

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---March 2, 2026**

The Hickman county Board of Education met on March 2, 2026, at 6:30 PM in Central Office - Room 203.

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

I. Call To Order

II. Public Comment

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

III. Moment of Silence

IV. Pledge of Allegiance

V. Agenda for March 2, 2026

Motion to approve the Agenda for March 2, 2026 with changes on the agenda.

Motion made by Christy Mays.

Motion seconded by Doug Lane.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

VI. Special Called Session Minutes for February 7, 2026

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

Motion made by Tabitha Cude.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

VII. Regular Meeting Minutes for February 9, 2026

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---March 2, 2026**

Motion to approve the Regular Meeting Minutes for February 9, 2026.

Motion made by Pippa Taylor.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

VIII. Special Recognition

A. Employee of the Month

IX. Consent Agenda Items

Motion to approve Consent Agenda Items.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Personnel Report

C. Financial Report

D. Attendance Report

E. Family Engagement Policy and School-Parent Compacts for Title I Schools

X. Information

A. School Based Therapy

Motion to approve the MOU Mercy Tennessee as a school based therapy program that is faith based.

Motion made by Doug Lane.

Motion seconded by Tim Hobbs.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

HICKMAN COUNTY BOARD OF EDUCATION
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Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea

Yea: 6, Nay: 0

XI. Items Requiring Board Action

A. Trip Requests

1. HCHS Volleyball Trip Request

Motion to approve the HCHS Volleyball Trip Request.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

2. HCHS JROTC 7th Brigade Drill Competition Request

Motion to approve HCHS JROTC 7th Brigade Drill Competition Request.

Motion made by Tabitha Cude.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

3. EHHS Senior Trip Request

Motion to approve EHHS Senior Trip Request.

Motion made by Tim Hobbs.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

**HICKMAN COUNTY BOARD OF EDUCATION
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B. Approve the Distance Learning and Telemedicine (DLT) Grant

Motion to Approve the Distance Learning and Telemedicine (DLT) Grant.

Motion made by Christy Mays.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

C. Approve Resolution 26-1 for DLT Agency Relationship.

Motion to Approve Resolution 26-1 for DLT Agency Relationship.

Motion made by Doug Lane.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

D. Budget Amendments

Motion to approve Budget Amendment 29.

Motion made by Tabitha Cude.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

E. Board Policies

1. Revised Board Policy 1.901 (2nd Reading)

Motion to approve Revised Board Policy 1.901 (2nd Reading).

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

HICKMAN COUNTY BOARD OF EDUCATION
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Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Yea: 6, Nay: 0

2. Board Policies Review - 1.803--2.400

Motion approve Board Policies Review - 1.803--2.400.
Motion made by Doug Lane.
Motion seconded by Tabitha Cude.
Motion Result: Passed
Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Yea: 6, Nay: 0

F. Board Member Resignation Letter

Motion to approve Board Member Resignation Letter.
Motion made by Tabitha Cude.
Motion seconded by Jane Herron.
Motion Result: Passed
Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Yea: 6, Nay: 0

G. Director of Schools Contract

Motion to approve Director of Schools Contract.
Motion made by Tim Hobbs.
Motion seconded by Jane Herron.
Motion Result: Passed
Tabitha Cude: Yea
Jane Herron: Yea
Tim Hobbs: Yea
Doug Lane: Yea
Christy Mays: Yea
Pippa Taylor: Yea
Yea: 6, Nay: 0

H. Consultant Discussion

The position as a consultant will begin on April 6, 2026, for
Mrs. Tidwell.

XII. Announcements

A. Regular Board Meeting for April 13, 2026

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---March 2, 2026

XIII. Closing Comments

A. Legislative Representative

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

XIV. Adjourn

Motion to adjourn.

Motion made by Doug Lane.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 6, Nay: 0

DOUG LANE
2059 Lake Drive, Centerville, TN 37033

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

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

TABITHA CUDE
4141 Lewis Rd., Centerville, TN 37033



Dr. Belinda Anderson
Interim Director of Schools
115 Murphree Avenue
Centerville, TN 37033

CHRISTY MAYS
450 Hwy. 50, Centerville, TN 37033

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

JANE HERRON
PO Box 13, Nunnally, TN 37137

The Hickman County Board of Education will meet in regular session on Monday, March 2, 2026 at 6:30 p.m. in RM 203 of the Central Office Complex.

- I. Call to Order
- II. Public Comment
Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location. Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 5:30 p.m. - 6:30 p.m.
- III. Moment of Silence
- IV. Pledge of Allegiance
- V. Agenda for March 2, 2026
- VI. Special Called Session Minutes for February 7, 2026
- VII. Regular Meeting Minutes for February 9, 2026
- VIII. Special Recognition
 - A. Employee of the Month—Doug Lane
- IX. Consent Agenda Items
 - A. Board Chair's Report
 - 1. Chair's Countersigned Warrants
 - B. Personnel Report
 - C. Financial Report
 - D. Attendance Report
 - E. Family Engagement Policy and School-Parent Compacts for Title I Schools
- X. Items Requiring Board Action
 - A. Trip Requests
 - 1. HCHS Volleyball Trip—Coach and Players
 - 2. HCHS JROTC 7th Brigade Drill Competition Request—Instructor and Cadets
 - 3. EHHS Senior Trip Request—Sponsor and Students
 - B. Approve the Distance Learning and Telemedicine (DLT) Grant—Business Officer/D.Newsom
 - C. Approve Resolution 26-1 for DLT Agency Relationship—Business Officer/D.Newsom
 - D. Budget Amendments—Business Officer

- E. Board Policies
 - 1. Revised Board Policy 1.901 (2nd Reading)—Misty Shelton
 - 2. Board Policies Review 1.803—2.400—Misty Shelton
- F. Board Member Resignation Letter—Board Chair
- G. Director of Schools Contract—Board Chair

XI. Announcements

- A. Regular Board Meeting for April 13, 2026—Board Chair

XII. Closing Comments

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

XIII. Adjourn

**HICKMAN COUNTY BOARD OF EDUCATION
SPECIAL CALLED BOARD MEETING---February 7, 2026**

The Hickman county Board of Education met on February 7, 2026, at 10:00 AM in Central Office - Room 203.

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

I. Call To Order

II. Agenda for February 7, 2026

Motion to approve the Agenda for February 7, 2026.

Motion made by Tabitha Cude.

Motion seconded by Doug Lane.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

III. 10 am – Interview of Candidates

IV. 12 p.m. – 3 p.m. – Lunch and Recess for 1 on 1 Closed Door Interviews

V. 3 p.m. – Board Reconvenes – Public Comments at this time.

Citizens that would like an opportunity to speak to the Board of Education during public comment should sign up on the sheet provided at the meeting location.

Anyone desiring to speak on any subject may speak for 3 minutes without prior school board notification. The sign-up sheet will be available from 10:00 a.m. – 3:00 p.m, public comment will be at 3:00 p.m.

VI. Items Requiring Board Action

A. Discuss and Roll Call Vote on Candidates for Director of Schools

Motion to wait until Monday, February 9 to vote.

Motion made by Doug Lane.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

HICKMAN COUNTY BOARD OF EDUCATION
SPECIAL CALLED BOARD MEETING---February 7, 2026

VII. Adjourn

Motion to adjourn.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

**HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026**

The Hickman county Board of Education met on February 9, 2026, at 6:30 PM in Central Office - Room 203.

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

I. Call To Order

II. Public Comment

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

III. Moment of Silence

IV. Pledge of Allegiance

V. Agenda for February 9, 2026

Motion to approve the Agenda for February 9, 2026 with the addendums of H, Change Order and I, Director's Discussion and Voting.

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

VI. Regular Meeting Minutes for January 12, 2026

Motion to approve the Regular Meeting Minutes for January 12, 2026.

Motion made by Tabitha Cude.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

VII. Special Called Session Minutes for January 22, 2026

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

Motion for accepting Special Called Session Minutes for January 22, 2026.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

VIII. Special Recognition

A. Athletic Recognitions

1. HCHS Girls' Cross-Country Team

2. HCHS Soccer - Lalayla Haney - TSSAA Award Recognition

B. Employee of the Month

IX. Consent Agenda Items

Motion to approve the Consent Agenda Items.

Motion made by Doug Lane.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

A. Board Chair's Report

1. Chair's Countersigned Warrants

B. Personnel Report

C. Financial Report

D. Attendance Report

E. OPEB Quarterly Report

X. Information

A. Two Mascots, One Heart: School Spotlight

XI. Items Requiring Board Action

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

A. Trip Requests

1. EHHS FFA

Motion to approve the EHHS FFA trip.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

2. EHHS FBLA

Motion to approve EHHS FBLA trip.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

3. HCHS - JAG (Jobs for America's Graduates)

Motion to approve HCHS - JAG (Jobs for America's Graduates) trip.

Motion made by Jane Herron.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

4. EHHS Welding

Motion to approve EHHS Welding trip.

Motion made by Tabitha Cude.

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

5. HCHS Construction

Motion to approve HCHS Construction skills competition.

Motion made by Christy Mays.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

B. EHHS Prom Request

Motion to approve EHHS Prom Request.

Motion made by Sherri Baker.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

C. Approve Bid for Chromebook Units and Chrome OS Management Service License
Motion to Approve Bid for Chromebook Units and Chrome OS Management Service License.

Motion made by Doug Lane.

Motion seconded by Tabitha Cude.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

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

D. Approve Recommendation for New Student Information System (SIS)
Motion to Approve Recommendation for New Student Information System (SIS),
Synergy.

Motion made by Tabitha Cude.
Motion seconded by Christy Mays.
Motion Result: Passed

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

E. Approve Revised Disciplinary Hearing Authority for 2025-2026
Motion to Approve Revised Disciplinary Hearing Authority for 2025-2026.

Motion made by Doug Lane.
Motion seconded by Jane Herron.
Motion Result: Passed

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

F. Budget Amendments

Motion to approve Budget Amendments #25, #26, #27, and #28.

Motion made by Tabitha Cude.
Motion seconded by Sherri Baker.
Motion Result: Passed

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

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

G. Board Policies

1. Revised Board Policies 1.901, 2.804 (1st Reading)

Motion to approve Revised Board Policies 1.901.

Motion made by Doug Lane.

Motion seconded by Jane Herron.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

Motion to approve 2.804 (1st Reading).

Motion made by Sherri Baker.

Motion seconded by Tim Hobbs.

Motion Result: Failed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

2. Revised Board Policy 1.404 (2nd Reading)

Motion to approve XI.G.2. Revised Board Policy 1.404 (2nd Reading).

Motion made by Tabitha Cude.

Motion seconded by Sherri Baker.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

3. Board Policies Review 1.503--1.802

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

Motion to mark Board Policies Review 1.503--1.802 for review.

Motion made by Jane Herron.

Motion seconded by Doug Lane.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

H. Change Order for ISM Project at EHHS

Motion to approve Change Order for ISM Project at EHHS.

Motion made by Christy Mays.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

I. Director Discussion and Voting

Baker - Anderson

Mays - Anderson

Herron - Tidwell

Hobbs - Tidwell

Lane - Anderson

Taylor - Tidwell

Cude - Tidwell

Motion to proceed with the vote for Director of Schools.

Motion made by Sherri Baker.

Motion seconded by Pippa Taylor.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

HICKMAN COUNTY BOARD OF EDUCATION
REGULAR BOARD MEETING---February 9, 2026

XII. Announcements

A. Regular Board Meeting for March 2, 2026

XIII. Closing Comments

A. Legislative Representative

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

XIV. Adjourn

Motion to Adjourn.

Motion made by Doug Lane.

Motion seconded by Christy Mays.

Motion Result: Passed

Sherri Baker: Yea

Tabitha Cude: Yea

Jane Herron: Yea

Tim Hobbs: Yea

Doug Lane: Yea

Christy Mays: Yea

Pippa Taylor: Yea

Yea: 7, Nay: 0

Date/Time: 1/23/2026 2:18 PM

Hickman County Finance
Payment Register By Account Control

User:

Penny Rochelle
Page 1 of 1

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004267	Hickman Co Trustee	2722	01/23/2026	141- -11140	\$1,050.00
41004268	Hickman Co. General Sessions	2858	01/23/2026	141- -11140	\$839.58
41004269	Hickman County Trustee	2937	01/23/2026	141- -11140	\$390,589.15
41004270	Maury County General Sessions	3800	01/23/2026	141- -11140	\$654.48
41004271	Metropolitan Life	3677	01/23/2026	141- -11140	\$120.00
41004272	Tennessee Child Support Recepting Unit	1312	01/23/2026	141- -11140	\$791.00
41004273	Tennessee Farmers Life Insurance	5297	01/23/2026	141- -11140	\$925.00

141 Total: \$394,969.21

Bank Total: \$394,969.21

Bank Payment Count: 7

Date/Time: 1/23/2026 2:21 PM

Hickman County Finance
Payment Register By Account Control

User:

Penny Rochelle
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42001033	Hickman County Trustee	2937	01/23/2026	142-010-11140	\$3,253.77
				142-010 Total:	\$3,253.77
42001033	Hickman County Trustee	2937	01/23/2026	142-101-11140	\$10,942.25
				142-101 Total:	\$10,942.25
42001033	Hickman County Trustee	2937	01/23/2026	142-170-11140	\$1,537.70
				142-170 Total:	\$1,537.70
42001033	Hickman County Trustee	2937	01/23/2026	142-201-11140	\$1,533.51
				142-201 Total:	\$1,533.51
42001033	Hickman County Trustee	2937	01/23/2026	142-601-11140	\$610.34
				142-601 Total:	\$610.34
42001033	Hickman County Trustee	2937	01/23/2026	142-801-11140	\$278.40
				142-801 Total:	\$278.40
42001033	Hickman County Trustee	2937	01/23/2026	142-901-11140	\$11,544.17
42001034	Tennessee Farmers Life Insurance	5297	01/23/2026	142-901-11140	\$30.00
				142-901 Total:	\$11,574.17
42001033	Hickman County Trustee	2937	01/23/2026	142-911-11140	\$255.92
				142-911 Total:	\$255.92
				Bank Total:	\$29,986.06
				Bank Payment Count:	2

Date/Time: 1/23/2026 2:25 PM

Hickman County Finance
Payment Register By Account Control

User:

Penny Rochelle
Page 1 of 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000717	American Fidelity Assurance Co	636	01/23/2026	143- -11140	\$1,557.47
43000718	Ameritas Life Insurance Corp.	7442	01/23/2026	143- -11140	\$81.42
43000719	Beam Insurance Administrators LLC	7435	01/23/2026	143- -11140	\$428.41
43000720	Hickman Co Trustee	2722	01/23/2026	143- -11140	\$1,790.02
43000721	Hickman County Trustee	2937	01/23/2026	143- -11140	\$17,737.16
43000722	Tennessee Farmers Life Insurance	5297	01/23/2026	143- -11140	\$25.00

143 Total: \$21,619.48

Bank Total: \$21,619.48

Bank Payment Count: 6

Date/Time: 2/3/2026 9:19 AM

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<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004274	County Of Hickman Misc Acct	1633	02/03/2026	141- -11140	\$52,438.44
41004275	Hickman Co Trustee	2722	02/03/2026	141- -11140	\$1,713.85
41004276	Perkins, Teresa	9229	02/03/2026	141- -11140	\$202.28
141 Total:					\$54,354.57
Bank Total:					\$54,354.57
Bank Payment Count:					3

Date/Time: 2/3/2026 9:22 AM

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Bank Name

Bank Number

Federal

142

Payment Number

Vendor Name

Vendor ID

Payment Date

Cash Account

Amount

42001035

County Of Hickman Misc Acct

1633

02/03/2026

142-901-11140

\$390.19

142-901 Total:

\$390.19

Bank Total:

\$390.19

Bank Payment Count:

1

Date/Time: 2/6/2026 9:10 AM

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Payment Register By Account Control

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<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004277	County Of Hickman Misc Acct	1633	02/06/2026	141- -11140	\$190,306.88
41004278	Kistler, Angela	516	02/06/2026	141- -11140	\$350.00
141 Total:					\$190,656.88
Bank Total:					\$190,656.88
Bank Payment Count:					2

Date/Time: 2/6/2026 9:14 AM

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Payment Register By Account Control

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<u>Bank Name</u>	<u>Bank Number</u>					
Federal	142					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>	
42001036	County Of Hickman Misc Acct	1633	02/06/2026	142-010-11140	\$399.81	
					142-010 Total:	\$399.81
42001036	County Of Hickman Misc Acct	1633	02/06/2026	142-101-11140	\$2,443.30	
					142-101 Total:	\$2,443.30
42001036	County Of Hickman Misc Acct	1633	02/06/2026	142-170-11140	\$367.36	
					142-170 Total:	\$367.36
42001036	County Of Hickman Misc Acct	1633	02/06/2026	142-201-11140	\$303.60	
					142-201 Total:	\$303.60
42001036	County Of Hickman Misc Acct	1633	02/06/2026	142-601-11140	\$118.51	
					142-601 Total:	\$118.51
42001036	County Of Hickman Misc Acct	1633	02/06/2026	142-901-11140	\$1,033.33	
					142-901 Total:	\$1,033.33
					Bank Total:	\$4,665.91
					Bank Payment Count:	1

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<u>Bank Name</u>		<u>Bank Number</u>					
Cafeteria		143					
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>		
43000723	County Of Hickman Misc Acct	1633	02/06/2026	143- -11140	\$9,613.46		
143 Total:					\$9,613.46		
Bank Total:					\$9,613.46		
Bank Payment Count:					1		

Bank Name	Bank Number
General Purpose	141

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
41004279	Amazon	727	02/09/2026	141- -11140	\$3,532.58
41004280	Anderson, Belinda	8051	02/09/2026	141- -11140	\$339.10
41004281	AT & T	7542	02/09/2026	141- -11140	\$240.52
41004282	Bennett & DeCamp PLLC	8071	02/09/2026	141- -11140	\$1,951.50
41004283	Bon Aqua Lyles Utility Distric	851	02/09/2026	141- -11140	\$2,721.70
41004284	Ferrellgas	7446	02/09/2026	141- -11140	\$2,718.11
41004285	Hermitage Hall	2916	02/09/2026	141- -11140	\$840.00
41004286	Hickman County Trustee	2937	02/09/2026	141- -11140	\$4,134.83
41004287	Lumen/Centurylink	4577	02/09/2026	141- -11140	\$54.67
41004288	Main Street Emporium	7541	02/09/2026	141- -11140	\$158.25
41004289	Meriwether Lewis Electric Coop.	3694	02/09/2026	141- -11140	\$40,943.79
41004290	Pace Analytical National	2230	02/09/2026	141- -11140	\$378.00
41004291	Save A Lot	4820	02/09/2026	141- -11140	\$110.87
41004292	Tennessee B&E Unit	144	02/09/2026	141- -11140	\$400.00
41004293	Town Of Centerville	5315	02/09/2026	141- -11140	\$12,051.28
41004294	Townsend Systems	8953	02/09/2026	141- -11140	\$3,943.00
41004295	TreviPay-Walmart	8999	02/09/2026	141- -11140	\$636.56
41004296	UPS	8274	02/09/2026	141- -11140	\$25.00
41004297	Youth Town of Tennessee, Inc.	6951	02/09/2026	141- -11140	\$1,740.00
141 Total:					\$76,919.76
Bank Total:					\$76,919.76
Bank Payment Count:					19

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42001039	Brain Pop, Llc	1159	02/09/2026	142-101-11140	\$3,270.00
42001046	Cathey, Vince	9230	02/09/2026	142-101-11140	\$204.45
				142-101 Total:	\$3,474.45
42001042	J.W. Pepper & Son	3242	02/09/2026	142-401-11140	\$1,339.99
				142-401 Total:	\$1,339.99
42001037	Amazon	727	02/09/2026	142-801-11140	\$117.90
42001038	Boehms, Charlotte	1209	02/09/2026	142-801-11140	\$23.20
42001040	Cengage Learning	2115	02/09/2026	142-801-11140	\$394.35
42001041	Collins, Todd	1430	02/09/2026	142-801-11140	\$23.20
42001043	Morgan, Cindi	3731	02/09/2026	142-801-11140	\$23.20
42001045	Quizlet, Inc.	9149	02/09/2026	142-801-11140	\$410.30
42001047	Williams, Myles	6681	02/09/2026	142-801-11140	\$23.20
				142-801 Total:	\$1,015.35
42001044	National Institute For Excellence In Teaching	4172	02/09/2026	142-959-11140	\$31,025.00
				142-959 Total:	\$31,025.00
				Bank Total:	\$36,854.79
				Bank Payment Count:	11

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000724	Town Of Centerville	5315	02/09/2026	143- -11140	\$147.38

143 Total: \$147.38

Bank Total: \$147.38

Bank Payment Count: 1

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000725	Gordon Food Service, Inc.	2488	02/12/2026	143- -11140	\$104,329.43
43000726	Matrix Mechanical Solutions, LLC	7974	02/12/2026	143- -11140	\$128.00
43000727	Murfreesboro Pure Milk Co, Inc.	7552	02/12/2026	143- -11140	\$3,260.40
43000728	Optimus Pest Solutions	47	02/12/2026	143- -11140	\$240.00
43000729	Pepsi Cola	6726	02/12/2026	143- -11140	\$1,278.00
43000730	Prairie Farms Dairy	18	02/12/2026	143- -11140	\$14,946.01
43000731	Quill, LLC	4574	02/12/2026	143- -11140	\$959.54
43000732	SNA Depository	4878	02/12/2026	143- -11140	\$78.00
43000733	Volco	5841	02/12/2026	143- -11140	\$3,886.17
143 Total:					<u>\$129,105.55</u>
Bank Total:					<u>\$129,105.55</u>
Bank Payment Count:					9

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004298	Amazon	727	02/12/2026	141- -11140	\$593.53
41004299	AT & T	7542	02/12/2026	141- -11140	\$159.08
41004300	Baker, Sherri	7798	02/12/2026	141- -11140	\$124.70
41004301	Brewer, Robert G.	7665	02/12/2026	141- -11140	\$139.20
41004302	Cashier's Office	1736	02/12/2026	141- -11140	\$385.00
41004303	Central States Bus Sales, Inc.	1326	02/12/2026	141- -11140	\$1,645.77
41004304	County Of Hickman Misc Acct	1633	02/12/2026	141- -11140	\$6,923.98
41004305	Cross, Emily	1744	02/12/2026	141- -11140	\$58.00
41004306	Gross, Debbie	2675	02/12/2026	141- -11140	\$181.98
41004307	Hibbs, Polly	3038	02/12/2026	141- -11140	\$43.50
41004308	Hickman Co Trustee	2722	02/12/2026	141- -11140	\$265,887.79
41004309	Hickman County Trustee	2937	02/12/2026	141- -11140	\$281.32
41004310	Hobbs & Associates, LLC	8996	02/12/2026	141- -11140	\$1,218.81
41004311	Howell, Felicity Lasha	2984	02/12/2026	141- -11140	\$74.24
41004312	Wesbrooks, Brandy M.	9231	02/12/2026	141- -11140	\$37.15
41004313	Main Street Emporium	7541	02/12/2026	141- -11140	\$20.75
41004314	McManus, Christy	8120	02/12/2026	141- -11140	\$220.84
41004315	Monica Ogles PT	7756	02/12/2026	141- -11140	\$3,518.60
41004316	Oriental Trading Co., Inc.	6258	02/12/2026	141- -11140	\$148.13
41004317	Rietveid, Stephanie	993	02/12/2026	141- -11140	\$1,575.00
41004318	Soliant Health, LLC	8569	02/12/2026	141- -11140	\$1,673.40
41004319	The King's Daughter's School	7928	02/12/2026	141- -11140	\$5,250.00
41004320	Town Of Centerville	5315	02/12/2026	141- -11140	\$9,465.45
41004321	TreviPay-Walmart	8999	02/12/2026	141- -11140	\$988.86
41004322	Triple J Truck Repair LLC	9155	02/12/2026	141- -11140	\$2,406.00
41004323	Visa	8268	02/12/2026	141- -11140	\$113.01
41004324	Whitaker, Wesley	7554	02/12/2026	141- -11140	\$150.80

