GCSSD Board of Trustees Regular Meeting
July 9, 2026 6:30 PM
Gibson County High 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. Finance Reports

4.B. Maintenance/Technology Reports

4.C. Minutes Approval

5. **RECOGNITION**

6. **PUBLIC COMMENT**

7. **REGULAR AGENDA**

7.A. Audit Overview, Fund Balance

7.B. TCAP/EOC Update

7.C. TISA Budget Amendment

7.D. VPK Budget Amendment

7.E. Bus Bid

7.F. Property by SGCHS & GC Water Grant

7.G. GCSSD Board Attorney

7.H. Annual Bullying Report

7.I. Athletic Practice Policy

7.J. Policy Revisions

8. **DIRECTOR'S REPORT**

8.A. Upcoming Conference: Summer Law Institute—July 16–18—Gatlinburg

9. **ADJOURN**

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	9139	6/9/2026	Paid	Apple, Inc	$5,649.00
Gibson County Special Schools	9140	6/9/2026	Paid	Business Card	$1,566.73
Gibson County Special Schools	9141	6/9/2026	Paid	Business Card	$775.27
Gibson County Special Schools	9142	6/9/2026	Paid	Business Card	$23.98
Gibson County Special Schools	9143	6/9/2026	Paid	Business Card	$143.34
Gibson County Special Schools	9144	6/9/2026	Paid	Col Desi	$152.90
Gibson County Special Schools	9145	6/9/2026	Paid	Colette Wilson	$18.85
Gibson County Special Schools	9146	6/9/2026	Paid	Food Rite	$23.92
Gibson County Special Schools	9147	6/9/2026	Paid	Gibson County High School	$1,292.26
Gibson County Special Schools	9148	6/9/2026	Paid	Kenton Chevrolet	$125.09
Gibson County Special Schools	9149	6/9/2026	Paid	Lakeshore	$573.85
Gibson County Special Schools	9150	6/9/2026	Paid	Leverage Education	$2,754.70
Gibson County Special Schools	9151	6/9/2026	Paid	Quill	$154.54
Gibson County Special Schools	9152	6/9/2026	Paid	Quill	$240.95
Gibson County Special Schools	9154	6/9/2026	Paid	Gibson County School District	$192.80
Gibson County Special Schools	9155	6/9/2026	Paid	Gibson County School District/Gp Account	$289.20
Gibson County Special Schools	9156	6/9/2026	Paid	Wells Fargo Financial Leasing	$42.50
Gibson County Special Schools	9157	6/9/2026	Paid	Wells Fargo Financial Leasing	$42.50
Gibson County Special Schools	9158	6/16/2026	Paid	Business Card	$1,057.40
Gibson County Special Schools	9159	6/16/2026	Paid	Business Card	$502.99
Gibson County Special Schools	9160	6/16/2026	Paid	Business Card	$426.08
Gibson County Special Schools	9161	6/16/2026	Paid	Circle S Farm Supply	$1,200.00
Gibson County Special Schools	9162	6/16/2026	Paid	Gibson County School District	$1,000.00
Gibson County Special Schools	9163	6/16/2026	Paid	HOWARD COMPUTERS	$18,895.00
Gibson County Special Schools	9164	6/16/2026	Paid	L.E.A.D. Inc.	$3,347.90

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	9165	6/16/2026	Paid	Lakeshore	$2,073.78
Gibson County Special Schools	9166	6/16/2026	Paid	Leverage Education	$1,085.00
Gibson County Special Schools	9167	6/16/2026	Paid	LTC	$51.48
Gibson County Special Schools	9168	6/16/2026	Paid	Partner Ed Solutions	$3,500.00
Gibson County Special Schools	9169	6/16/2026	Paid	Rockette Science Learning	$2,500.00
Gibson County Special Schools	9170	6/16/2026	Paid	JADA SIMS	$33.85
Gibson County Special Schools	9171	6/22/2026	Paid	Autism Products	$399.98
Gibson County Special Schools	9173	6/22/2026	Paid	Business Card	$847.53
Gibson County Special Schools	9174	6/22/2026	Paid	Danise Curriculum Design	$397.00
Gibson County Special Schools	9175	6/22/2026	Paid	Christian Ellis	$49.30
Gibson County Special Schools	9176	6/22/2026	Paid	Kaplan Companies Inc.	$539.70
Gibson County Special Schools	9177	6/22/2026	Paid	LessonPix, Inc.	$324.00
Gibson County Special Schools	9178	6/22/2026	Paid	Mobymax.Com	$223.00
Gibson County Special Schools	9179	6/22/2026	Paid	JADA SIMS	$63.08
Gibson County Special Schools	9180	6/22/2026	Paid	JADA SIMS	$175.45
Gibson County Special Schools	9181	6/22/2026	Paid	WEBSTAURAUNT STORE	$919.00
Gibson County Special Schools	9182	6/22/2026	Paid	Business Card	$159.00
Gibson County Special Schools	9183	6/30/2026	Paid	Apple, Inc	$1,316.00
Gibson County Special Schools	9184	6/30/2026	Paid	Business Card	$1,373.26
Gibson County Special Schools	9185	6/30/2026	Paid	Business Card	$1,599.92
Gibson County Special Schools	9186	6/30/2026	Paid	Business Card	$602.00
Gibson County Special Schools	9187	6/30/2026	Paid	Business Card	$877.90
Gibson County Special Schools	9188	6/30/2026	Paid	Bytespeed, Llc	$16,870.00
Gibson County Special Schools	9153	6/9/2026	Voided	Wells Fargo Financial Leasing	$85.00
Gibson County Special Schools	9172	6/22/2026	Voided	Business Card	$174.50

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67091	6/1/2026	Alford's Tire Center	Vendor	Reconciled	$72.65
67092	6/1/2026	Amy M. Richardson	Vendor	Reconciled	$154.43
67093	6/1/2026	Apple, Inc	Vendor	Reconciled	$1,599.00
67094	6/1/2026	Apptegy	Vendor	Reconciled	$750.00
67095	6/1/2026	Area Wide Communications	Vendor	Reconciled	$668.47
67096	6/1/2026	Brad Garner	Vendor	Reconciled	$125.70
67097	6/1/2026	Bytespeed, Llc	Vendor	Reconciled	$27,990.00
67098	6/1/2026	Cev Multimedia	Vendor	Reconciled	$34,800.00
67099	6/1/2026	Dosatron USA	Vendor	Reconciled	$56.55
67100	6/1/2026	Dyer School	Vendor	Reconciled	$98.98
67101	6/1/2026	Erica Durall	Vendor	Reconciled	$35.80
67102	6/1/2026	RACHEL HICKS	Vendor	Reconciled	$207.35
67103	6/1/2026	HOWARD COMPUTERS	Vendor	Reconciled	$11,325.00
67104	6/1/2026	Jackson Psychological Services	Vendor	Reconciled	$27,310.00
67105	6/1/2026	JC SUPPLIES	Vendor	Reconciled	$349.79
67106	6/1/2026	Michelle Goad	Vendor	Reconciled	$249.40
67107	6/1/2026	Mollie Peery	Vendor	Reconciled	$188.50
67108	6/1/2026	Quill	Vendor	Reconciled	$67.98
67109	6/1/2026	Stellar Therapy Services	Vendor	Reconciled	$1,170.42
67110	6/1/2026	Tennessee Teen Institute	Vendor	Reconciled	$1,800.00
67111	6/1/2026	The Tri City Reporter	Vendor	Reconciled	$120.00
67112	6/1/2026	UNITED REFRIGERATION, INC	Vendor	Reconciled	$255.44
67113	6/1/2026	Venita Conley	Vendor	Reconciled	$39.15
67114	6/1/2026	Verizon Wireless	Vendor	Reconciled	$454.88
67115	6/1/2026	Laura Ward	Vendor	Reconciled	$110.93
67116	6/1/2026	WASP Barcode Technologies	Vendor	Reconciled	$6,075.00
67117	6/1/2026	Words For Life Speech & Language Center	Vendor	Reconciled	$3,496.50

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Number	Date	Description	Check Type	Status	
67118	6/1/2026	Workcare Resource Inc,	Vendor	Reconciled	$225.00
67119	6/1/2026	WTHC ECC TRAINING CENTER	Vendor	Reconciled	$130.00
67120	6/1/2026	Area Wide Communications	Vendor	Reconciled	$331.66
67121	6/1/2026	Br Supply, Inc.	Vendor	Reconciled	$320.21
67122	6/1/2026	Gibson County Federal Accounts	Vendor	Reconciled	$117,367.95
67123	6/1/2026	Lowe's Credit Services	Vendor	Reconciled	$610.36
67124	6/3/2026	ABM	Vendor	Reconciled	$119,089.17
67125	6/3/2026	Amber Jackson	Vendor	Reconciled	$810.00
67126	6/3/2026	At&t Wireless	Vendor	Reconciled	$186.13
67127	6/3/2026	Brad Garner	Vendor	Reconciled	$1,350.00
67128	6/3/2026	Cengage Learning	Vendor	Reconciled	$94,492.50
67129	6/3/2026	Cooper Environmental Services, INC	Vendor	Reconciled	$900.00
67130	6/3/2026	Cristal Bell Pafford	Vendor	Reconciled	$972.00
67131	6/3/2026	Dena Thetford	Vendor	Reconciled	$1,350.00
67132	6/3/2026	Denise Coleman	Vendor	Reconciled	$207.00
67133	6/3/2026	Gibson Connect, LLC	Vendor	Reconciled	$4,212.50
67134	6/3/2026	Gibson County Federal Accounts	Vendor	Reconciled	$14,593.88
67135	6/3/2026	Gibson County High School	Vendor	Reconciled	$1,852.25
67136	6/3/2026	Jackson Energy Authority	Vendor	Reconciled	$366.53
67137	6/3/2026	Mike Sims	Vendor	Reconciled	$1,350.00
67138	6/3/2026	Navigate 360	Vendor	Reconciled	$19,760.00
67139	6/3/2026	Paige Garner	Vendor	Outstanding	$1,350.00
67140	6/3/2026	Poster Studio Express	Vendor	Reconciled	$5,245.00
67141	6/3/2026	Renee Childs	Vendor	Reconciled	$1,350.00
67142	6/3/2026	Scott Jewell	Vendor	Reconciled	$1,026.00
67143	6/3/2026	Tammy Zarecor	Vendor	Reconciled	$1,350.00
67144	6/3/2026	Tennessee Arts Academy Foundation	Vendor	Reconciled	$888.00
67145	6/3/2026	Tn Dept Of Labor & Workforce Development	Vendor	Reconciled	$55.00

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Number	Date	Description	Check Type	Status	
67146	6/3/2026	Tracy Garner	Vendor	Reconciled	$1,350.00
67147	6/3/2026	Tracy Reed	Vendor	Reconciled	$1,350.00
67148	6/3/2026	UNITED REFRIGERATION, INC	Vendor	Reconciled	$361.23
67149	6/3/2026	Zayo Education, LLC	Vendor	Reconciled	$4,213.08
67150	6/4/2026	Alford's Tire Center	Vendor	Reconciled	$65.49
67151	6/4/2026	Kelli Elliott Barnes	Vendor	Reconciled	$372.40
67152	6/4/2026	Caymee Services	Vendor	Reconciled	$45.00
67153	6/4/2026	Curriculum Associates, LLC	Vendor	Reconciled	$1,215.50
67154	6/4/2026	Eddie Pruett	Vendor	Outstanding	$125.00
67155	6/4/2026	Gibson County Bus Garage	Vendor	Reconciled	$47,897.54
67156	6/4/2026	Gibson County Federal Accounts	Vendor	Reconciled	$28,988.51
67157	6/4/2026	Kevin Turner	Vendor	Reconciled	$392.95
67158	6/4/2026	Kristin Hardin	Vendor	Reconciled	$126.15
67159	6/4/2026	Tammie Floersh	Vendor	Reconciled	$360.88
67160	6/4/2026	Thoughtfully Threaded	Vendor	Reconciled	$180.00
67161	6/4/2026	Travis Hendrix	Vendor	Reconciled	$30.00
67162	6/4/2026	Trenton Special School District	Vendor	Reconciled	$224.90
67163	6/4/2026	U.S. Bank	Vendor	Reconciled	$400.00
67164	6/4/2026	UNITED REFRIGERATION, INC	Vendor	Reconciled	$273.45
67165	6/4/2026	Wells Fargo Financial Leasing	Vendor	Reconciled	$399.00
67166	6/5/2026	Alisha Bauman	Vendor	Reconciled	$254.75
67167	6/5/2026	Dylan Murdock	Vendor	Reconciled	$4,000.00
67168	6/5/2026	Band Shoppe	Vendor	Reconciled	$1,101.70
67169	6/5/2026	City Lumber Company	Vendor	Reconciled	$395.61
67170	6/5/2026	Cooperative Financial Solutions	Vendor	Reconciled	$14,633.31
67171	6/5/2026	Amy Cunningham	Vendor	Reconciled	$37.15
67172	6/5/2026	Flippin, Collins & Hill	Vendor	Reconciled	$4,296.00
67173	6/5/2026	Gibson County Federal Accounts	Vendor	Reconciled	$14,577.43

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Number	Date	Description	Check Type	Status	
67174	6/5/2026	Kenton Chevrolet	Vendor	Reconciled	$332.91
67175	6/5/2026	Pathway2Careers	Vendor	Reconciled	$5,000.00
67176	6/5/2026	Teresa Newell	Vendor	Reconciled	$174.00
67177	6/5/2026	WENGER	Vendor	Reconciled	$5,192.00
67178	6/8/2026	Food Rite	Vendor	Reconciled	$139.39
67179	6/8/2026	Gibson Connect, LLC	Vendor	Reconciled	$513.07
67180	6/8/2026	Grainger	Vendor	Reconciled	$37.32
67181	6/8/2026	J.D.Distributors, Inc.	Vendor	Reconciled	$3,560.60
67182	6/8/2026	Learning Explorer	Vendor	Reconciled	$43,524.00
67183	6/8/2026	Pathway2Careers	Vendor	Reconciled	$15,000.00
67184	6/8/2026	Reed Backflows	Vendor	Reconciled	$1,540.00
67185	6/8/2026	Tennessee Book Company	Vendor	Reconciled	$935.00
67186	6/8/2026	Volunteer Technology Systems	Vendor	Reconciled	$11,676.00
67187	6/8/2026	Waste Management	Vendor	Reconciled	$3,413.69
67188	6/9/2026	Business Card	Vendor	Reconciled	$3,976.51
67189	6/9/2026	Holston Gases	Vendor	Reconciled	$98.58
67190	6/9/2026	Megan Barber	Vendor	Reconciled	$37.15
67191	6/9/2026	Tennessee Book Company	Vendor	Reconciled	$1,423.00
67192	6/9/2026	Business Card	Vendor	Reconciled	$2,988.83
67193	6/9/2026	Gibson County Federal Accounts	Vendor	Reconciled	$52,496.73
67194	6/9/2026	Gibson County Food Service	Vendor	Reconciled	$122,475.89
67195	6/9/2026	ISTE+ASCD	Vendor	Reconciled	$1,495.00
67196	6/9/2026	Business Card	Vendor	Reconciled	$1,097.31
67197	6/9/2026	Business Card	Vendor	Reconciled	$367.83
67198	6/10/2026	Alford's Tire Center	Vendor	Reconciled	$492.90
67199	6/10/2026	Gibson County High School	Vendor	Reconciled	$1,349.84
67200	6/10/2026	Jackson State Community College	Vendor	Reconciled	$5,075.00
67201	6/10/2026	Mcdowell Center For Children	Vendor	Reconciled	$990.00

