLOW-UP.
(This must be included for field trip to be approved.)
Approved Disapproved _____ Principal Amber Hawn Date 1-13-25
Approved Disapproved _____ Supervisor Paul H. Hamilton Date 1-9-25 AH
Approved Disapproved _____ Director of Schools Eddie Pruett Date 1/14/25

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DAY OF THE MONTH IN ORDER TO BE PLACED ON THE CONSENT AGENDA.
REGULAR BOARD MEETINGS ARE HELD THE SECOND THURSDAY OF EACH MONTH.

Date Received in the District Office 2/6/25
Board Approval Date _____
Over Night Trip Yes No

FIELD TRIP REQUEST
GIBSON COUNTY SPECIAL SCHOOL DISTRICT

School South Gibson Date of Request 2/5/24

Teacher Todd Gamble Class Bass Fishing Team

Number of Students Involved 8 Cost Per Student —

Date of Trip 3/15/25 Alternate Date _____
3/14/25-

Number of Buses Needed 6 Is Handicap bus required? YES NO

Has the Transportation Supervisor been contacted? YES NO

Personal Vehicles being used? YES NO

Proof of vehicle liability insurance on file at School? YES NO

Has the Cafeteria been contracted? YES NO

Has School Nurse been notified of Field Trip? YES NO

Total Number of Chaperones: Administrators Teachers _____ Teacher Assistant _____
Parents 4 Others _____

Destination: Old Hickory Lake - Cumberland River

Time of Departure: 4 Am Time of Return: 6 Pm

Purpose of the Trip: Fishing in Bass Tournament
for Fishing Team - TBF State Championship

Field Trip Activities: Fish at River or Lake

ATTACH LESSON PLAN FOR FOLLOW-UP.

(This must be included for field trip to be approved.)

Approved Disapproved _____ Principal [Signature] Date 2-6-25

Approved Disapproved _____ Supervisor [Signature] Date 2-6-25

Approved Disapproved _____ Director of Schools [Signature] Date 2/7/25

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REGULAR BOARD MEETINGS ARE HELD THE SECOND THURSDAY OF EACH MONTH.

Eddie Pruett

CURRENT POLICY

Gibson County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Promotion and Retention	Descriptor Code: 4.603	Issued Date: 09/12/24
		Rescinds: 4.603	Issued: 01/11/24

1 *General*

2 All promotion and retention decisions shall be made on a case-by-case basis and comply with state and
3 federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if
4 applicable.¹

5 Students who have difficulty in achieving the requirements for promotion may be considered for
6 retention. Schools shall identify these students by February 1st. Factors used to identify students for
7 retention shall include:²

- 8 1. Ability to perform at the current grade level;
- 9
- 10 2. Results of local assessments, screening, or monitoring tools;
- 11
- 12 3. State assessments, as applicable;
- 13
- 14 4. Home Literacy Reports;³
- 15
- 16 5. Overall academic achievement of the student;
- 17
- 18 6. Likelihood of success with more difficult material if promoted to the next grade;
- 19
- 20 7. Attendance record; and
- 21
- 22 8. The student's maturity.

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

- 25 1. Date of enrollment;
- 26
- 27 2. Additional information acquired after results of local assessment, screening, or monitoring are
28 released; or
- 29

30 **VOLUNTARY RETENTION**

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

- 3 1. The student has a documented academic or behavioral delay; and
- 4
- 5 2. The parent/guardian believes that retention may benefit the student.⁵

6 **PROMOTION PLANS⁶**

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

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

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

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

30 **RETENTION⁷**

31 A student may be retained when such retention is in the best interests of the student or when retention
32 is required per additional requirements for students in third and fourth grade.

33 *Decision of Retention – General⁹*

34 If a student is retained, the Director of Schools/designee shall develop an individualized academic
35 remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of
36 the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its
37 development. The plan shall include at least one of the following strategies:

- 1 1. Adjustment to the current instructional strategies or materials;
- 2
- 3 2. Additional instructional time;
- 4
- 5 3. Individual tutoring;
- 6
- 7 4. Modification to the student's classroom assignment to ensure the student receives
- 8 instruction from a teacher with a level of overall effectiveness of above expectations (level
- 9 4) or significantly above expectations (level 5); or
- 10
- 11 5. Attendance or truancy interventions.

12 A student shall not be retained more than once in any grade. The progress of students who are retained
13 shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the
14 school year in which the student is retained. The Director of Schools shall develop procedures to
15 ensure appropriate recordkeeping of students who are retained.

16 *Decision of Retention – Third Grade*¹⁰

17 Third grade students shall not be promoted to the next grade unless they are determined to be
18 proficient (i.e., receive a performance level rating of “on track” or “mastered”) in English language arts
19 (ELA) based on the student's most recent TCAP test.

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

- 21 1. A student in third grade receiving a performance level rating of “approaching” on the ELA
22 portion of the student's most recent TCAP test may be promoted if:
 - 23 a. The student is an English language learner and has received less than two (2) full years
24 of ELA instruction;
 - 25 b. The student was previously retained in grades K-3;
 - 26 c. The student is retested before the next school year and scores proficient in ELA;
 - 27 d. The student attends a learning loss bridge camp before the next school year, maintains a
28 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-
29 test at the end of the camp;
 - 30 e. The student receives tutoring for the entirety of the next school year in accordance with
31 state law; or
 - 32 f. Beginning with the 2023-2024 school year, the student demonstrates proficiency in
33 ELA standards by scoring within the fiftieth percentile on the most recently
34 administered state-provided benchmark assessment and the district provides tutoring
35 services to the student during the entire fourth grade school year and notifies the
36 student's parent/guardian, in writing, of the benefits of enrolling the student in summer
37 programming.
 - 38
 - 39
- 40 2. A student in third grade receiving a performance level rating of “below” on the ELA portion of
41 the student's most recent TCAP test may be promoted if:
42

- 1 a. The student is an English language learner and has received less than two (2) full years
2 of ELA instruction;
- 3 b. The student was previously retained in grades K-3;
- 4 c. The student is retested before the next school year and scores proficient in ELA; or
- 5 d. The student attends a learning loss bridge camp before the next school year, maintains a
6 ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next
7 school year in accordance with state law.

8 *Decision of Retention – Fourth Grade*¹⁰

9 Students in the following categories may be promoted to fifth grade if they demonstrate adequate
10 growth on the fourth-grade ELA portion of the TCAP test:

- 11 1. A student who was promoted to fourth grade due to receiving tutoring for the entirety of the
12 fourth-grade school year; and
- 13
14 2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while
15 maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the
16 fourth grade school year.