141 Total:	\$303,284.89
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Bank Total:	\$303,284.89
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Bank Payment Count:	27
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<u>Bank Name</u>		<u>Bank Number</u>				
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>	
42001048	Amazon	727	02/12/2026	142-010-11140	\$132.99	
42001051	Hickman Co Trustee	2722	02/12/2026	142-010-11140	\$150.20	
142-010 Total:					\$283.19	
42001051	Hickman Co Trustee	2722	02/12/2026	142-101-11140	\$1,231.05	
42001052	Rochester 100 Inc.	4736	02/12/2026	142-101-11140	\$1,837.50	
142-101 Total:					\$3,068.55	
42001051	Hickman Co Trustee	2722	02/12/2026	142-170-11140	\$82.70	
142-170 Total:					\$82.70	
42001048	Amazon	727	02/12/2026	142-201-11140	\$2,950.18	
42001049	BER, Inc.	1241	02/12/2026	142-201-11140	\$295.00	
42001051	Hickman Co Trustee	2722	02/12/2026	142-201-11140	\$150.20	
42001053	Tennessee Arts Academy Foundation	6120	02/12/2026	142-201-11140	\$489.00	
142-201 Total:					\$3,884.38	
42001050	England, Miranda	8975	02/12/2026	142-801-11140	\$23.20	
42001051	Hickman Co Trustee	2722	02/12/2026	142-801-11140	\$82.70	
142-801 Total:					\$105.90	
42001051	Hickman Co Trustee	2722	02/12/2026	142-901-11140	\$2,568.64	
42001054	Wilson, Anita	7954	02/12/2026	142-901-11140	\$1,232.50	
142-901 Total:					\$3,801.14	
42001051	Hickman Co Trustee	2722	02/12/2026	142-911-11140	\$82.70	
142-911 Total:					\$82.70	
Bank Total:					\$11,308.56	
Bank Payment Count:					7	

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Federal	142

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
42001057	Mayberry, Kimberly D.	4108	02/17/2026	142-010-11140	\$137.75
142-010 Total:					\$137.75
42001055	Amazon	727	02/17/2026	142-401-11140	\$530.64
42001056	Bandwagon Music & Repair	8558	02/17/2026	142-401-11140	\$15,512.65
42001058	Wenger Corp.	8517	02/17/2026	142-401-11140	\$5,302.00
142-401 Total:					\$21,345.29
Bank Total:					\$21,483.04
Bank Payment Count:					4

Bank Name	Bank Number
General Purpose	141

Payment Number	Vendor Name	Vendor ID	Payment Date	Cash Account	Amount
41004325	Ace Hardware	635	02/17/2026	141- -11140	\$348.28
41004326	Amazon	727	02/17/2026	141- -11140	\$68.99
41004327	AT & T	7542	02/17/2026	141- -11140	\$65.54
41004328	Brewer Chemicals & Equip, LLC	861	02/17/2026	141- -11140	\$420.00
41004329	Central States Bus Sales, Inc.	1326	02/17/2026	141- -11140	\$6,248.81
41004330	Karco Parts	3364	02/17/2026	141- -11140	\$11.75
41004331	Kelsan, Inc.	3379	02/17/2026	141- -11140	\$7,091.46
41004332	Kimball Midwest	3428	02/17/2026	141- -11140	\$2,379.63
41004333	Lumber Yard, The	3652	02/17/2026	141- -11140	\$69.35
41004334	Matrix Mechanical Solutions, LLC	7974	02/17/2026	141- -11140	\$2,334.53
41004335	Mid-South Bus Center, Inc	3706	02/17/2026	141- -11140	\$3,066.72
41004336	Mills Appliances	5239	02/17/2026	141- -11140	\$1,999.99
41004337	Napa Auto Parts	4125	02/17/2026	141- -11140	\$101.22
41004338	O'Reilly Auto Parts	4265	02/17/2026	141- -11140	\$501.67
41004339	Owen's Oil Co., Inc.	4257	02/17/2026	141- -11140	\$879.20
41004340	Pace Analytical National	2230	02/17/2026	141- -11140	\$378.00
41004341	Plusoptix, Inc.	9048	02/17/2026	141- -11140	\$106.00
41004342	Prince Hardware, LLC	4321	02/17/2026	141- -11140	\$1,407.46
41004343	SSC Service Solutions Compass Group USA, Inc.	4832	02/17/2026	141- -11140	\$61,838.58
41004344	Herrera, Tammy	8538	02/17/2026	141- -11140	\$37.70
41004345	Tennessee Book Company	5286	02/17/2026	141- -11140	\$484.00
41004346	Trane U.S. Inc	5383	02/17/2026	141- -11140	\$755.04
41004347	TreviPay-Walmart	8999	02/17/2026	141- -11140	\$257.16
41004348	Unifirst Corp.	5758	02/17/2026	141- -11140	\$678.86
141 Total:					\$91,529.94
Bank Total:					\$91,529.94
Bank Payment Count:					24

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000734	Prince Hardware, LLC	4321	02/17/2026	143- -11140	\$425.26
143 Total:					\$425.26
Bank Total:					\$425.26
Bank Payment Count:					1

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004349	Amazon	727	02/19/2026	141- -11140	\$151.71
41004350	Duley, L.C.S.W., Joe	1814	02/19/2026	141- -11140	\$1,040.00
41004351	Gordon Food Service, Inc.	2488	02/19/2026	141- -11140	\$60.61
41004352	Hobbs, Tim	3117	02/19/2026	141- -11140	\$290.74
41004353	Hudgins, Jennifer Thrasher	3019	02/19/2026	141- -11140	\$98.60
41004354	Interpreters Unlimited, Inc.	6501	02/19/2026	141- -11140	\$260.00
41004355	Lyle-Cook-Martin	7919	02/19/2026	141- -11140	\$7,980.00
41004356	O'Reilly Auto Parts	4265	02/19/2026	141- -11140	\$2,232.79
41004357	Optimus Pest Solutions	47	02/19/2026	141- -11140	\$750.00
41004358	Parent Institute, The	4328	02/19/2026	141- -11140	\$836.10
41004359	Porter, Savannah	8555	02/19/2026	141- -11140	\$120.00
41004360	Quill, LLC	4574	02/19/2026	141- -11140	\$191.36
41004361	Rj Young Company	4691	02/19/2026	141- -11140	\$4,391.55
41004362	RJ Young Company, LLC.	4605	02/19/2026	141- -11140	\$4,191.49
41004363	Stellar Therapy Services, LLC	8260	02/19/2026	141- -11140	\$6,002.50
41004364	Tennessee Bureau Of Investigation	5491	02/19/2026	141- -11140	\$100.00
41004365	Tennessee School Board Assoc.	61	02/19/2026	141- -11140	\$350.00
41004366	Town Of Centerville	5315	02/19/2026	141- -11140	\$2,970.75
41004367	Verizon Wireless	5823	02/19/2026	141- -11140	\$68.04
41004368	Zayo Education	2141	02/19/2026	141- -11140	\$2,136.98
141 Total:					\$34,223.22
Bank Total:					\$34,223.22
Bank Payment Count:					20

<u>Bank Name</u>		<u>Bank Number</u>				
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>	
42001060	Rj Young Company	4691	02/19/2026	142-010-11140	\$254.12	
42001061	RJ Young Company, LLC.	4605	02/19/2026	142-010-11140	\$254.12	
142-010 Total:					\$508.24	
42001060	Rj Young Company	4691	02/19/2026	142-101-11140	\$189.48	
42001061	RJ Young Company, LLC.	4605	02/19/2026	142-101-11140	\$189.48	
42001062	Cathey, Vince	9230	02/19/2026	142-101-11140	\$195.75	
142-101 Total:					\$574.71	
42001059	J.W. Pepper & Son	3242	02/19/2026	142-401-11140	\$8,038.17	
142-401 Total:					\$8,038.17	
Bank Total:					\$9,121.12	
Bank Payment Count:					4	

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

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
43000735	Rj Young Company	4691	02/19/2026	143- -11140	\$336.83
43000736	RJ Young Company, LLC.	4605	02/19/2026	143- -11140	\$336.83
143 Total:					\$673.66
Bank Total:					\$673.66
Bank Payment Count:					2

<u>Bank Name</u>	<u>Bank Number</u>
General Purpose	141

<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>
41004369	Brewer, Robert G.	7665	02/23/2026	141- -11140	\$155.00
41004370	Carter, David	1639	02/23/2026	141- -11140	\$688.40
41004371	CNB Computers USA, Inc.	6586	02/23/2026	141- -11140	\$349.00
41004372	Ferrellgas	7446	02/23/2026	141- -11140	\$1,553.10
41004373	Harvill, Nancy	2758	02/23/2026	141- -11140	\$5,522.35
41004374	Hickman Co Trustee	2722	02/23/2026	141- -11140	\$1,713.85
41004375	Pace Analytical National	2230	02/23/2026	141- -11140	\$378.00
41004376	Republic Service, LLC #840	4739	02/23/2026	141- -11140	\$4,330.44
41004377	Soliant Health, LLC	8569	02/23/2026	141- -11140	\$2,091.75
41004378	Townsend Systems	8953	02/23/2026	141- -11140	\$8,957.00
41004379	West, John	5995	02/23/2026	141- -11140	\$125.00

141 Total:	\$25,863.89
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Bank Total:	\$25,863.89
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Bank Payment Count:	11
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<u>Bank Name</u>		<u>Bank Number</u>				
Federal		142				
<u>Payment Number</u>	<u>Vendor Name</u>	<u>Vendor ID</u>	<u>Payment Date</u>	<u>Cash Account</u>	<u>Amount</u>	
42001063	Amazon	727	02/23/2026	142-101-11140	\$359.94	
142-101 Total:					\$359.94	
42001064	B & E Electronics, Inc.	856	02/23/2026	142-401-11140	\$9,372.52	
42001065	Music & Arts	9054	02/23/2026	142-401-11140	\$5,760.00	
42001066	Taylor Music, Inc.	5689	02/23/2026	142-401-11140	\$4,575.00	
142-401 Total:					\$19,707.52	
42001063	Amazon	727	02/23/2026	142-901-11140	\$85.78	
142-901 Total:					\$85.78	
Bank Total:					\$20,153.24	
Bank Payment Count:					4	

DOUG LANE
2059 Lake Drive, Centerville, TN 37033

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

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

TABITHA CUDE
4141 Lewis Rd., Centerville, TN 37033



Dr. Belinda Anderson
Interim Director of Schools
115 Murphree Avenue
Centerville, TN 37033

CHRISTY MAYS
450 Hwy. 50, Centerville, TN 37033

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

JANE HERRON
PO Box 13, Nunnally, TN 37137

Memorandum

To: Board Members
From: Dr. Belinda Anderson
Date: 1/24/2026
Re: March Personnel Report

Leave of Absence

Professional

Support Staff

Hiring

Professional

Support Staff

Amber Slate

EHES Assistant

Resignation

Professional

Support Staff

Christy Fisher
Ben Green
Glenda Jones
Ashleigh Harless

EHES Assistant
HCMS Head Football Coach
School Nutrition
School Nutrition

Retirement

Professional

Support Staff

Transfers

Professional

Support Staff

Appointment

Professional

Support Staff

Open Positions

www.hickmank12.org

Click On Employment Opportunities

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

Hickman County Finance
Summary Financial Statement
February 2026

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40110	Current Property Tax	2,773,333.00	(1,572,736.73)	56.71%	231,111.08	0.00	0.00%
40120	Trustee's Collections - Prior Year	75,000.00	(37,406.98)	49.88%	6,250.00	0.00	0.00%
40125	Trustee's Collections - Bankruptcy	500.00	(37.25)	7.45%	41.67	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	40,000.00	(15,175.63)	37.94%	3,333.33	0.00	0.00%
40140	Interest And Penalty	15,000.00	(3,867.94)	25.79%	1,250.00	0.00	0.00%
40161	Payments In Lieu Of Taxes - T. V. A.	3,500.00	(1,460.14)	41.72%	291.67	0.00	0.00%
40162	Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	100.00%	500.00	0.00	0.00%
40210	Local Option Sales Tax	2,975,000.00	(1,804,374.60)	60.65%	247,916.67	0.00	0.00%
40270	Business Tax	45,000.00	(9,646.12)	21.44%	3,750.00	0.00	0.00%
41110	Marriage Licenses	1,300.00	(845.50)	65.04%	108.33	0.00	0.00%
43570	Receipts From Individual Schools	30,000.00	(6,318.33)	21.06%	2,500.00	0.00	0.00%
43582	Community Service Fees - Adults	200.00	(5.00)	2.50%	16.67	0.00	0.00%
44120	Lease/Rentals/PPP	7,500.00	(420.00)	5.60%	625.00	0.00	0.00%
44170	Miscellaneous Refunds	30,000.00	(30,614.84)	102.05%	2,500.00	0.00	0.00%
44530	Sale Of Equipment	15,000.00	0.00	0.00%	1,250.00	0.00	0.00%
44560	Damages Recovered From Individuals	3,000.00	(360.00)	12.00%	250.00	0.00	0.00%
44570	Contributions & Gifts	20,000.00	(19,025.00)	95.13%	1,666.67	0.00	0.00%
44990	Other Local Revenues	30,000.00	0.00	0.00%	2,500.00	0.00	0.00%
46175	On-Behalf Contributions For OPEB	40,000.00	0.00	0.00%	3,333.33	0.00	0.00%
46510	Tennessee Investment in Student	25,081,234.00	(15,320,578.23)	61.08%	2,090,102.83	0.00	0.00%
46515	Early Childhood Education	445,000.00	(179,526.02)	40.34%	37,083.33	0.00	0.00%
46520	School Food Service	22,000.00	0.00	0.00%	1,833.33	0.00	0.00%
46550	Driver Education	10,000.00	0.00	0.00%	833.33	0.00	0.00%
46590	Other State Education Funds	818,936.60	(578,936.60)	70.69%	68,244.72	0.00	0.00%
46610	Career Ladder Program	37,500.00	(18,644.38)	49.72%	3,125.00	0.00	0.00%
46790	Other Vocational	1,601,845.29	(66,580.74)	4.16%	133,487.11	0.00	0.00%
46851	State Revenue Sharing -T.V.A.	220,000.00	(99,092.62)	45.04%	18,333.33	0.00	0.00%
46980	Other State Grants	0.00	0.00	0.00%	0.00	0.00	0.00%
46990	Other State Revenues	100,000.00	(144,527.03)	144.53%	8,333.33	0.00	0.00%
47640	Rotc Reimbursement	65,000.00	(27,592.72)	42.45%	5,416.67	0.00	0.00%
48990	Other	4,000.00	(34,758.90)	868.97%	333.33	0.00	0.00%
49700	Insurance Recovery	0.00	(3,119.75)	0.00%	0.00	0.00	0.00%
49800	Transfers In	10,000.00	0.00	0.00%	833.33	0.00	0.00%
Total	Revenues	34,525,848.89	(19,981,651.05)	57.87%	2,877,154.07	0.00	0.00%
Expenditures							
71100	Regular Instruction Program	(17,370,800.60)	11,070,699.99	63.73%	(1,447,566.72)	1,393,733.75	96.28%
71150	Alternative Instruction Program	(317,021.00)	122,413.71	38.61%	(26,418.42)	19,980.57	75.63%

Hickman County Finance
Summary Financial Statement
February 2026

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71200	Special Education Program	(3,672,408.00)	1,867,313.38	50.85%	(306,034.00)	260,614.41	85.16%
71300	Career and Technical Education	(1,974,778.43)	607,742.50	30.78%	(164,564.87)	88,682.38	53.89%
72110	Attendance	(225,221.00)	100,536.99	44.64%	(18,768.42)	11,711.79	62.40%
72120	Health Services	(970,868.99)	477,040.91	49.14%	(80,905.75)	64,051.98	79.17%
72130	Other Student Support	(1,249,822.00)	652,795.75	52.23%	(104,151.83)	87,235.39	83.76%
72210	Regular Instruction Program	(1,709,956.00)	798,541.95	46.70%	(142,496.33)	107,338.97	75.33%
72220	Special Education Program	(564,492.00)	282,843.84	50.11%	(47,041.00)	34,738.64	73.85%
72230	Career and Technical Education	(221,945.22)	101,874.27	45.90%	(18,495.44)	12,363.15	66.84%
72250	Technology	(559,224.00)	347,486.81	62.14%	(46,602.00)	14,668.97	31.48%
72290	Other Programs	(35,000.00)	30,497.82	87.14%	(2,916.67)	0.00	0.00%
72310	Board Of Education	(697,742.00)	468,708.84	67.18%	(58,145.17)	4,670.05	8.03%
72320	Director Of Schools	(338,617.00)	166,202.28	49.08%	(28,218.08)	12,931.58	45.83%
72410	Office Of The Principal	(2,116,218.00)	1,058,612.73	50.02%	(176,351.50)	135,106.32	76.61%
72510	Fiscal Services	(50,000.00)	0.00	0.00%	(4,166.67)	0.00	0.00%
72610	Operation Of Plant	(2,704,798.00)	1,789,793.77	66.17%	(225,399.83)	174,143.74	77.26%
72620	Maintenance Of Plant	(1,381,503.00)	842,796.18	61.01%	(115,125.25)	38,885.06	33.78%
72710	Transportation	(2,006,898.00)	1,034,252.86	51.53%	(167,241.50)	90,296.29	53.99%
72810	Central And Other	(318,544.00)	70,143.02	22.02%	(26,545.33)	910.16	3.43%
73100	Food Service	(46,696.00)	0.00	0.00%	(3,891.33)	0.00	0.00%
73300	Community Services	(114,189.00)	50,368.78	44.11%	(9,515.75)	6,654.90	69.94%
73400	Early Childhood Education	(535,338.00)	263,037.05	49.13%	(44,611.50)	35,826.68	80.31%
76100	Regular Capital Outlay	(1,623,892.64)	450,440.30	27.74%	(135,324.39)	14,446.10	10.68%
Total Expenditures		(40,805,972.88)	22,654,143.73	55.52%	(3,400,497.74)	2,608,990.88	76.72%
Total	141 General Purpose School	(6,280,123.99)	2,672,492.68	42.55%	(523,343.67)	2,608,990.88	498.52%

Hickman County Finance
Summary Financial Statement
February 2026

142 School Federal Projects		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
44170	Miscellaneous Refunds	0.00	0.00	0.00%	0.00	0.00	0.00%
47131	Vocational Educ - Basic Grants To	120,564.65	(35,521.58)	29.46%	10,047.05	0.00	0.00%
47141	Title 1 Grants To Local Educ Agencies	1,305,024.91	(420,247.58)	32.20%	108,752.08	0.00	0.00%
47143	Special Education - Grants To States	1,085,813.68	(349,011.26)	32.14%	90,484.47	0.00	0.00%
47145	Special Education Preschool Grants	53,018.44	(9,776.05)	18.44%	4,418.20	0.00	0.00%
47146	English Language Acquisition Grants	0.00	(35,776.33)	0.00%	0.00	0.00	0.00%
47148	Rural Education	84,010.08	(24,555.14)	29.23%	7,000.84	0.00	0.00%
47189	Eisenhower Prof Development State	238,626.68	(41,715.05)	17.48%	19,885.56	0.00	0.00%
47309	COVID-19 Grant D	74,500.00	0.00	0.00%	6,208.33	0.00	0.00%
47401	American Rescue Plan Act Grant #1	0.00	0.00	0.00%	0.00	0.00	0.00%
47590	Other Federal Through State	136,548.80	0.00	0.00%	11,379.07	0.00	0.00%
Total	Revenues	3,098,107.24	(916,602.99)	29.59%	258,175.60	0.00	0.00%
Expenditures							
71100	Regular Instruction Program	(875,779.05)	455,376.98	52.00%	(72,981.59)	73,512.63	100.73%
71200	Special Education Program	(814,441.23)	344,129.37	42.25%	(67,870.10)	48,849.14	71.97%
71300	Career and Technical Education	(102,677.25)	39,511.93	38.48%	(8,556.44)	2,353.78	27.51%
72130	Other Student Support	(31,418.79)	12,792.48	40.72%	(2,618.23)	1,083.78	41.39%
72210	Regular Instruction Program	(935,379.28)	370,900.62	39.65%	(77,948.27)	62,684.63	80.42%
72220	Special Education Program	(306,890.89)	147,703.07	48.13%	(25,574.24)	20,279.76	79.30%
72230	Career and Technical Education	(5,240.17)	339.29	6.47%	(436.68)	0.00	0.00%
72710	Transportation	(26,280.58)	7,886.95	30.01%	(2,190.05)	1,726.95	78.85%
Total	Expenditures	(3,098,107.24)	1,378,640.69	44.50%	(258,175.60)	210,490.67	81.53%
Total	142 School Federal Projects	0.00	462,037.70	100.00%	0.00	210,490.67	0.00%

Hickman County Finance
Summary Financial Statement
February 2026

143 Central Cafeteria		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
43521	Lunch Payments - Children	0.00	(517.40)	0.00%	0.00	0.00	0.00%
43522	Lunch Payments - Adults	22,000.00	(13,220.49)	60.09%	1,833.33	0.00	0.00%
43523	Income From Breakfast	2,500.00	(2,192.88)	87.72%	208.33	0.00	0.00%
43525	A La Carte Sales	265,000.00	(120,302.49)	45.40%	22,083.33	0.00	0.00%
43570	Receipts From Individual Schools	0.00	0.00	0.00%	0.00	0.00	0.00%
44110	Investment Income	1,000.00	(92.47)	9.25%	83.33	0.00	0.00%
44170	Miscellaneous Refunds	0.00	0.00	0.00%	0.00	0.00	0.00%
47111	USDA School Lunch Program	1,800,000.00	(930,548.84)	51.70%	150,000.00	0.00	0.00%
47113	Breakfast	750,000.00	(343,615.76)	45.82%	62,500.00	0.00	0.00%
47114	USDA - Other	0.00	(4,887.54)	0.00%	0.00	0.00	0.00%
Total	Revenues	2,840,500.00	(1,415,377.87)	49.83%	236,708.33	0.00	0.00%
Expenditures							
73100	Food Service	(2,957,934.00)	2,191,600.09	74.09%	(246,494.50)	182,356.72	73.98%
Total	Expenditures	(2,957,934.00)	2,191,600.09	74.09%	(246,494.50)	182,356.72	73.98%
Total	143 Central Cafeteria	(117,434.00)	776,222.22	660.99%	(9,786.17)	182,356.72	1,863.