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Number	Date	Description	Check Type	Status	
67202	6/10/2026	Bryan Poole	Vendor	Reconciled	$6,650.00
67203	6/10/2026	Quill	Vendor	Reconciled	$399.97
67204	6/10/2026	Scarlett Spencer	Vendor	Reconciled	$44.96
67205	6/10/2026	Tn Dept Of Labor & Workforce Development	Vendor	Outstanding	$50.00
67206	6/10/2026	TSBA	Vendor	Reconciled	$75.00
67207	6/10/2026	Victor's Landscaping	Vendor	Reconciled	$5,800.00
67208	6/10/2026	Volunteer Technology Systems	Vendor	Reconciled	$1,119.18
67209	6/10/2026	Westenn Fence Company	Vendor	Reconciled	$19,680.00
67210	6/10/2026	Workcare Resource Inc,	Vendor	Reconciled	$90.00
67211	6/10/2026	A-1 Chemical Products	Vendor	Reconciled	$2,925.38
67212	6/10/2026	Tennessee Book Company	Vendor	Reconciled	$204.00
67213	6/10/2026	Tennessee Bureau of Investigation	Vendor	Reconciled	$50.00
67214	6/11/2026	Business Card	Vendor	Reconciled	$4,934.87
67215	6/11/2026	Food Rite	Vendor	Reconciled	$42.07
67216	6/11/2026	Greene Things Floral & Gift	Vendor	Reconciled	$200.00
67217	6/11/2026	Sub Way	Vendor	Void	$288.05
67218	6/11/2026	Thoughtfully Threaded	Vendor	Reconciled	$1,600.00
67219	6/11/2026	Business Card	Vendor	Reconciled	$1,122.86
67220	6/11/2026	City Of Dyer	Vendor	Reconciled	$100.00
67221	6/11/2026	Gibson County Bus Garage	Vendor	Reconciled	$18,470.39
67222	6/11/2026	Tennessee Tractor	Vendor	Reconciled	$161.64
67223	6/11/2026	Tn Dept Of Labor And Workforce Development	Vendor	Reconciled	$261.98
67224	6/11/2026	Trenton Special School District	Vendor	Reconciled	$110.89
67225	6/12/2026	A-1 Chemical Products	Vendor	Void	$38.00
67225	6/12/2026	A-1 Chemical Products	Vendor	Void	$38.00
67226	6/12/2026	Alford's Tire Center	Vendor	Void	$78.65
67227	6/12/2026	Cdw Government	Vendor	Void	$278.25
67228	6/12/2026	Fifth Third Bank	Vendor	Void	$34,596.02

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Number	Date	Description	Check Type	Status	
67229	6/12/2026	Kb's Auto Service Center	Vendor	Void	$208.35
67230	6/12/2026	Sims Overhead Door	Vendor	Void	$442.50
67231	6/12/2026	Terri Mcdaniel	Vendor	Void	$142.83
67232	6/15/2026	Alford's Tire Center	Vendor	Reconciled	$78.65
67233	6/15/2026	Benchmark Education Company	Vendor	Reconciled	$5,466.35
67234	6/15/2026	Cdw Government	Vendor	Reconciled	$278.25
67235	6/15/2026	Fifth Third Bank	Vendor	Reconciled	$34,596.02
67236	6/15/2026	GREENFIELD FAMILY CARE	Vendor	Outstanding	$100.00
67237	6/15/2026	HOWARD COMPUTERS	Vendor	Reconciled	$38,020.00
67238	6/15/2026	Instructure	Vendor	Outstanding	$34,286.01
67239	6/15/2026	JT Educational Services	Vendor	Reconciled	$3,000.00
67240	6/15/2026	Kb's Auto Service Center	Vendor	Reconciled	$208.35
67241	6/15/2026	Premier Family Medicine	Vendor	Reconciled	$100.00
67242	6/15/2026	Sims Overhead Door	Vendor	Reconciled	$442.50
67243	6/15/2026	Terri Mcdaniel	Vendor	Outstanding	$142.83
67244	6/15/2026	UNITED REFRIGERATION, INC	Vendor	Reconciled	$989.18
67245	6/15/2026	UT Le Bonheur Pediactric Specialist	Vendor	Outstanding	$43,446.50
67246	6/16/2026	Aflac	Vendor	Outstanding	$125.54
67247	6/16/2026	Boston Mutual Whole Life	Vendor	Outstanding	$112.68
67248	6/16/2026	Chapter 13 Trustees	Vendor	Reconciled	$285.00
67249	6/16/2026	General Sessions Court	Vendor	Reconciled	$848.71
67250	6/16/2026	General Sessions Court	Vendor	Reconciled	$54.42
67251	6/16/2026	Gibson County Imagination Library	Vendor	Reconciled	$114.00
67252	6/16/2026	Legalshield	Vendor	Reconciled	$125.55
67253	6/16/2026	Life Investors	Vendor	Reconciled	$16.30
67254	6/16/2026	MANHATTANLIFE ASSURANCE COMPANY OF AMERIC	Vendor	Reconciled	$394.83
67255	6/16/2026	Tasc Pvr	Vendor	Reconciled	$6,651.62
67256	6/16/2026	Tenn Child Support	Vendor	Outstanding	$800.00

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Number	Date	Description	Check Type	Status	
67257	6/16/2026	TRUSTMARK VOLUNTARY BENEFIT SOLUTIONS, INC	Vendor	Reconciled	$2,091.90
67258	6/16/2026	TSACG	Vendor	Reconciled	$12,800.00
67259	6/16/2026	Usable Life	Vendor	Outstanding	$12,519.43
67260	6/16/2026	Usable Life	Vendor	Void	$1,265.29
67260	6/16/2026	Usable Life	Vendor	Outstanding	$1,265.29
67261	6/16/2026	Usable Life	Vendor	Reconciled	$10,232.66
67262	6/16/2026	A-1 Chemical Products	Vendor	Reconciled	$38.00
67263	6/16/2026	Apple, Inc	Vendor	Reconciled	$2,961.00
67264	6/16/2026	Business Card	Vendor	Reconciled	$967.60
67265	6/16/2026	Ferree's Tools, Inc	Vendor	Reconciled	$3,136.27
67266	6/16/2026	Grainger	Vendor	Reconciled	$301.64
67267	6/16/2026	J.D.Distributors, Inc.	Vendor	Reconciled	$1,075.02
67268	6/16/2026	Kenton Chevrolet	Vendor	Void	$458.00
67269	6/16/2026	UNITED REFRIGERATION, INC	Vendor	Reconciled	$18.77
67270	6/16/2026	Workcare Resource Inc,	Vendor	Reconciled	$270.00
67271	6/17/2026	DeSoto Floor Covering	Vendor	Outstanding	$6,417.09
67272	6/17/2026	HOWARD COMPUTERS	Vendor	Reconciled	$39,600.00
67273	6/17/2026	Subway	Vendor	Reconciled	$88.05
67274	6/18/2026	Gibson County Federal Accounts	Vendor	Reconciled	$13,907.68
67275	6/18/2026	Gibson County Food Service	Vendor	Reconciled	$18,974.92
67276	6/22/2026	Alford's Tire Center	Vendor	Reconciled	$78.65
67277	6/22/2026	Business Card	Vendor	Reconciled	$165.00
67278	6/22/2026	Environ Pest Services	Vendor	Reconciled	$300.00
67279	6/22/2026	Key Fire Protection	Vendor	Reconciled	$1,600.00
67280	6/22/2026	LAGUNA TOOLS	Vendor	Outstanding	$800.00
67281	6/22/2026	Niswonger Foundation	Vendor	Outstanding	$7,428.00
67282	6/22/2026	Printco	Vendor	Reconciled	$15,495.00
67283	6/22/2026	Stellar Therapy Services	Vendor	Reconciled	$3,479.38

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Number	Date	Description	Check Type	Status	
67284	6/22/2026	Westenn Fence Company	Vendor	Reconciled	$180.00
67285	6/22/2026	Batteries Plus	Vendor	Reconciled	$45.90
67286	6/22/2026	Benchmark Education Company	Vendor	Reconciled	$5,553.55
67287	6/22/2026	Adeline Blanken	Vendor	Outstanding	$104.40
67288	6/22/2026	Anthony Bogue	Vendor	Reconciled	$30.00
67289	6/22/2026	Business Card	Vendor	Reconciled	$262.31
67290	6/22/2026	Cdw Government	Vendor	Reconciled	$2,970.00
67291	6/22/2026	Kelly K. Samantha	Vendor	Outstanding	$179.80
67292	6/22/2026	Jacob King	Vendor	Reconciled	$30.00
67293	6/22/2026	CHLIC	Vendor	Reconciled	$14,483.98
67294	6/22/2026	Stephen Parker	Vendor	Outstanding	$117.83
67295	6/22/2026	Superior Vision Services, Inc	Vendor	Reconciled	$1,759.37
67296	6/22/2026	Amro Music Stores	Vendor	Reconciled	$18,465.99
67297	6/22/2026	Business Card	Vendor	Outstanding	$1,670.54
67298	6/22/2026	Dylan Murdock	Vendor	Reconciled	$2,500.00
67299	6/22/2026	Simplot Grower Solutions	Vendor	Reconciled	$675.00
67300	6/22/2026	Christy Griggs	Vendor	Outstanding	$112.00
67301	6/22/2026	Kristin Hardin	Vendor	Reconciled	$482.75
67302	6/22/2026	Megan Barber	Vendor	Outstanding	$598.35
67303	6/22/2026	Mollie Peery	Vendor	Reconciled	$482.75
67304	6/22/2026	Kim Thompson	Vendor	Reconciled	$113.00
67305	6/22/2026	Marylee Williams	Vendor	Reconciled	$113.00
62326	6/23/2026	Business Card	Vendor	Outstanding	$1,314.66
67306	6/23/2026	David Hollomon, CPA	Vendor	Outstanding	$3,500.00
67307	6/23/2026	JC SUPPLIES	Vendor	Outstanding	$2,819.33
67308	6/23/2026	JT Educational Services	Vendor	Reconciled	$3,000.00
67309	6/23/2026	Margaret Deloach	Vendor	Reconciled	$113.00
67310	6/23/2026	Steve Marsh Ford	Vendor	Reconciled	$41.01

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67311	6/23/2026	TCAT Jackson	Vendor	Outstanding	$50,467.03
67312	6/23/2026	Yulanda Wenglarz	Vendor	Reconciled	$90.50
67313	6/23/2026	Chris Acred	Vendor	Reconciled	$697.76
67314	6/23/2026	Jones & Bartlett Learning, LLC	Vendor	Outstanding	$3,295.00
67315	6/23/2026	Business Card	Vendor	Outstanding	$75.00
67316	6/23/2026	ABM	Vendor	Reconciled	$119,089.17
67317	6/23/2026	L.E.A.D. Inc.	Vendor	Outstanding	$4,769.71
62426	6/24/2026	Business Card	Vendor	Reconciled	$7,533.37
67318	6/24/2026	Business Card	Vendor	Outstanding	$200.00
67319	6/24/2026	Business Card	Vendor	Outstanding	$1,190.63
67320	6/24/2026	Business Card	Vendor	Outstanding	$206.49
67321	6/24/2026	Lakeshore	Vendor	Outstanding	$5,832.62
67322	6/24/2026	Quill	Vendor	Outstanding	$625.46
67323	6/24/2026	Safety Vision	Vendor	Outstanding	$88.61
67324	6/24/2026	Tennessee Book Company	Vendor	Reconciled	$149.97
67325	6/24/2026	Verizon Wireless	Vendor	Reconciled	$1,954.78
67326	6/25/2026	Alisha Owens	Vendor	Reconciled	$173.55
67327	6/25/2026	Business Card	Vendor	Outstanding	$708.52
67328	6/25/2026	Bytespeed, Llc	Vendor	Outstanding	$16,650.00
67329	6/25/2026	HOWARD COMPUTERS	Vendor	Outstanding	$29,616.00
67330	6/25/2026	R.J. Young	Vendor	Outstanding	$308.00
67331	6/25/2026	Workcare Resource Inc,	Vendor	Reconciled	$270.00
67332	6/26/2026	Apple, Inc	Vendor	Void	$8,225.00
67333	6/26/2026	Business Card	Vendor	Void	$384.73
67334	6/26/2026	Bytespeed, Llc	Vendor	Void	$16,650.00
67335	6/26/2026	Pedro Rodriguez	Vendor	Void	$81.18
67336	6/26/2026	Teachstone, Inc	Vendor	Void	$150.00
67337	6/26/2026	Apple, Inc	Vendor	Outstanding	$8,225.00

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67338	6/26/2026	Business Card	Vendor	Outstanding	$384.73
67339	6/26/2026	Bytespeed, Llc	Vendor	Outstanding	$16,650.00
67340	6/26/2026	Pedro Rodriguez	Vendor	Outstanding	$81.18
67341	6/26/2026	Teachstone, Inc	Vendor	Outstanding	$150.00
67342	6/29/2026	Business Card	Vendor	Outstanding	$745.77
67343	6/29/2026	HOWARD COMPUTERS	Vendor	Outstanding	$4,319.00
67344	6/29/2026	All Occasion Flowers And Gifts	Vendor	Outstanding	$100.00
67345	6/29/2026	Brothers Printing	Vendor	Outstanding	$139.91
67346	6/29/2026	J.D. Dudley	Vendor	Outstanding	$570.00
67347	6/29/2026	Edutech, Inc.	Vendor	Outstanding	$9,370.00
67348	6/29/2026	Liberty Paper	Vendor	Outstanding	$2,340.00
67349	6/29/2026	Poynor Concrete	Vendor	Outstanding	$3,600.00
67350	6/29/2026	Total Health Chiropractic	Vendor	Outstanding	$200.00
67351	6/29/2026	Business Card	Vendor	Outstanding	$787.34
67352	6/30/2026	Coburn Supply Company	Vendor	Outstanding	$2,807.07
67353	6/30/2026	Venita Conley	Vendor	Outstanding	$34.80
67354	6/30/2026	Laura Ward	Vendor	Reconciled	$102.23
67355	6/30/2026	Bytespeed, Llc	Vendor	Outstanding	$13,995.00
67356	6/30/2026	Carissa Burkett	Vendor	Outstanding	$70.60
67357	6/30/2026	Cdw Government	Vendor	Outstanding	$189.95
67358	6/30/2026	Bethany Luckey	Vendor	Outstanding	$14.00
67359	6/30/2026	McMillion Plumbing	Vendor	Outstanding	$2,242.50
67360	6/30/2026	Rod's Tire & Auto Center	Vendor	Outstanding	$106.17
67361	6/30/2026	Tammie Floersh	Vendor	Outstanding	$164.43
67362	6/30/2026	Tri-Turf Sod Farms, Inc.	Vendor	Outstanding	$47,835.00
67363	6/30/2026	WTHC ECC TRAINING CENTER	Vendor	Outstanding	$205.00
67364	6/30/2026	Follett Content Solutions	Vendor	Outstanding	$410.40
67365	6/30/2026	Br Supply, Inc.	Vendor	Outstanding	$2,076.32