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

- 19 1. The student's principal shall convene a conference consisting of the following parties: the
20 student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.
- 21
22 2. The conference shall review the student's fourth grade ELA performance to determine if the
23 student should be promoted to fifth grade.
- 24
25 3. At the conclusion of the conference, a majority of the parties shall agree to one of the
26 following:
 - 27 a. The student will be promoted to fifth grade and be assigned a tutor for the entirety of
28 the student's fifth-grade year; or
 - 29 b. The student will be retained in fourth grade. A student shall not be retained more than
30 once in fourth grade.

31 *Decision of Retention – Students with Disabilities*¹¹

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

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

37 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision
38 to retain the student and provided with information on the right to appeal the decision. Appeals shall be
39 made to a committee appointed by the principal within five (5) days. The student and his/her

1 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given
2 the opportunity to address the committee. The committee shall conduct a hearing within five (5) days to
3 determine if the student will be promoted and issue such decision within three (3) days. Upon notification
4 of the committee decision, the principal shall send written notification to the Director of
5 Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of
6 their right to appeal such action within five (5) days to the Director of Schools/designee.

7 The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A
8 decision shall be issued within three (3) days.

9 Within five (5) business days of the Director of Schools/designee rendering a decision, the student's
10 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
11 Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee.
12 The action of the Board shall be final.

13 For students where retention is required per the additional requirements for students in third and fourth
14 grade, parent(s)/guardian(s) may appeal this decision in accordance with state law.¹³

15 **CARNEGIE UNIT REQUIRED FOR GRADES 9-12**

16 In order to promote to the next grade, students must complete and /or accrue the prescribed number of
17 credits (Carnegie units) per grade level designated by the Board of Education and the State of
18 Tennessee.

- 19 5 credit (Carnegie units) or more at the end of the 9th grade
- 20 11 credits (Carnegie units) or more at the end of the 10th grade
- 21 16 credits (Carnegie units) or more at the end of the 11th grade
- 22 24 credits (Carnegie units) or more at the end of the 12th grade

23
24 Credits (Carnegie units) include the passing of required courses as set forth by the Board and the State
25 of Tennessee.

26
27 Students must complete 24 credits before being eligible to graduate from Gibson County High and
28 South Gibson County High School.

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
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

PROPOSED POLICY

Gibson County Board of Education			
Monitoring: Review: Annually, in December	Descriptor Term: Promotion and Retention	Descriptor Code: 4.603	Issued Date:
		Rescinds:	Issued:

1 *General*

2 All promotion and retention decisions shall be made on a case-by-case basis and comply with state and
 3 federal law. All decisions shall be made in consultation with a student’s IEP and/or 504 team, if
 4 applicable.¹

5 Students who have difficulty in achieving the requirements for promotion may be considered for
 6 retention. Schools shall identify these students by February 1st. Factors used to identify students for
 7 retention shall include:²

- 8 1. Ability to perform at the current grade level;
- 9
- 10 2. Results of local assessments, screening, or monitoring tools;
- 11
- 12 3. State assessments, as applicable;
- 13
- 14 4. Home Literacy Reports;³
- 15
- 16 5. Overall academic achievement of the student;
- 17
- 18 6. Likelihood of success with more difficult material if promoted to the next grade;
- 19
- 20 7. Attendance record; and
- 21
- 22 8. The student’s maturity.

23 Students may be identified for retention after the February 1st deadline if the delay in identifying a
 24 student is due to.⁴

- 25 1. Date of enrollment;
- 26
- 27 2. Additional information acquired after results of local assessment, screening, or monitoring are
 28 released.
- 29

30
31

1 VOLUNTARY RETENTION⁵

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

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

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

10 PROMOTION PLANS⁶

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

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

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

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

34 RETENTION⁷

35 A student may be retained when such retention is in the best interests of the student or when retention
36 is required per additional requirements for students in third and fourth grade.

37

1 *Decision of Retention – General*⁹

2 If a student is retained, the Director of Schools/designee shall develop an individualized academic
3 remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of
4 the plan shall be provided to the student’s parent(s)/guardian(s) within ten (10) calendar days of its
5 development. The plan shall include at least one of the following strategies:

- 6 1. Adjustment to the current instructional strategies or materials;
- 7
- 8 2. Additional instructional time;
- 9
- 10 3. Individual tutoring;
- 11
- 12 4. Modification to the student’s classroom assignment to ensure the student receives
13 instruction from a teacher with a level of overall effectiveness of above expectations (level
14 4) or significantly above expectations (level 5); or
- 15
- 16 5. Attendance or truancy interventions.

17 A student shall not be retained more than once in any grade. The progress of students who are retained
18 shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the
19 school year in which the student is retained. The Director of Schools shall develop procedures to
20 ensure appropriate recordkeeping of students who are retained.

21 *Decision of Retention – Third Grade*¹⁰

22 Third grade students shall not be promoted to the next grade unless they are determined to be
23 proficient (i.e., receive a performance level rating of “on track” or “mastered”) in English language arts
24 (ELA) based on the student’s most recent TCAP test.

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

- 26 1. A student in third grade receiving a performance level rating of “approaching” on the ELA
27 portion of the student’s most recent TCAP test may be promoted if:
 - 28 a. The student is an English language learner and has received less than two (2) full years
29 of ELA instruction;
 - 30 b. The student was previously retained in grades K-3;
 - 31 c. The student is retested before the next school year and scores proficient in ELA;
 - 32 d. The student attends a learning loss bridge camp before the next school year, maintains a
33 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-
34 test at the end of the camp;
 - 35 e. The student receives tutoring for the entirety of the next school year in accordance with
36 state law; or
 - 37 f. Beginning with the 2023-2024 school year, the student demonstrates proficiency in
38 ELA standards by scoring within the fiftieth percentile on the most recently
39 administered state-provided benchmark assessment and the district provides tutoring
40

1 services to the student during the entire fourth grade school year and notifies the
2 student's parent/guardian, in writing, of the benefits of enrolling the student in summer
3 programming.
4

- 5 2. A student in third grade receiving a performance level rating of "below" on the ELA portion of
6 the student's most recent TCAP test may be promoted if:
7
- 8 a. The student is an English language learner and has received less than two (2) full years
9 of ELA instruction;
 - 10 b. The student was previously retained in grades K-3;
 - 11 c. The student is retested before the next school year and scores proficient in ELA; or
 - 12 d. The student attends a learning loss bridge camp before the next school year, maintains a
13 ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next
14 school year in accordance with state law.