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: Centerville Elementary School School No. 005 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K	47	39	86	92	81.6426	91.2857
01	69	51	120	132	121.2855	131.5714
02	52	45	97	107	98.6426	106.9285
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	168	135	303	331	301.5708	329.7857
GRAND TOTAL	168	135	303	331	301.5708	329.7857

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: Centerville Intermediate School No. 007 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03	53	56	109	117	110.7856	117.0000
04	40	54	94	103	96.4998	103.3571
05	57	48	105	111	102.5712	111.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	150	158	308	331	309.8567	331.3571
GRAND TOTAL	150	158	308	331	309.8567	331.3571

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: East Hickman Elementary School School No. 015 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K	57	57	114	117	111.2855	117.4285
01	49	45	94	106	98.3570	106.0000
02	48	50	98	103	94.7855	101.3571
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	154	152	306	326	304.4281	324.7856
GRAND TOTAL	154	152	306	326	304.4281	324.7856

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: East Hickman Intermediate School No. 016 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03	41	43	84	92	85.4284	92.0000
04	57	49	106	115	109.0713	115.0000
05	59	55	114	125	118.9284	125.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	157	147	304	332	313.4282	332.0000
GRAND TOTAL	157	147	304	332	313.4282	332.0000

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: East Hickman Middle School School No. 017 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06	63	54	117	135	127.6427	134.4285
07	41	49	90	101	90.0712	100.6428
08	59	44	103	112	106.0713	112.0000
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	163	147	310	348	323.7852	347.0714
GRAND TOTAL	163	147	310	348	323.7852	347.0714

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: East Hickman High School School No. 018 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09	56	49	105	111	102.5712	111.0714
10	50	42	92	96	87.6427	96.0000
11	50	40	90	100	93.2141	100.0000
12	50	29	79	81	74.5713	80.9285
K-12	206	160	366	388	357.9994	387.9999
GRAND TOTAL	206	160	366	388	357.9994	387.9999

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: Hickman County Learning Academ School No. 019 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06				2	1.6428	2.0000
07				3	2.1428	2.8571
08	1	1	2	5	4.6428	5.0000
09	1		1	5	4.5000	5.0000
10	2		2	5	4.3571	4.7142
11	1	2	3	5	4.5000	4.5000
12		4	4	9	8.5000	9.0000
K-12	5	7	12	34	30.2856	33.0714
GRAND TOTAL	5	7	12	34	30.2856	33.0714

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: Hickman County Middle School School No. 020 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06	54	46	100	114	107.6427	114.0000
07	56	51	107	114	105.2855	112.9285
08	59	53	112	130	121.9284	128.6428
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	169	150	319	358	334.8567	355.5714
GRAND TOTAL	169	150	319	358	334.8567	355.5714

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: Hickman County High School School No. 030 No. of Days In Session: 14
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03					.0000	.0000
04					.0000	.0000
05					.0000	.0000
06					.0000	.0000
07					.0000	.0000
08					.0000	.0000
09	64	27	91	98	86.6426	97.4285
10	37	43	80	92	81.7855	92.2857
11	50	37	87	94	86.9998	94.2857
12	57	49	106	109	97.4283	109.0000
K-12	208	156	364	393	352.8564	392.9999
GRAND TOTAL	208	156	364	393	352.8564	392.9999

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: HC SPED SERVICE SCHOOL School No. 999 No. of Days In Session: 19
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K					.0000	.0000
01					.0000	.0000
02					.0000	.0000
03	2		2	2	.0000	.0000
04	1		1	1	.0000	.0000
05	1	2	3	2	.0000	.0000
06					.0000	.0000
07					.0000	.0000
08		1	1	1	.0000	.0000
09					.0000	.0000
10					.0000	.0000
11					.0000	.0000
12					.0000	.0000
K-12	4	3	7	6	.0000	.0000
GRAND TOTAL	4	3	7	6	.0000	.0000

School District: Hickman County District No. 410 Date 03/02/26 Month of School
School Name: District Summary School No. No. of Days In Session: 19
Prepared By: Phone: Begin Date: 02/01/26 End Date: 02/28/26

Grade	Net Enrollment to Date			End of Month Membership	Average Daily Attendance	Average Daily Membership
	Male	Female	Total			
K	104	96	200	209	192.9282	208.7142
01	118	96	214	238	219.6425	237.5714
02	100	95	195	210	193.4282	208.2857
03	96	99	195	211	196.2140	209.0000
04	98	103	201	219	205.5712	218.3571
05	117	105	222	238	221.4997	236.0000
06	117	100	217	251	236.9283	250.4285
07	97	100	197	218	197.4996	216.4285
08	119	99	218	248	232.6425	245.6428
09	121	76	197	214	193.7139	213.4999
10	89	85	174	193	173.7853	192.9999
11	101	79	180	199	184.7140	198.7857
12	107	82	189	199	180.4996	198.9285
K-12	1,384	1,215	2,599	2,847	2629.0675	2834.6427
GRAND TOTAL	1,384	1,215	2,599	2,847	2629.0675	2834.6427

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

East Hickman Intermediate School

Parent and Family Engagement Policy

The Purpose

EHIS's Parent & Family Engagement Policy was constructed to encourage family engagement, create a common vision among children, families, teachers, community members, and administrators.

The Plan

Standard 1: Welcoming ALL Families We want to welcome and value families, teachers, and administrators in the planning, revision, and carrying out of programs, communication, and meetings to make the atmosphere at EHIS a positive, welcoming, and safe learning environment. We have phone conferences when needed, two scheduled Parent-Teacher conferences with childcare provided, and annual 504 and IEP Meetings. We have Open House/Orientation, Family Nights, and Eagle Strut. Leadership Committees meet monthly. Families may access and/or communicate through EHIS's website, electronic marquee, Facebook, Remind, Skylert, Skyward, cell phone texts, email messages, newsletters, and surveys.

Standard 2: Communicating Effectively We include technical assistance for readily available communication for families, teachers, community members, administrators and staff. Families receive communications via EHIS's website, electronic marquee, Facebook, Remind, Skylert, Skyward, email messages, cell phone texts, and every-nine-week phone calls. Information related to school programs, meetings, and other activities is shared with families in a language the families can understand.

Standard 3: Supporting Student Success We encourage regular opportunities for families to strengthen their knowledge and skills to help their children to succeed academically. Fall/Spring Family Nights have book fairs, prizes, games, and family workshops to help educate families on learning strategies and curriculum. Families are invited to serve as members of the School-wide Leadership Committee and can bring any concerns relating to the education of their children. The purpose of scheduled or requested Parent-Teacher Conferences, 504 meetings, and IEP meetings are to discuss the child's progress, share concerns, and make suggestions between families and teachers. Newsletters from administrators are sent home regarding end-of-year testing and outlining how families can help prepare their child. An Open House and Orientation are provided to help explain how the school functions. Explanations of the curriculum, forms of assessments, and achievement levels are communicated to families. An annual meeting with flexible and varied times is held to inform families of the school's participation in & explain requirements of Title I.

Standard 4: Speaking Up for Every Child We provide information to families to enable them to be advocates for children, ensuring fairness and equal opportunities in the children's education. School and district calendar of events are given to families telling of yearly events. Sign-in sheets, meeting agendas, and minutes are kept on file to assess family participation. Reasonable opportunities are provided for families with limited English proficiencies and/or disabilities. Family members have the opportunity to be a part of the Leadership Team and School Improvement Planning.

Standard 5: Sharing Power We strive to have family involvement in the making of policies, procedures, and activities planning. Families are invited to serve as members of the School-Wide Leadership Committee and are able to bring any concerns relating to the education of their children. We make Family-School Compacts and surveys to gain insight from all stakeholders. There is a Suggestion Corner at Open House/Orientation and Family Nights where families can voice praises, concerns, and opinions written and verbally. Families are included in committee meetings to review/revise the Family Engagement Policy and the School Improvement Plan.

Standard 6: Collaborating with Community We reach out to the community, students, families, and staff by expanding our learning opportunities, community services/events, and civic participation. Surveys are sent to all stakeholders for the purpose of using data to plan the next year. Families are able to eat Thanksgiving and Christmas lunches with their children. Each classroom is adopted by a community organization who provides support throughout the year. Adopt a Classroom Local churches make weekend snack bags for eligible students. Friday Friends During our annual Career Day, a wide range of careers are brought on-site where children engage and interact with community members. Hickman County 4-H agent provides monthly instruction to 4th and 5th grade students, and our students interact with high school 4-H members. Community members, family members, and district employees are proctors during our TCAP TNReady testing.

East Hickman Intermediate School School-Family Compact

The School-Family Compact has outlined how families, the school staff, and students will share the responsibility for improving student academic achievement. The purpose of this compact is to develop a partnership to connect learning at home and learning at school.

I, _____, as a teacher at East Intermediate, will strive to:

- Provide high quality curriculum and instruction to enable students to meet the state's academic achievement standards.
- Determine each student's educational needs and adjust instruction to accommodate those needs.
- Have high expectations for myself, students, and other staff members.
- Have an annual meeting to review the School-Family Compact and school-level Family Engagement Policy.
- Hold parent-teacher conferences twice a year and more often if needed.
- Maintain open lines of communication with students and families.
- Provide frequent progress reports to families.
- Provide opportunities for families to volunteer at school.
- Show respect and caring for all students and provide a safe environment.

We, _____, as family, will strive to:

- See that my child attends school regularly and is on time with his/her supplies and dressed in proper school attire.
- Monitor my child's homework.
- Check with my child for information sent home, promptly read it and sign it.
- Attend school functions and parent-teacher conferences.
- Encourage the positive use of leisure time.
- Provide a quiet place for my child to complete homework assignments, study, and read.
- Communicate with the teacher frequently to find out how my child is doing in school.

I, _____, as a student at East Intermediate, will strive to:

- Come to school prepared with my homework and supplies and dressed in proper school attire.
- Show respect for myself, my school, and other people.
- Work to resolve conflicts in positive, nonviolent ways.
- Work hard to do my best in class.

East Hickman Intermediate School School-Family Compact

The School-Family Compact has outlined how families, the school staff, and students will share the responsibility for improving student academic achievement. The purpose of this compact is to develop a partnership to connect learning at home and learning at school.

I, _____, as a teacher at East Intermediate, will strive to:

- Provide high quality curriculum and instruction to enable students to meet the state's academic achievement standards.
- Determine each student's educational needs and adjust instruction to accommodate those needs.
- Have high expectations for myself, students, and other staff members.
- Have an annual meeting to review the School-Family Compact and school-level Family Engagement Policy.
- Hold parent-teacher conferences twice a year and more often if needed.
- Maintain open lines of communication with students and families.
- Provide frequent progress reports to families.
- Provide opportunities for families to volunteer at school.
- Show respect and caring for all students and provide a safe environment.

We, _____, as family, will strive to:

- See that my child attends school regularly and is on time with his/her supplies and dressed in proper school attire.
- Monitor my child's homework.
- Check with my child for information sent home, promptly read it and sign it.
- Attend school functions and parent-teacher conferences.
- Encourage the positive use of leisure time.
- Provide a quiet place for my child to complete homework assignments, study, and read.
- Communicate with the teacher frequently to find out how my child is doing in school.

I, _____, as a student at East Intermediate, will strive to:

- Come to school prepared with my homework and supplies and dressed in proper school attire.
- Show respect for myself, my school, and other people.
- Work to resolve conflicts in positive, nonviolent ways.
- Work hard to do my best in class.

Centerville Intermediate School

Family Engagement Policy

2025-2026



The **mission** of Centerville Intermediate School is to create an atmosphere where every child is valued and nurtured toward success. Our **vision** is to guarantee that every student departs our school with a quality education and the ability to thrive productively as a responsible student and successful citizen.

How are parents included in the ongoing formulation of the Family Engagement Policy and programs for parent involvement?

Our school policy will be reviewed and updated annually. This process will take place during a Leadership Team meeting in which parents are included as stakeholders, providing an integral part of the process. The policy will be made available to parents at registration or enrollment, at the annual Title I meeting, in student handbooks, in the front office, and can also be accessed on our school's website.

How will our plan be shared with families?

An annual Title I meeting will be held at the beginning of the school year to explain the school-wide program. Additionally, letters explaining the program will be sent home and information will be on the school website. Teachers will also discuss any questions and concerns at parent/teacher conferences.

How will CIS explain the Title I program to parents of participating students?

A Title I Annual Meeting will be held at the beginning of the school year with a presentation of Title I Services. This will include how students are identified to participate in the program, the services that will be provided, and an introduction of those providing Title I services.

What activities will be provided at CIS to assist parents in becoming more involved in the education of their children?

- Parents are invited to after school and school wide events/activities throughout the school year.
- Parents will be informed of events through multiple avenues listed in the next section.

How will parents be informed of school activities?

- Written communication including school/classroom newsletters
- Skylert calls
- CIS website
- School Marquee
- Parent/ Teacher Conferences
- Facebook

How will parents at CIS be provided with information about curriculum, assessments, and proficiency levels?

CIS will hold an annual Open House at the beginning of the school year. Where parents will be invited to visit their child's classrooms and meet his/her teachers.

The curriculum at CIS follows the TN State Standards. Aimsweb is used to measure student progress as well as MasteryConnect assessments within classrooms and an end of year summative assessment (TN Ready).

Centerville Intermediate School

Family Engagement Policy

2025-2026



How will parents utilize opportunities as stakeholders at CIS?

- Parents are invited to serve as members of the School-wide Leadership Committee and are to bring to the committee any concerns relating to the education of their children.
- Parent/Teacher Conferences are scheduled each semester at times convenient to parents' attendance. Parents may also request conferences as needed.
- CIS teachers keep in constant contact with parents through the following: E-mails, letters, phone calls, Graded paper folders, Class Dojo, classwork folders, progress reports, report cards, Facebook, etc.

How can parents be involved at CIS and how will this help student achievement?

Parents are invited to attend all school activities throughout the year such as:

Parent Involvement Activities	Academic Activities
Open House	Title I Meeting
Back to School Bash	Parent/Teacher Conferences
Walk the Dawg	Family Reading Night
Boo Bash	STEM Night
Book Fair	Art Show
Career Day	Awards Day
Field Day	

The partnership between home and school will naturally have a positive impact on student achievement.

What materials are provided for parents?

- Parent-School Compacts
- Invitations and reminders to special events
- Transitional material brochures (e.g. beginning school and moving to middle school)

These materials are distributed to CIS by the local LEA and are prepared in languages parents can understand.

How is the school-parent compact developed and distributed?

The compact is addressed during our annual School-wide Leadership Committee meeting each spring. The committee, composed of an administrator, teachers, and parents, reviews and offers suggestions to improve the effectiveness of this document. It is available to all students and their parents at the beginning of the school year. The CIS family engagement policy is posted to the school website. The importance of this document is discussed at our annual Title meeting. It is also provided in a language and format that parents understand.

Centerville Intermediate 2025-2026 School Parent Compact



JOINTLY DEVELOPED

Our School-Parent Compact is developed by our School Leadership Team. Our team is composed of administration, faculty, community members, and parents. We value your input and welcome your feedback. You may contribute at our monthly Leadership Meetings or by email to rose.korte@hickmank12.org.

BUILDING RELATIONSHIPS

We know that relationships are the key to success, and we offer many opportunities to meet our CIS families including the following:

- Host Meet the Teacher/Open House
- Parent Teacher Conferences
- Family Engagement Activities
- Leadership Team
- Family Reading Night
- Art Show/STEM

WHAT IS A SCHOOL-PARENT COMPACT?

A School-Parent Compact is a written agreement between families, students, and teachers. It outlines the necessary steps that must be taken by all to be certain students meet the rigorous academic standards.

Effective School-Parent Compacts:

- Link goals to the School Improvement Plan
- Focus on student learning
- Describe how teachers will help students develop skills using high-quality instruction
- Share strategies that families can use at home
- Explain how teachers and parents will communicate about student progress

COMMUNICATION ABOUT STUDENT LEARNING

Communication is vital to the success of everyone involved in your child's education. We have multiple ways of communicating with you including the following:

- Daily Take-Home folder
- Skyward Parent Portal
- Weekly Graded Papers folder/Progress Reports
- Class Dojo/Remind messaging Apps
- Monthly school newsletter
- School website and Facebook page updates
- Parent Teacher Conferences
- Emails/Phone calls
- School marquee

CENTERVILLE INTERMEDIATE SCHOOL -GOALS-

Hickman County School System sets overall goals for the district and Centerville Intermediate School aligns its goals to the district. The Centerville Intermediate School goals for 2025-2026 are:

- Create a culture of high expectations for all students
- Provide high quality instruction through an engaging and rigorous curriculum
- Nurture partnerships with families and members of the community to help improve student achievement

TOGETHER FOR SUCCESS!

-TEACHERS, PARENTS, AND STUDENTS -

Communication between families and schools is necessary for student success. As parents and teachers share information with each other about a student, the better equipped both will be to help that student achieve academically. We can achieve our goals when we all work together!

CENTERVILLE INTERMEDIATE SCHOOL - STUDENTS -

Centerville Intermediate offers many positive incentives to encourage excellent behavior. We have high expectations for all of our students. Our rules are as follows:

- Follow all school safety rules
- Be respectful and responsible
- Complete all classroom and homework assignments
- Make attendance a priority
- Always give your best effort

CENTERVILLE INTERMEDIATE SCHOOL - COMMUNITY PARTNERSHIPS -

Centerville Intermediate School recognizes the importance of the role the community plays in the education of our students. Community involvement helps strengthen the bond between students, teachers, and parents with our local businesses and community members. Some of our partnership activities include but are not limited to:

- MLEC grants
- Adopt-A-Class Program
- Career Day
- Women's Club Poetry Contest
- Farm Bureau Poster Contest
- 4-H
- Aware Program

CENTERVILLE INTERMEDIATE SCHOOL - PARENTS -

Teamwork between teachers and parents is crucial for success. There are many things that can be done at home to help your child be successful.

- Check your child's homework folder daily.
- Check your child's homework.
- Make math learning fun!! Use items at home to review multiplication facts (dice, playing cards, etc.)
- Read for 20 minutes every day. You can read with your child, or they can read independently. Ask them questions about what you have been reading.
- Attend Family Reading Night and Parent Teacher Conferences
- Keep a routine for homework/school work review (a quick nightly review will be much easier than waiting until the night before the test).

Do you have questions about your child's progress?

Contact your child's teacher at (931) 729-2748 or by email.

All school emails are as follows:

firstname.lastname@hickmank12.org

EAST HICKMAN ELEMENTARY
Family Engagement Policy
2025-2026



East Hickman Elementary School involves families in our Family Engagement Policy in an organized, ongoing, and timely way. Families and parents are a vital part of our school leadership team. As a part of this team, families and parents are invited to monthly leadership meetings. During these meetings, parents are involved in the planning, review, and improvement of programs for Family Engagement and the Family Engagement Policy.

An annual meeting to which all families are invited will be held at the beginning of the school year to explain the Title I, Part A School-Wide Program. At this meeting, the program is explained and parents are encouraged to ask questions. Letters explaining the program will be sent home to those who were unable to attend the orientation. An additional meeting will be held to offer more flexibility.

East Hickman Elementary School makes the school level policy and plan available to the local community in a variety of ways, including a district website and an East Hickman Elementary School website, in the school office, and in our school handbook.

East Hickman Elementary School provides families with timely information about the school through: parent/family workshops, school-wide/grade level specific events, activities throughout the school year, and newsletters for parents and families. Upcoming events and other important information is provided on the district website, the school website, the digital sign located in the front of the school, phone calls, emails, class Dojo, and communication folders.

At the beginning of the year Open House, East Hickman Elementary School provides families with descriptions and explanations of the curriculum used at the school, the state standards being taught, the forms of academic assessment used to measure student progress, and the proficiency levels students are expected to meet. Families are also provided with individual student updates throughout the school year. Through RTI letters, Interventionists give updates to the students' families when there are any changes.

East Hickman Elementary School provides families with opportunities for regular meetings, if requested, to formulate suggestions, to participate in decisions relating to the education of their children, and to respond to any suggestions as soon as practically possible. Family members are invited to serve as members of the Leadership Team and share concerns. Parent-Teacher Conferences are held to inform the parent/guardian of their child's progress and to discuss any

EAST HICKMAN ELEMENTARY

Family Engagement Policy

2025-2026



concerns. Parents/Guardians may also request conferences as needed. Teachers provide email addresses, letters, accept phone calls, and assignment books/agendas or homework folders to keep in constant contact with parents.

For the upcoming 2025-2026 school year, parents and families will have several opportunities to assist in their child's learning and EHES will provide any needed assistance to parents. These include, but are not limited to: Open House, Kindergarten Orientation, Parent/Family Workshops, Family Reading/Math Night, and Parent-Teacher Conferences.

East Hickman Elementary uses the following methods to communicate to the families in a language they understand: School-Parent/Family Compacts, invitations and reminders to workshops and events, academic brochures, and ClassDojo.

East Hickman Elementary School revises the School-Parent/Family compact during our annual School-wide Leadership Committee meeting in the fall. The committee, composed of a supervisor, administrators, teachers, parents, and community members are presented with the compact and asked to review and improve its effectiveness. It is distributed to all students and their families at the beginning of the school year or at registration. The importance of this document is also discussed at our annual Orientations and Open Houses.



East Hickman Elementary School-Parent/Family Compact 2025-2026

Date: September 2025

The School-Parent/Family Compact has outlined how parents, school staff, and students will share the responsibility for improving student academic achievement. The purpose of this compact is to develop a partnership to connect learning at home with learning at school.

East Elementary School teachers will strive to:

- *Provide high quality curriculum and instruction to enable students to meet the state's academic achievement standards.*
- *Determine each student's educational needs and adjust instruction to accommodate those needs.*
- *Have high expectations for ourselves, students, and other staff members.*
- *Have an annual meeting to review the School-Parent/Family Compact and the school level Family Engagement Policy.*
- *Hold parent/teacher conferences twice a year and more often if needed or requested.*
- *Provide open lines of meaningful communication with students and parents.*
- *Provide frequent progress reports to parents.*
- *Provide reasonable opportunities for parents to volunteer at school.*
- *Show respect and care for all students and provide a safe environment.*

East Elementary School parent/guardians, will strive to:

- *See that my child attends school regularly, is on time with his/her supplies, and is dressed in proper school attire.*
- *Monitor my child's homework.*
- *Check with my child for information sent home, promptly read it, and sign it.*
- *Attend school functions and parent/teacher conferences.*
- *Encourage the positive use of leisure time.*
- *Provide a quiet place for my child to complete homework assignments, study, and read.*
- *Communicate with the teacher frequently to find out how my child is doing in school.*
- *READ 20 minutes daily, either with your child or to them, to help support and encourage growth throughout the school year, including summer.*

East Elementary School students will strive to:

- *Come to school prepared with my homework, supplies, and dressed in proper school attire.*
- *Show respect for myself, my school, and other people.*
- *Work to resolve conflicts in positive, nonviolent ways.*
- *Work hard to do my best in class.*



Centerville Elementary School

Family Engagement Policy 2025 - 2026

The mission of Centerville Elementary School is to provide opportunities for knowledge to all students while nurturing the skills necessary for students to become life-long learners and better understand their role as a citizen.

We believe a strong foundation for students begins in elementary school with all stakeholders working together as a team to support the child. At CES, we believe it is our job to inform and support parents as they support their child in their educational journey.

We know that parent involvement in our schools can have a dramatic effect on the academic achievement of our students. This plan is developed with the goal of developing a strong partnership with all families so that our children will be provided with the best possible education.

So that parents will better understand our programs and how they may become actively involved, we have addressed key areas. Please feel free to discuss any questions, comments, or suggestions you may have about this with your child's principal, teacher, or district supervisors. We welcome your input and suggestions!

Family Involvement with the Policy Development

Made up of faculty representatives, families and community members, the Leadership Team annually reviews and updates the Family Engagement policy. It is placed on the school's website and, upon request, a copy will be given to parents.

School's Use of Funds

CES will use its allocation of family engagement funds to purchase supplies to promote communication between home and school, provide materials and training to help parents to work with their children to improve their children's achievement.

Family Involvement in How Family Involvement Funds Will Be Used

As part of Hickman County School System's meeting held each spring with parents to review and update the School/Family Compact and Family Involvement Plan. Funds are budgeted and expended based upon the goals and priorities set through that meeting and school improvement plan.

Specific examples of ways parent involvement funds will be spent include but are not limited to:

- Family Engagement materials purchased; examples: books and at-home learning materials
- Books and literacy resources to give away at Parent Teacher Conferences and family engagement events
- Ink, masters, and paper to make copies for materials to print classroom and principal newsletters, flyers, RTI data notification letters, and notes to keep parents informed.
- School-wide take home folder for every child to foster uniformed parent communication.