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67366	6/30/2026	Ferguson Enterprises	Vendor	Outstanding	$278.40
67367	6/30/2026	J.D.Distributors, Inc.	Vendor	Outstanding	$4,400.15
67368	6/30/2026	Medina Auto Farm Supply	Vendor	Outstanding	$19.18
67369	6/30/2026	The Tri City Reporter	Vendor	Outstanding	$160.00
67370	6/30/2026	Victor's Landscaping	Vendor	Outstanding	$5,800.00
67371	6/30/2026	Zayo Education, LLC	Vendor	Outstanding	$4,366.60
67372	6/30/2026	Gibson County Food Service	Vendor	Outstanding	$929.54
67373	6/30/2026	Amro Music Stores	Vendor	Outstanding	$2,107.54
67374	6/30/2026	At&t Wireless	Vendor	Outstanding	$186.13
67375	6/30/2026	City Lumber Company	Vendor	Outstanding	$297.37
67376	6/30/2026	Quill	Vendor	Outstanding	$995.97
67377	6/30/2026	Ragan's Landworx	Vendor	Outstanding	$16,000.00
67378	6/30/2026	Travis Hendrix	Vendor	Outstanding	$30.00
67379	6/30/2026	COLLETTE WILSON	Vendor	Outstanding	$310.30
67380	6/30/2026	Holston Gases	Vendor	Outstanding	$95.40
67381	6/30/2026	Tennessee Bureau of Investigation	Vendor	Outstanding	$500.00
67382	6/30/2026	ViewSonic Corporation	Vendor	Outstanding	$1,394.00
67383	6/30/2026	Allied Service Group	Vendor	Outstanding	$287,825.77
67384	6/30/2026	Economy Siding & Gutter Co	Vendor	Outstanding	$1,420.00
67385	6/30/2026	Edutech, Inc.	Vendor	Outstanding	$7,750.00
67386	6/30/2026	J.W. Pepper & Son, Inc.	Vendor	Outstanding	$964.35
67387	6/30/2026	JC SUPPLIES	Vendor	Outstanding	$2,704.17
67388	6/30/2026	Tennessee Book Company	Vendor	Outstanding	$61,063.00
67389	6/30/2026	The Comprehensible Classroom	Vendor	Outstanding	$1,400.00
67390	6/30/2026	TSBA	Vendor	Outstanding	$1,275.00
67391	6/30/2026	UNITED REFRIGERATION, INC	Vendor	Outstanding	$535.65
67392	6/30/2026	Cooper Environmental Services, INC	Vendor	Outstanding	$900.00
67393	6/30/2026	Cooperative Financial Solutions	Vendor	Outstanding	$43,261.83

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
67394	6/30/2026	Liberty Paper	Vendor	Outstanding	$24,570.00
67395	6/30/2026	TCAT Jackson	Vendor	Outstanding	$3,760.00
67396	6/30/2026	Lowe's Credit Services	Vendor	Outstanding	$916.70

Totals for Vendor

Number of Checks:	310
Total Checks:	$2,278,339.46
Reconciled Checks:	$1,387,565.04
Outstanding Checks:	$827,449.57
Void Checks:	$63,324.85

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

GL Account: 141- -11130

Totals for 141- -11130

Number of Checks:	310
Total Checks:	$2,278,339.46
Reconciled Checks:	$1,387,565.04
Outstanding Checks:	$827,449.57
Void Checks:	$63,324.85

Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379

Grand Totals

Number of Checks:	310
Total Checks:	$2,278,339.46
Reconciled Checks:	$1,387,565.04
Outstanding Checks:	$827,449.57
Void Checks:	$63,324.85

141 General Purpose School

Account	Description	Budget Estimate	Year-To-Date Actual	% of Budget	Estimate Avg/Mth	Month-To-Date Actual	% of Avg
Revenues							
40120	Trustee's Collections - Prior Year	0.00	0.00	0.00%	0.00	0.00	0.00%
40125	Trustee's Collections - Bankruptcy	0.00	(4,941.57)	0.00%	0.00	(1,590.56)	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	70,000.00	(77,658.82)	110.94%	5,833.33	(2,270.51)	38.92%
40140	Interest And Penalty	0.00	0.00	0.00%	0.00	0.00	0.00%
40162	Payments In Lieu Of Taxes-Local	70,000.00	(68,175.42)	97.39%	5,833.33	0.00	0.00%
40163	Payments In Lieu Of Taxes - Other	0.00	(26,210.00)	0.00%	0.00	0.00	0.00%
40210	Local Option Sales Tax	4,578,000.00	(4,788,324.67)	104.59%	381,500.00	(746,531.61)	195.68%
40350	Interstate Telecommunications Tax	20,000.00	(25,433.58)	127.17%	1,666.67	(4,156.52)	249.39%
40610	Current Property Tax	7,628,146.00	(7,728,846.32)	101.32%	635,678.83	(77,912.86)	12.26%
40620	Prior Year's Property Tax	138,000.00	(120,806.54)	87.54%	11,500.00	0.00	0.00%
40630	Interest And Penalty	20,000.00	(26,517.56)	132.59%	1,666.67	(3,983.85)	239.03%
41110	Marriage Licenses	900.00	(1,257.47)	139.72%	75.00	(259.91)	346.55%
42310	Fines	0.00	(13,562.00)	0.00%	0.00	(809.00)	0.00%
43570	Receipts From Individual Schools	88,500.00	(96,542.25)	109.09%	7,375.00	(11,202.59)	151.90%
43990	Other Charges For Services	25,000.00	(70,449.89)	281.80%	2,083.33	(2,713.33)	130.24%
44110	Investment Income	175,000.00	(476,165.60)	272.09%	14,583.33	(32,159.86)	220.52%
46510	Tennessee Investment in Student	30,905,570.41	(30,869,968.82)	99.88%	2,575,464.20	(3,031,592.44)	117.71%
46513	TISA - On-behalf Payments	24,700.82	(24,700.82)	100.00%	2,058.40	(24,700.82)	1,200.00%
46515	Early Childhood Education	459,958.31	(459,902.98)	99.99%	38,329.86	(165,270.23)	431.18%
46590	Other State Education Funds	899,782.41	(805,322.34)	89.50%	74,981.87	(482,510.69)	643.50%
46596	Paid Parental Leave	0.00	(176,939.16)	0.00%	0.00	(114,859.26)	0.00%
46610	Career Ladder Program	24,800.00	(29,180.79)	117.66%	2,066.67	(1,134.20)	54.88%
46790	Other Vocational	1,290,185.38	(761,024.44)	58.99%	107,515.45	(223,968.74)	208.31%
46980	Other State Grants	711,346.19	(706,395.94)	99.30%	59,278.85	(19,760.00)	33.33%
46990	Other State Revenues	0.00	0.00	0.00%	0.00	0.00	0.00%
47590	Other Federal Through State	31,775.70	(26,289.55)	82.73%	2,647.98	(9,513.85)	359.29%
48900	Other	0.00	(6,303.89)	0.00%	0.00	0.00	0.00%
49700	Insurance Recovery	0.00	(75,340.70)	0.00%	0.00	(8,950.04)	0.00%
	Total Revenues	**47,161,665.22**	**(47,466,261.12)**	**100.65%**	**3,930,138.77**	**(4,965,850.87)**	**126.35%**
Expenditures							
71100	Regular Instruction Program	(19,696,428.14)	19,178,003.48	97.37%	(1,641,369.01)	4,833,189.45	294.46%
71200	Special Education Program	(3,575,789.00)	3,487,793.48	97.54%	(297,982.42)	895,011.22	300.36%
71300	Career and Technical Education	(2,767,829.35)	2,301,125.79	83.14%	(230,652.45)	442,421.77	191.81%
72110	Attendance	(46,558.77)	43,196.23	92.78%	(3,879.90)	5,536.90	142.71%
72120	Health Services	(744,337.68)	720,849.50	96.84%	(62,028.14)	169,912.51	273.93%
72130	Other Student Support	(1,121,240.12)	1,051,494.66	93.78%	(93,436.68)	202,836.23	217.08%
72210	Regular Instruction Program	(1,669,691.30)	1,586,390.85	95.01%	(139,140.94)	211,015.11	151.66%

IN PROGRESS
7/9/21

Template Name:	LGC DEFINED -
Created by:	LGC

Gibson County Special Schools
Summary Financial Statement
June 2026

User:	Rory Hinson
Date/Time:	7/9/2026 11:14 AM
	Page 2 of 2

141 General Purpose School

Account	Description	Year-To-Date Budget Estimate	Year-To-Date Actual	Year-To-Date % of Budget	Month-To-Date Estimate Avg/Mth	Month-To-Date Actual	Month-To-Date % of Avg
72220	Special Education Program	(401,690.50)	401,690.50	100.00%	(33,474.21)	27,676.56	82.68%
72230	Career and Technical Education	(158,277.98)	143,369.75	90.58%	(13,189.83)	20,767.48	157.45%
72250	EDUCATION TECHNOLOGY	(984,429.55)	955,324.63	97.04%	(82,035.80)	84,007.04	102.40%
72310	Board Of Education	(565,647.92)	563,418.59	99.61%	(47,137.33)	15,011.66	31.85%
72320	Office Of The Superintendent	(321,042.26)	304,628.49	94.89%	(26,753.52)	25,480.60	95.24%
72410	Office Of The Principal	(2,707,738.08)	2,667,988.76	98.53%	(225,644.84)	427,626.73	189.51%
72510	Fiscal Services	(294,268.13)	273,935.16	93.09%	(24,522.34)	21,219.18	86.53%
72610	Operation Of Plant	(3,100,528.00)	3,081,195.00	99.38%	(258,377.33)	210,737.17	81.56%
72620	Maintenance Of Plant	(1,001,416.07)	999,656.81	99.82%	(83,451.34)	62,174.51	74.50%
72710	Transportation	(1,878,150.75)	1,800,579.23	95.87%	(156,512.56)	292,279.68	186.75%
73100	Food Service	(8,390.00)	5,972.74	71.19%	(699.17)	5,448.34	779.26%
73400	Early Childhood Education	(433,919.67)	428,431.93	98.74%	(36,159.97)	127,990.07	353.96%
76100	Regular Capital Outlay	(936,364.58)	934,379.06	99.79%	(78,030.38)	94,420.36	121.00%
82130	Education	(8,635,000.00)	8,635,000.00	100.00%	(719,583.33)	0.00	0.00%
82230	Education	(892,126.55)	892,125.55	100.00%	(74,343.88)	0.00	0.00%
	Total Expenditures	**(51,940,864.40)**	**50,456,550.19**	**97.14%**	**(4,328,405.37)**	**8,174,762.57**	**188.86%**
Total 141	General Purpose School	**(4,779,199.18)**	**2,990,289.07**	**62.57%**	**(398,266.60)**	**3,208,911.70**	**805.72%**

Monthly Work Order Recap

Period: June 1 through June 30

Technology	***Assigned To:***	***Beginning of Month Open Work Orders***	***New Work Orders***	***Closed Work Orders***	***End of Month Open Work Orders***
	Jamie Barr	3	0	1	2
	Jacob King	2	4	5	1
	Alisha Owens	0	1	0	1
	Anthony Bogue	2	3	1	4
Grand Totals		***7***	***8***	***7***	***8***

Maintenance	***Assigned To:***	***Beginning of Month Open Work Orders***	***New Work Orders***	***Closed Work Orders***	***End of Month Open Work Orders***
	Travis Hendrix	0	13	12	1
	Glen Collins	3	39	41	1
	Caleb Black	1	4	5	0
	Ted Bauman	0	10	10	0
	Brad Reynolds	0	25	25	0
Grand Totals		***4***	***91***	***93***	***2***

Notes:

1. ***Assigned To***: The person who was assigned the work order.
2. ***Beginning of the Month Work Orders***: The number of work orders open for the Assigned To for time frame selected.
3. ***New Work Orders***: New work orders received by the Assigned To during the time frame selected.
4. ***Closed Work Orders***: Closed work orders closed by the Assigned To during the time frame selected.
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
Gibson County High School Library
June 25, 2026

Members Present: Mr. Scott Ball, Mr. Benny Boals, Mr. John Campbell II, Mr. Tom Lannom, Ms. Treva Maitland, Mr. Eddie Watkins. Also in attendance were Jack Ball and Isaac Scherer.

PLEDGE OF ALLEGIANCE
Mr. Tom Lannom 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
Threat Assessment
Finance Reports
Funding Applications
- **CTE Perkins Basic**
- **Preschool Development Grant**

Maintenance/Technology Reports
Minutes Approval
Overnight Field Trips

RECOGNITION
Student Board Representative — Jack Ball
Mr. Eddie Pruett expressed his gratitude to student board member Mr. Jack Ball by presenting him with a certificate of achievement and a gift in recognition of his service.

PUBLIC COMMENT
No public comment

****AMENDED AGENDA**
A motion was made by Mr. Eddie Watkins to approve the amended agenda, with a second by Mr. John Campbell II. *Motion passed.*

Feasibility Study
A motion was made by Mr. Tom Lannom to keep the existing five north end schools open, referred to in the study as the existing structure status quo, and invest in the individual schools by repairing and upgrading, continue our community meetings as planned, and have a group meeting outside of the board meeting to talk about the laundry list, with a second by Mr. John Campbell II. *Motion passed.*

Retired Employee Health Insurance
Mr. Rory Hinson presented the Retired Employee Health Insurance.
Policy 3.6001 Continuation of Health Insurance Coverage for Retired Certified Employees.

Certified employees must be age 55 or be retired with full TCRS benefits and have a minimum of ten (10) years of employment with GSCCD; must be retired or retire from GCSSD and draw a monthly check from TCRS and be covered under the Tennessee Education Insurance Plan for at least one (1) year immediately before retirement. All contributions by the Board will discontinue when the individual becomes eligible for Medicare Part A.

25 years or more consecutive years of experience with GCSSD are eligible for 100% of the amount the Board of Trustees sets for health insurance for retirees.

10–24 years of consecutive service.