15 *Decision of Retention – Fourth Grade*¹⁰

16 Students in the following categories may be promoted to fifth grade if they demonstrate adequate
17 growth on the fourth-grade ELA portion of the TCAP test:

- 18 1. A student who was promoted to fourth grade due to receiving tutoring for the entirety of the
19 fourth-grade school year; and
20
- 21 2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while
22 maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the
23 fourth grade school year.

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

- 26 1. The student's principal shall convene a conference consisting of the following parties: the
27 student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.
28
- 29 2. The conference shall review the student's fourth grade ELA performance to determine if the
30 student should be promoted to fifth grade.
31
- 32 3. At the conclusion of the conference, a majority of the parties shall agree to one of the
33 following:
 - 34 a. The student will be promoted to fifth grade and be assigned a tutor for the entirety of
35 the student's fifth-grade year; or
 - 36 b. The student will be retained in fourth grade. A student shall not be retained more than
37 once in fourth grade.

38 *Decision of Retention – Students with Disabilities*¹¹

39 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the
40 student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of

1 TCAP was due to the student's disability. The school district shall not retain a student with a disability
2 or a suspected disability that impacts their ability to read.

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

4 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision
5 to retain the student and provided with information on the right to appeal the decision. Appeals shall be
6 made to a committee appointed by the principal within five (5) days. The student and his/her
7 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given
8 the opportunity to address the committee. The committee shall conduct a hearing within five (5) days to
9 determine if the student will be promoted and issue such a decision within three (3) days. Upon
10 notification of the committee decision, the principal shall send written notification to the Director of
11 Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of
12 their right to appeal such action within five (5) days to the Director of Schools/designee.

13 The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A
14 decision shall be issued within three (3) days.

15 Within five (5) business days of the Director of Schools/designee rendering a decision, the student's
16 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
17 Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee.
18 The action of the Board shall be final.

19 For students where retention is required per the additional requirements for students in third and fourth
20 grade, parent(s)/guardian(s) may appeal this decision in accordance with state law.¹³

22 **CARNEGIE UNIT REQUIRED FOR GRADES 9-12**

23 In order to be promoted to the next grade, students must complete and /or accrue the prescribed
24 number of credits (Carnegie units) per grade level designated by the Board of Education and the State
25 of Tennessee.

26 5 credits (Carnegie units) or more at the end of the 9th grade
27 11 credits (Carnegie units) or more at the end of the 10th grade
28 16 credits (Carnegie units) or more at the end of the 11th grade
29 24 credits (Carnegie units) or more at the end of the 12th grade

30
31 Credits (Carnegie units) include the passing of required courses as set forth by the Board and the State
32 of Tennessee.

33
34 Students must complete 24 credits before being eligible to graduate from Gibson County High and
35 South Gibson County High School.

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. [TCA 49-6-314; TRR/MS 0520-01-03-.16\(6\)](#)
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](#)
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

CURRENT POLICY

Gibson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Background Investigations	Descriptor Code: 5.118	Issued Date: 10/11/18
		Rescinds: 5.118	Issued: 09/10/15

1 *General*

2 Background checks shall be required for applicants, employees, contract workers, and volunteers.¹

3 The Director of Schools/designee shall develop any necessary corresponding procedures.

4 **APPLICANTS AND EMPLOYEES**

5 To ensure the safety and welfare of students and staff, the district shall require criminal history
6 background checks and fingerprinting of applicants for teaching positions and any other positions that
7 require proximity to children. Further, applicants who (1) have been identified by the Department of
8 Children's Services as perpetrators of child abuse, severe child abuse, child sexual abuse, or child
9 neglect, or who pose an immediate threat to the health, safety, or welfare of children; or (2) who are
10 listed on the state's abuse of vulnerable persons registry maintained by the Department of Health shall
11 not be employed.² Any costs incurred to perform these background checks and fingerprinting shall be
12 paid by the applicant. The Board shall reimburse the applicant if the position is offered and accepted.³

13 Background checks shall be required of these employees at least once every five (5) years after the date
14 of hire.¹

15 **USE AND DISSEMINATION**

16 Fingerprints or other approved forms of positive identification shall be submitted with all requests for
17 criminal history record checks for non-criminal justice purposes.⁴ The Director of Schools shall ensure
18 the Originating Agency Identifier number is on file at all times.

19 Tennessee and FBI Criminal History Record Information ("CHRI") obtained by the district shall be
20 solely used to verify criminal violation(s) and shall not be disseminated. Results shall be considered
21 confidential and only accessible to district personnel identified by the Director of Schools. CHRI shall
22 only be accessed by authorized personnel in the performance of their duties and shall never be released
23 to the public.

24 All persons directly associated with the accessing, maintaining, processing, dissemination, or destruction
25 of CHRI shall sign an awareness statement and shall indicate that they have been specially trained on
26 the subject. The training shall provide those with access to CHRI with a working knowledge of federal

1 and state regulations and laws governing the security and processing of criminal history information.
2 The Director of Schools is responsible for ensuring that authorized personnel receive such training within
3 sixty (60) days of employment or job assignment and every three (3) years.

4 **RETENTION AND SECURITY**

5 The Director of Schools shall develop procedures to ensure CHRI is stored in a secure location. Areas
6 in which CHRI is processed and handled shall be restricted to authorized personnel identified by the
7 Director of Schools. The area shall be out of the view of the public and unauthorized personnel. The
8 Director of Schools shall maintain a list of all employees who have access to, can process, disseminate,
9 and/or destroy CHRI.

10 **DISPOSAL OF CHRI**

11 When CHRI is no longer needed, it shall be destroyed by burning, shredding, or other methods rendering
12 the information unreadable. Record destruction shall be conducted under the supervision of the Director
13 of Schools.

14 **MISUSE**

15 Employees who misuse CHRI or violate this policy shall be subject to disciplinary action up to and
16 including termination. Any employee with knowledge of misuse shall immediately report a violation to
17 the Director of Schools.