Annual Meeting about the Title 1 Program, Curriculum, and Academic Assessments

By the end of September, Centerville Elementary School will hold an annual meeting for all parents attending that school. Parents are notified of the meeting through communication sent home through students, newsletters from the principal, postings on the school sign, through the school website, and announcements in other languages when we have families where English is not their primary language. The annual Title 1 meeting will:

- Provide an explanation of the school's curriculum
- Review the assessments used to measure students' progress
- Provide an overview of the Family Engagement Policy and School/Parent Compact
- Introduce staff members
- Resources available for parents

Flexible Schedule of Meetings

The leadership, teachers, and staff of Hickman County Schools have a strong belief in the importance of parental involvement and therefore have put measures in place to offer parent meetings on a flexible schedule. Parent Teacher Conferences are held twice during the year. Additional conferences with teachers are encouraged and may be set up by prior appointment during teachers' planning times and before or after school. Parents may obtain information about upcoming events and their child's academic or social progress through phone calls, notes to teachers, email, school website, and participation in other family activities.

Involvement of Family in Planning, Review, and Improvement of Title I Programs

Centerville Elementary believes in involving parents in all aspects of its Title I program. Leadership team meetings are held on the third Thursday of each month, usually at 3:30. The meetings will be advertised on the school facebook page. The Leadership Team Meetings are made up of staff, community members and parents. This team

helps to guide and lead the school in improvement. Each year, the school wide plan, including the school involvement plan, is reviewed, and evaluated. The Leadership Team gathers input from all stakeholders to make decisions for the future of the school.

Submission of Parent Concerns About Our Title Plan

Our school policy will be reviewed and updated annually. This process will take place during a Leadership Team meeting in which parents are included as stakeholders, providing an integral part of the process. The policy will be made available to parents at registration or enrollment, at the annual Title I meeting, in student handbooks, in the front office and can also be accessed on our school's website.

School-Parent Compacts

We revise School-Parent Compacts in consultation with our Leadership Team and any parental comments received by teachers throughout the year. At the annual Title I meeting each year, the school-parent compacts will be explained. Additionally, the compact will be maintained on the school website. Teachers will also discuss any questions and concerns at parent/teacher conferences.

Building Teachers' and Parents' Capacity for Strong Parental Involvement

To ensure effective involvement of parents and to support a partnership among Centerville Elementary School, parents, and the community to improve student academic achievement, Centerville Elementary School shall:

- Involve parents in jointly developing the Family/Community in creating the School Improvement Plan and Family Engagement Plan.
- Provide materials and education to help parents work with their children to improve their achievement, in: local and state assessments, helping their children with homework, use of technology, and various curriculum approaches.
- Provide continuing professional development for teachers to be implemented toward the goal of furthering their understanding and valuing of the contributions of parents; conferencing techniques; establishing positive relationships with families; how communication between home and school may be strengthened; and other family-related activities.
- Make concerted efforts to involve and inform parents of future kindergarten students of CES.
- The LEA and school, to the extent practicable, provide full opportunities for participation of parents with limited English, parents with disabilities, and parents of migratory children, including providing information and school reports in a format, to the extent practicable, in a language parents understand.
- Conduct an annual evaluation of the content and effectiveness of the parental involvement policy in improving the academic quality of the school served by Title I A:
 - o Identify barriers to greater parental participation in parent involvement activities;
 - o Use the findings of the evaluation to design strategies for more effective parent involvement;

Participation of LEP Parents, Parents with Disabilities, and Parents of Migratory Children

Centerville Elementary School provides opportunities for the participation of parents with limited English proficiency and parents with disabilities. We have a system wide bilingual teacher who is available to assist in verbal communications with students and parents with limited English proficiency. Individual academic assessments, and the interpretation of those results, will be interpreted for parents in a language they can understand. Every effort is made to accommodate parents with disabilities. The Hickman County School System policy for homebound is followed as needs exist for homebound services. Parents requiring such assistance should contact the Office of Special Programs administration for referral forms and assistance with the application process. Homebound services are provided through the central office of the Hickman County School System.

CENTERVILLE ELEMENTARY

2025-2026

SCHOOL-PARENT COMPACT



WHAT IS A SCHOOL-PARENT COMPACT?

A School-Parent Compact is an agreement that families, students, and teachers develop together. It explains how families and teachers will work together to make sure all students reach grade level standards.

Effective School-Parent Compacts:

- Link goals to the School Improvement Plan
- Focus on student learning
- Describe how teachers will help students develop skills using high-quality instruction
- Share strategies that families can use at home
- Explain how teachers and parents will communicate about student progress



JOINTLY DEVELOPED

The families, students, and staff of Centerville Elementary School developed the School-Parent Compact. The CES Leadership Team meets once a month. The Leadership Team is composed of teachers, community members and school families.

Families are welcomed to contribute more comments and suggestions at any time. If you would like to contribute, please contact Amy McAbee at 931-729-2212 or amy.mcabee@hickmank12.org.

BUILDING RELATIONSHIPS

Centerville Elementary works hard to build relationships with families of CES students. Each year we typically engage families with the following:

- Open House
- Book Fair
- Career Night
- Parent Teacher Conferences
- Family Engagement Activities
- Leadership Team

COMMUNICATION ABOUT STUDENT LEARNING

Centerville Elementary School is committed to two-way communication with families about student learning. Some of the ways that you can expect us to reach you are:

- Daily Take-Home folder
- Weekly Graded Papers folder/Progress Reports
- Class Dojo/Remind messaging Apps
- Weekly classroom newsletter
- Monthly principal newsletter
- School website and Facebook page updates
- Parent Teacher Conferences
- Emails/Phone calls



CENTERVILLE ELEMENTARY SCHOOL GOALS

Hickman County School System sets overall goals for the district and Centerville Elementary School aligns its goals to the district. The Centerville Elementary School goals for 2024 - 2025 are:

- Create a culture of high expectations for all students and provide opportunities to build instructional leadership, administrator capacity and developing teacher leaders.
- Provide high quality instruction through an engaging and rigorous curriculum that will positively impact learning and improve student achievement in literacy
- Nurture partnerships with families and members of the community to help improve student achievement.

TOGETHER FOR SUCCESS!

-TEACHERS, PARENTS AND STUDENTS -

Communication between families and schools is necessary for student success. As parents and teachers share information with each other about a student, the better equipped both will be to help that student achieve academically. We can achieve our goals when we all work together!

CENTERVILLE ELEMENTARY SCHOOL

- STUDENTS -

Centerville Elementary School students joined staff and families to develop ideas about how to reach reading and math goals. Students thought of the following ideas on making connections at home with skills they have learned at school.

- Talk to family about new vocabulary words
- Look over the classroom newsletter and discuss new words, topics or activities
- Share reading stories with family

CENTERVILLE ELEMENTARY SCHOOL

- TEACHERS -

Centerville Elementary School will support students and families for success in reading and math. We will provide parents with:

- Monthly Principal Newsletters
- Weekly classroom newsletters
- School website with links to the reading book and online activities for building math and reading skills
- Family Engagement Nights
- Materials, such as, vocabulary/math flash cards to use at home to build skills
- Free books for reading at home

CENTERVILLE ELEMENTARY SCHOOL

- PARENTS -

Families joined Centerville Elementary School staff to develop ideas about how families can support students at home in reading and math. Families are welcomed to add to the list

- Have fun with math! Use items in the kitchen to count, subtract, and add!
- Attend Family Engagement Nights and Parent Teacher Conferences
- Play words games (even in the car) and find ways to use new vocabulary words in everyday conversation
- Use the weekly classroom newsletter to guide conversation about topics or activities happening at school
- Keep a routine for homework/school work review



Do you have questions about your child's progress?
Contact your child's teacher at (931) 729-2212 or by email.
All school emails are as follows:
firstname.lastname@hickmank12.org



Hickman County Schools Board Agenda Item Request

Date: 2-9-26

Name of School: Hickman County High School

Item Request: HCHS Volleyball Overnight Trip

Explanation:

The HCHS Volleyball team would like permission
to attend the UNA Volleyball team camp on
July 17-18th. We will be traveling by School
Vans with multiple coaches chaperoning.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Rachel Hudgens

Signature of Building Principal:

Roby Emerson



Hickman County Schools Board Agenda Item Request

Date: 2 March 2026

Name of School: Hickman County High School

Item Requested: 7th Brigade Drill Competition

Explanation:

JROTC request approval to attend the BrigadeRaider and Drill Competition in @ North Harding High School

Dates for the event are 13-15 March at North Harding High School. HCHS JROTC

competes with other JROTC programs across the 7th Brigade footprint which expands across 7

states and 321 schools. We will stay in barracks in Ft. Knox and have at least 1 female

Chapparone for the event.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Seneca Moore

Signature of Building Principal

Rob Emdin

Cadets attending Paul C. Gray in Radcliff KY. On 13-15 February

Males

Renzo Arcega	1
Michael Adcox	2
Braxton Touton (Alt)	3
Gage King	4
Gennadiy Karavan	5
Matthew Moore	6
Logan French (Alt)	7
Jimmy Morrison	8
Ryan Brashears	9

Amanda Adcox - Female Chapprone

Instructors

MAJ (RET) Seneca Moore

1SG (RET) Christopher Turk

Females

Isabella Barber	10
Emma Brashears	11
Tiffany Vaillancourt	12
Shyla Roeder	13
Angila Nix	14
Abby Hernandez	15
Jasmine Simmons	16
Zarabella Orlow	17
Lilly Avril	18
Camila Zapien	19
Amber Lynch (Alt)	20



Your location to Fort Knox, Kentucky

Drive 205 miles, 3 hr 53 min

⚠ This route has restricted usage or private roads.

⚠ Your destination is in a different time zone.

Your location

Get on I-40 E in Dickson from TN-100 E and TN-46 N

29 min (21.1 mi)

- ↑ 1. Head toward School Rd
- ↩ 2. Turn left onto School Rd 128 ft
- ↩ 3. Turn left onto Vineyard Field Dr 472 ft
- ↪ 4. Turn right onto Bulldog Blvd/School Rd 305 ft
- ↪ 5. Turn right onto State Hwy 48 N/TN-100 E 0.3 mi
- ⓘ Continue to follow TN-100 E
 ⓘ Pass by DG Market (on the left in 0.6 mi)
- ↩ 6. Turn left onto TN-46 N 14.1 mi
- ↗ 7. Slight right to merge onto I-40 E 6.3 mi
- 0.3 mi

Follow I-40 E and I-65 N to Elizabethtown Bypass in Elizabethtown. Take exit 136 from Western Kentucky Pkwy

2 hr 24 min (165 mi)

- ↗ 8. Merge onto I-40 E
- ↩ 9. Keep left to stay on I-40 E 32.9 mi
- ↩ 10. Use the left 2 lanes to take exit 208B for I-65 N toward Louisville 1.9 mi
- 0.4 mi
- ↑ 11. Continue onto I-65 N
- ↩ 12. Keep left to stay on I-65 N, follow signs for I-24 W/Clarksville/Louisville 1.8 mi
- ⓘ Entering Kentucky
- ↪ 13. Take exit 91 A-B for Western Kentucky Pkwy W toward Paducah 126 mi

- 0.8 mi
14. Merge onto Western Kentucky Pkwy
- 0.6 mi
15. Take exit 136 for US-31W Bypass N toward Ft Knox/Patton Museum/US-62 Truck W
- 0.4 mi

Take KY-361 to your destination in Fort Knox

- 25 min (18.7 mi)
16. Merge onto Elizabethtown Bypass
- 2.1 mi
17. Take the exit toward Radcliff
- 0.3 mi
18. Use any lane to turn slightly left onto KY-361/Patriot Pkwy
- 7.2 mi
19. Use the left 2 lanes to turn left onto KY-313 N/KY-361
- 3.9 mi
20. Turn right onto KY-361/Bullion Blvd/Knox Ave
- Continue to follow KY-361/Bullion Blvd**
- 4.2 mi
21. Continue straight onto Bullion Blvd
- Partial restricted usage road**
- 0.5 mi
22. Make a U-turn
- Partial restricted usage road**
- 0.3 mi
23. Turn right
- Restricted usage road**
- 0.1 mi

Fort Knox
Kentucky



Hickman County Schools Board Agenda Item Request

Date: 02/18/26

Name of School: East Hickman High School

Item Request: Senior Field trip permission

Explanation:

Requesting school board permission to
take a trip to Dollywood or Holiday
World on Thursday May 14, 2026.

Currently, seniors are voting on
the destination.

Charter bus will be used to transport
students and chaperones. Final destination
will be presented at board meeting.

Attachments (if necessary and appropriate):

Signature of Person requesting to be placed on the agenda:

Lacey Beth - senior sponsor

Signature of Building Principal:

[Signature]

RUS Project Designation:

TN0780-A16

DISTANCE LEARNING AND TELEMEDICINE
GRANT AGREEMENT

dated as of December 16, 2025 between

COUNTY OF HICKMAN,
as Grantee

and

THE UNITED STATES OF AMERICA
as Grantor

UNITED STATES DEPARTMENT OF AGRICULTURE RURAL UTILITIES SERVICE

DISTANCE LEARNING AND TELEMEDICINE GRANT AGREEMENT

THIS DISTANCE LEARNING AND TELEMEDICINE GRANT AGREEMENT (this "Agreement,") dated as of December 16, 2025, between **COUNTY OF HICKMAN**, as Grantee (hereinafter the "Grantee,") a Public Body existing under the laws of Tennessee, and the **UNITED STATES OF AMERICA**, as Grantor (hereinafter the "Government,") acting through the Administrator of the Rural Utilities Service ("RUS.")

WHEREAS, the Grantee has applied for financial assistance ("Application") to RUS to finance a Project providing distance learning and/or telemedicine services in rural areas as described in a scope of work plan (the scope of work plan and any revisions thereto, all as approved in writing by RUS, hereinafter the "Scope of Work Plan,")

WHEREAS, RUS is willing to extend financial assistance, in the form of a grant (the "Grant") to the Grantee, pursuant to Title VII of the Federal Agriculture Improvement and Reform Act of 1996 (7 U.S.C. § 950aaa), the Notice of Funding Opportunity ("NOFO") published on www.grants.gov on January 6, 2025, and all applicable federal regulations, on the terms and conditions stated herein; and

WHEREAS, the Grantee is willing to secure its other obligations to RUS on the terms stated herein;

THEREFORE, for and in consideration of the premises and the mutual covenants herein contained, the parties agree and bind themselves as follows:

ARTICLE I - DEFINITIONS

SECTION 1.1 Definitions

The terms defined herein include both the plural and the singular. Unless otherwise specifically provided, all accounting terms not otherwise defined herein shall have the meanings assigned to them, and all determinations and computations herein provided for shall be made in accordance with Accounting Requirements.

"Accounting Requirements" shall mean compliance with U.S. Generally Accepted Accounting Principles (GAAP) acceptable to RUS as well as compliance with the requirements of 2 C.F.R. part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (and by adoption, 48 C.F.R. § 31.2 of the Federal Acquisition Regulations).

"Advance" or "Advances" shall mean an advance or advances made by RUS pursuant to this Agreement.

"Application" shall have the meaning as defined in the second paragraph hereof.

"DLT Regulations" shall mean the specific RUS Regulations promulgated at 7 C.F.R. part 1734, *Distance Learning and Telemedicine Loan and Grant Program*, as amended from time to time.

"Expiration Date" shall have the meaning as defined in Section 3.1(b) hereof.

"Laws" shall have the meaning as defined in Section 2.1(e) hereof.

"Matching Contribution" shall have the meaning as defined in Section 4.2(d) hereof.

"Project" shall have the meaning as defined in Section 3.2(a) hereof.

"Release of Funds Date" shall mean the date funds are first made available as evidenced by the notice sent by the Agency to the Awardee.

“RUS Regulations” shall mean the rules, regulations and bulletins of general applicability published by RUS from time to time, as such rules, regulations and bulletins exist at the date of applicability thereof, and shall also include any rule and regulations of other Federal entities which RUS is required by law to implement. Any reference to specific RUS Regulations shall mean the version of and cite to such regulation effective at the date of applicability thereof.

“Scope of Work Plan” shall have the meaning as defined in the second paragraph of this Agreement.

ARTICLE II - REPRESENTATIONS AND WARRANTIES

SECTION 2.1 Representations and Warranties of Grantee

Recognizing that RUS is relying hereon, the Grantee represents and warrants, as of the date of this Agreement, as follows:

- (a) *Organization; Power, Etc.* The Grantee: (i) is the type of organization specified in the first paragraph hereof, duly organized, validly existing, and in good standing under the laws of the State identified in the first paragraph hereof; (ii) is duly qualified to do business and is in good standing in each jurisdiction in which the transaction of its business make such qualification necessary; (iii) has all requisite and legal power to own and operate its assets and to carry on its business and to enter into and perform its obligations under this Agreement; (iv) has duly and lawfully obtained and maintained all material licenses, certificates, permits, authorizations and approvals which are necessary to the conduct of its business or required by applicable Laws; and (v) is eligible to obtain the financial assistance from RUS contemplated by this Agreement.
- (b) *Authority.* The execution, delivery and performance by the Grantee of this Agreement and the performance of the transactions contemplated hereby have been duly authorized by all necessary action and do not violate any provision of law or any charter, articles of incorporation, organizational documents or bylaws of the Grantee or result in a breach of, or constitute a default under, any agreement, security agreement, note or other instrument to which the Grantee is a party or by which it may be bound. The Grantee has not received any notice from any other party to any of the foregoing that a default has occurred or that any event or condition exists that with the giving of notice or lapse of time or both would constitute such a default.
- (c) *Consents.* No consent, approval, authorization, order, filing, qualification, license, or permit of any governmental authority is necessary in connection with the execution, delivery, performance or enforcement of this Agreement, except such as have been obtained and are in full force and effect.
- (d) *Binding Agreement.* This Agreement is, when executed and delivered, the legal, valid, and binding obligation of the Grantee, enforceable in accordance with its terms, subject only to limitations on enforceability imposed in equity or by applicable bankruptcy, insolvency, reorganization, moratorium or similar laws affecting creditors' rights generally.
- (e) *Compliance with Laws.* The Grantee is in compliance in all material respects with all federal, state and local laws, rules, regulations, ordinances, codes and orders (collectively, “Laws.”)

- (f) *Information Submitted with Application.* All information, reports, and other documents and data submitted to RUS in connection with the Application were, at the time the same were furnished, complete, and correct in all material respects. Any financial statements or data submitted to RUS in connection with the Application present fairly, in all material respects, the financial position of the Grantee and the results of its operations in conformity with Accounting Requirements. Since the date thereof, there has been no material adverse change in the financial condition or operations of the Grantee.
- (g) *Principal Place of Business.* The principal place of business and chief executive office of the Grantee is at the address specified in Schedule I hereto.
- (h) *Ratification.* By executing this Agreement, the Grantee affirms and ratifies all statements, representations and written documents that it has submitted to RUS in connection with the Grant.
- (i) *Recipient and Subrecipient Reporting.* The Grantee has the necessary processes and systems in place to comply with the reporting requirements for first-tier, sub-awards, and executive compensation under the Federal Funding Accountability and Transparency Act of 2006, unless Grantee is exempt from such reporting requirements pursuant to 2 C.F.R. part 170.

ARTICLE III - THE GRANT

SECTION 3.1 Grant Amount and Expiration Date

- (a) *Grant Amount.* RUS agrees to make and the Grantee agrees to accept, on the terms and conditions stated in this Agreement, the Grant, in the maximum amount specified in Schedule I hereto.
- (b) *Expiration Date.* The Grant, and the obligation of RUS to advance the Grant, or any portion thereof, shall expire on a date three (3) years from the Release of Funds date (the "Expiration Date"). No portion of the Grant will be advanced by RUS to the Grantee after the Expiration Date. RUS, in its sole discretion, may approve a one-time extension of the Expiration Date, not to exceed 12 months, provided that the Grantee notify RUS, in writing at least ten days prior to the Expiration Date, of the reasons and need for an extension, together with a suggested, revised Expiration Date.

SECTION 3.2 Project

- (a) *Grant Purpose.* The Grant has been made solely to finance the project specifically described in the Application and Scope of Work Plan (hereinafter the "Project") to furnish or improve distance learning and/or telemedicine services in rural areas.
- (b) *Changes to Project.* The Grantee shall obtain the prior written approval of RUS for any material change to the scope, budget, design, construction, delivery of services, or objectives of the Project, including, but not limited to any changes to discrete budget line items, or the amount of Grant funds allocated thereto, within the overall Project. Such approved material changes shall be set forth in a revised Scope of Work Plan submitted to RUS.

ARTICLE IV - CONDITIONS OF FUNDING

SECTION 4.1 General Conditions

In connection with the execution and delivery of this Agreement, each of the following conditions shall be satisfied (all documents, certificates and other evidence of such conditions are to be satisfactory to RUS in its discretion):

- (a) *Legal Matters.* All legal matters incident to the consummation of the transactions hereby contemplated shall be satisfactory to counsel for RUS.
- (b) *Executed Grant Agreement.* RUS shall receive duly executed originals of this Agreement.
- (c) *Articles of Incorporation, Charter, Bylaws and Organizational Documents.* With respect to corporate and cooperative grantees, RUS shall have received copies of the Grantee's articles of incorporation or charter and bylaws. With respect to limited liability companies or similar grantees, RUS shall have received copies of the Grantee's organization documents.
- (d) *Authorizations.* RUS shall have received evidence satisfactory to it that all documents and proceedings of the Grantee necessary for duly authorizing the execution, delivery and performance of this Agreement have been obtained and are in full force and effect.
- (e) *Approvals.* RUS shall have received evidence satisfactory to it that the Grantee has duly registered when and where required by law with all state, Federal and other public authorities and regulatory bodies and obtained all authorizations, certificates, permits, licenses, franchises and approvals necessary for, or required as a condition of, the validity and enforceability of this Agreement and for the construction and operation of the Project.
- (f) *Opinion of Counsel.* For Grants in the amount of \$500,000 or more, RUS shall receive an opinion of counsel for the Grantee, licensed in the Grantee's state of incorporation, in form and content acceptable to RUS.
- (g) *ACH.* That Grantee agrees to use of the Automated Clearing House (ACH) Payment System that deposits funds directly into the bank account Grantee designates.

SECTION 4.2 Conditions to Advances

The obligations of RUS to approve any Advance of the Grant is subject to the satisfaction of each of the following conditions precedent on or before the date of such Advance (all documents, certificates and other evidence of such conditions precedent are to be satisfactory to RUS in its discretion):

- (a) *Continuing Representations and Warranties.* That the representations and warranties of the Grantee contained in this Agreement be true and correct on and as of the date of such Advance as though made on and as of such date.
- (b) *Requisitions and Supporting Documentation.* That RUS shall have received not more frequently than once a month, a completed Standard Form 270, *Request for Advance or Reimbursement* (hereinafter "Request for Advance,") bearing the original signature of the officer, employee, or agent of the Grantee authorized to receive, disburse, or receive and disburse the Grant, and supporting documentation from the Grantee in accordance with RUS Regulations and DLT Regulations. All Advances shall be limited to the minimum amounts required for the Grantee's immediate disbursement needs and shall be requested by the Grantee only for actual immediate cash requirements of the Grantee. All Advances shall either be provided on a reimbursement basis, supported by documentation including, but not limited to, paid invoices, employee timesheets or lease agreements, or based on unpaid invoices for eligible grant purposes.