Consecutive years with GCSSD	Percent of $225 paid by GCSSD/Monthly	Amount of Insurance paid by GCSSD/Monthly
25	100%	$225
24	96%	$216
23	92%	$207
22	88%	$198
21	84%	$189
20	80%	$180
19	76%	$171
18	72%	$162
17	68%	$153
16	64%	$144
15	60%	$135
14	56%	$126
13	52%	$117
12	48%	$108
11	44%	$99
10	40%	$90

A motion was made by Mr. Eddie Watkins to approve the Retired Employee Health Insurance, with a second by Mr. Benny Boals. *Motion passed.*

Teacher Salary Schedule
Mr. Rory Hinson presented the Teacher Salary Schedule, which included a $3,000 raise for 10-month certified staff and a 5% increase for non-certified employees.
A motion was made by Ms. Treva Maitland to approve the teacher salary schedule, with a second by Mr. Benny Boals. *Motion passed.*

Budget Approval
Mr. Rory Hinson presented the Budget Approval. The total expenditures amount to $44,434,442.45, which includes a $3,000 raise for 10-month certified staff and a 5% raise for non-certified staff.
For general purposes, LeBonheur accepted $150,000 for occupational and physical therapy services for the 2026-2027 school year, which decreased expenditures by $50,000. However, expenditures increased by $74,970.39 to cover the majority of the health insurance increase. Mr. Hinson explained the insurance cost and introduced the new Co-Pay Insurance Plan.
The addition of a maintenance worker is estimated to increase expenditures by $83,897, accounting for salary, Social Security, Medicare, retirement, and insurance.
Overall, the net effect is a reduction of $108,867.18, leading to a deficit of $47,440.95.
Additionally, food service expenditures increased employee insurance, resulting in a $3,294 increase. To maintain a balanced budget, food supply expenditures were decreased by the same amount, $3,294.
Lastly, there will be no increase in property taxes. Mr. Eddie Pruett explained the tax situation, noting that the district has not raised taxes for day-to-day operations or staff raises since he became superintendent. Tax increases from the school district typically occur to fund new schools or major capital projects.
Mr. Tom Lannom stated that Ms. Marcie Williams from ATA, CPA, will attend the board meeting on July 9th to address audit questions.
A motion was made by Mr. Benny Boals to approve the 2026/2027 Budget, with a second by Mr. Tom Lannom. *Motion passed.*

****Maintenance Vehicle Purchase**
Mr. Rory Hinson presented the proposal for a maintenance vehicle purchase for the newly hired maintenance employee and to amend the budget by $48,628.00.
A motion was made by Mr. Scott Ball to approve the 2026 transit cargo van on state bid at Ford of Murfreesboro for $48,628.00 and amend the budget, with a second by Mr. John Campbell II. *Motion passed.*

Federal Consolidated Application
Mr. Eddie Pruett presented the Federal Consolidated Application.
The GCSSD Board of Trustees is required to approve the proposed expenditures for Every Student Succeeds Act (ESSA) Title I Part A funds each year. These federal funds are established to improve the academic achievement of students attending area schools with higher poverty percentages. School allocations are spiraled down using an average per pupil amount to each eligible school. Percentages represent direct certification students pulled per school from the April 2026 data.
The 5 schools eligible to receive Title I funds are listed in rank/spiraling order.
Kenton Elementary (82.76%) - $72,000.00
Dyer School (80.32%) - $201,728.00
Rutherford School (57.09%) — $89,566.00
Spring Hill School (56.38%) - $30,514.00
Yorkville School (54.41%) - $42,307.00
Total School Amounts: $436,115.00
District-wide positions and set-asides partially and/or fully funded by Title I funds include:
Title I Director
Federal Programs Bookkeeper
Literacy Coaches
Parent Involvement Activities/Meetings
Professional Development
Travel
Total District-wide Amounts: $114,774.16
The projected Title I Part A budget for the 2026-2027 fiscal year is $525,889.16. I seek your acceptance in approving the Title I Part A portion of the Federal Consolidated Application.
Erica Durall, Federal Director

Special Education
The District Board of Trustees is required to approve the proposed expenditures for Part B IDEA funds each year. These are federal funds, and the application process requires detailed expenditure projections. These are included with the general program budget, which will be approved later.
Gibson County Special School District is eligible for IDEA Part B federal funds for the projected amount of $767,772.00 for students with disabilities ages 6-21 and an additional $18,292.00 in federal preschool funds for students, ages 3-5. General-purpose state and local funds are budgeted for $3,601,702.00 for next year. Total funds budgeted for special education services in Gibson County Special School District for the school year 2026-2027 are $4,193,675.00.
Summary of Projected Programs
515 students (ages 6-21) with disabilities identified for services (projected)
40 students (ages 3-5) with disabilities will also receive services (projected)
3 integrated preschool programs for children who have developmental delays (ages 3-5)
3 buses for special transportation
3 bus attendants
3 vans—transportation to special programs outside our district (Vocational Rehab and work sites)
3 alternating drivers (and van) to provide daily transportation to the West TN School for the Deaf and additional sped transportation within district as needed during the day.
4 Speech-Language Pathologists, 1 Speech-Pathologist Contracted
28 classroom and inclusion teachers
49 teacher assistants and attendants
1 Transition School to Work Case Manager — approx. 71% funded with Voc Rehab grant for next 2 years
2 Workplace Readiness Specialists (job coaches) — approx. 69% funded with Voc Rehab grant for next 2 years
1 full-time Special Education Supervisor
1 Preschool/Special Education Consulting Teacher (special state grant partially funded)
1 clerical position
1 Behavior Interventionist (GP-funded)
A full range of therapies are provided through private contracts with LeBonheur HealthCare (physical and occupational therapies), Psychological Services (evaluation and assessment services), and an annual contract for speech/language services through Words For Life agency.
I am seeking approval of the IDEA portion of the Federal Consolidated Application.
Chasity Reasons
Supervisor of Special Education
A motion was made by Mr. Tom Lannom to approve the Federal Consolidated Application, with a second by Ms. Treva Maitland. *Motion passed.*

Student School Board Applicants
Mr. Eddie Pruett presented the student school board applicants. Mr. Pruett recommended Junior Mr. Conner Simpson to serve as the GCHS Student Board Member.
A motion was made by Mr. Eddie Watkins to approve Conner Simpson as the GCHS student board member, with a second by Mr. Scott Ball. *Motion passed.*

Surplus
Mr. Eddie Pruett presented the surplus items.
A motion was made by Mr. Eddie Watkins to approve the surplus items, with a second by Mr. Tom Lannom. *Motion passed.*

New Hire List
Mr. Eddie Pruett informed the board of the new hire listing.

DIRECTOR'S REPORT

High School Updates

Mr. Jack Ball noted that not much has happened since graduating from GCHS. However, he expressed confidence that Conner Simpson will excel in his new role as a GCHS student board member.
Mr. Isaac Scherer received congratulations on his contributions to the soccer team, which recently participated in the state tournament for the first time and won their opening match.

Upcoming Conference:

Summer Law Institute — July 16–18 in Gatlinburg & August 6 in Jackson

Mr. Eddie Pruett reminded the board of the upcoming conference.

ADJOURN

A motion was made by Mr. Tom Lannom to adjourn, with a second by Ms. Treva Maitland. *Motion passed.*

ELA 3-8 Overview

Rank	System Name	% M/Ex
1	University Schools	74.2
2	Collierville	70.8
3	Williamson County	70.5
4	Germantown	70.4
5	Arlington	67.1
6	Maryville	65.5
7	Alamo	65.4
8	Lakeland	63.8
9	Johnson City	61.8
10	Franklin SSD	59.8
11	Gibson Co Sp Dist	55.3

English I Overview

Rank	System Name	% M/Ex
1	Collierville	72
2	University Schools	65.7
3	Williamson County	65.2
4	Lakeland	60.8
5	Johnson City	60.6
6	Maryville	60.3
7	Elizabethton	57.3
8	Arlington	54.8
9	Germantown	54.1
10	Wilson County	53
11	Rutherford County	52.2
12	Bristol	50.8
13	Sumner County	49.7
14	Gibson Co Sp Dist	48.5

Math 3-8 Overview

Rank	System Name	% M/Ex
1	Germantown	75.8
2	Williamson County	75.1
3	Collierville	74.6
4	Arlington	72.7
5	Maryville	69.9
6	Johnson City	65
7	Alamo	64.7
8	Franklin SSD	64.4
9	University Schools	64.2
10	Lakeland	62.5
11	Wilson County	62
12	Gibson Co Sp Dist	59.4

Algebra I Overview

Rank	System Name	% M/Ex
1	Franklin SSD	94.2
2	Lebanon	89.8
3	Athens	88.2
4	Houston County	8.5
5	Etowah	72.7
6	University Schools	67.8
7	Collierville	66.5
8	Williamson County	62.7
9	Johnson City	57.7
10	Elizabethton	57.1
11	Maryville	50
12	Trenton	50
13	Dyersburg	49.6
14	Oak Ridge	49
15	McKenzie	48.3
16	Lakeland	47.5
17	Kingsport	46.2
18	Germantown	45.5
19	Alcoa	45.3
20	Greeneville	45.2
21	Wilson County	44.6
22	Arlington	44.5
23	Dyer County	44.2
24	Gibson Co Sp Dist	43.8

Social Studies 6-8 Overview

Rank	System Name	% M/Ex
1	Williamson County	81.5
2	Clinton	80.8
3	Collierville	80.5
4	University Schools	80
5	Lakeland	76.2
6	Maryville	73.9
7	Germantown	72.5
8	Gibson Co Sp Dist	72.1

US History Overview

Rank	System Name	% M/Ex
	Williamson County	70
	Bradford	68.4
	Maryville	68
	Arlington	66.5
	Tennessee Public Chai	66.3
	Oak Ridge	62.7
	Sequatchie County	62.6
	Chester County	62.1
	Trousdale County	61.7
	Johnson City	60.3
	Greene County	60
	Montgomery County	58.3
	Bristol	58.3
	Blount County	58.2
	Bartlett	57.4
	Cheatham County	56.9
	Sumner County	55.7
	Lincoln County	55.3
	Greeneville	55.1
	Elizabethton	51.7
	Kingsport	51.7
	Unicoi County	51.1
	Hamblen County	50.7
	Union County	50.6
	Gibson Co Sp Dist	50.4

English II Overview

Rank	System Name	% M/Ex
1	Williamson County	85.4
2	Maryville	82.4
3	University Schools	82.1
4	Johnson City	78.3
5	Collierville	78.2
6	Germantown	76.2
7	Arlington	75.6
8	Oneida	75.3
9	Union City	73.7
10	McKenzie	72.5
11	Chester County	71.1
12	Dickson County	70.2
13	Gibson Co Sp Dist	70.1

All ELA Overview

Rank	System Name	% M/Ex
1	University Schools	73.9
2	Collierville	71.9
3	Williamson County	71.8
4	Germantown	68.9
5	Maryville	67
6	Arlington	66.6
7	Alamo	65.4
8	Lakeland	63.7
9	Johnson City	63.6
10	Franklin SSD	59.8
11	Gibson Co Sp Dist	56.3

Geometry Overview

Rank	System Name	% M/Ex
1	Williamson County	77.3
2	Collierville	74.8
3	Maryville	67.8
4	Johnson City	66.5
5	Lakeland	64.3
6	Union City	60.4
7	Germantown	59.7
8	Alcoa	56.8
9	Arlington	55.2
10	Henderson County	54.9
11	Kingsport	53.9
12	Sumner County	52.8
13	Trousdale County	52.8
14	Oak Ridge	52.2
15	Wilson County	51.6
16	Huntingdon Special Sc	51.4
17	University Schools	51.4
18	Elizabethton	50.7
19	Dyer County	50.4
20	Gibson Co Sp Dist	49.8

Algebra II Overview

Rank	System Name	% M/Ex
1	Williamson County	73.5
2	Maryville	69.1
3	Collierville	67.9
4	Johnson City	66.5
5	Union City	63.6
6	Kingsport	62.4
7	Trousdale County	58.8
8	Gibson Co Sp Dist	57.4

All Social Studies Overview

Rank	System Name	% M/Ex
1	Clinton	80.8
2	Collierville	80.5
3	University Schools	80
4	Williamson County	79.4
5	Lakeland	75.6
6	Maryville	72.9
7	Germantown	72.3
8	Wilson County	71.4
9	Johnson City	70.2
10	Lexington	69.6
11	Gibson Co Sp Dist	69.1

All Math Overview

Rank	System Name	% M/Ex
1	Williamson County	73.6
2	Collierville	72.8
3	Germantown	68
4	Maryville	67.3
5	Franklin SSD	65.7
6	Arlington	65
7	Alamo	64.7
8	Johnson City	64.5
9	University Schools	60.9
10	Lakeland	60
11	Lexington	57.9
12	Gibson Co Sp Dist	56.3

ELA 3rd Overview

Rank	System Name	% M/Ex
1	Arlington	79.7
2	Williamson County	76.3
3	Collierville	75.7
4	University Schools	75.6
5	Germantown	75.1
6	Alamo	73
7	Maryville	71.8
8	Lakeland	69.3
9	Franklin SSD	66.8
10	Huntingdon Special School District	65.3
11	Johnson City	65.3
12	Gibson Co Sp Dist	65

ELA 4th Overview

Rank	System Name
1	Germantown
2	Arlington
3	University Schools
4	Collierville
5	Williamson County
6	Lakeland
7	Maryville
8	Elizabethton
9	Johnson City
10	Franklin SSD
11	Gibson Co Sp Dist

Math 3rd Overview

Rank	System Name	% M/Ex
1	Arlington	84.1
2	Williamson County	76.6
3	Collierville	75.9
4	Lakeland	75.1
5	Maryville	74.3
6	Germantown	74
7	Huntingdon Special School District	72.3
8	Alamo	64.9
9	Franklin SSD	64.4
10	Gibson Co Sp Dist	63.5

Math 4th Overview

Rank	System Name
1	Lakeland
2	Arlington
3	Germantown
4	Williamson County
5	Collierville
6	Maryville
7	Lexington
8	Alamo
9	Johnson City
10	Franklin SSD
11	Henry County
12	Milan
13	Elizabethton
14	University Schools
15	Chester County
16	Putnam County
17	Alcoa
18	Loudon County

19	White County
20	Bartlett
21	Wilson County
22	Gibson Co Sp Dist

Science 3rd Overview

Rank	System Name	% M/Ex

Science 4th Overview

Rank	System Name

Social Studies 6th Overview

Rank	System Name	% M/Ex
1	Collierville	83.5
2	Williamson County	81.2
3	Clinton	80.8
4	Lakeland	80
5	Johnson City	76.7
6	Alcoa	76.5
7	Maryville	76.1
8	Franklin SSD	75.9
9	Gibson Co Sp Dist	73