18

Legal References

1. Public Acts of 2018, Chapter No. 1006
2. TCA 49-5-406(a)(1); TCA 49-5-403;
TCA 49-5-413(a)(2), (e)
3. TCA 49-5-413(c)
4. 34 USCA § 40316

Cross References

School Volunteers 4.501
Application and Employment 5.106

PROPOSED POLICY

Gibson County Board of Education			
Monitoring: Review: Annually, in January	Descriptor Term: Background Investigations	Descriptor Code: 5.118	Issued Date:
		Rescinds:	Issued:

1 *General*

2 Background checks shall be required for applicants, employees, contract workers, and volunteers.¹
3 Individuals who (1) have been identified by the Department of Children's Services as perpetrators of
4 child abuse, severe child abuse, child sexual abuse, or child neglect or who pose an immediate threat to
5 the health, safety, or welfare of children; or (2) are listed on the state's abuse of vulnerable persons
6 registry maintained by the Department of Health shall not be employed.²

7 The Director of Schools/designee shall develop any necessary corresponding procedures.

8 Applicants and current employees shall be entered into the federal RAP back program.³ Notice of the
9 following shall be provided:

- 10 1. Possible fees charged by the Tennessee Bureau of Investigation; and
11
12 2. Fingerprints will be retained by the Tennessee Bureau of Investigation and the Federal Bureau
13 of Investigation for all purposes and uses authorized for fingerprint submission.

14 Any costs incurred to perform these background checks and fingerprinting shall be paid by applicants.
15 The Board shall reimburse applicants if the position is offered and accepted.

16 **CONTRACTORS & VOLUNTEERS**

17 To ensure the safety and welfare of students and staff, the district shall require criminal history
18 background checks and fingerprinting of contractors, and volunteers, and any other positions that
19 require proximity to children. Any costs incurred to perform these background checks and
20 fingerprinting shall be paid by the applicant. The Board shall reimburse the applicant if the position is
21 offered and accepted.⁴

22 Background checks shall be required of the individuals listed above at least once every five (5) years
23 after the initial background check.¹

24 **USE AND DISSEMINATION**

25 Fingerprints or other approved forms of positive identification shall be submitted with all requests for
26 criminal history record checks for non-criminal justice purposes.⁵ The Director of Schools shall ensure
27 the Originating Agency Identifier number is on file at all times.

28 Tennessee and FBI Criminal History Record Information (CHRI) obtained by the district shall be
29 solely used to verify criminal violations and shall not be disseminated. Results shall be considered

1 confidential and only accessible to district personnel identified by the Director of Schools. CHRI shall
2 only be accessed by authorized personnel in the performance of their duties and shall never be released
3 to the public.

4 All persons directly associated with the accessing, maintaining, processing, dissemination, or
5 destruction of CHRI shall sign an awareness statement and shall indicate that they have been specially
6 trained on the subject. The training shall provide those with access to CHRI with a working knowledge
7 of federal and state regulations and laws governing the security and processing of criminal history
8 information. The Director of Schools is responsible for ensuring that authorized personnel receive such
9 training within sixty (60) days of employment or job assignment and every three (3) years.

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11 The Director of Schools shall develop procedures to ensure CHRI is stored in a secure location. Areas
12 in which CHRI is processed and handled shall be restricted to authorized personnel identified by the
13 Director of Schools. The area shall be out of the view of the public and unauthorized personnel. The
14 Director of Schools shall maintain a list of all employees who have access to, can process, disseminate,
15 and/or destroy CHRI.

16 **DISPOSAL OF CHRI**

17 When CHRI is no longer needed, it shall be destroyed by burning, shredding, or other methods
18 rendering the information unreadable. Record destruction shall be conducted under the supervision of
19 the Director of Schools.

20 **MISUSE**

21 Employees who misuse CHRI or violate this policy shall be subject to disciplinary action up to and
22 including termination. Any employee with knowledge of misuse shall immediately report a violation to
23 the Director of Schools.

Legal References

1. [TCA 49-5-413](#)
2. [TCA 49-5-406\(a\)\(1\)](#); [TCA 49-5-403](#);
[TCA 49-5-413\(a\)\(2\)](#). (e)
3. [TCA 49-5-413\(f\)](#)
4. [TCA 49-5-413\(c\)](#)
5. [34 USCA § 40316](#)

Cross References

- School Volunteers 4.501
- Application and Employment 5.106
- Substitute Teachers 5.701



TNReady 2023-2024 Results

Dyer School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-5 Math	54.4%	62.6%	44.0%
3-5 ELA	46.4%	56.7%	42.0%
3-5 Science	44.8%	57.3%	44.0%

Dyer School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
6-8 Math	38.8%	52.4%	38.0%
6-8 ELA	32%	41.3%	33.0%
6-8 Science	47.9%	60.4%	44.0%
6-8 Social Studies	48.3%	65.4%	45.0%

Dyer School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-8 Math	46.7%	57.8%	39.7%
3-8 ELA	39.3%	48.9%	37.6%
3-8 Science	46.3%	59.0%	44.0%
3-8 Social Studies	48.3%	65.4%	45.0%

Dyer School TVAAS

Subject	School TVAAS	District TVAAS
Literacy	4	2
Numeracy	1	2
Science	1	3
Social Studies	2	5
Overall	2	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

Dyer School Letter Grade

Indicator	Level	Weight	Score
Achievement	4	50.0%	2
Growth	1	30.0%	0.4
Growth for Highest Need Students	1	10.0%	0.1
College & Career Readiness		10.0%	
Overall Score (Letter Grade)	C	100.0%	2.5 (C)

Additional School Highlights

SOAR Time – built to focus on student growth

TVASS projections – keeping student projections a focus

Data Meetings – Supervisors, Principals, Teachers, & Students

Rewards and Incentives for growth and achievement

Gibson Co. HS (Math)

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
Algebra 1	36.6%	42.6%	27.5%
Algebra 2	41.5%	49.1%	31.6%
Geometry	45.7%	56.1%	35.4%
Overall	42.0%	49.0%	28.0%

Gibson Co. HS (English)

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
English 1	42.9%	47.1%	35.4%
English 2	52.4%	59.3%	50.6%
Overall	48.1%	53.0%	43.0%

Gibson Co. HS

(Biology & Social Studies)

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
Biology	51.0%	64.8%	45.3%
US History	67.6%	53.1%	39.5%

Gibson Co. HS (ACT)

Composite 2021	Composite 2022	Composite 2023
19.3	20.3	18.4

Gibson Co. HS Ready Graduate

2021/2022	2022/2023	2023/2024
52.5%	79.4%	71.3%

Gibson Co. HS TVAAS

Subject	School TVAAS	District TVAAS
Literacy	2	2
Numeracy	5	2
Science	2	3
Social Studies	5	5
Overall	5	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

Gibson Co. HS Letter Grade

Indicator	Level	Weight	Score
Achievement	5	50.0%	2.5
Growth	5	30.0%	1.5
Growth for Highest Need Students	4	10.0%	0.4
College & Career Readiness	5	10.0%	0.5
Overall Score (Letter Grade)	A	100.0%	4.9 (A)