- (c) *Certification of Authority.* That RUS has received from the Grantee a duly authorized and executed certification of authority designating an officer, employee, or agent of the Grantee as the person or persons authorized to execute and submit, on behalf of the Grantee, the Request for Advance.
- (d) *Matching Contribution.* Evidence that the Grantee has provided or made provision for the entire matching contribution, as defined and set forth in 7 C.F.R. § 1734.22 ("Matching Contribution,") to the Project as set forth on Schedule I, or that the Grantee has provided or made provision for a pro rata Matching Contribution in an amount at least equal to the percentage (as specified in Schedule I) of the requested Advance, which evidence may be in the form of documentation including, but not limited to, paid invoices, employee timesheets, lease agreements, or bank deposit slips.
- (e) *Compliance with Agreement.* That the Grantee is in material compliance with the Agreement.
- (f) *Additional Documents.* The Grantee agrees to provide RUS with such additional documents as RUS may request.
- (g) *Additional Conditions.* The Grantee has met all additional conditions specified in Schedule I hereto.

ARTICLE V - AFFIRMATIVE COVENANTS

SECTION 5.1 Generally

Unless otherwise agreed to in writing by RUS, while this Agreement is in effect, the Grantee shall duly observe each of the affirmative covenants contained in this Article V.

SECTION 5.2 Use of Advances

The Grantee shall expend the Grant funds only for approved purposes as set forth in the DLT Regulations, the Scope of Work Plan, the Request(s) for Advance, and in accordance with the Accounting Requirements. The Grant shall not be expended to cover any costs incurred in connection with the Project prior to the date of receipt by RUS of the Application. The Grantee acknowledges that RUS approval for any Request for Advance shall not be a waiver of any provision or requirement contained or cited herein, but shall be subject to a subsequent compliance review.

SECTION 5.3 Unused and Disallowed Advances

- (a) The Grantee shall return to RUS forthwith all or any advanced portion of the Grant not disbursed by the Grantee for the Project or not needed to complete the Project with any interest earned.
- (b) The Grantee shall reimburse RUS for any advanced funds whose original expenditure has been disallowed by a RUS grant audit. Disallowances shall be satisfied, as directed by RUS, by either administrative offset against requests for Advances or repaying the disallowed amount directly to the United States Treasury.

SECTION 5.4 Financial Books

- (a) The Grantee shall maintain, at its premises, such books, documents, papers, or other records and supporting documents, including, but not limited to, invoices, receipts, and bills of sale, adequate to identify the purposes for which, and the manner in which Grant and other funds were expended on the Project. The Grantee shall maintain all such records and copies of forms or financial reports, submitted to RUS in connection with the Grant, for

the longest of: (i) three years from the date the Grantee submits its final Project Performance Activity Report; (ii) three years from resolution of disputed items with RUS; or (iii) three years from disposition of property acquired with Grant funds during the term of the Grant.

- (b) The Grantee will maintain complete, accurate, and current disclosure of the financial results of each Project in accordance with the DLT Regulations and Accounting Requirements. The source and application of funds shall be readily identified by the continuous maintenance of updated records, with all accounting records being supported by source documentation. Established procedures shall be used for determining the reasonableness, allowability, and allocation of costs in accordance with the DLT Regulations and the Accounting Requirements.

SECTION 5.5 Rights of Inspection and Compliance Reviews

- (a) The Grantee shall afford RUS, the Office of Inspector General of USDA and the General Accounting Office, through its representatives, reasonable opportunity, at all times during business hours and upon prior notice, to have access to and right to inspect the Project, and any and all books, records, accounts, including electronic books, records, accounts and electronic mail messages, regardless of the physical form or characteristics, and any and all invoices, contracts, leases, payrolls, canceled checks, statements and other documents and papers of every kind belonging to or in any way pertaining to the Grant and to make copies or extracts therefrom.
- (b) The Grantee shall afford RUS, reasonable opportunity, at all times during business hours and upon prior notice, to conduct a compliance review to determine compliance with this Agreement and to determine whether expenditures and disbursements of the Grant were for approved purposes, and/or in accordance with the Grantee's Request(s) for Advance and the supporting documentation thereto.

SECTION 5.6 Annual Audits

- (a) Non-Federal Entities, which include Grantees that are States, local governments, Indian tribes, institutions of higher education, or nonprofit organizations, shall provide RUS with an audit pursuant to 2 C.F.R. part 200, Subpart F (Audit Requirements). The Grantee must follow subsection 200.502 in determining federal awards expended. All RUS loans impose an ongoing compliance requirement for the purpose of determining federal awards expended during a fiscal year. In addition, the Grantee must include the value of new federal loans made along with any grant expenditures from all federal sources during the Grantee's fiscal year. Therefore, the audit submission requirement for this program begins in the Grantee's fiscal year that the loan is made and thereafter, based on the balance of federal loan(s) at the beginning of the audit period. All required audits must be submitted within the earlier of: (i) 30 calendar days after receipt of the auditor's report; or (ii) nine months after the end of the Grantee's audit period.
- (b) For all other entities, Grantees shall provide RUS with an audit within 120 days after the as of audit date in accordance with 7 C.F.R. part 1773, Policy on Audits of RUS Borrowers. Note that with respect to Advances that contain loan funds, the audit is required after an Advance has been made, and, thereafter, from the close of each subsequent fiscal year until the loan is repaid in full. With respect to Advances that only contain grant funds, the audit is required until all grant funds have been expended or rescinded. While an audit is required, Grantees must also submit a report on compliance and internal controls over financial reporting, as well as a report on compliance with aspects of contractual agreements and regulatory requirements.

SECTION 5.7 Project Performance and Financial Reporting

- (a) *Annual Financial Report and Project Performance Activity Report.* No later than January 31st of the following year in which all or any portion of the Grant is first advanced and continuing in subsequent years until completion of the Project, the Grantee must submit the following information to RUS, as directed by the agency:
 - (i) An annual, completed SF 425-Federal Financial Report; and
 - (ii) An annual Project Performance Activity Report, which contains the following:
 - (A) a comparison of actual accomplishments to the objectives established for the period;
 - (B) a description of any problems, delays, or adverse conditions which have occurred, or are anticipated, and which may affect the attainment of overall Project objectives, prevent the meeting of time schedules or objectives, or preclude the attainment of particular Project work elements during established time periods, accompanied by a statement of action taken or planned to resolve the situation; and
 - (C) objectives and timetables established for the next reporting period.
- (b) *Final Financial Report and Final Project Performance Activity Report.* No later than one hundred twenty (120) days after the Expiration Date, termination of the Grant, the Project completion, or the final disbursement of the Grant by the Grantee, whichever event occurs first, the Grantee must submit a Final SF 425-Financial Report and a Final Project Performance Activity Report which only covers an evaluation of the success of the Project in meeting the objectives of the program.

SECTION 5.8 Miscellaneous Information to be Provided to RUS

The Grantee shall furnish to RUS such information regarding the condition, financial or otherwise, or operations of the Grantee as RUS may, from time to time, reasonably request.

SECTION 5.9 Obligations with Respect to the Construction, Operation and Maintenance of the Project

- (a) *Project Management and Operation.* The Grantee shall be responsible for managing the day-to-day operations of the Project and will operate the Project in an efficient and economic manner as well as maintaining the Project in good repair. The Grantee shall provide the service described in the Application and, if the Project is owned, leased, or operated by participants other than the Grantee, the Grantee shall monitor such participants and ensure the Project is operated in accordance with representations in the Application.
- (b) *Construction in Accordance with Scope of Work Plan.* The Grantee shall cause the Project to be constructed and completed in accordance and within the time frame and budget set forth in the Scope of Work Plan approved by RUS.
- (c) *Procurement Requirements.* The Grantee shall conduct all procurement transactions in accordance with 2 CFR §§ 200.317-326, unless it has received written approval otherwise.
- (d) *General Insurance Requirements.* In addition to the fidelity bond coverage required in Subsection 4.1(h), the Grantee shall take out and maintain insurance on the Project and any other property acquired with the Grant in accordance with 2 C.F.R. § 200.310.

SECTION 5.10 Compliance with Laws

The Grantee will comply with all applicable federal statutes, regulations and requirements that

govern the Application, the Project, and use of federal grant funds for this Grant.

SECTION 5.11 Additional Project Funding

The Grantee shall ensure that adequate funding is in place to complete the Project and will, after obtaining the prior written approval of RUS, obtain loans or funds or receive binding commitments for supplemental funding in an amount needed to ensure completion of the Project.

SECTION 5.12 Matching Contribution

The Grantee shall provide the entire Matching Contribution prior to the end of the term of this Agreement and in accordance with 2 C.F.R. § 200.306, if applicable.

SECTION 5.13 SAM Registration and Unique Entity Identifier

The Grantee shall comply with the additional requirements set forth in Attachment 1 regarding System for Award Management (SAM) and Unique Entity Identifier. For the purposes of this Agreement the term "you" in Attachment 1 shall mean "Grantee" as defined hereunder. The Grantee's Unique Entity Identifier is listed in Schedule I hereto.

SECTION 5.14 Subawards and Executive Compensation

The Grantee shall comply with the additional requirements set forth in Attachment 2 regarding Subawards, if not restricted under Section 6.4, and Executive Compensation. For the purposes of this Agreement the term "you" in Attachment 2 shall mean "Grantee" as defined hereunder.

SECTION 5.15 Buy American

- (a) *Funding to Non-Federal Entities.* Awardees that are Non-Federal Entities, defined pursuant to 2 CFR 200.1 as any State, local government, Indian tribe, Institution of Higher Education, or nonprofit organization, shall be governed by the requirements of Section 70914 of the Build America, Buy America Act (BABAA) within the IIJA. Any requests for waiver of these requirements must be submitted pursuant to USDA's guidance available online at <https://www.usda.gov/ocfo/federal-financial-assistance-policy/USDABuyAmericaWaiver>.
- (b) *Funding to All Other Entities.* Awardees that are not Non-Federal Entities shall be governed by the Agency's Buy American requirement at 7 CFR part 1787. Any requests for waiver of these requirements must be submitted pursuant to those regulations.

SECTION 5.16 Additional Affirmative Covenants

The Grantee shall comply with the additional affirmative covenants set forth in Schedule I hereto.

ARTICLE VI - NEGATIVE COVENANTS

SECTION 6.1 General

Unless otherwise agreed to in writing by RUS, while this Agreement is in effect, the Grantee shall duly observe each of the negative covenants set forth in this Article VI.

SECTION 6.2 Contracts

The Grantee shall not, without the prior written consent of RUS, enter into any contract or contracts for the operation or maintenance of the Project and shall not enter into any contract for the use by others of the Project.

SECTION 6.3 Historic Preservation

The Grantee shall not, without the prior written consent of RUS, use any Advance to construct any facility which shall involve any district, site, building, structure or object which is included in, or eligible for inclusion in, the National Register of Historic Places maintained by the Secretary of the Interior pursuant to the Historic Sites Act of 1935 and the National Historic Preservation Act of 1966.

SECTION 6.4 Prohibition Against Internal Confidentiality Agreements

- (a) The Grantee shall not require its employees, contractors, or subrecipients to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting them from lawfully reporting that waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.
- (b) The Grantee shall notify its employees, contractors, or subrecipients that the prohibitions and restrictions of any internal confidentiality agreements that may currently be in effect that are inconsistent with paragraph (a) of this section are no longer in effect.
- (c) The prohibition in paragraph (a) above does not contravene requirements imposed by a Federal department or agency governing the nondisclosure of classified information.
- (d) If RUS determines that the Grantee is not in compliance with paragraph (a) or (b) of this section:
 - (1) RUS shall cease to make Grant funds available under this Agreement and shall prohibit the Grantee's use of Grant funds under this award; and
 - (2) RUS may pursue other remedies available due to the Grantee's material failure to comply with award terms and conditions.

SECTION 6.5 Additional Negative Covenants

The Grantee shall comply with the additional negative covenants set forth in Schedule I hereto.

ARTICLE VII – TERMINATION, SUSPENSION AND OTHER REMEDIES

SECTION 7.1 Termination of the Grant

- (a) *Termination of the Grant by RUS.* RUS, in its sole discretion, may terminate the Grant, in whole or part if:
 - (i) RUS does not receive this Agreement, duly executed on behalf of the Grantee, within one hundred twenty (120) days from the date hereof;
 - (ii) all conditions to the Grant, and all conditions to advance are not satisfied within one hundred twenty (120) days from the date hereof;
 - (iii) RUS has determined that the Grantee has failed to materially comply with the terms and conditions of this Agreement;
 - (iv) RUS has determined the award no longer effectuates the program goals or agency priorities;

- (v) In the case of a partial termination by the Grantee, the RUS has determined that the remaining portion of the award will not accomplish the purposes for which the award was made;
 - (vi) any representation or warranty made by the Grantee in the Application, Scope of Work Plan, request for Advance, this Agreement, any certification, or other supporting documentation thereunder, shall prove to be incorrect in any material respect at the time made;
 - (vii) the Grantee shall forfeit or otherwise be deprived of its charter, articles of organization, franchises, permits, easements, consents, or licenses required to carry on any material portion of its business, or an event occurs which can reasonably be expected to result in its dissolution or termination;
 - (viii) a court having proper jurisdiction shall enter a decree or order for relief with respect to the Grantee in an involuntary case under any applicable bankruptcy, insolvency, or other similar law now or hereafter in effect: (A) appointing a receiver, liquidator, assignee, custodian, trustee, sequestrator, or similar official or (B) ordering the winding up or liquidation of its affairs; or the Grantee shall commence a voluntary case under any applicable bankruptcy insolvency or other similar law now or hereafter in effect, or consent to the appointment or taking possession by a receiver, liquidator, assignee, custodian or trustee, of a substantial part of its property, or make any general assignment for the benefit of creditors; and/or
 - (ix) Grantee has filed for dissolution or liquidation, or upon the dissolution or liquidation of the Grantee.
- (b) *Termination of the Grant by the Grantee.* The Grantee may terminate the Grant by providing written notification to RUS, setting forth the reasons for such termination, the effective date, and, in the case of a partial termination, the portion of Grant funds to be terminated. In the case of a partial termination, if RUS determines that the remaining portion of the Grant will not accomplish the Project, then RUS may terminate the Grant in its entirety, and request reimbursement of all advanced Grant funds.
 - (c) *Mutual Termination of the Grant.* RUS and the Grantee may mutually agree, in writing, to terminate the Grant upon certain conditions, specifying the effective date of the termination, and in the case of a partial termination of the Grant, any unadvanced portion of the Grant to be terminated and any advanced portion of the Grant to be returned to RUS.
 - (d) *Effect of Termination.* Upon termination of the Grant: (1) the Grantee shall not incur any new obligations after the effective date of the termination with respect to the Grant, (2) the Grantee shall cancel as many outstanding obligations as possible, and seek to mitigate the costs of any outstanding obligations, and (3) any unadvanced portion of the Grant not required for Approved Purposes shall not be available for advance by RUS and any advanced portion of the Grant not required by the Grantee for Approved Purposes or for completion of the Project shall be immediately returned to RUS.
 - (e) *Notice of Termination.* Written notice of termination shall be sent to the Grantee as provided for in Section 8.1 hereof, setting forth the reason(s) for termination, which termination shall be effective as of the date of receipt of such notice.

SECTION 7.2 Suspension of Advances

RUS may suspend the Grant, in whole or in part, for the reasons specified in Section 7.1 hereof as a basis for Grant termination.

- (a) *Suspension Procedure.* RUS shall issue to the Grantee a suspension notice stating the reasons for the suspension, any corrective action required to be taken by the Grantee and the effective date of the suspension. The suspension shall remain in effect until the Grantee has taken all corrective actions required by RUS and RUS terminates the suspension.
- (b) *Effect of Suspension.* New obligations shall not be incurred by the Grantee during the suspension, following the date of notice of suspension, unless specifically authorized by RUS, in writing. RUS will allow necessary allowable costs which the Grantee could not reasonably avoid during the suspension, if the obligations were properly incurred prior to the date of the suspension and not in anticipation of the suspension or termination. During the suspension, appropriate adjustments shall be made to the Grant by RUS in order that credit not be given to the Grantee for disbursements made in payment of unauthorized obligations incurred by the Grantee during the suspension. RUS may also make adjustments by disallowing all or part of the costs of the Project that are not in compliance with this Agreement or RUS may withhold subsequent Advances.

SECTION 7.3 Misrepresentation and Misappropriation

- (a) Upon a determination by RUS that the Grantee did not utilize the Grant in the manner and exclusively for the Project as approved by RUS, RUS may, in its sole discretion:
 - (i) Disallow all or a part of the expenditures and disbursements of the Grant and require the Grantee to deposit such funds in an account to be applied toward other approved Project purposes or to reimburse the Government;
 - (ii) Suspend making Advances; and/or
 - (iii) Take any other action RUS determines to be necessary including, without limitation, exercising any right or remedy available herein or at law.
- (b) If any representation or warranty made by the Grantee in the Application, Scope of Work Plan, request for Advance, this Agreement, any certification, or other supporting documentation thereunder shall prove to be incorrect in any material respect at the time made, RUS may, in its sole discretion:
 - (i) Suspend making Advances;
 - (ii) Require the Grantee to reimburse the Government for all or any part of the Grant;
 - (iii) Terminate the Grant; and/or
 - (iv) Take any other action RUS determines to be necessary including, without limitation, exercising any right or remedy available herein or at law.

ARTICLE VIII - MISCELLANEOUS

SECTION 8.1 Notices

All notices, requests and other communications provided for herein including, without limitation, any modifications of, or waivers, requests or consents under, this Agreement shall be given or made in writing (including, without limitation, by telecopy) and delivered to the intended recipient at the "Address for Notices" specified below; or, as to any party, at such other address as shall be designated by such party in a notice to each other party. Receipt of all such communications shall be deemed to have occurred when transmitted by telecopier or personally delivered or, in the case of a mailed notice, upon receipt, in each case given or addressed as provided for herein. The Addresses for Notices of the respective parties are as follows:

RUS
Rural Utilities Service
United States Department of Agriculture
1400 Independence Avenue, S.W.
Washington, D.C. 20250-1590
Attention: Administrator

Grantee
See Schedule I

With a copy to:

See Schedule I

With a copy to:

See Schedule I

SECTION 8.2 Expenses

To the extent allowed by law, the Grantee shall pay all costs and expenses of RUS, including reasonable fees of counsel, incurred in connection with the enforcement of the Agreement or with the preparation for such enforcement if RUS has reasonable grounds to believe that such enforcement may be necessary.

SECTION 8.3 No Waiver

No failure on the part of RUS to exercise, and no delay in exercising, any right hereunder shall operate as a waiver thereof nor shall any single or partial exercise by RUS of any right hereunder preclude any other or further exercise thereof or the exercise of any other right.

SECTION 8.4 Governing Law

This Agreement shall be governed by and construed in accordance with applicable federal law, and in the absence of controlling federal law, by the laws of the State identified in the first paragraph herein, except those that would render such choice of law ineffective.

SECTION 8.5 Successors and Assigns

- (a) This Agreement shall be binding upon and inure to the benefit of the Grantee and RUS and their respective successors and assigns, except that the Grantee may not assign or transfer its rights or obligations hereunder without the prior written consent of RUS.
- (b) Pursuant to federal claims collection laws, RUS' claims hereunder may be transferred to other agencies of the United States of America; in the event of such transfer, all security interests, rights and remedies hereby granted or conferred on RUS shall pass to and inure to the benefit of any such successor agency.

SECTION 8.6 Complete Agreement; Waivers and Amendments

Subject to RUS Regulations, this Agreement is intended by the parties to be a complete and final expression of their agreement. However, RUS reserves the right to waive its rights to compliance with any provision of this Agreement. No amendment, modification, or waiver of any provision hereof, and no consent to any departure of the Grantee herefrom, shall be effective unless approved in writing by RUS in the form of either a RUS Regulation or other writing signed by or on behalf of RUS, and then such waiver or consent shall be effective only in the specific instance and for the specific purpose for which given.

SECTION 8.7 Headings

The headings and sub-headings contained in the titling of this Agreement are intended to be used for convenience only and do not constitute part of this Agreement.

SECTION 8.8 Severability

If any term, provision or condition, or any part thereof, of this Agreement shall for any reason be

found or held invalid or unenforceable by any governmental agency or court of competent jurisdiction, such invalidity or unenforceability shall not affect the remainder of such term, provision or condition nor any other term, provision or condition, and this Agreement shall survive and be construed as if such invalid or unenforceable term, provision or condition had not been contained therein.

SECTION 8.9 Schedules and Attachments

Each Schedule and Attachment attached hereto and referred to herein is each an integral part of this Agreement.

SECTION 8.10 Authority of Representatives of RUS

In the case of any consent, approval or waiver from RUS that is required under this Agreement, such consent, approval or waiver must be in writing and signed by an authorized RUS representative to be effective. As used in this section, "authorized RUS representative" means the Administrator of RUS, and also means a person to whom the Administrator has officially delegated specific or general authority to take the action in question.

SECTION 8.11 Amendment of Laws and RUS Regulations

Nothing contained herein shall restrict in any way RUS' right to amend, rescind or supplement any of the RUS Regulations or to seek such changes to existing Laws.

SECTION 8.12 Interest on Disallowed Amounts

Disallowed and reimbursable Advance amounts hereunder shall accrue interest payable to RUS from the date RUS delivers to the Grantee a written demand for payment. Interest shall accrue at a rate equal to the lesser of (a) twelve percent (12%) per annum or (b) the maximum interest rate permissible by law. Termination of the Grant will not affect the right of RUS to disallow expenditures and recover, in full, any amount on the basis of a subsequent audit or other review or the Grantee's obligation to return any disallowed expenditures.

SECTION 8.13 No Third-Party Beneficiary

This Agreement is exclusively between RUS and the Grantee and does not nor is intended to create any privity of contract with any other party not a party hereto, nor to imply a contract in law or fact. Any funds advanced by RUS to the Grantee are intended to finance the Grantee's Project. Any approvals given by RUS to the Grantee are solely for the benefit of RUS. RUS is not obligated to advance grant funds on any contract, or otherwise, between the Grantee and any other party, nor intends to assume, at any time, direct obligations for payment for work, goods, or other performance under such contracts. The obligation to pay any amounts due under such contracts is solely the responsibility of the Grantee. Nothing herein, express or implied, is intended to, or shall confer upon, any other person any right, benefit, or remedy of any nature whatsoever under or by reason of the Grant Agreement between RUS and the Grantee.

SECTION 8.14 Disposition of Grant Property

Unless otherwise agreed to in writing by RUS, any and all dispositions of Grant property shall be made in accordance with federal regulations at 2 C.F.R. part 200.

SECTION 8.15 Term

This Agreement shall remain in effect until one of the following three events has occurred:

- (a) The Grantee and RUS replace this Agreement with another written agreement;
- (b) All of the Grantee's obligations under this Agreement have been discharged; or

(c) This Agreement has been terminated pursuant to the provisions of Article VII hereof.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed as of the day and year first above written.