Social Studies 7th Overvi

Rank	System Name
1	University Schools
2	Williamson County
3	Collierville
4	Trousdale County
5	Lakeland
6	Newport
7	Maryville
8	Wilson County
9	White County
10	Germantown
11	Johnson City
12	Dayton
13	Gibson Co Sp Dist

ELA 5th Overview

% M/Ex	Rank	System Name	% M/Ex	Rank
83	1	Arlington	81.9	1
82.9	2	University Schools	76.8	2
81.5	3	Collierville	76	3
79.1	4	Germantown	74.4	4
76.9	5	Lakeland	72.1	5
72.6	6	Williamson County	71.2	6
70.5	7	Johnson City	70.6	7
69.8	8	Maryville	68	8
69.6	9	Franklin SSD	63.3	9
69.5	10	Alamo	60.3	10
67	11	Alcoa	57.5	11
	12	Gibson Co Sp Dist	57.1	12
				13
				14
				15
				16
				17
				18
				19

Math 5th Overview

% M/Ex	Rank	System Name	% M/Ex	Rank
85.4	1	Williamson County	80.4	1
85.1	2	Arlington	80.3	2
83.7	3	Collierville	80.3	3
82.9	4	Germantown	80	4
82.7	5	Johnson City	77.3	5
79.9	6	Franklin SSD	72.7	6
73.9	7	Maryville	72.5	7
72.5	8	Lakeland	72.4	8
72.2	9	Chester County	68.5	9
71.8	10	Wilson County	67.4	10
71.4	11	Alcoa	66.3	11
71	12	Gibson Co Sp Dist	65.9	12
69.8				13
69.6				14
68.6				15
67.7				16
67.5				17
66.4				18

66.1	19
65.5	20
65.1	21
65	22
	23
	24
	25
	26
	27

Science 5th Overview

% M/Ex	Rank	System Name	% M/Ex	Rank

ew **Social Studies 8th Overview** **So**

% M/Ex	Rank	System Name	% M/Ex	Rank
85.6	1	University Schools	88.3	1
85.2	2	Williamson County	78.2	2
84.9	3	Newport	75.3	3
82.9	4	Germantown	74.1	4
81.8	5	Collierville	73.9	5
78.9	6	Gibson Co Sp Dist	70.4	6
77.7				7
76.6				8
76				
75.1				
74.4				
73.5				
73				

ELA 6th Overview

System Name	% M/Ex
Collierville	74.1
University Schools	73.1
Germantown	71.4
Maryville	69.6
Williamson County	69.3
Lakeland	67.4
Clinton	65.4
Franklin SSD	65.2
Alamo	64.7
Arlington	63.6
Johnson City	62.8
Newport	60.3
Lexington	59.8
Kingsport	54.7
Wilson County	53.7
Etowah	52.8
Sumner County	52.4
Washington County	51.2
Gibson Co Sp Dist	50.8

ELA 7th Overview

Rank	System Name	% M/Ex
1	Williamson County	67.4
2	University Schools	65.9
3	Collierville	62.4
4	Germantown	62.3
5	Lakeland	61.6
6	Maryville	60.9
7	Newport	57.9
8	Arlington	52.3
9	Johnson City	51.6
10	Lexington	50.7
11	White County	50.2
12	Franklin SSD	50
13	Gibson Co Sp Dist	49.8

Math 6th Overview

System Name	% M/Ex
Franklin SSD	74.9
Germantown	73.2
Collierville	70.5
Arlington	69
University Schools	68.8
Williamson County	66.7
Johnson City	64.2
Chester County	64.1
Wilson County	63.1
Maryville	63
Sumner County	61.7
Clinton	61.5
Lakeland	59.7
Kingsport	59.3
Alamo	58.8
Lexington	56.5
Rutherford County	55
Obion County	54.5

Math 7th Overview

Rank	System Name	% M/Ex
1	Germantown	72.8
2	Williamson County	70.4
3	Collierville	67.6
4	Trousdale County	66.7
5	University Schools	66.3
6	Maryville	66
7	Arlington	61
8	Union City	59.6
9	Obion County	58.1
10	Sumner County	57.8
11	Wilson County	57
12	Dyer County	56.2
13	Johnson City	55.9
14	Stewart County	55.2
15	Bristol	54.9
16	Bradford	54.7
17	Lexington	54.7
18	Rutherford County	54.2

Oak Ridge	54		19	Franklin SSD	53.6
Roane County	54		20	Lincoln County	53.5
Trousdale County	54		21	Gibson Co Sp Dist	52.1
Rhea County	53.5				
Milan	53.3				
Alcoa	53.1				
McKenzie	53				
White County	52.4				
Gibson Co Sp Dist	52.3				

Science 6th Overview

System Name	% M/Ex

Science 7th Overview

Rank	System Name	% M/Ex

cial Studies 6-8 Overview

System Name	% M/Ex
Williamson County	81.5
Clinton	80.8
Collierville	80.5
University Schools	80
Lakeland	76.2
Maryville	73.9
Germantown	72.5
Gibson Co Sp Dist	72.1

US History Overview

Rank	System Name	% M/Ex
	Williamson County	70
	Bradford	68.4
	Maryville	68
	Arlington	66.5
	Tennessee Public Chai	66.3
	Oak Ridge	62.7
	Sequatchie County	62.6
	Chester County	62.1
	Trousdale County	61.7
	Johnson City	60.3
	Greene County	60
	Montgomery County	58.3
	Bristol	58.3
	Blount County	58.2
	Bartlett	57.4
	Cheatham County	56.9
	Sumner County	55.7
	Lincoln County	55.3
	Greeneville	55.1
	Elizabethton	51.7
	Kingsport	51.7
	Unicoi County	51.1
	Hamblen County	50.7
	Union County	50.6
	Gibson Co Sp Dist	50.4

ELA 8th Overview

Rank	System Name	% M/Ex
1	University Schools	71.4
2	Williamson County	62.7
3	Collierville	58.6
4	Germantown	56.6
5	Maryville	53.6
6	Johnson City	51
7	Wilson County	48.6
8	Sumner County	47.4
9	Arlington	47.3
10	Dayton	46.9
11	Bradford	45.9
12	Greeneville	44.4
13	Lakeland	44.4
14	Gibson Co Sp Dist	44.3

ELA 3-8 Overview

Rank	System Name
1	University Schools
2	Collierville
3	Williamson County
4	Germantown
5	Arlington
6	Maryville
7	Alamo
8	Lakeland
9	Johnson City
10	Franklin SSD
11	Gibson Co Sp Dist

Math 8th Overview

Rank	System Name	% M/Ex
1	Williamson County	71.2
2	Paris	70.6
3	Germantown	70
4	Newport	69.9
5	Collierville	69.9
6	Rhea County	65.5
7	Trousdale County	64.8
8	Obion County	62.5
9	Sumner County	62.1
10	Wilson County	62.1
11	Maryville	61.4
12	Dayton	61.2
13	Moore County	60.6
14	Alcoa	60.3
15	Van Buren County	60
16	Lexington	59.3
17	Gibson Co Sp Dist	59.2

Math 3-8 Overview

Rank	System Name
1	Germantown
2	Williamson County
3	Collierville
4	Arlington
5	Maryville
6	Johnson City
7	Alamo
8	Franklin SSD
9	University Schools
10	Lakeland
11	Wilson County
12	Gibson Co Sp Dist

Science 8th Overview

Rank	System Name	% M/Ex

Science 3-8 Overview

Rank	System Name

All Social Studies Overview

Rank	System Name	% M/Ex
1	Clinton	80.8
2	Collierville	80.5
3	University Schools	80
4	Williamson County	79.4
5	Lakeland	75.6
6	Maryville	72.9
7	Germantown	72.3
8	Wilson County	71.4
9	Johnson City	70.2
10	Lexington	69.6
11	Gibson Co Sp Dist	69.1

English I Overview

% M/Ex	Rank	System Name	% M/Ex	Rank
74.2	1	Collierville	72	1
70.8	2	University Schools	65.7	2
70.5	3	Williamson County	65.2	3
70.4	4	Lakeland	60.8	4
67.1	5	Johnson City	60.6	5
65.5	6	Maryville	60.3	6
65.4	7	Elizabethton	57.3	7
63.8	8	Arlington	54.8	8
61.8	9	Germantown	54.1	9
59.8	10	Wilson County	53	10
55.3	11	Rutherford County	52.2	11
	12	Bristol	50.8	12
	13	Sumner County	49.7	13
	14	Gibson Co Sp Dist	48.5	

Algebra I Overview

% M/Ex	Rank	System Name	% M/Ex	Rank
75.8	1	Franklin SSD	94.2	1
75.1	2	Lebanon	89.8	2
74.6	3	Athens	88.2	3
72.7	4	Houston County	8.5	4
69.9	5	Etowah	72.7	5
65	6	University Schools	67.8	6
64.7	7	Collierville	66.5	7
64.4	8	Williamson County	62.7	8
64.2	9	Johnson City	57.7	9
62.5	10	Elizabethton	57.1	10
62	11	Maryville	50	11
59.4	12	Trenton	50	12
	13	Dyersburg	49.6	13
	14	Oak Ridge	49	14
	15	McKenzie	48.3	15
	16	Lakeland	47.5	16
	17	Kingsport	46.2	17
	18	Germantown	45.5	18

19	Alcoa	45.3	19
20	Greeneville	45.2	20
21	Wilson County	44.6	
22	Arlington	44.5	
23	Dyer County	44.2	
24	Gibson Co Sp Dist	43.8	

Biology Overview

% M/Ex	Rank	System Name	% M/Ex	Rank

English II Overview

System Name	% M/Ex
Williamson County	85.4
Maryville	82.4
University Schools	82.1
Johnson City	78.3
Collierville	78.2
Germantown	76.2
Arlington	75.6
Oneida	75.3
Union City	73.7
McKenzie	72.5
Chester County	71.1
Dickson County	70.2
Gibson Co Sp Dist	70.1

All ELA Overview

Rank	System Name	% M/Ex
1	University Schools	73.9
2	Collierville	71.9
3	Williamson County	71.8
4	Germantown	68.9
5	Maryville	67
6	Arlington	66.6
7	Alamo	65.4
8	Lakeland	63.7
9	Johnson City	63.6
10	Franklin SSD	59.8
11	Gibson Co Sp Dist	56.3

Geometry Overview

System Name	% M/Ex
Williamson County	77.3
Collierville	74.8
Maryville	67.8
Johnson City	66.5
Lakeland	64.3
Union City	60.4
Germantown	59.7
Alcoa	56.8
Arlington	55.2
Henderson County	54.9
Kingsport	53.9
Sumner County	52.8
Trousdale County	52.8
Oak Ridge	52.2
Wilson County	51.6
Huntingdon Special School District	51.4
University Schools	51.4
Elizabethton	50.7

Algebra II Overview

Rank	System Name	% M/Ex
1	Williamson County	73.5
2	Maryville	69.1
3	Collierville	67.9
4	Johnson City	66.5
5	Union City	63.6
6	Kingsport	62.4
7	Trousdale County	58.8
8	Gibson Co Sp Dist	57.4

Dyer County	50.4
Gibson Co Sp Dist	49.8

All Science Overview

System Name	% M/Ex

All Math Overview

Rank	System Name	% M/Ex
1	Williamson County	73.6
2	Collierville	72.8
3	Germantown	68
4	Maryville	67.3
5	Franklin SSD	65.7
6	Arlington	65
7	Alamo	64.7
8	Johnson City	64.5
9	University Schools	60.9
10	Lakeland	60
11	Lexington	57.9
12	Gibson Co Sp Dist	56.3

FY 27 TISA Budget Amendment

The final FY27 TISA allocation showed an additional $164,149.68 in revenue. We need to amend the budget revenues by this amount.

This amount will go to undesignated fund balance.

Voluntary Pre-K Budget Amendments

We received an additional $7,141.76 in Voluntary Pre-K funds for 2026-2027.

We need to amend the budget revenue and expenses by this amount.

Central States Bus Sales, Inc.
"The Bus Experts"
303 Business Park Drive, Lebanon TN 37090
615-466-5040 • FAX: 615-466-5045 • 877-307-0322
www.centralstatesbus.com

June 22, 2026

Mr. Stephen Powell
Gibson County Special School District
130 Trenton Highway
Dyer, Tennessee 38330

Dear Mr. Powell:

Per our conversation, we are currently under contract with Sourcewell for the purpose of supplying Blue Bird buses throughout the State of Tennessee. Using the Sourcewell published pricing, we can provide you with a 2027 Blue Bird, 78 passenger, Type D, with A/C for $169,866.00.

All you need to do to finalize the transaction is to issue a purchase order to us for the amount stated above and reference the Sourcewell contract number 063020-BBB. We will then order the bus through Sourcewell and provide any documentation necessary to finalize the order.

If you have any questions, please feel free to call me. Thanks for your business and I look forward to working with you.

Regards,

Paula Rieger

Paula Rieger
Regional Sales Manager

Sourcewell QUOTE
Sourcewell Contract Number 063020-BBB

SUBMITTED TO: Gibson County Special School District

PASSENGERS: 78

BUS TYPE: Blue Bird, Type D with A/C

BID PRICE: $169,866.00

BID SUBMITTED BY: Central States Bus Sales, Inc.
303 Business Park Drive
Lebanon, TN 37090

State Dealer License # 14796

Authorized Representative: Paula Rieger
Regional Sales Manager

Federal ID #: 43-1051799

Parts and Service Facility Location: 303 Business Park Drive
Lebanon, TN 37090

Phone Number: 615-466-5040

Signature: Paula Rieger

Date: June 22, 2026

All units meet or exceed State and Federal regulations.

Summary Report for Bullying / Harassment Cases

2025 – 26 School Year

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	Total Reported to the school	Total Determined after investigation
Dyer	0	0	3	0	0	0	2	0	3	0	8	0
GCHS	0	0	0	0	0	0	0	0	0	0	0	0
Kenton	0	0	0	0	0	0	0	0	0	0	0	0
SGCES	0	0	0	1	0	0	0	0	0	0	1	0
SGCMS	0	0	1	1	0	2	1	0	1	0	6	3
Rutherford	0	0	0	0	0	0	0	0	0	0	0	0
SGCHS	0	0	0	0	5	0	0	0	1	0	6	6
Spring Hill	0	0	0	0	0	0	0	0	0	0	0	0
Yorkville	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: All determined cases were resolved at the school level.

Eddie Pruett
Director of Schools

130 Trenton Highway
PO Box 60
Dyer, TN 38330

Creating Learning Communities

Gibson County Special School District
Board of Education

Gibson County Special School District
Board of Trustees
Athletic Practice Policy
July 9, 2026

There will be NO athletic practice during the seven hours of educational instruction in the school day. The only exceptions would be high school sports.