Additional School Highlights

Reward School	
Overall Achievement	47.7%
College & Career Ready	97.2%
Graduation Rate (2023)	92.5%
State Dual Credit Pre-Cal	50.0% > 17.5 % state
State Dual Credit Stats	37.0% > 4.2 % state
H. Biology II CLEP	75% > 60 % USA
CTE	Multiple
Beta Club	2 nd in math; 4 th Campaign Skit

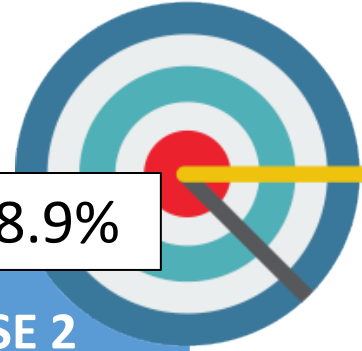
Kenton School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-5 Math	60%	62.6%	44.0%
3-5 ELA	45%	56.7%	42.0%
3-5 Science	50%	57.3%	44.0%

Kenton School TVAAS

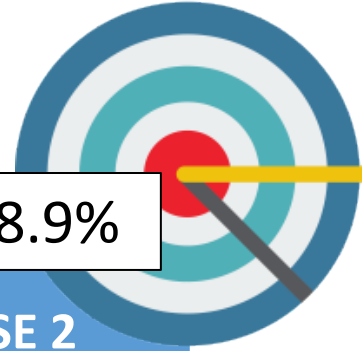
Subject	School TVAAS	District TVAAS
Literacy	2	2
Numeracy	2	2
Science		3
Social Studies		5
Overall		4

Kenton Current School Year ELA Data



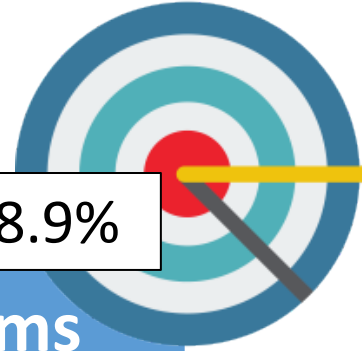
Grade	Fall Aimsweb	CASE 1	Winter Aimsweb	CASE 2
Kindergarten	20%		30%	
1 st grade	27%	55%	45%	86%
2 nd grade	25%	44%	67%	44%
3 rd grade ELA	45%	45%	65%	35%
4 th grade ELA	29%	14%	57%	0%
3 rd & 4 th ELA		30%		18%

Kenton Current School Year Math Data



Grade	Fall Aimsweb	CASE 1	Winter Aimsweb	CASE 2
Kindergarten	30%		50%	
1 st grade	23%	36%	64%	45%
2 nd grade	33%	33%	67%	67%
3 rd grade	45%	25%	55%	50%
4 th grade	29%	57%	43%	43%
3 rd & 4 th Math		35%		47%

Kenton School-wide Progress



	CASE 1	CASE 2	Aims 1	Aims 2
3 rd & 4 th grade ELA & Math	32%	32%		
1 st & 2 nd grade ELA & Math	42%	61%		
1 st – 4 th grade ELA & Math	37%	46%		
K – 4 th grade Tier 1 ELA (Aimsweb)			31%	53%
K – 4 th grade Tier 1 Math (Aimsweb)			32%	59%

58.9%

Rutherford School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-5 Math	57%	62.6%	44.0%
3-5 ELA	47%	56.7%	42.0%
3-5 Science	53%	57.3%	44.0%

Rutherford School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
6-8 Math	41%	52.4%	38.0%
6-8 ELA	23%	41.3%	33.0%
6-8 Science	43%	60.4%	44.0%
6-8 Social Studies	57%	65.4%	45.0%

Rutherford School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-8 Math	48%	57.8%	39.7%
3-8 ELA	33%	48.9%	37.6%
3-8 Science	47%	59.0%	44.0%
3-8 Social Studies	58%	65.4%	45.0%

Rutherford TVAAS

Subject	School TVAAS	District TVAAS
Literacy	1	2
Numeracy	3	2
Science	3	3
Social Studies	5	5
Overall	3	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

Rutherford School Letter Grade

Indicator	Level	Weight	Score
Achievement	4.4	50.0%	2.2
Growth	3	40.0%	1.2
Growth for Highest Need Students	2	10.0%	0.2
Overall Score (Letter Grade)	B	100.0%	3.61 (B)

Additional School Highlights

3-8 Math grew from 2 to 3			
School Wide Composite 2 to 3			
6-8 SS was Level 5			

South Gibson County Elementary School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-5 Math	68%	62.6%	44.0%
3-5 ELA	66%	56.7%	42.0%
3-5 Science	64%	57.3%	44.0%

SGCES TVAAS

Subject	School TVAAS	District TVAAS
Literacy	5	2
Numeracy	5	2
Science		3
Social Studies		5
Overall	5	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

SGCES Letter Grade

Indicator	Level	Weight	Score
Achievement	5	50.0%	2.5
Growth	5	40.0%	2
Growth for Highest Need Students	5	10.0%	.5
College & Career Readiness	Not a High School		
Overall Score (Letter Grade)	5	100.0%	5 (A)

Additional SGCES Highlights

	Fall	Spring
Kindergarten (Aims)	24% T1 (ELA) 38% (Math)	72% T1 (ELA) 74% T1 (Math)
1 st Grade (Case)	39% (ELA) 33% (Math)	55% (ELA) 51% (Math)
2 nd grade (Case)	46% (ELA) 58% (Math)	61% (ELA) 70% (Math)



2023-2024 Reward School for
exemplifying student success

SGCHS (Math)

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
Algebra 1	45.9%	42.6%	27.5%
Algebra 2	53.9%	49.1%	31.6%
Geometry	61.7%	56.1%	35.4%
Overall	53.5%	49.0%	28.0%

SGCHS (English)

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
English 1	49.3%	47.1%	35.4%
English 2	63.2%	59.3%	50.6%
Overall	55.8%	53.0%	43.0%

SGCHS (Biology & US History)

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
Biology	71.7%	64.8%	45.3%
US History	43.8%	53.1%	39.5%

SGCHS (ACT)

Composite 2021	Composite 2022	Composite 2023
20.3	21.9	20.6

SGCHS Ready Graduate

2021/2022	2022/2023	2023/2024
123/175 (70.3%)	124/152 (81.6%)	163/207 (78.7%)

SGCHS TVAAS

Subject	School TVAAS	District TVAAS
Literacy	1	2
Numeracy	4	2
Science	1	3
Social Studies	1	5
Overall	1	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