COUNTY OF HICKMAN

by:

[Digital (or Electronic) Signature]

[Name, Position – Please Print]

UNITED STATES OF AMERICA

by Administrator of the Rural Utilities Service

**KARL
ELMSHAEUSER**

Digitally signed by KARL
ELMSHAEUSER
Date: 2025.12.30 08:55:43 -05'00'

[Digital Signature]

SCHEDULE I

1. Article II Representations and Warranties
 - a. Section 2.1(g) Grantee's address:
County of Hickman
115 Murphree Avenue
Centerville, Tennessee 37033-1443
2. Article III The Grant
 - a. Section 3.1(a) Maximum Grant Amount: \$532,328
3. Article IV Conditions of Grant Funds Release
 - a. Section 4.2(d) Matching Contribution amount is \$79,926
 - b. Section 4.2(d) Matching Contribution shall be equal to at least 15.01 % of each Advance (with credit given for those contributions exceeding 15.01% toward the next Advance). Evidence that the pro-rata share of the Matching Contribution has been made or will be made must be presented with the request for each Advance.
 - c. Section 4.2(g) Additional Conditions:
4. Article V Affirmative Covenants
 - a. Section 5.14 Grantee's Unique Entity Identifier: **U6DSGBRPSWN5**
 - b. Section 5.16 Additional Affirmative Covenants: None
5. Article VI Negative Covenants
 - a. Section 6.5 Additional Negative Covenants:
 - (a) **Grantee may not subaward any part of the Grant without the express, prior written approval of RUS.**
6. Article VIII Miscellaneous
 - a. Section 8.1 Grantee's address for purposes of notification: Copy sent to:

Dr. Belinda Anderson
Interim Director of Schools
County of Hickman
115 Murphree Avenue
Centerville, Tennessee 37033-1443
john.mullins@hickmank12.org
 - b. Section 8.1 RUS' copy address for purposes of notifications: Copy sent to:

Aylene Mafnas, Deputy Assistant Administrator
Portfolio Mgmt. Risk Assessment Div./RUS/USDA
Stop #1590, Room 4121 South Building
1400 Independence Avenue, SW
Washington, DC 20250-1590
TelecomPMRA@usda.gov

ATTACHMENT 1

SYSTEM FOR AWARD MANAGEMENT AND UNIVERSAL IDENTIFIER REQUIREMENTS

A. Requirement for System for Award Management

Unless you are exempted from this requirement under [2 C.F.R. § 25.110](#), you as the recipient must maintain current information in SAM. This includes information on your immediate and highest level owner and subsidiaries, as well as on all of your predecessors that have been awarded a Federal contract or Federal financial assistance within the last three years, if applicable, until you submit the final financial report required under this Federal award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another Federal award term.

B. Requirement for Unique Entity Identifier

If you are authorized to make subawards under this Federal award, you:

- a. Must notify potential subrecipients that no entity (*see* definition in paragraph C of this award term) may receive a subaward from you unless the entity has provided its Unique Entity Identifier to you. Subrecipients are not required to obtain an active SAM registration, but must obtain a Unique Entity Identifier.
2. May not make a subaward to an entity unless the entity has provided its Unique Entity Identifier to you.

C. Definitions

For purposes of this award term:

1. ***System for Award Management (SAM)*** means the Federal repository into which a recipient must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM Internet site (currently at <http://www.sam.gov>).
2. ***Unique Entity Identifier*** means the identifier assigned by SAM to uniquely identify business entities.
3. ***Entity*** includes non-Federal entities as defined [2 C.F.R.200](#) and also includes all of the following for the purposes of this part:
 - a. A foreign organization;
 - b. A foreign public entity;
 - c. A domestic for-profit organization; and
 - d. A Federal agency.
4. ***Subaward*** has the meaning given in [2 C.F.R. 200.1](#).
5. ***Subrecipient*** has the meaning given in [2 C.F.R. 200.1](#).

ATTACHMENT 2

REPORTING SUBAWARDS AND EXECUTIVE COMPENSATION.

a. Reporting of first-tier subawards.

1. Applicability. Unless you are exempt as provided in paragraph d. of this award term, you must report each action that obligates \$25,000 or more in Federal funds that does not include Recovery funds (as defined in section 1512(a)(2) of the American Recovery and Reinvestment Act of 2009, Pub.L. 111-5) for a subaward to an entity (see definitions in paragraph e. of this award term).
2. Where and when to report.
 - i. You must report each obligating action described in paragraph a.1. of this award term to <http://www.fsrs.gov>. PLEASE NOTE: Currently underway is a consolidation of eight federal procurement systems, including the Sub-award Reporting System (FSRS), into one system, the System for Award Management (SAM). Therefore, please note that the Sub-award Reporting System (FSRS) will soon be consolidated into and accessed through SAM.gov.
 - ii. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
3. What to report. You must report the information about each obligating action that the submission instructions posted at <http://www.fsrs.gov> specify.

b. Reporting Total Compensation of Recipient Executives.

1. Applicability and what to report. You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if--
 - i. the total Federal funding authorized to date under this award is \$25,000 or more;
 - ii. in the preceding fiscal year, you received--
 - (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
 - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
 - iii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/excomp.htm>.)
2. Where and when to report. You must report executive total compensation described in paragraph b.1. of this award term:
 - i. As part of your registration profile at <http://www.sam.gov>.
 - ii. By the end of the month following the month in which this award is made, and annually thereafter.
- c. Reporting of Total Compensation of Subrecipient Executives.
 1. Applicability and what to report. Unless you are exempt as provided in paragraph d. of this award term, for each first-tier subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if--
 - i. in the subrecipient's preceding fiscal year, the subrecipient received--

- (A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
- (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and
- ii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/excomp.htm>.)
2. Where and when to report. You must report subrecipient executive total compensation described in paragraph c.1. of this award term:
- i. To the recipient.
- ii. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.
- d. Exemptions
- If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:
- i. Subawards, and
- ii. The total compensation of the five most highly compensated executives of any subrecipient.
- e. Definitions. For purposes of this award term:
1. Entity means all of the following, as defined in 2 C.F.R. part 25:
- i. A Governmental organization, which is a State, local government, or Indian tribe;
- ii. A foreign public entity;
- iii. A domestic or foreign nonprofit organization;
- iv. A domestic or foreign for-profit organization;
- v. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.
2. Executive means officers, managing partners, or any other employees in management positions.
3. Subaward:
- i. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
- ii. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 C.F.R. part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*).
- iii. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.
4. Subrecipient means an entity that:
- i. Receives a subaward from you (the recipient) under this award; and
- ii. Is accountable to you for the use of the Federal funds provided by the subaward.

5. Total compensation means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 C.F.R. § 229.402(c)(2)):

- i. Salary and bonus.
- ii. Awards of stock, stock options, and stock appreciation rights. Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
- iii. Earnings for services under non-equity incentive plans. This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives, and are available generally to all salaried employees.
- iv. Change in pension value. This is the change in present value of defined benefit and actuarial pension plans.
- v. Above-market earnings on deferred compensation which is not tax-qualified.
- vi. Other compensation, if the aggregate value of all such other compensation (e.g. severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the executive exceeds \$10,000.

RUS Project Designation:

TN0780-A16

DISTANCE LEARNING AND TELEMEDICINE
GRANT AGREEMENT

dated as of December 16, 2025 between

COUNTY OF HICKMAN,
as Grantee

and

THE UNITED STATES OF AMERICA
as Grantor

UNITED STATES DEPARTMENT OF AGRICULTURE RURAL UTILITIES SERVICE

DISTANCE LEARNING AND TELEMEDICINE GRANT AGREEMENT

THIS DISTANCE LEARNING AND TELEMEDICINE GRANT AGREEMENT (this "Agreement,") dated as of December 16, 2025, between **COUNTY OF HICKMAN**, as Grantee (hereinafter the "Grantee,") a Public Body existing under the laws of Tennessee, and the **UNITED STATES OF AMERICA**, as Grantor (hereinafter the "Government,") acting through the Administrator of the Rural Utilities Service ("RUS.")

WHEREAS, the Grantee has applied for financial assistance ("Application") to RUS to finance a Project providing distance learning and/or telemedicine services in rural areas as described in a scope of work plan (the scope of work plan and any revisions thereto, all as approved in writing by RUS, hereinafter the "Scope of Work Plan,")

WHEREAS, RUS is willing to extend financial assistance, in the form of a grant (the "Grant") to the Grantee, pursuant to Title VII of the Federal Agriculture Improvement and Reform Act of 1996 (7 U.S.C. § 950aaa), the Notice of Funding Opportunity ("NOFO") published on www.grants.gov on January 6, 2025, and all applicable federal regulations, on the terms and conditions stated herein; and

WHEREAS, the Grantee is willing to secure its other obligations to RUS on the terms stated herein;

THEREFORE, for and in consideration of the premises and the mutual covenants herein contained, the parties agree and bind themselves as follows:

ARTICLE I - DEFINITIONS

SECTION 1.1 Definitions

The terms defined herein include both the plural and the singular. Unless otherwise specifically provided, all accounting terms not otherwise defined herein shall have the meanings assigned to them, and all determinations and computations herein provided for shall be made in accordance with Accounting Requirements.

"Accounting Requirements" shall mean compliance with U.S. Generally Accepted Accounting Principles (GAAP) acceptable to RUS as well as compliance with the requirements of 2 C.F.R. part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (and by adoption, 48 C.F.R. § 31.2 of the Federal Acquisition Regulations).

"Advance" or "Advances" shall mean an advance or advances made by RUS pursuant to this Agreement.

"Application" shall have the meaning as defined in the second paragraph hereof.

"DLT Regulations" shall mean the specific RUS Regulations promulgated at 7 C.F.R. part 1734, *Distance Learning and Telemedicine Loan and Grant Program*, as amended from time to time.

"Expiration Date" shall have the meaning as defined in Section 3.1(b) hereof.

"Laws" shall have the meaning as defined in Section 2.1(e) hereof.

"Matching Contribution" shall have the meaning as defined in Section 4.2(d) hereof.

"Project" shall have the meaning as defined in Section 3.2(a) hereof.

"Release of Funds Date" shall mean the date funds are first made available as evidenced by the notice sent by the Agency to the Awardee.

“RUS Regulations” shall mean the rules, regulations and bulletins of general applicability published by RUS from time to time, as such rules, regulations and bulletins exist at the date of applicability thereof, and shall also include any rule and regulations of other Federal entities which RUS is required by law to implement. Any reference to specific RUS Regulations shall mean the version of and cite to such regulation effective at the date of applicability thereof.

“Scope of Work Plan” shall have the meaning as defined in the second paragraph of this Agreement.

ARTICLE II - REPRESENTATIONS AND WARRANTIES

SECTION 2.1 Representations and Warranties of Grantee

Recognizing that RUS is relying hereon, the Grantee represents and warrants, as of the date of this Agreement, as follows:

- (a) *Organization; Power, Etc.* The Grantee: (i) is the type of organization specified in the first paragraph hereof, duly organized, validly existing, and in good standing under the laws of the State identified in the first paragraph hereof; (ii) is duly qualified to do business and is in good standing in each jurisdiction in which the transaction of its business make such qualification necessary; (iii) has all requisite and legal power to own and operate its assets and to carry on its business and to enter into and perform its obligations under this Agreement; (iv) has duly and lawfully obtained and maintained all material licenses, certificates, permits, authorizations and approvals which are necessary to the conduct of its business or required by applicable Laws; and (v) is eligible to obtain the financial assistance from RUS contemplated by this Agreement.
- (b) *Authority.* The execution, delivery and performance by the Grantee of this Agreement and the performance of the transactions contemplated hereby have been duly authorized by all necessary action and do not violate any provision of law or any charter, articles of incorporation, organizational documents or bylaws of the Grantee or result in a breach of, or constitute a default under, any agreement, security agreement, note or other instrument to which the Grantee is a party or by which it may be bound. The Grantee has not received any notice from any other party to any of the foregoing that a default has occurred or that any event or condition exists that with the giving of notice or lapse of time or both would constitute such a default.
- (c) *Consents.* No consent, approval, authorization, order, filing, qualification, license, or permit of any governmental authority is necessary in connection with the execution, delivery, performance or enforcement of this Agreement, except such as have been obtained and are in full force and effect.
- (d) *Binding Agreement.* This Agreement is, when executed and delivered, the legal, valid, and binding obligation of the Grantee, enforceable in accordance with its terms, subject only to limitations on enforceability imposed in equity or by applicable bankruptcy, insolvency, reorganization, moratorium or similar laws affecting creditors' rights generally.
- (e) *Compliance with Laws.* The Grantee is in compliance in all material respects with all federal, state and local laws, rules, regulations, ordinances, codes and orders (collectively, “Laws.”)

- (f) *Information Submitted with Application.* All information, reports, and other documents and data submitted to RUS in connection with the Application were, at the time the same were furnished, complete, and correct in all material respects. Any financial statements or data submitted to RUS in connection with the Application present fairly, in all material respects, the financial position of the Grantee and the results of its operations in conformity with Accounting Requirements. Since the date thereof, there has been no material adverse change in the financial condition or operations of the Grantee.
- (g) *Principal Place of Business.* The principal place of business and chief executive office of the Grantee is at the address specified in Schedule I hereto.
- (h) *Ratification.* By executing this Agreement, the Grantee affirms and ratifies all statements, representations and written documents that it has submitted to RUS in connection with the Grant.
- (i) *Recipient and Subrecipient Reporting.* The Grantee has the necessary processes and systems in place to comply with the reporting requirements for first-tier, sub-awards, and executive compensation under the Federal Funding Accountability and Transparency Act of 2006, unless Grantee is exempt from such reporting requirements pursuant to 2 C.F.R. part 170.

ARTICLE III - THE GRANT

SECTION 3.1 Grant Amount and Expiration Date

- (a) *Grant Amount.* RUS agrees to make and the Grantee agrees to accept, on the terms and conditions stated in this Agreement, the Grant, in the maximum amount specified in Schedule I hereto.
- (b) *Expiration Date.* The Grant, and the obligation of RUS to advance the Grant, or any portion thereof, shall expire on a date three (3) years from the Release of Funds date (the "Expiration Date"). No portion of the Grant will be advanced by RUS to the Grantee after the Expiration Date. RUS, in its sole discretion, may approve a one-time extension of the Expiration Date, not to exceed 12 months, provided that the Grantee notify RUS, in writing at least ten days prior to the Expiration Date, of the reasons and need for an extension, together with a suggested, revised Expiration Date.

SECTION 3.2 Project

- (a) *Grant Purpose.* The Grant has been made solely to finance the project specifically described in the Application and Scope of Work Plan (hereinafter the "Project") to furnish or improve distance learning and/or telemedicine services in rural areas.
- (b) *Changes to Project.* The Grantee shall obtain the prior written approval of RUS for any material change to the scope, budget, design, construction, delivery of services, or objectives of the Project, including, but not limited to any changes to discrete budget line items, or the amount of Grant funds allocated thereto, within the overall Project. Such approved material changes shall be set forth in a revised Scope of Work Plan submitted to RUS.

ARTICLE IV - CONDITIONS OF FUNDING

SECTION 4.1 General Conditions

In connection with the execution and delivery of this Agreement, each of the following conditions shall be satisfied (all documents, certificates and other evidence of such conditions are to be satisfactory to RUS in its discretion):

- (a) *Legal Matters.* All legal matters incident to the consummation of the transactions hereby contemplated shall be satisfactory to counsel for RUS.
- (b) *Executed Grant Agreement.* RUS shall receive duly executed originals of this Agreement.
- (c) *Articles of Incorporation, Charter, Bylaws and Organizational Documents.* With respect to corporate and cooperative grantees, RUS shall have received copies of the Grantee's articles of incorporation or charter and bylaws. With respect to limited liability companies or similar grantees, RUS shall have received copies of the Grantee's organization documents.
- (d) *Authorizations.* RUS shall have received evidence satisfactory to it that all documents and proceedings of the Grantee necessary for duly authorizing the execution, delivery and performance of this Agreement have been obtained and are in full force and effect.
- (e) *Approvals.* RUS shall have received evidence satisfactory to it that the Grantee has duly registered when and where required by law with all state, Federal and other public authorities and regulatory bodies and obtained all authorizations, certificates, permits, licenses, franchises and approvals necessary for, or required as a condition of, the validity and enforceability of this Agreement and for the construction and operation of the Project.
- (f) *Opinion of Counsel.* For Grants in the amount of \$500,000 or more, RUS shall receive an opinion of counsel for the Grantee, licensed in the Grantee's state of incorporation, in form and content acceptable to RUS.
- (g) *ACH.* That Grantee agrees to use of the Automated Clearing House (ACH) Payment System that deposits funds directly into the bank account Grantee designates.

SECTION 4.2 Conditions to Advances

The obligations of RUS to approve any Advance of the Grant is subject to the satisfaction of each of the following conditions precedent on or before the date of such Advance (all documents, certificates and other evidence of such conditions precedent are to be satisfactory to RUS in its discretion):

- (a) *Continuing Representations and Warranties.* That the representations and warranties of the Grantee contained in this Agreement be true and correct on and as of the date of such Advance as though made on and as of such date.
- (b) *Requisitions and Supporting Documentation.* That RUS shall have received not more frequently than once a month, a completed Standard Form 270, *Request for Advance or Reimbursement* (hereinafter "Request for Advance,") bearing the original signature of the officer, employee, or agent of the Grantee authorized to receive, disburse, or receive and disburse the Grant, and supporting documentation from the Grantee in accordance with RUS Regulations and DLT Regulations. All Advances shall be limited to the minimum amounts required for the Grantee's immediate disbursement needs and shall be requested by the Grantee only for actual immediate cash requirements of the Grantee. All Advances shall either be provided on a reimbursement basis, supported by documentation including, but not limited to, paid invoices, employee timesheets or lease agreements, or based on unpaid invoices for eligible grant purposes.

- (c) *Certification of Authority.* That RUS has received from the Grantee a duly authorized and executed certification of authority designating an officer, employee, or agent of the Grantee as the person or persons authorized to execute and submit, on behalf of the Grantee, the Request for Advance.
- (d) *Matching Contribution.* Evidence that the Grantee has provided or made provision for the entire matching contribution, as defined and set forth in 7 C.F.R. § 1734.22 ("Matching Contribution,") to the Project as set forth on Schedule I, or that the Grantee has provided or made provision for a pro rata Matching Contribution in an amount at least equal to the percentage (as specified in Schedule I) of the requested Advance, which evidence may be in the form of documentation including, but not limited to, paid invoices, employee timesheets, lease agreements, or bank deposit slips.
- (e) *Compliance with Agreement.* That the Grantee is in material compliance with the Agreement.
- (f) *Additional Documents.* The Grantee agrees to provide RUS with such additional documents as RUS may request.
- (g) *Additional Conditions.* The Grantee has met all additional conditions specified in Schedule I hereto.

ARTICLE V - AFFIRMATIVE COVENANTS

SECTION 5.1 Generally

Unless otherwise agreed to in writing by RUS, while this Agreement is in effect, the Grantee shall duly observe each of the affirmative covenants contained in this Article V.

SECTION 5.2 Use of Advances

The Grantee shall expend the Grant funds only for approved purposes as set forth in the DLT Regulations, the Scope of Work Plan, the Request(s) for Advance, and in accordance with the Accounting Requirements. The Grant shall not be expended to cover any costs incurred in connection with the Project prior to the date of receipt by RUS of the Application. The Grantee acknowledges that RUS approval for any Request for Advance shall not be a waiver of any provision or requirement contained or cited herein, but shall be subject to a subsequent compliance review.

SECTION 5.3 Unused and Disallowed Advances

- (a) The Grantee shall return to RUS forthwith all or any advanced portion of the Grant not disbursed by the Grantee for the Project or not needed to complete the Project with any interest earned.
- (b) The Grantee shall reimburse RUS for any advanced funds whose original expenditure has been disallowed by a RUS grant audit. Disallowances shall be satisfied, as directed by RUS, by either administrative offset against requests for Advances or repaying the disallowed amount directly to the United States Treasury.

SECTION 5.4 Financial Books

- (a) The Grantee shall maintain, at its premises, such books, documents, papers, or other records and supporting documents, including, but not limited to, invoices, receipts, and bills of sale, adequate to identify the purposes for which, and the manner in which Grant and other funds were expended on the Project. The Grantee shall maintain all such records and copies of forms or financial reports, submitted to RUS in connection with the Grant, for

the longest of: (i) three years from the date the Grantee submits its final Project Performance Activity Report; (ii) three years from resolution of disputed items with RUS; or (iii) three years from disposition of property acquired with Grant funds during the term of the Grant.

- (b) The Grantee will maintain complete, accurate, and current disclosure of the financial results of each Project in accordance with the DLT Regulations and Accounting Requirements. The source and application of funds shall be readily identified by the continuous maintenance of updated records, with all accounting records being supported by source documentation. Established procedures shall be used for determining the reasonableness, allowability, and allocation of costs in accordance with the DLT Regulations and the Accounting Requirements.

SECTION 5.5 Rights of Inspection and Compliance Reviews

- (a) The Grantee shall afford RUS, the Office of Inspector General of USDA and the General Accounting Office, through its representatives, reasonable opportunity, at all times during business hours and upon prior notice, to have access to and right to inspect the Project, and any and all books, records, accounts, including electronic books, records, accounts and electronic mail messages, regardless of the physical form or characteristics, and any and all invoices, contracts, leases, payrolls, canceled checks, statements and other documents and papers of every kind belonging to or in any way pertaining to the Grant and to make copies or extracts therefrom.
- (b) The Grantee shall afford RUS, reasonable opportunity, at all times during business hours and upon prior notice, to conduct a compliance review to determine compliance with this Agreement and to determine whether expenditures and disbursements of the Grant were for approved purposes, and/or in accordance with the Grantee's Request(s) for Advance and the supporting documentation thereto.

SECTION 5.6 Annual Audits

- (a) Non-Federal Entities, which include Grantees that are States, local governments, Indian tribes, institutions of higher education, or nonprofit organizations, shall provide RUS with an audit pursuant to 2 C.F.R. part 200, Subpart F (Audit Requirements). The Grantee must follow subsection 200.502 in determining federal awards expended. All RUS loans impose an ongoing compliance requirement for the purpose of determining federal awards expended during a fiscal year. In addition, the Grantee must include the value of new federal loans made along with any grant expenditures from all federal sources during the Grantee's fiscal year. Therefore, the audit submission requirement for this program begins in the Grantee's fiscal year that the loan is made and thereafter, based on the balance of federal loan(s) at the beginning of the audit period. All required audits must be submitted within the earlier of: (i) 30 calendar days after receipt of the auditor's report; or (ii) nine months after the end of the Grantee's audit period.
- (b) For all other entities, Grantees shall provide RUS with an audit within 120 days after the as of audit date in accordance with 7 C.F.R. part 1773, Policy on Audits of RUS Borrowers. Note that with respect to Advances that contain loan funds, the audit is required after an Advance has been made, and, thereafter, from the close of each subsequent fiscal year until the loan is repaid in full. With respect to Advances that only contain grant funds, the audit is required until all grant funds have been expended or rescinded. While an audit is required, Grantees must also submit a report on compliance and internal controls over financial reporting, as well as a report on compliance with aspects of contractual agreements and regulatory requirements.

SECTION 5.7 Project Performance and Financial Reporting

- (a) *Annual Financial Report and Project Performance Activity Report.* No later than January 31st of the following year in which all or any portion of the Grant is first advanced and continuing in subsequent years until completion of the Project, the Grantee must submit the following information to RUS, as directed by the agency:
 - (i) An annual, completed SF 425-Federal Financial Report; and
 - (ii) An annual Project Performance Activity Report, which contains the following:
 - (A) a comparison of actual accomplishments to the objectives established for the period;
 - (B) a description of any problems, delays, or adverse conditions which have occurred, or are anticipated, and which may affect the attainment of overall Project objectives, prevent the meeting of time schedules or objectives, or preclude the attainment of particular Project work elements during established time periods, accompanied by a statement of action taken or planned to resolve the situation; and
 - (C) objectives and timetables established for the next reporting period.
- (b) *Final Financial Report and Final Project Performance Activity Report.* No later than one hundred twenty (120) days after the Expiration Date, termination of the Grant, the Project completion, or the final disbursement of the Grant by the Grantee, whichever event occurs first, the Grantee must submit a Final SF 425-Financial Report and a Final Project Performance Activity Report which only covers an evaluation of the success of the Project in meeting the objectives of the program.

SECTION 5.8 Miscellaneous Information to be Provided to RUS

The Grantee shall furnish to RUS such information regarding the condition, financial or otherwise, or operations of the Grantee as RUS may, from time to time, reasonably request.