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in July	**School District Records**	**1.407**	**07/10/25**
		Rescinds: **1.407**	Issued: **10/13/22**

General

The Director of Schools shall maintain all school district records required by law, regulation, and board policy. Any citizen of Tennessee shall be permitted during business hours to inspect public records maintained by the school district unless otherwise prohibited by law. Any citizen of Tennessee may request in writing and receive copies of open public records subject to the payment of reasonable cost.[1,2,3,4]

No records pertaining to individual students will be released for inspection by the public or any unauthorized persons. In addition, information, records, and plans related to security and safety will not be released for public inspection.[5]

All requests to inspect or receive copies of records shall be submitted to Laura ~~Hawks~~ Ward, the district's public records request coordinator and records custodian.[6]

Prior to producing any record, the records custodian shall ensure confidential information is redacted. Original documents remain intact, and confidential information in copies produced for a requestor shall be redacted. The Director of Schools shall develop a procedure to redact confidential information.

REQUESTS FOR INSPECTION[2]

Citizens requesting to inspect public records shall submit their request and a government issued photo identification card with the citizen's address to the district's public records request coordinator during normal business hours. Requests may be made in person, by telephone, electronic transmission, or mail. The coordinator shall submit the information to the appropriate records custodian. The records custodian will contact the citizen and indicate when the records will be available to inspect.

If the records cannot be made available within seven (7) business days, the records custodian shall provide a records production letter indicating the time needed to complete the request.

If the request to inspect is denied, the records custodian shall provide the citizen with a records request denial letter indicating the basis for the denial.

REQUESTS FOR COPIES[2]

Citizens requesting copies of public records shall complete and submit the Records Request Form and a government issued photo identification card with the citizen's address to the district's public records request coordinator during normal business hours. The coordinator shall submit the Records Request Form to the appropriate records custodian.

The records custodian shall provide an estimate of the reasonable costs to produce the requested records. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of Reasonable Charges shall be used to determine the reasonable cost. The records custodian will provide the citizen with an invoice detailing the charges. The citizen shall pay the estimated reasonable costs by money order prior to the district producing the copies.

If the records cannot be made available within seven (7) business days, the records custodian shall provide a records production letter indicating the time needed to complete the request.

If the request for copies is denied, the records custodian shall provide the citizen with a records request denial letter detailing the basis for the denial.

FREQUENT AND MULTIPLE REQUESTS

When the total number of requests for copies made by a requestor within a calendar month exceeds four (4), the requestor may be charged a fee for any and all labor that is reasonably necessary to produce copies of the requested records. Prior to charging a reasonable fee, the requestor shall be notified of this policy and provided with a Notice of Aggregation of Multiple Requests/Requestors form. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of Reasonable Charges shall be used to determine the reasonable cost. Further, the names of persons inspecting records and the date of inspection shall be recorded.

DENYING REQUESTS FOR NONCOMPLIANCE[7]

Requests to Inspect a Public Record

The district shall deny a request to inspect a public record from any citizen that has:

a. Made two (2) or more requests to view a public record within a six-month period; and

b. For each request failed to view the record within fifteen (15) business days of receiving notification that the record was available.

Requests from this citizen shall be denied for up to six (6) months from the date of the second records request. The district's public records request coordinator may waive this denial if he/she determines that failure to view the record was for good cause.

Requests for Copies of Public Records

The district shall deny a request for copies of a public record from any citizen that has:

a. Been provided with an estimate of the reasonable cost to produce the requested records;
b. Agrees to pay such estimated reasonable cost prior to production of the records; and
c. Fails to pay the actual cost after the records have been produced.

Additional requests from this citizen shall be denied until the original cost is paid.

RECORDS RETENTION

The Director of Schools and/or designee(s) shall retain and dispose of school district records in accordance with the following guidelines:[8]

1. The Director of Schools and/or designee(s) will determine if a particular record is of permanent or temporary value in accordance with state law;[9,10]

2. Temporary value records which have been kept beyond the required time may be recommended to the Public Records Commission for destruction;[11,12]

3. The records that the State Librarian and Archivist desire to preserve in their facilities will be transferred to the State Library and Archives. The temporary value records rejected by the State Library and Archives may be transferred to another institution or destroyed;[11,12,13]

4. Permanent records will be kept in some usable form (digital, printed, microfilm, etc.). If the Director of Schools desires to destroy the original permanent record, these records must be reproduced by microfilming or some other permanent reproduction method. Permission to destroy any original permanent record after microfilming follows the same procedure noted above for temporary records;[10,12] and

5. The Director of Schools shall establish procedures to safeguard against the unlawful destruction, removal, or loss of records.[14]

DISTRICT PUBLIC RECORDS REQUEST COORDINATOR[15]

Name: Laura ~~Hawks~~ Ward
Title: Board Secretary
Contact Information: 731-692-3803 or ~~hawksl~~ wardl@gcssd.org

Legal References Cross References

1. TCA 49-2-301(b)(1)(Z)
2. TCA 10-7-503; Public Acts of 2025, Chapter No. 94
3. TCA 10-7-506(a)
4. TCA 49-2-104
5. TCA 10-7-504(p)
6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records*, Tennessee Comptroller of the Treasury, *available at* https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf; TCA 10-7-503(a)(1)(B),(C)
7. TCA 10-7-503(a)(7)(A)(vii)
8. TCA 10-7-503(h)(6)
9. TCA 10-7-401
10. TCA 10-7-406; TCA 10-7-301(5),(13)
11. TCA 10-7-404
12. TCA 10-7-413
13. TCA 10-7-414
14. TCA 39-16-504
15. TCA 10-7-503(g)(1)(D)

Financial Reports and Records 2.701
Personnel Records 5.114
Student Records 6.600

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in August	**Alcohol & Drugs in the Workplace**	**1.804**	**~~09/12/19~~**
		Rescinds: **~~1.804~~**	Issued: **~~05/13/02~~**

General

Any employee who violates the terms of this policy shall be subject to disciplinary action, including but not limited to, suspension, dismissal, and/or referral for prosecution.[1]

The Director of Schools shall be responsible for providing a copy of this policy to all school district employees.

DEFINITIONS

"Workplace" shall include any school building or any school premise; any school-owned or any other school-approved vehicle used to transport students to and from school or school activities; and off-school property during any school-sponsored or school approved activity, event, or function.

"Illegal drugs" shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined by federal law.[2]

"Unauthorized drugs" shall include, but are not limited to, inhalants; any designer, synthetic, derivative, analogous, or "look-alike" substances that are manufactured, designed, or intended to resemble and/or mimic the effects of illegal drugs; any legally prescribed drugs being used in a manner for which they were not intended or prescribed including, but not limited to, the use of prescription drugs prescribed for another individual; and any lawful substances that could result in impairment of physical or mental capacity that is threatening to the health or safety of the employee or others.[3]

"Alcohol" shall include, but is not limited to, spirits, liquor, wine, beer, and any liquid containing alcohol as defined by state and federal law.[4]

ALCOHOL & DRUG-FREE WORKPLACE

No employee while on or in the workplace shall unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any illegal or unauthorized drugs[1] or any alcohol.[5]

PHYSICAL EXAMINATION/SCREENING BASED UPON REASONABLE SUSPICION

Whenever the Director, or his/her authorized designee reasonably suspects that an employee's work performance or on-the-job behavior may have been affected in any way by illegal drugs or alcohol or that an employee has otherwise violated this policy, Alcohol & Drugs in the workplace, the employee may be required to submit a breath and/or urine sample for drug and alcohol testing as detailed in Policy 5.403 Drug & Alcohol Testing for Employees.

Legal References

~~1. Drug Free Workplace Act of 1988, 41 USCA § 8103~~
~~2. 21 USCA § 812~~
~~3. TCA 49-5-1003~~
~~4. TCA 57-4-102; 26 USCA § 5002~~

1. ~~TCA 39-17-715~~Drug Free Workplace Act of 1988, 41 USCA § 8103; 34 CFR §§ 84.205 – 84.215
2. 21 USCA § 812
3. TCA 49-5-1003(b)(16), (17), (18)
4. TCA 57-4-102; 26 USCA § 5002
5. TCA 39-17-715

Cross References

Supervision 5.108
Drug & Alcohol Testing for Employees 5.403
Drug-Free Schools 6.307

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Revenues**	**2.400**	~~01/11/24~~
		Rescinds: ~~2.400~~	Issued: ~~05/13/02~~

General

Any money collected by any school shall be documented with a receipt.

The schools may receive funds collected from activities and for events held at or in connection with the school, including contracts with other schools for interschool events. To be included in this accounting are all monies collected from lunchrooms, athletics, entertainments, school clubs, fees, concessions, and all fundraising activities. Each principal shall determine the reconciliation method to be used for all events which require a ticket.[1]

FEES

School fees are to be kept to a minimum and may be expended only for the purposes for which they were collected. The school shall not require any student to pay a fee to the school for any purpose, except as authorized by the Board. No fees shall be required of any student as a condition to attend the school or use its equipment.[2] School fees shall be waived for students who receive free or reduced-price lunches.[3] No student will be penalized for nonpayment of any school fee.

EXTENDED SCHOOL PROGRAM

Extended school funds shall be collected at the individual schools and receipted and deposited in the school bank account. The principal shall report the collections and pay the Board by school check.[4]

FINES

A student will be held responsible for the cost of replacing any materials or property which the student loses or damages,[5] including textbooks, library books, equipment, and buildings. All money collected as fines shall be placed in the system-wide school fund.

TUITION INCOME

Tuition collected from nonresident students shall be placed in the system-wide school fund.

RENTAL INCOME

The principal will collect and remit to the central office all money received for use of a particular school facility or other school property.

GRANTS

Grants for educational purposes made available by the state and/or federal government may be sought by the school district but only when the conditions of their availability are in harmony with the purposes and policies of the Board and the laws of the state and county. Principals may apply for and receive grants, but funds shall be recorded in a separate restricted fund account.[4]

COLLECTION OF FUNDS THROUGH ONLINE PAYMENT[6]

Approved district staff may utilize approved vendors for electronic transactions. The Director of Schools/designee shall determine when this type of transaction may be utilized on a case-by-case basis. At the individual school level, the principal shall oversee the collection of funds and submit a plan that includes the following:

1. Adequate supporting documentation for the electronic collection method including a plan to provide a total daily receipt summary;
2. Methods of providing receipts to payers;
3. Information on maintaining and inspecting any voided receipts; and
4. How daily electronic collections shall be reconciled with the total daily receipt summary and who will be assigned to complete this task.

Processing fees for these transactions may be charged.

The Director of School/designee shall establish adequate internal controls to ensure compliance with the *Tennessee Internal School Funds Manual*.

ROUNDING IN CASH TRANSACTIONS

Due to the discontinuance of the penny, rounding procedures shall be utilized in cash transactions. This applies to collections of all cash funds received by the district.

Cash transactions shall be rounded to the nearest $0.05. The following rounding method shall be utilized:

- Amounts ending in $0.01 or $0.02 shall be rounded down
- Amounts ending in $0.03 or $0.04 shall be rounded up
- Amounts ending in $0.06 or $0.07 shall be rounded down
- Amounts ending in $0.08 or $0.09 shall be rounded up

The Director of Schools/designee shall monitor implementation to ensure compliance with accounting standards and state law.

Legal References

1. ~~TCA 49-2-110(a); *Tennessee Internal School Funds Manual,* Section 5-4~~
2. ~~TCA 49-6-3001(a); TCA 49-2-110(c)~~
3. ~~TCA 49-2-114~~
4. ~~*Tennessee Internal School Funds Manual,* Section 4-37~~
5. ~~TCA 37-10-101, 102~~
1. ~~*Tennessee Internal School Funds Manual,* Section 5-8~~TCA 49-2-110(a); *Internal School Funds Manual,* Section 5-4
2. TCA 49-6-3001(a); TCA 49-2-110(c)
3. TCA 49-2-114
4. *Internal School Funds Manual*, Section 4-32, 4-33
5. TCA 37-10-101, 102
6. *Internal School Funds Manual*, Section 5-8

Cross References

Fundraising Activities 2.601
Student Activity Funds Management 2.900
Food Service Management 3.500
Textbooks and Instructional Materials 4.400
Compensation Guides & Contracts 5.110
Attendance of Non-Resident Students 6.204
Student Fees and Fines 6.709

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~**Review: Annually, in February**~~ **Review: Annually, in January**	**Personnel Records**	**5.114**	~~**12/11/08**~~
		Rescinds: ~~**5.114**~~	Issued: ~~**11/14/03**~~

The Director of ~~schools or his~~ Schools/designee(s) shall be authorized to maintain personnel records and to permit inspection of the same, except for matters deemed confidential by law. The following personnel records shall be maintained for all employees as appropriate:

1. Employee applications and contracts;

2. Professional certificates and other documents required by state and federal laws and regulations;[1]

3. Evaluations;

4. Cumulative information files;

5. INS Form I-9[2]; and

6. Disciplinary action, as appropriate and any response from the employee.

The following guidelines shall be followed:

1. Information contained in personnel records shall be limited to job-related matters;

2. The ~~director~~ Director of ~~schools~~ Schools shall be responsible for notifying all employees of the types of records kept and uses made of such records;

3. Employees shall be granted an opportunity to respond in writing to material placed in records;

4. Employee records are public records, except for matters deemed confidential by law, and shall be open for inspection during regular business hours;[3]

5. In accordance with federal law, the district shall release information regarding the professional qualifications and degrees of teachers and the qualifications of paraprofessionals to parent(s)/guardian(s) upon request for any teacher or paraprofessional who is employed by a school receiving Title I funds and who provides instruction to their child at that school.~~;~~[4]

6. Members of the public may not obtain the home telephone number, personal cell phone number, bank account information, social security number, residential street address, ~~or~~ driver license information (except where driving or operating a vehicle is considered to be a part of the employee's duties), or the results of individual teacher evaluations of an employee or of the

immediate family members or household members of an employee, unless release of this information is expressly authorized by the employee~~.~~;[5]

7. A record of the person inspecting, and the date of inspection shall be recorded; and

8. Copies of records may be made under rules determined by the ~~director~~ Director of ~~schools~~ Schools.[6]

Legal References

~~1. TCA 49-2-301(b)(1)(BB)~~
~~2. Immigration Reform and Control Act of 1986~~
~~3. TCA 49-2-301(b)(1)(CC); TCA 10-7-503 – 504~~
~~4. 20 U.S.C. 6311 § 1111 (6)(A)~~
~~5. TCA 10-7-504~~
1. ~~TCA 10-7-506; TCA 8-5-108~~TCA 49-2-301(b)(1)(M)
2. Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359
3. TCA 10-7-503, 504
4. 20 USCA § 6312(e)(1)
5. TCA 10-7-504(f)(1); TCA 10-7-504(a)(23)
6. TCA 10-7-506; TCA 49-2-301(b)(1)(AA)

Cross References

~~School Board Records 1.407~~Teacher Effect Data 5.1141

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Telework During Emergencies**	**5.1151**	~~06/25/20~~
		Rescinds:	Issued:

General

Teleworking is a work arrangement where designated employees are allowed to perform their normal duties and responsibilities through the use of hardware and software at an alternate location from their normal work site.