SGCHS Letter Grade

Indicator	Level	Weight	Score
Achievement	5	50.0%	2.5
Growth	1	30.0%	0.3
Growth for Highest Need Students	3	10.0%	0.3
College & Career Readiness	5	10.0%	0.5
Overall Score (Letter Grade)	B	100.0%	3.6 (B)

Additional SGCHS Highlights

- US News & World Report ranks SGCHS #17 in the state as top TN high schools
- 21 seniors scored 30+ on the ACT
- 37% seniors met all 4 ACT benchmarks
- 134 students passed AP exam (60%)
- CLEP Pass Rate: Chemistry – 16/26 (61.5%)
Biology – 7/13 (53.8%)
Spanish – 13/17 (76.4%)
- 5 SGCHS students chosen to be Tech Interns with the Greater Nashville Technology Council, Accenture, and Bridgestone. Students received a brand-new Apple Laptop to use for the 6 weeks internship and to keep when the internship was completed. Only 6 students were chosen from all TN applicants, and 5 students were from SGCHS!
- Girl's Golf team won tenth consecutive district championship.
- Boy's Golf team won fourth consecutive district championship.
- SGC Baseball team made their 3rd trip in a row to the state tournament finishing in the top 6 in the state!
- Girls Soccer: State tournament for the 7th consecutive season, District, Region, and Sectional Champs
- Girls Tennis: Back-to-Back District Champions undefeated in the district the past 2 years (23-0)
- Girls Tennis: Sent a Doubles Team to state for the first time in school history
- SGCHS Band: Bronze medalists at the Division II TN State Marching Band Championships for the 3rd year in a row.
- SGCHS Band: The Field Commanders placed 1st in the state with a perfect score of 100!
- Girls Basketball: Back-to-Back Final 4 Appearances

South Gibson County Middle

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
5 Math	66.9%	62.6%	44.0%
5 ELA	56%	56.7%	42.0%
5 Science	58.7%	57.3%	44.0%

South Gibson County Middle

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
6-8 Math	58.1%	52.4%	38.0%
6-8 ELA	47.1%	41.3%	33.0%
6-8 Science	67.4%	60.4%	44.0%
6-8 Social Studies	72.2%	65.4%	45.0%

South Gibson County Middle

Subject	School TVAAS	District TVAAS
Literacy	1	2
Numeracy	1	2
Science	3	3
Social Studies	5	5
Overall	2	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

South Gibson County Middle

Indicator	Level	Weight	Score
Achievement	5	50.0%	2.5
Growth	2	40.0%	0.8
Growth for Highest Need Students	3	10.0%	0.3
College & Career Readiness		N/A	
Overall Score (Letter Grade)	(B)	100.0%	3.6 (B)

Additional SGCMS Highlights

House Groups			
Meeting projections in 24-25 in all but 2 areas currently.			

Spring Hill School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-5 Math	61.5%	62.6%	44.0%
3-5 ELA	42.3%	56.7%	42.0%
3-5 Science	38.5%	57.3%	44.0%

Spring Hill School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
6-8 Math	48.78%	52.4%	38.0%
6-8 ELA	31.7%	41.3%	33.0%
6-8 Science	48.78%	60.4%	44.0%
6-8 Social Studies	56.1%	65.4%	45.0%

Spring Hill School

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-8 Math	53.7%	57.8%	39.7%
3-8 ELA	35.8%	48.9%	37.6%
3-8 Science	44.8%	59.0%	44.0%
3-8 Social Studies	56.1%	65.4%	45.0%

Spring Hill School

Subject	School TVAAS	District TVAAS
Literacy	4	2
Numeracy	3	2
Science	3	3
Social Studies	3	5
Overall	4	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

Spring Hill School

Indicator	Level	Weight	Score
Achievement	4	50.0%	2
Growth	4	50.0%	2
Growth for Highest Need Students	N/A	0.0%	N/A
College & Career Readiness	N/A	0.0%	N/A
Overall Score (Letter Grade)	B	100.0%	4 (B)

Additional School Highlights

SHS met their AMO.			
2024 Letter Grade	B		
2023 Letter Grade	A		
Overall Score	4		

Yorkville

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-5 Math	45%	62.6%	44.0%
3-5 ELA	47.3%	56.7%	42.0%
3-5 Science	52.7%	57.3%	44.0%

Yorkville

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
6-8 Math	57%	52.4%	38.0%
6-8 ELA	39.8%	41.3%	33.0%
6-8 Science	53.1%	60.4%	44.0%
6-8 Social Studies	47.4%	65.4%	45.0%

Yorkville

Subject	School % Met Expectations/Exceeded	District % Met Expectations/Exceeded	State % Met Expectations/Exceeded
3-8 Math	50%	57.8%	39.7%
3-8 ELA	43.4%	48.9%	37.6%
3-8 Science	52.6%	59.0%	44.0%
3-8 Social Studies	47.4%	65.4%	45.0%

Yorkville

Subject	School TVAAS	District TVAAS
Literacy	2	2
Numeracy	5	2
Science	4	3
Social Studies	3	5
Overall	3	4

Letter Grade	Score Range
A	4.5 - 5.0
B	3.5 - 4.4
C	2.5 - 3.4
D	1.5 - 2.4
F	1.0 - 1.4

Yorkville Letter Grade

Indicator	Level	Weight	Score
Achievement	4.4	50.0%	2.2
Growth	3.0	30.0%	1.5
Growth for Highest Need Students	N	10.0%	N
College & Career Readiness	NA	10.0%	NA
Overall Score (Letter Grade)	B	100.0%	3.7 (B)

Additional School Highlights

2023 2024 Tennessee Reward School	Charlie Turner-2 nd Place State Beta Social Studies Competition
Math Score-5	2 students chosen for UTM Honor Band
Overall Growth 4.4/5.0	2 students chosen for Murray State Honor Band
Retained all teachers for 24-25	100% participation by parents/family for Thanksgiving Lunch with students

TISA Outcomes Funding

TISA Outcomes funding received - \$426,622.50

We need to amend the budget revenues by this amount.

This will amend the TISA revenue line 141-46510.

NAVIGATE360 - QUOTE FORM

Customer: Gibson County Special School District 130 Trenton Hwy Dyer, TN 38330 Eddie Pruett epruett@gcssd.org	Proposal No: Q-183827 Proposal Expires: 1/18/2025 Proposal By: Kate Rosselot Email: krosselot@navigate360.com Opp Number: 250175
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Initial Investment: \$157,416.56

Recurring Payment: \$16,962.56 - Net 30

Term: The 36 month term for subscription services begins on **4/1/2025** and ends on **3/31/2028**.