SECTION 5.9 Obligations with Respect to the Construction, Operation and Maintenance of the Project

- (a) *Project Management and Operation.* The Grantee shall be responsible for managing the day-to-day operations of the Project and will operate the Project in an efficient and economic manner as well as maintaining the Project in good repair. The Grantee shall provide the service described in the Application and, if the Project is owned, leased, or operated by participants other than the Grantee, the Grantee shall monitor such participants and ensure the Project is operated in accordance with representations in the Application.
- (b) *Construction in Accordance with Scope of Work Plan.* The Grantee shall cause the Project to be constructed and completed in accordance and within the time frame and budget set forth in the Scope of Work Plan approved by RUS.
- (c) *Procurement Requirements.* The Grantee shall conduct all procurement transactions in accordance with 2 CFR §§ 200.317-326, unless it has received written approval otherwise.
- (d) *General Insurance Requirements.* In addition to the fidelity bond coverage required in Subsection 4.1(h), the Grantee shall take out and maintain insurance on the Project and any other property acquired with the Grant in accordance with 2 C.F.R. § 200.310.

SECTION 5.10 Compliance with Laws

The Grantee will comply with all applicable federal statutes, regulations and requirements that

govern the Application, the Project, and use of federal grant funds for this Grant.

SECTION 5.11 Additional Project Funding

The Grantee shall ensure that adequate funding is in place to complete the Project and will, after obtaining the prior written approval of RUS, obtain loans or funds or receive binding commitments for supplemental funding in an amount needed to ensure completion of the Project.

SECTION 5.12 Matching Contribution

The Grantee shall provide the entire Matching Contribution prior to the end of the term of this Agreement and in accordance with 2 C.F.R. § 200.306, if applicable.

SECTION 5.13 SAM Registration and Unique Entity Identifier

The Grantee shall comply with the additional requirements set forth in Attachment 1 regarding System for Award Management (SAM) and Unique Entity Identifier. For the purposes of this Agreement the term "you" in Attachment 1 shall mean "Grantee" as defined hereunder. The Grantee's Unique Entity Identifier is listed in Schedule I hereto.

SECTION 5.14 Subawards and Executive Compensation

The Grantee shall comply with the additional requirements set forth in Attachment 2 regarding Subawards, if not restricted under Section 6.4, and Executive Compensation. For the purposes of this Agreement the term "you" in Attachment 2 shall mean "Grantee" as defined hereunder.

SECTION 5.15 Buy American

- (a) *Funding to Non-Federal Entities.* Awardees that are Non-Federal Entities, defined pursuant to 2 CFR 200.1 as any State, local government, Indian tribe, Institution of Higher Education, or nonprofit organization, shall be governed by the requirements of Section 70914 of the Build America, Buy America Act (BABAA) within the IIJA. Any requests for waiver of these requirements must be submitted pursuant to USDA's guidance available online at <https://www.usda.gov/ocfo/federal-financial-assistance-policy/USDABuyAmericaWaiver>.
- (b) *Funding to All Other Entities.* Awardees that are not Non-Federal Entities shall be governed by the Agency's Buy American requirement at 7 CFR part 1787. Any requests for waiver of these requirements must be submitted pursuant to those regulations.

SECTION 5.16 Additional Affirmative Covenants

The Grantee shall comply with the additional affirmative covenants set forth in Schedule I hereto.

ARTICLE VI - NEGATIVE COVENANTS

SECTION 6.1 General

Unless otherwise agreed to in writing by RUS, while this Agreement is in effect, the Grantee shall duly observe each of the negative covenants set forth in this Article VI.

SECTION 6.2 Contracts

The Grantee shall not, without the prior written consent of RUS, enter into any contract or contracts for the operation or maintenance of the Project and shall not enter into any contract for the use by others of the Project.

SECTION 6.3 Historic Preservation

The Grantee shall not, without the prior written consent of RUS, use any Advance to construct any facility which shall involve any district, site, building, structure or object which is included in, or eligible for inclusion in, the National Register of Historic Places maintained by the Secretary of the Interior pursuant to the Historic Sites Act of 1935 and the National Historic Preservation Act of 1966.

SECTION 6.4 Prohibition Against Internal Confidentiality Agreements

- (a) The Grantee shall not require its employees, contractors, or subrecipients to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting them from lawfully reporting that waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.
- (b) The Grantee shall notify its employees, contractors, or subrecipients that the prohibitions and restrictions of any internal confidentiality agreements that may currently be in effect that are inconsistent with paragraph (a) of this section are no longer in effect.
- (c) The prohibition in paragraph (a) above does not contravene requirements imposed by a Federal department or agency governing the nondisclosure of classified information.
- (d) If RUS determines that the Grantee is not in compliance with paragraph (a) or (b) of this section:
 - (1) RUS shall cease to make Grant funds available under this Agreement and shall prohibit the Grantee's use of Grant funds under this award; and
 - (2) RUS may pursue other remedies available due to the Grantee's material failure to comply with award terms and conditions.

SECTION 6.5 Additional Negative Covenants

The Grantee shall comply with the additional negative covenants set forth in Schedule I hereto.

ARTICLE VII – TERMINATION, SUSPENSION AND OTHER REMEDIES

SECTION 7.1 Termination of the Grant

- (a) *Termination of the Grant by RUS.* RUS, in its sole discretion, may terminate the Grant, in whole or part if:
 - (i) RUS does not receive this Agreement, duly executed on behalf of the Grantee, within one hundred twenty (120) days from the date hereof;
 - (ii) all conditions to the Grant, and all conditions to advance are not satisfied within one hundred twenty (120) days from the date hereof;
 - (iii) RUS has determined that the Grantee has failed to materially comply with the terms and conditions of this Agreement;
 - (iv) RUS has determined the award no longer effectuates the program goals or agency priorities;

- (v) In the case of a partial termination by the Grantee, the RUS has determined that the remaining portion of the award will not accomplish the purposes for which the award was made;
 - (vi) any representation or warranty made by the Grantee in the Application, Scope of Work Plan, request for Advance, this Agreement, any certification, or other supporting documentation thereunder, shall prove to be incorrect in any material respect at the time made;
 - (vii) the Grantee shall forfeit or otherwise be deprived of its charter, articles of organization, franchises, permits, easements, consents, or licenses required to carry on any material portion of its business, or an event occurs which can reasonably be expected to result in its dissolution or termination;
 - (viii) a court having proper jurisdiction shall enter a decree or order for relief with respect to the Grantee in an involuntary case under any applicable bankruptcy, insolvency, or other similar law now or hereafter in effect: (A) appointing a receiver, liquidator, assignee, custodian, trustee, sequestrator, or similar official or (B) ordering the winding up or liquidation of its affairs; or the Grantee shall commence a voluntary case under any applicable bankruptcy insolvency or other similar law now or hereafter in effect, or consent to the appointment or taking possession by a receiver, liquidator, assignee, custodian or trustee, of a substantial part of its property, or make any general assignment for the benefit of creditors; and/or
 - (ix) Grantee has filed for dissolution or liquidation, or upon the dissolution or liquidation of the Grantee.
- (b) *Termination of the Grant by the Grantee.* The Grantee may terminate the Grant by providing written notification to RUS, setting forth the reasons for such termination, the effective date, and, in the case of a partial termination, the portion of Grant funds to be terminated. In the case of a partial termination, if RUS determines that the remaining portion of the Grant will not accomplish the Project, then RUS may terminate the Grant in its entirety, and request reimbursement of all advanced Grant funds.
 - (c) *Mutual Termination of the Grant.* RUS and the Grantee may mutually agree, in writing, to terminate the Grant upon certain conditions, specifying the effective date of the termination, and in the case of a partial termination of the Grant, any unadvanced portion of the Grant to be terminated and any advanced portion of the Grant to be returned to RUS.
 - (d) *Effect of Termination.* Upon termination of the Grant: (1) the Grantee shall not incur any new obligations after the effective date of the termination with respect to the Grant, (2) the Grantee shall cancel as many outstanding obligations as possible, and seek to mitigate the costs of any outstanding obligations, and (3) any unadvanced portion of the Grant not required for Approved Purposes shall not be available for advance by RUS and any advanced portion of the Grant not required by the Grantee for Approved Purposes or for completion of the Project shall be immediately returned to RUS.
 - (e) *Notice of Termination.* Written notice of termination shall be sent to the Grantee as provided for in Section 8.1 hereof, setting forth the reason(s) for termination, which termination shall be effective as of the date of receipt of such notice.

SECTION 7.2 Suspension of Advances

RUS may suspend the Grant, in whole or in part, for the reasons specified in Section 7.1 hereof as a basis for Grant termination.

- (a) *Suspension Procedure.* RUS shall issue to the Grantee a suspension notice stating the reasons for the suspension, any corrective action required to be taken by the Grantee and the effective date of the suspension. The suspension shall remain in effect until the Grantee has taken all corrective actions required by RUS and RUS terminates the suspension.
- (b) *Effect of Suspension.* New obligations shall not be incurred by the Grantee during the suspension, following the date of notice of suspension, unless specifically authorized by RUS, in writing. RUS will allow necessary allowable costs which the Grantee could not reasonably avoid during the suspension, if the obligations were properly incurred prior to the date of the suspension and not in anticipation of the suspension or termination. During the suspension, appropriate adjustments shall be made to the Grant by RUS in order that credit not be given to the Grantee for disbursements made in payment of unauthorized obligations incurred by the Grantee during the suspension. RUS may also make adjustments by disallowing all or part of the costs of the Project that are not in compliance with this Agreement or RUS may withhold subsequent Advances.

SECTION 7.3 Misrepresentation and Misappropriation

- (a) Upon a determination by RUS that the Grantee did not utilize the Grant in the manner and exclusively for the Project as approved by RUS, RUS may, in its sole discretion:
 - (i) Disallow all or a part of the expenditures and disbursements of the Grant and require the Grantee to deposit such funds in an account to be applied toward other approved Project purposes or to reimburse the Government;
 - (ii) Suspend making Advances; and/or
 - (iii) Take any other action RUS determines to be necessary including, without limitation, exercising any right or remedy available herein or at law.
- (b) If any representation or warranty made by the Grantee in the Application, Scope of Work Plan, request for Advance, this Agreement, any certification, or other supporting documentation thereunder shall prove to be incorrect in any material respect at the time made, RUS may, in its sole discretion:
 - (i) Suspend making Advances;
 - (ii) Require the Grantee to reimburse the Government for all or any part of the Grant;
 - (iii) Terminate the Grant; and/or
 - (iv) Take any other action RUS determines to be necessary including, without limitation, exercising any right or remedy available herein or at law.

ARTICLE VIII - MISCELLANEOUS

SECTION 8.1 Notices

All notices, requests and other communications provided for herein including, without limitation, any modifications of, or waivers, requests or consents under, this Agreement shall be given or made in writing (including, without limitation, by telecopy) and delivered to the intended recipient at the "Address for Notices" specified below; or, as to any party, at such other address as shall be designated by such party in a notice to each other party. Receipt of all such communications shall be deemed to have occurred when transmitted by telecopier or personally delivered or, in the case of a mailed notice, upon receipt, in each case given or addressed as provided for herein. The Addresses for Notices of the respective parties are as follows:

RUS
Rural Utilities Service
United States Department of Agriculture
1400 Independence Avenue, S.W.
Washington, D.C. 20250-1590
Attention: Administrator

Grantee
See Schedule I

With a copy to:

See Schedule I

With a copy to:

See Schedule I

SECTION 8.2 Expenses

To the extent allowed by law, the Grantee shall pay all costs and expenses of RUS, including reasonable fees of counsel, incurred in connection with the enforcement of the Agreement or with the preparation for such enforcement if RUS has reasonable grounds to believe that such enforcement may be necessary.

SECTION 8.3 No Waiver

No failure on the part of RUS to exercise, and no delay in exercising, any right hereunder shall operate as a waiver thereof nor shall any single or partial exercise by RUS of any right hereunder preclude any other or further exercise thereof or the exercise of any other right.

SECTION 8.4 Governing Law

This Agreement shall be governed by and construed in accordance with applicable federal law, and in the absence of controlling federal law, by the laws of the State identified in the first paragraph herein, except those that would render such choice of law ineffective.

SECTION 8.5 Successors and Assigns

- (a) This Agreement shall be binding upon and inure to the benefit of the Grantee and RUS and their respective successors and assigns, except that the Grantee may not assign or transfer its rights or obligations hereunder without the prior written consent of RUS.
- (b) Pursuant to federal claims collection laws, RUS' claims hereunder may be transferred to other agencies of the United States of America; in the event of such transfer, all security interests, rights and remedies hereby granted or conferred on RUS shall pass to and inure to the benefit of any such successor agency.

SECTION 8.6 Complete Agreement; Waivers and Amendments

Subject to RUS Regulations, this Agreement is intended by the parties to be a complete and final expression of their agreement. However, RUS reserves the right to waive its rights to compliance with any provision of this Agreement. No amendment, modification, or waiver of any provision hereof, and no consent to any departure of the Grantee herefrom, shall be effective unless approved in writing by RUS in the form of either a RUS Regulation or other writing signed by or on behalf of RUS, and then such waiver or consent shall be effective only in the specific instance and for the specific purpose for which given.

SECTION 8.7 Headings

The headings and sub-headings contained in the titling of this Agreement are intended to be used for convenience only and do not constitute part of this Agreement.

SECTION 8.8 Severability

If any term, provision or condition, or any part thereof, of this Agreement shall for any reason be

found or held invalid or unenforceable by any governmental agency or court of competent jurisdiction, such invalidity or unenforceability shall not affect the remainder of such term, provision or condition nor any other term, provision or condition, and this Agreement shall survive and be construed as if such invalid or unenforceable term, provision or condition had not been contained therein.

SECTION 8.9 Schedules and Attachments

Each Schedule and Attachment attached hereto and referred to herein is each an integral part of this Agreement.

SECTION 8.10 Authority of Representatives of RUS

In the case of any consent, approval or waiver from RUS that is required under this Agreement, such consent, approval or waiver must be in writing and signed by an authorized RUS representative to be effective. As used in this section, "authorized RUS representative" means the Administrator of RUS, and also means a person to whom the Administrator has officially delegated specific or general authority to take the action in question.

SECTION 8.11 Amendment of Laws and RUS Regulations

Nothing contained herein shall restrict in any way RUS' right to amend, rescind or supplement any of the RUS Regulations or to seek such changes to existing Laws.

SECTION 8.12 Interest on Disallowed Amounts

Disallowed and reimbursable Advance amounts hereunder shall accrue interest payable to RUS from the date RUS delivers to the Grantee a written demand for payment. Interest shall accrue at a rate equal to the lesser of (a) twelve percent (12%) per annum or (b) the maximum interest rate permissible by law. Termination of the Grant will not affect the right of RUS to disallow expenditures and recover, in full, any amount on the basis of a subsequent audit or other review or the Grantee's obligation to return any disallowed expenditures.

SECTION 8.13 No Third-Party Beneficiary

This Agreement is exclusively between RUS and the Grantee and does not nor is intended to create any privity of contract with any other party not a party hereto, nor to imply a contract in law or fact. Any funds advanced by RUS to the Grantee are intended to finance the Grantee's Project. Any approvals given by RUS to the Grantee are solely for the benefit of RUS. RUS is not obligated to advance grant funds on any contract, or otherwise, between the Grantee and any other party, nor intends to assume, at any time, direct obligations for payment for work, goods, or other performance under such contracts. The obligation to pay any amounts due under such contracts is solely the responsibility of the Grantee. Nothing herein, express or implied, is intended to, or shall confer upon, any other person any right, benefit, or remedy of any nature whatsoever under or by reason of the Grant Agreement between RUS and the Grantee.

SECTION 8.14 Disposition of Grant Property

Unless otherwise agreed to in writing by RUS, any and all dispositions of Grant property shall be made in accordance with federal regulations at 2 C.F.R. part 200.

SECTION 8.15 Term

This Agreement shall remain in effect until one of the following three events has occurred:

- (a) The Grantee and RUS replace this Agreement with another written agreement;
- (b) All of the Grantee's obligations under this Agreement have been discharged; or

(c) This Agreement has been terminated pursuant to the provisions of Article VII hereof.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed as of the day and year first above written.

COUNTY OF HICKMAN

by:

[Digital (or Electronic) Signature]

[Name, Position – Please Print]

UNITED STATES OF AMERICA

by Administrator of the Rural Utilities Service

**KARL
ELMSHAEUSER**

Digitally signed by KARL
ELMSHAEUSER
Date: 2025.12.30 08:55:43 -05'00'

[Digital Signature]

SCHEDULE I

1. Article II Representations and Warranties
 - a. Section 2.1(g) Grantee's address:
County of Hickman
115 Murphree Avenue
Centerville, Tennessee 37033-1443
2. Article III The Grant
 - a. Section 3.1(a) Maximum Grant Amount: \$532,328
3. Article IV Conditions of Grant Funds Release
 - a. Section 4.2(d) Matching Contribution amount is \$79,926
 - b. Section 4.2(d) Matching Contribution shall be equal to at least 15.01 % of each Advance (with credit given for those contributions exceeding 15.01% toward the next Advance). Evidence that the pro-rata share of the Matching Contribution has been made or will be made must be presented with the request for each Advance.
 - c. Section 4.2(g) Additional Conditions:
4. Article V Affirmative Covenants
 - a. Section 5.14 Grantee's Unique Entity Identifier: **U6DSGBRPSWN5**
 - b. Section 5.16 Additional Affirmative Covenants: None
5. Article VI Negative Covenants
 - a. Section 6.5 Additional Negative Covenants:
 - (a) **Grantee may not subaward any part of the Grant without the express, prior written approval of RUS.**
6. Article VIII Miscellaneous
 - a. Section 8.1 Grantee's address for purposes of notification: Copy sent to:

Dr. Belinda Anderson
Interim Director of Schools
County of Hickman
115 Murphree Avenue
Centerville, Tennessee 37033-1443
john.mullins@hickmank12.org
 - b. Section 8.1 RUS' copy address for purposes of notifications: Copy sent to:

Aylene Mafnas, Deputy Assistant Administrator
Portfolio Mgmt. Risk Assessment Div./RUS/USDA
Stop #1590, Room 4121 South Building
1400 Independence Avenue, SW
Washington, DC 20250-1590
TelecomPMRA@usda.gov

ATTACHMENT 1

SYSTEM FOR AWARD MANAGEMENT AND UNIVERSAL IDENTIFIER REQUIREMENTS

A. Requirement for System for Award Management

Unless you are exempted from this requirement under [2 C.F.R. § 25.110](#), you as the recipient must maintain current information in SAM. This includes information on your immediate and highest level owner and subsidiaries, as well as on all of your predecessors that have been awarded a Federal contract or Federal financial assistance within the last three years, if applicable, until you submit the final financial report required under this Federal award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another Federal award term.

B. Requirement for Unique Entity Identifier

If you are authorized to make subawards under this Federal award, you:

- a. Must notify potential subrecipients that no entity (*see* definition in paragraph C of this award term) may receive a subaward from you unless the entity has provided its Unique Entity Identifier to you. Subrecipients are not required to obtain an active SAM registration, but must obtain a Unique Entity Identifier.
2. May not make a subaward to an entity unless the entity has provided its Unique Entity Identifier to you.

C. Definitions

For purposes of this award term:

1. **System for Award Management (SAM)** means the Federal repository into which a recipient must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM Internet site (currently at <http://www.sam.gov>).
2. **Unique Entity Identifier** means the identifier assigned by SAM to uniquely identify business entities.
3. **Entity** includes non-Federal entities as defined [2 C.F.R. 200](#) and also includes all of the following for the purposes of this part:
 - a. A foreign organization;
 - b. A foreign public entity;
 - c. A domestic for-profit organization; and
 - d. A Federal agency.
4. **Subaward** has the meaning given in [2 C.F.R. 200.1](#).
5. **Subrecipient** has the meaning given in [2 C.F.R. 200.1](#).

ATTACHMENT 2

REPORTING SUBAWARDS AND EXECUTIVE COMPENSATION.

a. Reporting of first-tier subawards.

1. Applicability. Unless you are exempt as provided in paragraph d. of this award term, you must report each action that obligates \$25,000 or more in Federal funds that does not include Recovery funds (as defined in section 1512(a)(2) of the American Recovery and Reinvestment Act of 2009, Pub.L. 111-5) for a subaward to an entity (see definitions in paragraph e. of this award term).
2. Where and when to report.
 - i. You must report each obligating action described in paragraph a.1. of this award term to <http://www.fsrs.gov>. PLEASE NOTE: Currently underway is a consolidation of eight federal procurement systems, including the Sub-award Reporting System (FSRS), into one system, the System for Award Management (SAM). Therefore, please note that the Sub-award Reporting System (FSRS) will soon be consolidated into and accessed through SAM.gov.
 - ii. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
3. What to report. You must report the information about each obligating action that the submission instructions posted at <http://www.fsrs.gov> specify.

b. Reporting Total Compensation of Recipient Executives.

1. Applicability and what to report. You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if--
 - i. the total Federal funding authorized to date under this award is \$25,000 or more;
 - ii. in the preceding fiscal year, you received--
 - (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
 - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
 - iii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/excomp.htm>.)
2. Where and when to report. You must report executive total compensation described in paragraph b.1. of this award term:
 - i. As part of your registration profile at <http://www.sam.gov>.
 - ii. By the end of the month following the month in which this award is made, and annually thereafter.
- c. Reporting of Total Compensation of Subrecipient Executives.
 1. Applicability and what to report. Unless you are exempt as provided in paragraph d. of this award term, for each first-tier subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if--
 - i. in the subrecipient's preceding fiscal year, the subrecipient received--

(A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and

(B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and

ii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

2. Where and when to report. You must report subrecipient executive total compensation described in paragraph c.1. of this award term:

i. To the recipient.

ii. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.

d. Exemptions

If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:

i. Subawards, and

ii. The total compensation of the five most highly compensated executives of any subrecipient.

e. Definitions. For purposes of this award term:

1. Entity means all of the following, as defined in 2 C.F.R. part 25:

i. A Governmental organization, which is a State, local government, or Indian tribe;

ii. A foreign public entity;

iii. A domestic or foreign nonprofit organization;

iv. A domestic or foreign for-profit organization;

v. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.

2. Executive means officers, managing partners, or any other employees in management positions.

3. Subaward:

i. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.

ii. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 C.F.R. part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*).

iii. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.

4. Subrecipient means an entity that:

i. Receives a subaward from you (the recipient) under this award; and

ii. Is accountable to you for the use of the Federal funds provided by the subaward.

5. Total compensation means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 C.F.R. § 229.402(c)(2)):

- i. Salary and bonus.
- ii. Awards of stock, stock options, and stock appreciation rights. Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
- iii. Earnings for services under non-equity incentive plans. This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives, and are available generally to all salaried employees.
- iv. Change in pension value. This is the change in present value of defined benefit and actuarial pension plans.
- v. Above-market earnings on deferred compensation which is not tax-qualified.
- vi. Other compensation, if the aggregate value of all such other compensation (e.g. severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the executive exceeds \$10,000.

RUS Project Designation:

TN0780-A16

DISTANCE LEARNING AND TELEMEDICINE
GRANT AGREEMENT

dated as of December 16, 2025 between

COUNTY OF HICKMAN,
as Grantee

and

THE UNITED STATES OF AMERICA
as Grantor

UNITED STATES DEPARTMENT OF AGRICULTURE RURAL UTILITIES SERVICE

DISTANCE LEARNING AND TELEMEDICINE GRANT AGREEMENT

THIS DISTANCE LEARNING AND TELEMEDICINE GRANT AGREEMENT (this "Agreement,") dated as of December 16, 2025, between **COUNTY OF HICKMAN**, as Grantee (hereinafter the "Grantee,") a Public Body existing under the laws of Tennessee, and the **UNITED STATES OF AMERICA**, as Grantor (hereinafter the "Government,") acting through the Administrator of the Rural Utilities Service ("RUS.")