The Director of Schools may require an employee to telework if the duties and responsibilities of the position are required during times of emergency. An employee's participation in the program will be determined by the length and duration of the emergency and will be both initiated and ended at the discretion of the supervisor and/or the Director of Schools. Telework outside of times of emergency is not permitted.

WORK ENVIRONMENT

Employees approved for telework shall maintain a dedicated and safe work environment.

An employee who teleworks shall not allow anyone other than district employees to utilize district provided services or equipment. Employees shall keep remote work and information confidential, in accordance with district policies, procedures, and applicable privacy laws.

Cross References

Emergency Closings 1.8011

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Tenured Teachers**	**5.200**	~~**11/08/22**~~
		Rescinds: ~~**5.200**~~	Issued: ~~**11/09/21**~~

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a teacher with pay~~.~~ if there is a pending investigation. If vindicated or reinstated, the teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2,3]

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

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

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[4]

When a tenured teacher is charged with offenses that may justify dismissal or a suspension greater than three (3) days, the charges shall be made in writing, specifically stating the offenses that are charged, and shall be signed by the party or parties making the charges.

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

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

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

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

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

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

The Board shall hear the appeal on the record, and no new evidence may be submitted by either party. The appealing party may appear before the Board to argue why the adverse ruling should be overturned. In no event should such argument last more than fifteen (15) minutes unless the Board votes to extend additional time. At the conclusion of the hearing, any member of the Board may vote to sustain the decision of the hearing officer, send the record back for additional evidence, revise the penalty, or reverse the decision. The Board shall render its decision within ten (10) working days after the conclusion of the hearing. In the event that the decision of the Board is appealed to the chancery court, the Board shall transmit the entire record prepared by the Director of Schools and reviewed by the Board to the chancery court for its review.

RESIGNATION

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

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

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

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

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

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

RETIREMENT

Retirement is a termination of services under conditions that will allow the teacher to draw benefits from retirement plans and/or Social Security benefits. Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

Legal References

1. ~~TCA 49-5-511(a)(3)~~
2. ~~TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)~~
3. ~~TCA 49-5-511(a)(2)~~
4. ~~TCA 49-5-511 – 513~~
5. ~~TCA 49-5-508(a)~~
6. ~~TCA 49-5-508(c)~~
7. ~~TCA 49-5-706~~
8. ~~TCA 49-5-411(b)~~
1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511; 512; 513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Non-Tenured Teachers**	**5.201**	~~11/08/22~~
		Rescinds: ~~5.201~~	Issued: ~~11/09/21~~

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;

- Placement on administrative leave with pay; or

- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay~~.~~ if there is a pending investigation. If vindicated or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2]

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

Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[2]

The Director of Schools may dismiss or suspend for more than three (3) days any non-tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing before an impartial hearing officer.

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

1. Be represented by counsel;
2. Call and subpoena witnesses;
3. Examine all witnesses; and
4. Require that all testimony be given under oath.

Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the affected teacher within ten (10) working days following the close of the hearing. The teacher may appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written decision to the teacher. Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty (20) working days of receipt of notice, the Director of Schools shall prepare a copy of the proceedings, including all transcripts and evidence, documentary or otherwise, and provide a copy to the Board.

The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in the same manner as the non-tenured teacher.

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

1. Sustain the decision;
2. Send the record back if additional evidence is necessary; or
3. Revise the penalty or reverse the decision.

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

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

NONRENEWAL

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

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

The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher, the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier, or by email within five (5) business days following the last instructional day for the school year.[3] If the reason for nonrenewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for nonrenewal.[4]

RESIGNATION

A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation.[5] The Board may waive the thirty (30) days notice requirement and permit a teacher to resign in good standing.

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

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

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

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

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

RETIREMENT

Retirement is a termination of services under conditions which will allow the teacher to draw benefits from retirement plans and/or Social Security benefits.

Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

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

Legal References

1. ~~TCA 49-5-511(a)(3)~~
2. ~~TCA 49-2-301(b)(1)(EE); TCA 49-5-512~~
3. ~~TCA 49-5-409~~
4. ~~Public Acts of 2022, Chapter No, 678~~
5. ~~TCA 49-5-508~~
6. ~~TCA 49-5-411(a)~~
7. ~~TCA 49-5-706~~
8. ~~TCA 49-5-411(b)~~
1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. TCA 49-5-409(b)(2)
5. TCA 49-5-508
6. TCA 49-5-411(a)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Non-Certified Employees**	**5.202**	~~**02/08/18**~~
		Rescinds: ~~**5.202**~~	Issued: ~~**03/08/12**~~

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION

~~A director~~ The Director of ~~schools or his/her~~ Schools/designee may suspend an employee at any time when deemed necessary.[1]

Under no circumstances shall a ~~director~~Director of ~~schools~~Schools suspend an employee with pay~~.~~ if a Department of Children's services or criminal investigation is pending. If reinstated, the employee shall be paid full salary for the period of suspension~~,~~ unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL

All non-certified ~~(classified)~~ employees are employed at the will of the ~~director.~~ Director of Schools. The ~~director~~ Director of ~~schools~~ Schools may dismiss any non-certified employee during the year for any lawful reason.

RESIGNATION

Support personnel shall give the immediate supervisor written notice of resignation ~~at least two (2) weeks~~ ten (10) working days in advance of the effective date of voluntary termination. The ten (10) working days may be waived by the ~~director~~ Director of ~~schools~~ Schools for justifiable reason.

The immediate supervisor shall forward copies the day received to the ~~director~~ Director of ~~schools'~~ Schools' office. The payroll office will prepare final payment for the next appropriate scheduled pay day.

RETIREMENT

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

Central office personnel shall assist employees in securing retirement benefits; however, it shall be the responsibility of the retiring employee to obtain verification of eligibility in writing from ~~TCRS~~ the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring employee to file for eligible benefits. Employees who retire under TCRS may be employed up to one hundred twenty (120) days per year without loss of retirement benefits.[2]

Legal References

1. ~~TCA 49-2-301(b)(1)(EE) (FF)~~
   TCA 49-2-301(b)(1)(EE), (FF)
2. TCA 8-36-805

Cross References

Recommendations and File Transfers 5.203

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Sick Leave**	**5.302**	~~**03/11/25**~~
		Rescinds: ~~**5.302**~~	Issued: ~~**08/10/23**~~

PROFESSIONAL PERSONNEL

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

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

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

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

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

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

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

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

SUPPORT PERSONNEL

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

~~At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be forfeited.~~

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

SICK LEAVE BANK

The purpose of the sick leave bank is to provide sick leave to all employees[4] who have suffered an unplanned personal illness, injury, disability, or quarantine and whose personal sick leave is exhausted.

To form a sick leave bank, a minimum of twenty (20) employees from the school district shall petition the Board for permission to establish a sick leave bank.[5] Upon approval, sick leave bank trustees shall be appointed and shall operate as the governing body of the sick leave bank and shall enact rules and regulations consistent with state law.[6] Employees wishing to participate shall initially give a maximum of three (3) days of sick leave. These days are to be deducted from the employee's personal accumulation and donated to the sick leave bank. Donations of sick leave to the bank are nonrefundable and nontransferable.[7]

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

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

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

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

Legal References	Cross References
1. TCA 49-5-710(a)(1)	Workers' Compensation 3.602
2. TRR/MS 0520-01-02-.04(2)	Orientation and Probation 5.107
3. TCA 49-5-710(a)(5)	Short Term Leaves of Absence 5.300
4. TCA 49-5-811	Family and Medical Leave 5.305
5. TCA 49-5-803	Physical Assault Leave 5.307
6. TCA 49-5-804; TCA 49-5-805	
7. TCA 49-5-807	
8. TCA 49-5-808(j), (m)	
9. TCA 49-5-806(d)	
10. TCA 49-5-801 *et seq.*	

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in March~~ **Review: Annually, in February**	**Personnel Health Examinations / Communicable Diseases**	**5.400**	~~**05/13/26**~~
		Rescinds: ~~**5.400**~~	Issued: ~~**06/13/96**~~

~~All employees, prior to entering service, shall present a certificate showing a satisfactory health record.[1]~~ Employees shall inform the ~~director~~ Director of ~~schools~~ Schools whenever they contract a contagious or communicable disease.

~~No~~ An employee who has ~~any~~ a communicable disease shall not perform his/her duties in any location where such might endanger the health of ~~school children.~~ students. The Board ~~of Trustees~~ shall require ~~any~~ an employee to submit to a physical examination by a physician whenever there is reason to believe that the employee has ~~any~~ a communicable disease.~~[2]~~ [1]

The ~~director~~ Director of ~~schools~~ Schools shall reassign ~~or suspend any~~ an employee to alternate duties, place employee on administrative leave with pay, or temporarily remove employee from the school setting who is suspected of having a communicable disease which might endanger the health of ~~children~~ students, pending investigation and final disposition of the case before the Board.

To assist the Board in making final disposition of the case, the ~~director~~ Director of ~~schools~~ Schools may refer the case to the County Health Office or other medical experts.

~~The Board shall use the written report to determine the employment status of the employee.~~

Legal References

~~1. TCA 49-5-404~~

~~2.~~1 TCA 49-2-203(b)(2); TCA 49-5-710(a)(7)

Cross References

Section 504 and ADA Grievance Procedures 1.802
~~Suspension/Dismissal 5.200-202~~

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in March~~ Review: Annually, in February	Click here to enter the policy title. **Drug & Alcohol Testing for Employees**	**5.403**	~~05/13/02~~
		Rescinds: ~~5.403~~	Issued: ~~06/13/96~~

REASONABLE SUSPICION DRUG TESTING

~~Trained supervisors have the responsibility to observe and document the cause for reasonable suspicion and when appropriate, refer the matter to the director of schools/designee. It is not the supervisor's responsibility to attempt diagnosis. All information, facts and circumstances leading to and supporting this suspicion should be included in a written report detailing the basis for the suspicion. After the report is filed, the employee should be notified.~~

~~Any~~ If a supervisor observes or receives a report of conduct suggesting a potential violation of Policy 1.804, Alcohol & Drugs in the Workplace, the supervisor shall promptly inform the Director/designee. Upon reasonable suspicion that an employee's job performance or behavior may be impaired by illegal drugs, including improper use of prescribed drugs, or alcohol, the Director/designee may require the employee to undergo drug or alcohol testing.

An employee ~~may be~~ who is required to submit to drug or alcohol testing based upon reasonable suspicion and refuses shall be charged with insubordination, and necessary procedures will be taken to terminate the employee in accordance with board policy, and state law, where applicable.

An employee who tests positive on a reasonable suspicion test will be in violation of this policy and subject to termination.

The Director or his/her authorized designee are the only individuals in the district authorized to make the determination that reasonable suspicion or cause exists to order a drug screen and are the only individuals who may order an employee to submit to a drug screen.

Two types of cases for which reasonable suspicion procedures may be invoked are:

1. Chronic Case: Deteriorating job performance or changes in personal traits characteristics where the use of alcohol or drugs may be reasonably suspected as the cause.

2. Acute Case: Appearing in a specific incident or observation to then be under the present influence of alcohol or drugs, or investigation of an accident where the use of alcohol or drugs is reasonably suspected to be a contributing cause.

Circumstances under which substance screening ~~if~~ may be considered, in either the chronic or acute cases, include, but are not limited to, the following ~~conditions exist: (list is not inclusive)~~:

1. Observed use, possession, or sale of illegal drugs and/or use, possession, sale, or abuse of alcohol and/or the illegal use or sale of prescription drugs.

2. Apparent physical state of impairment of motor functions.

3. Marked changes in personal behavior not ~~attributed~~ attributable to other factors.

4. Employee involvement in or contribution to an accident where the use of alcohol or drugs is reasonably suspected or employee involvement in a pattern of repetitive accidents, whether or not they involve actual or potential injury.

5. ~~Violation~~ Violations of criminal drug law statutes involving the use of illegal drugs, alcohol, or prescription drugs and/or violations of drug statutes.

The circumstances, under which substance screening may be considered, as outlined above, are strictly limited in time and place to employee conduct on duty or during work hours, or on or in Board of Education property, or at school system-approved or school-related functions.

Prior to substance screening, employees must sign an acknowledgment that the summary result will be transmitted to the Medical Review Officer and the Director/designee.

Drug and alcohol screening shall be conducted by Board approved, independent, certified laboratories utilizing recognized techniques and procedures. A breath analysis test will be performed by a certified Breath Alcohol Technician.

TESTING FOR CDL EMPLOYEES

All drivers and applicants for driver positions who are required to hold a Commercial ~~Drivers~~ Driver's License (CDL) to perform their job function ~~must~~ shall adhere to the requirements of this policy and all procedures relating to this policy.[1]

The use, possession, sale, purchase, or transfer of any controlled substances, except medically prescribed drugs on school property, while on school business, or while operating school vehicles and equipment, is prohibited. Drinking alcoholic beverages during working hours, four (4) hours before reporting to work, or having any measurable amount of alcohol in ~~his/her~~ the employee's system during working hours is prohibited, whether on or off school property. Working hours include all breaks. Off-duty use of drugs and alcohol is prohibited to the extent that it affects the driver's attendance or performance and his/her ability to pass required ~~DOT~~ Department of Transportation alcohol and controlled substance tests. Any violation of this policy is grounds for termination ~~as employee of the Board~~ and possible legal prosecution.

The use of any prescription drug that could affect the central nervous system or one that would impair reaction time shall be reported to the ~~director of schools/director of transportation.~~ Director of

Schools/designee. Notice shall be given of non-prescription (over the counter) drugs being taken on a regular basis. The notice shall include the duration of ingestion and the possible side effects.

Procedures

The execution and enforcement of this policy will follow set procedures to screen bodily fluids, conduct breath testing, and/or search all employees/applicants for alcohol and drug use~~,~~ and those employees suspected of violating this policy who are involved in a reportable accident or who are periodically or randomly selected. The procedures are designed not only to detect violations of this policy~~,~~ but also to ensure fairness to each employee. Disciplinary action will be taken as necessary.

Implementation

The ~~director~~ Director of ~~schools/director of transportation~~ Schools/designee is authorized to implement this policy and procedures for the drug testing program, including a periodic review of the program to address any problems, changes, and/or revisions of it, maintenance of all records required by the federal regulations, and determination upon ~~Board~~ board approval of how the program will be accomplished, whether in-house, contracted, or by consortium.

Dissemination

The ~~director~~ Director of ~~schools/director of transportation~~ Schools/designee shall be responsible for communicating this policy and the procedures to all employees affected by this policy and shall be accountable for its consistent enforcement.[2] The ~~director~~ Director of ~~schools/director of transportation~~ Schools/designee is designated to answer questions about this policy, procedures, and all other matters involved in alcohol and controlled substance testing of CDL drivers and the reasonable suspicion testing of all other employees.