SUBSCRIPTION SERVICES

Item	Description	Quantity	Price
EMS05SFT3505RC	911 Cellular Wi-Fi Wearable Panic Button Maintenance Service	500 QTY	\$7,200.00
EMS05SFT0183RC	Emergency Management Suite Platform subscription with full unlimited access to all users.	4000 Students	\$9,762.56

Annual Subscription Price: \$16,962.56

PROFESSIONAL SERVICES

Item	Description	Quantity	Price
EMS05HDW3503NR	911 Cellular Wi-Fi Wearable Panic Button	500 QTY	\$108,000.00
EMS05IMP0182NR	Implementation Fee - Emergency Management Suite	4000 Students	\$920.00
EMS05PRO0185NR	Elementary/Intermediate/Primary School Onsite Service - Site Mapping	5 Building(s)	\$17,500.00
EMS05PRO0180NR	Middle School/Jr. High Onsite Service - Site Mapping	2 Building(s)	\$7,000.00
EMS05PRO0181NR	High School Onsite Service - Site Mapping	2 Building(s)	\$7,000.00
EMS05ERR3500NR	Shipping fee for Navigate360 911 Cellular hardware purchases.	1 QTY	\$34.00

TOTAL PROFESSIONAL SERVICES PRICE: \$140,454.00

Accurate Sales Tax will be added when applicable.

NAVIGATE360 - QUOTE FORM

Customer:	Gibson County Special School District 130 Trenton Hwy Dyer, TN 38330 Eddie Pruett epruett@gcssd.org	Proposal No:	Q-183869
		Proposal Expires:	1/18/2025
		Proposal By:	Kate Rosselot
		Email:	krosselot@navigate360.com
		Opp Number:	250175

Initial Investment: \$54,152.25

Recurring Payment: \$19,454.34 - Net 30

Term: The 36 month term for subscription services begins on **4/1/2025** and ends on **3/31/2028**.

SUBSCRIPTION SERVICES

Item	Description	Quantity	Price
EMS05SFT3655RC	Protect360 Plus (Bundle Product)	4000 Students	\$14,654.34
EMS05SFT3501RC	911 Cellular Public Safety Cloud Integration. Includes Computer Panic Button, Mobile Safety Application, Smartwatch Panic Buttons and connection to an instance of the Public Safety Cloud Web-portal.	4000 Students	\$4,800.00
EMS05SFT3653RC	Emergency Management Suite Platform subscription with full unlimited access to all users.	4000 Students	\$0.00
VMS08SFT3651RC	Navigate360's school Visitor Management System & Volunteer Management (sold separately) offer an easy check-in process for both the front office staff and visitors while maintaining a welcoming environment and increasing security.	4000 Students	\$0.00
EMS05IMP3650RC	Service & Support - Emergency Management Suite	4000 Students	\$0.00

Annual Subscription Price: \$19,454.34

PROFESSIONAL SERVICES

Item	Description	Quantity	Price
VMS08HDW3529NR	Logitech C925e Webcam 1080P used with Navigate360 Visitor Management system. Built in technology allows web camera to operate as a 2D scanner. Camera reads the necessary data from the ID (ID Image is not captured) and inputs into your Visitor's Profile. Process happens in internal system and never leaves premises.	9 QTY	\$1,125.00
VMS08HDW3523NR	The Dymo LabelWriter 550 badge printer is used to print Visitor badges OR Tardy Slips for students checking in late. -Print precise quantities of labels without difficulty, eliminating the waste and hassle of sheet labels. -Eliminate the need for costly ink or toner with direct thermal print technology. -Dimensions: Width, height, depth: 4 7/8" x 5 3/4" x 7 1/4"	9 QTY	\$1,791.00

Item	Description	Quantity	Price
VMS08CBL3525NR	Dymo labels for printing passes in the Navigate360 Visitor Management system. The labels are 2.25" wide and come in a continuous 300-foot roll. Sold by the roll.	9 QTY	\$161.91
VMS08ERR0223NR	Shipping fee for Navigate360 Visitor Management hardware purchases.	1 QTY	\$120.00
EMS05PRO0185NR	Elementary/Intermediate/Primary School Onsite Service - Site Mapping	5 Building(s)	\$17,500.00
EMS05PRO0180NR	Middle School/Jr. High Onsite Service - Site Mapping	2 Building(s)	\$7,000.00
EMS05PRO0181NR	High School Onsite Service - Site Mapping	2 Building(s)	\$7,000.00

TOTAL PROFESSIONAL SERVICES PRICE: \$34,697.91

Accurate Sales Tax will be added when applicable.

NAVIGATE360 - QUOTE FORM

Customer:	Gibson County Special School District 130 Trenton Hwy Dyer, TN 38330 Eddie Pruett epruett@gcssd.org	Proposal No:	Q-183877
		Proposal Expires:	1/18/2025
		Proposal By:	Kate Rosselot
		Email:	krosselot@navigate360.com
		Opp Number:	250175

Initial Investment: \$48,087.56

Recurring Payment: \$14,562.56 - Net 30

Term: The 36 month term for subscription services begins on **4/1/2025** and ends on **3/31/2028**.

SUBSCRIPTION SERVICES

Item	Description	Quantity	Price
EMS05SFT3501RC	911 Cellular Public Safety Cloud Integration. Includes Computer Panic Button, Mobile Safety Application, Smartwatch Panic Buttons and connection to an instance of the Public Safety Cloud Web-portal.	4000 Students	\$4,800.00
EMS05SFT0183RC	Emergency Management Suite Platform subscription with full unlimited access to all users.	4000 Students	\$9,762.56

Annual Subscription Price: \$14,562.56

PROFESSIONAL SERVICES

Item	Description	Quantity	Price
EMS05IMP0178NR	Implementation Fee - Emergency Management Suite	9 Building(s)	\$2,025.00
EMS05PRO0185NR	Elementary/Intermediate/Primary School Onsite Service - Site Mapping	5 Building(s)	\$17,500.00
EMS05PRO0180NR	Middle School/Jr. High Onsite Service - Site Mapping	2 Building(s)	\$7,000.00
EMS05PRO0181NR	High School Onsite Service - Site Mapping	2 Building(s)	\$7,000.00

TOTAL PROFESSIONAL SERVICES PRICE: \$33,525.00

Accurate Sales Tax will be added when applicable.