Legal References

1. Omnibus Transportation Employee Testing Act of 1991, 49 USCA § 5331
~~1.~~2. 49 CFR § 382.601

Cross References

~~2. 49 U.S.C. § 2717, Alcohol and Controlled Substances Testing (Omnibus Transportation Employee Testing Act of 1991).~~

~~3.~~ ~~49 CFR §382.601~~Alcohol & Drugs in the Workplace 1.804

EMPLOYMENT-RELATED COMPLAINTS/GRIEVANCES

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

In instances of questions by an individual staff member concerning the interpretation of policies and procedures to that staff member, administrative practices within the staff member's particular school, and relationships with other employees, the staff member concerned must consult the administrative or supervisory personnel to whom they are responsible. If a satisfactory resolution of the problem cannot be reached after ample opportunity for consideration of the matter, the staff member concerned may discuss the matter with the next level of supervision up to and including the Director of Schools.

In instances where an individual staff member feels, for personal reasons, that they cannot discuss a problem with their immediate superior, the staff member may take the problem directly to the Director of Schools. After review of the case, the Director of Schools shall take action as they deem appropriate and within a prompt, reasonable time shall notify all parties concerned of their decision.

HARASSMENT/DISCRIMINATION GRIEVANCES

Employees should notify any district complaint manager if they believe the Board, district employees or agents have violated their rights guaranteed by the state or federal constitution, state or federal statute, or board policy including: [1,2,3]

1. Age Discrimination Employment Act[1]
2. Title II of the Americans with Disabilities Act[4]
3. Title IX of the Education Amendments of 1972[5]
4. Section 504 of the Rehabilitation Act of 1973[6]
5. Claims of sexual harassment under Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972[7,5]

The complaint manager will endeavor to respond and resolve complaints without resorting to this grievance procedure, and if a complaint is filed, to address the complaint promptly and equitably. The right of a person to prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies.

1. Filing a Complaint — An employee who wishes to avail themselves to this grievance procedure may do so by filing a complaint with any district complaint manager. The employee may request

a complaint manager of the same sex. The complaint manager may assist the employee in filing a grievance.

2. Investigation — The complaint manager will investigate the complaint or appoint a qualified person to undertake the investigation on their behalf. The complaint and identity of the complainant will not be disclosed except (1) as required by law or this policy; or (2) as necessary to fully investigate the complaint; or (3) as authorized by the complainant. The complaint manager shall file a written report within ten (10) days of the filing of the grievance of his or her findings with the Director of Schools. If a complaint of sexual harassment contains allegations involving the Director of Schools, the written report shall be filed with the Board. The Director of Schools shall keep the Board informed of all complaints.

3. Decision and Appeal — After receipt of the complaint manager's report, the Director of Schools shall render a written decision within five (5) days of the receipt of the report that shall be provided to the employee. If the employee is not satisfied with the decision, the employee may appeal the decision to the Board by making a written request to the complaint manager. The complaint manager shall be responsible for promptly forwarding all materials relative to the complaint and appeal to the Board. Thereafter, the Board shall render within thirty (30) days from the date the appeal was received, review the report and affirm, overrule or modify the decision, and render a written finding that shall be provided to the complainant. This grievance procedure shall not be construed to create an independent right to a board hearing.

APPOINTING COMPLAINT MANAGERS

The Director of Schools shall appoint at least two complaint managers, one of each gender. The Federal Rights Coordinator may be appointed as a complaint manager. The Director of Schools shall insert into this policy the names, addresses and telephone numbers of current complaint managers.

Mrs. ~~Paige Garner~~ Erica DuRall- email: ~~garnerp~~ duralle@gcssd.org, P.O. Box 60, Dyer, TN 38330, phone 731-692-3803

Mr. Brad Garner - email: garnerb@gcssd.org, P.O. Box 60, Dyer, TN 38330, phone 731-692-3803

Legal References

1. Age Discrimination Employment Act, 29 USCA § 621 et seq.
2. Equal Pay Act, 29 USCA § 206(d)
3. Immigration Reform and Control Act, 8 USCA § 1324a et seq.
4. Americans with Disabilities Act, 42 USCA § 12101 et seq.
5. Title IX of the Education Amendments, 20 USCA § 1681 et seq.
6. Rehabilitation Act, 29 USCA § 791 et seq.
7. Title VII of Civil Rights Act, 42 USCA § 2000e et seq.

Cross References

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

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in March~~ **Review: Annually, in February**	**~~Staff-Community Relations~~** **Political Activities**	**5.606**	**~~06/13/96~~**
		Rescinds:	Issued:

~~COMMUNITY ACTIVITIES~~

Employees have a right to express their views on any issue, but ~~must~~ shall in each case, make clear that the view expressed is not the official view of the Board ~~of Trustees~~ or school district.

~~POLITICAL ACTIVITIES~~

Employees may, on their own time, campaign for or against any candidate or referendum~~,~~ but ~~they~~ are prohibited from using district owned property to engage in political activity. District owned property includes, but is not limited to: all buildings, signage, message boards, telephonic equipment, electronic equipment, and email accounts. District-owned property, including school buildings, district offices, and other facilities, shall not be used as a location for filming or recording content intended for political promotion or solicitation. Employees shall not use ~~the schools, the classroom or system position for political forum nor~~ audio or video messages to engage in any political promotion or solicitation during school hours.[1]

~~Any employee who intends to campaign for an elective public office which infringes upon a contracted agreement shall present a proposed solution to the Board for consideration. The essential element to be determined by the Board is whether the activities proposed by the employee are consistent with his services to the school system and the best interests of education.~~

Legal References

1. TCA 49-6-2009

Cross References

Board-Community Relations 1.500

~~News Releases, News Conferences & Interviews~~Advertising and Distribution of Materials in Schools 1.~~503~~806

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in March~~ **Review: Annually, in February**	**Tutoring for Pay**	**5.608**	~~01/11/24~~
		Rescinds: ~~5.608~~	Issued: ~~06/10/99~~

Any teacher may enter into an agreement with ~~parents~~ parent(s)/guardian(s) for tutoring children for a fee, but this practice ~~must~~ shall be limited to those children ~~other than those for~~ whom the teacher is not currently exercising teaching, administrative, or supervisory responsibility.[1] ~~If~~ No private teaching or tutoring shall be done during the hours of the regular school ~~facilities are used, teachers must follow procedures developed~~ day.

Any teacher who enters into a private tutoring agreement with a parent/guardian does so as an independent actor and not as an agent of the school district. The school district shall not be liable for any claims, damages, or liabilities arising from or related to private tutoring services provided by ~~the Director of Schools.[2]~~ a school employee. The teacher providing such tutoring services shall assume full responsibility and liability and agrees to indemnify and hold harmless the school district, its board members, administrators, and employees from any and all claims, demands, actions, or causes of action arising out of or in connection with such services.

If school facilities are used, teachers must follow procedures developed by the Director of Schools.

Legal References	Cross Reference
~~1. TCA 49-5-1003(b)(11)~~	Community Use of School Facilities 3.206
1. ~~TCA 49-2-405(a)~~TCA 49-5-1003(b)(11)	Non-School Employment 5.607
~~2.~~	

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~**Review: Annually, in March**~~ **Review: Annually, in February**	**Director of Schools**	**5.800**	~~**06/13/96**~~
		Rescinds:	Issued:

The ~~director~~ Director of ~~schools~~ Schools shall be the chief executive officer of the school ~~system~~ district and shall have, under the direction of the Board ~~of Trustees~~, general supervision of all the public schools, personnel~~,~~ and departments of the school ~~system~~ district. The ~~director~~ Director of ~~schools~~ Schools is ~~responsible for~~ the ~~management~~ only employee directly employed by the Board of Education. All other employees of the ~~schools~~ district are employed, supervised, and managed under the ~~Board's~~ authority of the Director of Schools.[1]

The Director of Schools is charged by the Board with the responsibility to oversee and manage all personnel matters within the district, consistent with applicable laws, regulations, and Board policies ~~and is accountable to the Board.[1]~~. This includes hiring, assignment, evaluation, discipline, and dismissal of employees, as well as the delegation of such duties as appropriate.[2]

~~The director of schools, at his/her discretion, may delegate any of his/her duties to other school personnel.~~

Legal References

1. ~~TCA 49-2-301(a)~~TCA 49-2-301(a)
2. TCA 49-2-301(e)

Gibson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
~~Review: Annually, in April~~ **Review: Annually, in April**	**Student Wellness**	**6.411**	~~07/10/25~~
		Rescinds: ~~6.411~~	Issued: ~~05/12/20~~

The Board recognizes the value of proper nutrition, physical activity, and other health-conscious practices and the impact that such practices have on student academic achievement, health, and well-being. In order to provide an environment conducive to overall student wellness, this policy shall be followed by all schools in the district.[1]

COMMITMENT TO COORDINATED SCHOOL HEALTH

All schools shall implement the ~~Centers of Disease Control and Prevention's (CDC)~~ Coordinated School Health (CSH) ~~approach to managing new and existing~~ program for wellness related programs and services in schools and the surrounding community based on state law and State Board of Education CSH standards and guidelines. The school district's Coordinated School Health Coordinator or Supervisor shall be responsible for overseeing compliance with State Board of Education CSH standards and guidelines in the school district.

SCHOOL HEALTH ADVISORY COUNCIL[2]~~,3~~

A school district health advisory council shall be established to serve as a resource to schools for implementing policies and programs and develop an active working relationship with the county health council. The council shall consist of individuals representing the school and community, including parents, students, teachers, school administrators, health professionals, school food service representatives, and ~~members~~ other stakeholders concerned with the health and wellness of ~~the public~~ students. The primary responsibilities of the council include but are not limited to~~:~~ reviewing the CSH plan, and as necessary, making recommendations as to procedures and programs.

1. ~~Developing, implementing, monitoring, reviewing, and as necessary, making recommendations as to physical activity and nutrition policies;~~

2. ~~Ensuring all schools within the school district create and implement an action plan related to all School Health Index modules;~~

3. ~~Ensuring that the results of the action plan are annually reported to the council; and~~

4. ~~Ensuring that school level results include measures of progress on each indicator of the School Health Index.~~

The State Board of Education's Coordinated School Health and Physical Activity policies shall be used as guidance by the council to make recommendations. The Board will consider recommendations of the council in making policy changes or revisions.

Additionally, each school ~~will~~shall have a Healthy School Team ~~consisting of~~ that is representative of all eight (8) components of the CSH program. The team members shall consist of the principal, teachers, staff, students, parents, and community members~~, and administrators~~ with at least half of the team members being non-school personnel.[2] The Team will hold Healthy School Team meetings during the school year to assess needs and oversee planning and implementation of school health efforts. The Director of Schools/designee will ensure compliance with the school wellness policy, to include an assessment of the implementation of the wellness policy and the progress made in attaining the policy goals. The assessment will be made available to the public.

COMMITMENT TO NUTRITION

All schools within the district shall participate in the USDA child nutrition programs, which may include but not be limited to, the National School Lunch Program, the School Breakfast Program, the Summer Food Service Program, and the After School Snack Program.[3,4,5~~,6~~]

Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be encouraged. All foods and beverages including vending machines, fundraising items, and concessions shall meet guidelines set forth by the Healthy, Hunger-free Kids Act of 2010 and Smart Snacks in Schools.[4,5,6] The principal/designee shall be responsible for overseeing the school district's compliance with the State Board of Education rules and regulations for sale of food items in the school district.[2,4,5~~,6~~]

Fundraising

Food and beverages sold that can be consumed on campus during the school day must meet or exceed the USDA Smart Snacks guidelines in school nutrition standards. Schools shall follow the limit on days per semester in which non-healthy foods may be used for fundraisers.[~~5~~4]

DISTRICT GOALS

The school district will promote healthy nutrition through various activities, including nutrition related newsletters, informational links on the school district website, healthy eating posters and bulletin boards in dining areas, and informational booths at various community functions. Nutrition education will be offered as part of a standards-based program designed to provide students with the knowledge and skills needed to promote and protect their health as outlined in the State Board of Education Health Education and Lifetime Wellness Standards. Nutrition education will discourage teachers from using high fat, sugar, and sodium foods as rewards and encourage students to start each day with a healthy breakfast. If a district engages in food or beverage marketing, all marketing shall comply with the Smart Snacks in School nutrition standards.[~~7~~6]

COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL ~~EDUCATION~~[8] EDUCATION[7]

The Board recognizes that physical activity is extremely important to the overall health of a child. Schools shall support and promote physical activity. Physical activity may be integrated into any areas of the school program.

Physical education classes shall be offered as part of a standards-based program designed to provide developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All physical education classes shall comply with the State Board of Education's Physical Education Standards.

Unstructured physical activity periods shall be offered in addition to the school district's physical education program. Elementary school students shall receive a minimum of forty (40) minutes of physical activity each full school day. Middle and high school students shall receive a minimum of ninety (90) minutes of physical activity each full school week.

Physical activity will be conducted outside if weather permits. The following activities shall not be considered physical activity: walking to and from class, time spent on an electronic device, and time spent in a physical education class.

Schools shall continue to offer after school sports and activities. Physical activity shall not be employed as a form of discipline. Physical activity shall not be withheld from a student as a form of punishment.

COMMITMENT TO ~~CURRICULUM~~[3] CURRICULUM[2]

All applicable courses of study shall be based on State-approved curriculum standards.

SCHOOL HEALTH ~~INDEX~~[3] INDEX[2]

All schools within the district shall annually administer a baseline assessment on each of the recommended School Health Index modules. Results shall be submitted to the School Health Advisory Council and reported to the Tennessee Department of Education.

RECORD KEEPING COMPLIANCE

Legal References

1. TCA 49-6-1022
2. State Board of Education Policy 4.204
3. 42 USCA § 1758b; TRR/MS 0520-01-06-.04
4. TRR/MS 0520-01-06

Cross References

Student Suicide Prevention 6.415

5. 7 CFR § 210; 7 CFR § 220
6. 7 CFR 210.31(c)(3)(iii)
7. TCA 49-6-1021; State Board of Education Policy 4.206
8. 7 CFR § 210.31(f)

The school district's Coordinated School Health Coordinator shall ensure that records demonstrating compliance with community involvement requirements are maintained. The Coordinated School Health Coordinator shall additionally document that the school wellness policy and triennial assessments are made available to the public.

~~Legal References~~

~~1. TCA 49-6-1022~~
~~2. State Board of Education Policy 4.204~~
~~3. State Board of Education Policy 4.206~~
~~4. 42 USCA § 1758b; TRR/MS 0520-01-06-.04~~
~~5. TRR/MS 0520-01-06~~
~~6. 7 CFR § 210; 7 CFR § 220~~
~~7. 7 CFR 210.31(c)(3)(iii)~~
~~8. TCA 49-6-1021; Public Acts of 2025, Chapter No. 306~~
~~9. 7 CFR § 210.31(f)~~

~~Cross References~~

~~Student Suicide Prevention 6.415~~

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