Quote

Bill To:
 Gibson County Schools
 130 Trenton Hwy
 Dyer, TN 38330

Sales Rep: Amie Briggs

Submitted on: 12/4/2024
 (Valid 45 days)
Quote # GCS-120324
Terms (Years) 5

Product Item / Fee	*Sites	Annual Rate (Per Site)	Annual Recurring Rate	Term Amount
SAFETY PLATFORM (including CrisisAlert™ and core versions of Visitor Management with Reunification, and Safety Blueprint™)	9	\$8,000	\$72,000	\$360,000
Sites Included:				
Annual Fees - CrisisAlert				
Wireless Backup	9	\$300	\$2,700	\$13,500
Annual Fees - Visitor Management				
Visitor Management	9	Included	Included	Included
SIS Integration	9	\$500	\$4,500	\$22,500
Annual & Full-Term Platform Sub-totals:			\$79,200	\$396,000
One Time Fees - CrisisAlert™				
Installation & Setup	9		\$3,500	\$31,500
Gateway Intallation	9		\$1,500	\$13,500
Implementation	9		\$2,000	\$18,000
Maintenance & Support	9		\$1,000	\$9,000
Shipping	9		\$400	\$3,600
On-Site Responder Training	9		\$1,000	\$9,000
One Time Fees - Visitor Management				
Remote Installation And Remote Training (VM Only)	9		Included	Included
Visitor & Student Starter Kit	9		\$500	\$4,500

NOTES:
 Quote includes site mapping and training, along with software licensing and hardware warranty based on the term selected.
 *Preliminary site count listed pending a final site list from customer.

Annual contract will renew after the selected term expires at CENTEGIX then current pricing.

Engaged Systems will invoice based on the following billing milestones:
 • \$84,150 due upon the PO date/order date
 • \$84,150 due upon 90 days PO date/order date
 • \$79,200 due on the anniversary date each year for years 2-5
 • All invoices are payable on Net 30 terms.

Any remaining fees (if applicable) will be invoiced annually upon the anniversary date.

One-Time Fees Sub-total:	\$89,100
Full Term Contract Total	\$485,100

Amounts do not include local, state or federal taxes. If you are tax exempt, please provide a tax exempt form otherwise sales tax will be charged.

CURRENT POLICY

Gibson County Board of Education			
Monitoring: Review: Annually, in January	Descriptor Term: Sick Leave	Descriptor Code: 5.302	Issued Date: 08/10/23
		Rescinds: 5.302	Issued: 01/14/21

1 **PROFESSIONAL PERSONNEL**

2 Professional personnel shall earn one (1) day of sick leave for each month employed during the school
3 year, and these days shall accumulate for an unlimited number of days.¹

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

8 A signed statement listing the cause of absence shall be provided by the employee on forms furnished
9 by the Director of Schools and shall promptly be given to the immediate supervisor in support of all
10 claims for sick leave pay. A falsified statement shall be grounds for dismissal.

11 Documentation from a physician may be required in support of any claim for sick leave pay.

12 The principal shall notify the Director of Schools' office at once if an employee is sick beyond the limit
13 of his/her sick leave accumulation.

14 Permanent, cumulative sick leave records for each active professional employee shall be kept in the
15 Director of Schools' office.

16 **A teacher**, upon employment, may transfer his/her accumulated sick leave from another Tennessee
17 school district, provided that the Director of Schools of the district in which the accumulated leave was
18 held provides notarized verification.³

19 **SUPPORT PERSONNEL**

20 Support personnel shall earn one (1) day of sick leave for each month an employee is employed during
21 the school year, and these days shall accumulate for an unlimited number of days.

22 The immediate supervisor may require documentation from a physician stating the reason for absence.

23 **SICK LEAVE BANK**

24 The purpose of the sick leave bank is to provide sick leave to all employees⁴ who have suffered an
25 unplanned personal illness, injury, disability, or quarantine and whose personal sick leave is exhausted.

26 To form a sick leave bank, a minimum of twenty (20) employees from the school district shall petition
27 the Board for permission to establish a sick leave bank.⁵ Upon approval, sick leave bank trustees shall

1 be appointed and shall operate as the governing body of the sick leave bank and shall enact rules and
2 regulations consistent with state law.⁶ Employees wishing to participate shall initially give a maximum
3 of three (3) days of sick leave. These days are to be deducted from the employee's personal accumulation
4 and donated to the sick leave bank. Donations of sick leave to the bank are nonrefundable and
5 nontransferable.⁷

6 At any time the number of days in the sick leave bank is less than twenty (20), or one (1) per employee
7 if there are more than twenty (20) members, or at any time deemed advisable, the trustees shall assess
8 each member one (1) or more days of accumulated sick leave. If an employee has no accumulated sick
9 leave at the time of assessment, the first earned days shall be donated as they are accrued by the
10 employee.⁷

11 An employee who is a member of the sick leave bank may request an allotment of days (for the
12 employee's personal illness or on account of an illness of his/her minor child) in the manner designated
13 by the trustees. The need for these days shall be verified by a statement from a physician.⁸

14 By written notice to the trustees, an employee may withdraw from bank participation on June 30th of any
15 year.⁹ Membership withdrawal results in forfeiture of all days contributed.

16 The sick leave bank shall be operated in accordance with state law.¹⁰

Legal References

1. TCA 49-5-710(a)(1)
2. TRR/MS 0520-01-02-.04(2)
3. TCA 49-5-710(a)(5)
4. TCA 49-5-811
5. TCA 49-5-803
6. TCA 49-5-804; TCA 49-5-805
7. TCA 49-5-807
8. Public Acts of 2023, Chapter No. 151
9. TCA 49-5-808(j)
10. TCA 49-5-801 *et seq.*

Cross References

- 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

PROPOSED POLICY

Gibson County Board of Education			
Monitoring: Review: Annually, in January	Descriptor Term: Sick Leave	Descriptor Code: 5.302	Issued Date: 08/10/23
		Rescinds: 5.302	Issued: 01/14/21

1 **PROFESSIONAL PERSONNEL**

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3 year, and these days shall accumulate for an unlimited number of days.¹

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

8 A signed statement listing the cause of absence shall be provided by the employee on forms furnished
9 by the Director of Schools and shall promptly be given to the immediate supervisor in support of all
10 claims for sick leave pay. A falsified statement shall be grounds for dismissal.

11 Documentation from a physician may be required in support of any claim for sick leave pay.

12 The principal shall notify the Director of Schools' office at once if an employee is sick beyond the limit
13 of his/her sick leave accumulation.

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15 Director of Schools' office.

16 Full-time employees required by law to hold a valid license, upon employment, may transfer his/her
17 accumulated sick leave from another Tennessee school district, provided that the Director of Schools of
18 the district in which the accumulated leave was held provides notarized verification.³

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