WHEREAS, the Grantee has applied for financial assistance ("Application") to RUS to finance a Project providing distance learning and/or telemedicine services in rural areas as described in a scope of work plan (the scope of work plan and any revisions thereto, all as approved in writing by RUS, hereinafter the "Scope of Work Plan,")

WHEREAS, RUS is willing to extend financial assistance, in the form of a grant (the "Grant") to the Grantee, pursuant to Title VII of the Federal Agriculture Improvement and Reform Act of 1996 (7 U.S.C. § 950aaa), the Notice of Funding Opportunity ("NOFO") published on www.grants.gov on January 6, 2025, and all applicable federal regulations, on the terms and conditions stated herein; and

WHEREAS, the Grantee is willing to secure its other obligations to RUS on the terms stated herein;

THEREFORE, for and in consideration of the premises and the mutual covenants herein contained, the parties agree and bind themselves as follows:

ARTICLE I - DEFINITIONS

SECTION 1.1 Definitions

The terms defined herein include both the plural and the singular. Unless otherwise specifically provided, all accounting terms not otherwise defined herein shall have the meanings assigned to them, and all determinations and computations herein provided for shall be made in accordance with Accounting Requirements.

"Accounting Requirements" shall mean compliance with U.S. Generally Accepted Accounting Principles (GAAP) acceptable to RUS as well as compliance with the requirements of 2 C.F.R. part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (and by adoption, 48 C.F.R. § 31.2 of the Federal Acquisition Regulations).

"Advance" or "Advances" shall mean an advance or advances made by RUS pursuant to this Agreement.

"Application" shall have the meaning as defined in the second paragraph hereof.

"DLT Regulations" shall mean the specific RUS Regulations promulgated at 7 C.F.R. part 1734, *Distance Learning and Telemedicine Loan and Grant Program*, as amended from time to time.

"Expiration Date" shall have the meaning as defined in Section 3.1(b) hereof.

"Laws" shall have the meaning as defined in Section 2.1(e) hereof.

"Matching Contribution" shall have the meaning as defined in Section 4.2(d) hereof.

"Project" shall have the meaning as defined in Section 3.2(a) hereof.

"Release of Funds Date" shall mean the date funds are first made available as evidenced by the notice sent by the Agency to the Awardee.

“RUS Regulations” shall mean the rules, regulations and bulletins of general applicability published by RUS from time to time, as such rules, regulations and bulletins exist at the date of applicability thereof, and shall also include any rule and regulations of other Federal entities which RUS is required by law to implement. Any reference to specific RUS Regulations shall mean the version of and cite to such regulation effective at the date of applicability thereof.

“Scope of Work Plan” shall have the meaning as defined in the second paragraph of this Agreement.

ARTICLE II - REPRESENTATIONS AND WARRANTIES

SECTION 2.1 Representations and Warranties of Grantee

Recognizing that RUS is relying hereon, the Grantee represents and warrants, as of the date of this Agreement, as follows:

- (a) *Organization; Power, Etc.* The Grantee: (i) is the type of organization specified in the first paragraph hereof, duly organized, validly existing, and in good standing under the laws of the State identified in the first paragraph hereof; (ii) is duly qualified to do business and is in good standing in each jurisdiction in which the transaction of its business make such qualification necessary; (iii) has all requisite and legal power to own and operate its assets and to carry on its business and to enter into and perform its obligations under this Agreement; (iv) has duly and lawfully obtained and maintained all material licenses, certificates, permits, authorizations and approvals which are necessary to the conduct of its business or required by applicable Laws; and (v) is eligible to obtain the financial assistance from RUS contemplated by this Agreement.
- (b) *Authority.* The execution, delivery and performance by the Grantee of this Agreement and the performance of the transactions contemplated hereby have been duly authorized by all necessary action and do not violate any provision of law or any charter, articles of incorporation, organizational documents or bylaws of the Grantee or result in a breach of, or constitute a default under, any agreement, security agreement, note or other instrument to which the Grantee is a party or by which it may be bound. The Grantee has not received any notice from any other party to any of the foregoing that a default has occurred or that any event or condition exists that with the giving of notice or lapse of time or both would constitute such a default.
- (c) *Consents.* No consent, approval, authorization, order, filing, qualification, license, or permit of any governmental authority is necessary in connection with the execution, delivery, performance or enforcement of this Agreement, except such as have been obtained and are in full force and effect.
- (d) *Binding Agreement.* This Agreement is, when executed and delivered, the legal, valid, and binding obligation of the Grantee, enforceable in accordance with its terms, subject only to limitations on enforceability imposed in equity or by applicable bankruptcy, insolvency, reorganization, moratorium or similar laws affecting creditors' rights generally.
- (e) *Compliance with Laws.* The Grantee is in compliance in all material respects with all federal, state and local laws, rules, regulations, ordinances, codes and orders (collectively, “Laws.”)

- (f) *Information Submitted with Application.* All information, reports, and other documents and data submitted to RUS in connection with the Application were, at the time the same were furnished, complete, and correct in all material respects. Any financial statements or data submitted to RUS in connection with the Application present fairly, in all material respects, the financial position of the Grantee and the results of its operations in conformity with Accounting Requirements. Since the date thereof, there has been no material adverse change in the financial condition or operations of the Grantee.
- (g) *Principal Place of Business.* The principal place of business and chief executive office of the Grantee is at the address specified in Schedule I hereto.
- (h) *Ratification.* By executing this Agreement, the Grantee affirms and ratifies all statements, representations and written documents that it has submitted to RUS in connection with the Grant.
- (i) *Recipient and Subrecipient Reporting.* The Grantee has the necessary processes and systems in place to comply with the reporting requirements for first-tier, sub-awards, and executive compensation under the Federal Funding Accountability and Transparency Act of 2006, unless Grantee is exempt from such reporting requirements pursuant to 2 C.F.R. part 170.

ARTICLE III - THE GRANT

SECTION 3.1 Grant Amount and Expiration Date

- (a) *Grant Amount.* RUS agrees to make and the Grantee agrees to accept, on the terms and conditions stated in this Agreement, the Grant, in the maximum amount specified in Schedule I hereto.
- (b) *Expiration Date.* The Grant, and the obligation of RUS to advance the Grant, or any portion thereof, shall expire on a date three (3) years from the Release of Funds date (the "Expiration Date"). No portion of the Grant will be advanced by RUS to the Grantee after the Expiration Date. RUS, in its sole discretion, may approve a one-time extension of the Expiration Date, not to exceed 12 months, provided that the Grantee notify RUS, in writing at least ten days prior to the Expiration Date, of the reasons and need for an extension, together with a suggested, revised Expiration Date.

SECTION 3.2 Project

- (a) *Grant Purpose.* The Grant has been made solely to finance the project specifically described in the Application and Scope of Work Plan (hereinafter the "Project") to furnish or improve distance learning and/or telemedicine services in rural areas.
- (b) *Changes to Project.* The Grantee shall obtain the prior written approval of RUS for any material change to the scope, budget, design, construction, delivery of services, or objectives of the Project, including, but not limited to any changes to discrete budget line items, or the amount of Grant funds allocated thereto, within the overall Project. Such approved material changes shall be set forth in a revised Scope of Work Plan submitted to RUS.

ARTICLE IV - CONDITIONS OF FUNDING

SECTION 4.1 General Conditions

In connection with the execution and delivery of this Agreement, each of the following conditions shall be satisfied (all documents, certificates and other evidence of such conditions are to be satisfactory to RUS in its discretion):

- (a) *Legal Matters.* All legal matters incident to the consummation of the transactions hereby contemplated shall be satisfactory to counsel for RUS.
- (b) *Executed Grant Agreement.* RUS shall receive duly executed originals of this Agreement.
- (c) *Articles of Incorporation, Charter, Bylaws and Organizational Documents.* With respect to corporate and cooperative grantees, RUS shall have received copies of the Grantee's articles of incorporation or charter and bylaws. With respect to limited liability companies or similar grantees, RUS shall have received copies of the Grantee's organization documents.
- (d) *Authorizations.* RUS shall have received evidence satisfactory to it that all documents and proceedings of the Grantee necessary for duly authorizing the execution, delivery and performance of this Agreement have been obtained and are in full force and effect.
- (e) *Approvals.* RUS shall have received evidence satisfactory to it that the Grantee has duly registered when and where required by law with all state, Federal and other public authorities and regulatory bodies and obtained all authorizations, certificates, permits, licenses, franchises and approvals necessary for, or required as a condition of, the validity and enforceability of this Agreement and for the construction and operation of the Project.
- (f) *Opinion of Counsel.* For Grants in the amount of \$500,000 or more, RUS shall receive an opinion of counsel for the Grantee, licensed in the Grantee's state of incorporation, in form and content acceptable to RUS.
- (g) *ACH.* That Grantee agrees to use of the Automated Clearing House (ACH) Payment System that deposits funds directly into the bank account Grantee designates.

SECTION 4.2 Conditions to Advances

The obligations of RUS to approve any Advance of the Grant is subject to the satisfaction of each of the following conditions precedent on or before the date of such Advance (all documents, certificates and other evidence of such conditions precedent are to be satisfactory to RUS in its discretion):

- (a) *Continuing Representations and Warranties.* That the representations and warranties of the Grantee contained in this Agreement be true and correct on and as of the date of such Advance as though made on and as of such date.
- (b) *Requisitions and Supporting Documentation.* That RUS shall have received not more frequently than once a month, a completed Standard Form 270, *Request for Advance or Reimbursement* (hereinafter "Request for Advance,") bearing the original signature of the officer, employee, or agent of the Grantee authorized to receive, disburse, or receive and disburse the Grant, and supporting documentation from the Grantee in accordance with RUS Regulations and DLT Regulations. All Advances shall be limited to the minimum amounts required for the Grantee's immediate disbursement needs and shall be requested by the Grantee only for actual immediate cash requirements of the Grantee. All Advances shall either be provided on a reimbursement basis, supported by documentation including, but not limited to, paid invoices, employee timesheets or lease agreements, or based on unpaid invoices for eligible grant purposes.

- (c) *Certification of Authority.* That RUS has received from the Grantee a duly authorized and executed certification of authority designating an officer, employee, or agent of the Grantee as the person or persons authorized to execute and submit, on behalf of the Grantee, the Request for Advance.
- (d) *Matching Contribution.* Evidence that the Grantee has provided or made provision for the entire matching contribution, as defined and set forth in 7 C.F.R. § 1734.22 ("Matching Contribution,") to the Project as set forth on Schedule I, or that the Grantee has provided or made provision for a pro rata Matching Contribution in an amount at least equal to the percentage (as specified in Schedule I) of the requested Advance, which evidence may be in the form of documentation including, but not limited to, paid invoices, employee timesheets, lease agreements, or bank deposit slips.
- (e) *Compliance with Agreement.* That the Grantee is in material compliance with the Agreement.
- (f) *Additional Documents.* The Grantee agrees to provide RUS with such additional documents as RUS may request.
- (g) *Additional Conditions.* The Grantee has met all additional conditions specified in Schedule I hereto.

ARTICLE V - AFFIRMATIVE COVENANTS

SECTION 5.1 Generally

Unless otherwise agreed to in writing by RUS, while this Agreement is in effect, the Grantee shall duly observe each of the affirmative covenants contained in this Article V.

SECTION 5.2 Use of Advances

The Grantee shall expend the Grant funds only for approved purposes as set forth in the DLT Regulations, the Scope of Work Plan, the Request(s) for Advance, and in accordance with the Accounting Requirements. The Grant shall not be expended to cover any costs incurred in connection with the Project prior to the date of receipt by RUS of the Application. The Grantee acknowledges that RUS approval for any Request for Advance shall not be a waiver of any provision or requirement contained or cited herein, but shall be subject to a subsequent compliance review.

SECTION 5.3 Unused and Disallowed Advances

- (a) The Grantee shall return to RUS forthwith all or any advanced portion of the Grant not disbursed by the Grantee for the Project or not needed to complete the Project with any interest earned.
- (b) The Grantee shall reimburse RUS for any advanced funds whose original expenditure has been disallowed by a RUS grant audit. Disallowances shall be satisfied, as directed by RUS, by either administrative offset against requests for Advances or repaying the disallowed amount directly to the United States Treasury.

SECTION 5.4 Financial Books

- (a) The Grantee shall maintain, at its premises, such books, documents, papers, or other records and supporting documents, including, but not limited to, invoices, receipts, and bills of sale, adequate to identify the purposes for which, and the manner in which Grant and other funds were expended on the Project. The Grantee shall maintain all such records and copies of forms or financial reports, submitted to RUS in connection with the Grant, for

the longest of: (i) three years from the date the Grantee submits its final Project Performance Activity Report; (ii) three years from resolution of disputed items with RUS; or (iii) three years from disposition of property acquired with Grant funds during the term of the Grant.

- (b) The Grantee will maintain complete, accurate, and current disclosure of the financial results of each Project in accordance with the DLT Regulations and Accounting Requirements. The source and application of funds shall be readily identified by the continuous maintenance of updated records, with all accounting records being supported by source documentation. Established procedures shall be used for determining the reasonableness, allowability, and allocation of costs in accordance with the DLT Regulations and the Accounting Requirements.

SECTION 5.5 Rights of Inspection and Compliance Reviews

- (a) The Grantee shall afford RUS, the Office of Inspector General of USDA and the General Accounting Office, through its representatives, reasonable opportunity, at all times during business hours and upon prior notice, to have access to and right to inspect the Project, and any and all books, records, accounts, including electronic books, records, accounts and electronic mail messages, regardless of the physical form or characteristics, and any and all invoices, contracts, leases, payrolls, canceled checks, statements and other documents and papers of every kind belonging to or in any way pertaining to the Grant and to make copies or extracts therefrom.
- (b) The Grantee shall afford RUS, reasonable opportunity, at all times during business hours and upon prior notice, to conduct a compliance review to determine compliance with this Agreement and to determine whether expenditures and disbursements of the Grant were for approved purposes, and/or in accordance with the Grantee's Request(s) for Advance and the supporting documentation thereto.

SECTION 5.6 Annual Audits

- (a) Non-Federal Entities, which include Grantees that are States, local governments, Indian tribes, institutions of higher education, or nonprofit organizations, shall provide RUS with an audit pursuant to 2 C.F.R. part 200, Subpart F (Audit Requirements). The Grantee must follow subsection 200.502 in determining federal awards expended. All RUS loans impose an ongoing compliance requirement for the purpose of determining federal awards expended during a fiscal year. In addition, the Grantee must include the value of new federal loans made along with any grant expenditures from all federal sources during the Grantee's fiscal year. Therefore, the audit submission requirement for this program begins in the Grantee's fiscal year that the loan is made and thereafter, based on the balance of federal loan(s) at the beginning of the audit period. All required audits must be submitted within the earlier of: (i) 30 calendar days after receipt of the auditor's report; or (ii) nine months after the end of the Grantee's audit period.
- (b) For all other entities, Grantees shall provide RUS with an audit within 120 days after the as of audit date in accordance with 7 C.F.R. part 1773, Policy on Audits of RUS Borrowers. Note that with respect to Advances that contain loan funds, the audit is required after an Advance has been made, and, thereafter, from the close of each subsequent fiscal year until the loan is repaid in full. With respect to Advances that only contain grant funds, the audit is required until all grant funds have been expended or rescinded. While an audit is required, Grantees must also submit a report on compliance and internal controls over financial reporting, as well as a report on compliance with aspects of contractual agreements and regulatory requirements.

SECTION 5.7 Project Performance and Financial Reporting

- (a) *Annual Financial Report and Project Performance Activity Report.* No later than January 31st of the following year in which all or any portion of the Grant is first advanced and continuing in subsequent years until completion of the Project, the Grantee must submit the following information to RUS, as directed by the agency:
 - (i) An annual, completed SF 425-Federal Financial Report; and
 - (ii) An annual Project Performance Activity Report, which contains the following:
 - (A) a comparison of actual accomplishments to the objectives established for the period;
 - (B) a description of any problems, delays, or adverse conditions which have occurred, or are anticipated, and which may affect the attainment of overall Project objectives, prevent the meeting of time schedules or objectives, or preclude the attainment of particular Project work elements during established time periods, accompanied by a statement of action taken or planned to resolve the situation; and
 - (C) objectives and timetables established for the next reporting period.
- (b) *Final Financial Report and Final Project Performance Activity Report.* No later than one hundred twenty (120) days after the Expiration Date, termination of the Grant, the Project completion, or the final disbursement of the Grant by the Grantee, whichever event occurs first, the Grantee must submit a Final SF 425-Financial Report and a Final Project Performance Activity Report which only covers an evaluation of the success of the Project in meeting the objectives of the program.

SECTION 5.8 Miscellaneous Information to be Provided to RUS

The Grantee shall furnish to RUS such information regarding the condition, financial or otherwise, or operations of the Grantee as RUS may, from time to time, reasonably request.

SECTION 5.9 Obligations with Respect to the Construction, Operation and Maintenance of the Project

- (a) *Project Management and Operation.* The Grantee shall be responsible for managing the day-to-day operations of the Project and will operate the Project in an efficient and economic manner as well as maintaining the Project in good repair. The Grantee shall provide the service described in the Application and, if the Project is owned, leased, or operated by participants other than the Grantee, the Grantee shall monitor such participants and ensure the Project is operated in accordance with representations in the Application.
- (b) *Construction in Accordance with Scope of Work Plan.* The Grantee shall cause the Project to be constructed and completed in accordance and within the time frame and budget set forth in the Scope of Work Plan approved by RUS.
- (c) *Procurement Requirements.* The Grantee shall conduct all procurement transactions in accordance with 2 CFR §§ 200.317-326, unless it has received written approval otherwise.
- (d) *General Insurance Requirements.* In addition to the fidelity bond coverage required in Subsection 4.1(h), the Grantee shall take out and maintain insurance on the Project and any other property acquired with the Grant in accordance with 2 C.F.R. § 200.310.

SECTION 5.10 Compliance with Laws

The Grantee will comply with all applicable federal statutes, regulations and requirements that

govern the Application, the Project, and use of federal grant funds for this Grant.

SECTION 5.11 Additional Project Funding

The Grantee shall ensure that adequate funding is in place to complete the Project and will, after obtaining the prior written approval of RUS, obtain loans or funds or receive binding commitments for supplemental funding in an amount needed to ensure completion of the Project.

SECTION 5.12 Matching Contribution

The Grantee shall provide the entire Matching Contribution prior to the end of the term of this Agreement and in accordance with 2 C.F.R. § 200.306, if applicable.

SECTION 5.13 SAM Registration and Unique Entity Identifier

The Grantee shall comply with the additional requirements set forth in Attachment 1 regarding System for Award Management (SAM) and Unique Entity Identifier. For the purposes of this Agreement the term "you" in Attachment 1 shall mean "Grantee" as defined hereunder. The Grantee's Unique Entity Identifier is listed in Schedule I hereto.

SECTION 5.14 Subawards and Executive Compensation

The Grantee shall comply with the additional requirements set forth in Attachment 2 regarding Subawards, if not restricted under Section 6.4, and Executive Compensation. For the purposes of this Agreement the term "you" in Attachment 2 shall mean "Grantee" as defined hereunder.

SECTION 5.15 Buy American

- (a) *Funding to Non-Federal Entities.* Awardees that are Non-Federal Entities, defined pursuant to 2 CFR 200.1 as any State, local government, Indian tribe, Institution of Higher Education, or nonprofit organization, shall be governed by the requirements of Section 70914 of the Build America, Buy America Act (BABAA) within the IIJA. Any requests for waiver of these requirements must be submitted pursuant to USDA's guidance available online at <https://www.usda.gov/ocfo/federal-financial-assistance-policy/USDABuyAmericaWaiver>.
- (b) *Funding to All Other Entities.* Awardees that are not Non-Federal Entities shall be governed by the Agency's Buy American requirement at 7 CFR part 1787. Any requests for waiver of these requirements must be submitted pursuant to those regulations.

SECTION 5.16 Additional Affirmative Covenants

The Grantee shall comply with the additional affirmative covenants set forth in Schedule I hereto.

ARTICLE VI - NEGATIVE COVENANTS

SECTION 6.1 General

Unless otherwise agreed to in writing by RUS, while this Agreement is in effect, the Grantee shall duly observe each of the negative covenants set forth in this Article VI.

SECTION 6.2 Contracts

The Grantee shall not, without the prior written consent of RUS, enter into any contract or contracts for the operation or maintenance of the Project and shall not enter into any contract for the use by others of the Project.

SECTION 6.3 Historic Preservation

The Grantee shall not, without the prior written consent of RUS, use any Advance to construct any facility which shall involve any district, site, building, structure or object which is included in, or eligible for inclusion in, the National Register of Historic Places maintained by the Secretary of the Interior pursuant to the Historic Sites Act of 1935 and the National Historic Preservation Act of 1966.

SECTION 6.4 Prohibition Against Internal Confidentiality Agreements

- (a) The Grantee shall not require its employees, contractors, or subrecipients to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting them from lawfully reporting that waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.
- (b) The Grantee shall notify its employees, contractors, or subrecipients that the prohibitions and restrictions of any internal confidentiality agreements that may currently be in effect that are inconsistent with paragraph (a) of this section are no longer in effect.
- (c) The prohibition in paragraph (a) above does not contravene requirements imposed by a Federal department or agency governing the nondisclosure of classified information.
- (d) If RUS determines that the Grantee is not in compliance with paragraph (a) or (b) of this section:
 - (1) RUS shall cease to make Grant funds available under this Agreement and shall prohibit the Grantee's use of Grant funds under this award; and
 - (2) RUS may pursue other remedies available due to the Grantee's material failure to comply with award terms and conditions.

SECTION 6.5 Additional Negative Covenants

The Grantee shall comply with the additional negative covenants set forth in Schedule I hereto.

ARTICLE VII – TERMINATION, SUSPENSION AND OTHER REMEDIES

SECTION 7.1 Termination of the Grant

- (a) *Termination of the Grant by RUS.* RUS, in its sole discretion, may terminate the Grant, in whole or part if:
 - (i) RUS does not receive this Agreement, duly executed on behalf of the Grantee, within one hundred twenty (120) days from the date hereof;
 - (ii) all conditions to the Grant, and all conditions to advance are not satisfied within one hundred twenty (120) days from the date hereof;
 - (iii) RUS has determined that the Grantee has failed to materially comply with the terms and conditions of this Agreement;
 - (iv) RUS has determined the award no longer effectuates the program goals or agency priorities;

- (v) In the case of a partial termination by the Grantee, the RUS has determined that the remaining portion of the award will not accomplish the purposes for which the award was made;
 - (vi) any representation or warranty made by the Grantee in the Application, Scope of Work Plan, request for Advance, this Agreement, any certification, or other supporting documentation thereunder, shall prove to be incorrect in any material respect at the time made;
 - (vii) the Grantee shall forfeit or otherwise be deprived of its charter, articles of organization, franchises, permits, easements, consents, or licenses required to carry on any material portion of its business, or an event occurs which can reasonably be expected to result in its dissolution or termination;
 - (viii) a court having proper jurisdiction shall enter a decree or order for relief with respect to the Grantee in an involuntary case under any applicable bankruptcy, insolvency, or other similar law now or hereafter in effect: (A) appointing a receiver, liquidator, assignee, custodian, trustee, sequestrator, or similar official or (B) ordering the winding up or liquidation of its affairs; or the Grantee shall commence a voluntary case under any applicable bankruptcy insolvency or other similar law now or hereafter in effect, or consent to the appointment or taking possession by a receiver, liquidator, assignee, custodian or trustee, of a substantial part of its property, or make any general assignment for the benefit of creditors; and/or
 - (ix) Grantee has filed for dissolution or liquidation, or upon the dissolution or liquidation of the Grantee.
- (b) *Termination of the Grant by the Grantee.* The Grantee may terminate the Grant by providing written notification to RUS, setting forth the reasons for such termination, the effective date, and, in the case of a partial termination, the portion of Grant funds to be terminated. In the case of a partial termination, if RUS determines that the remaining portion of the Grant will not accomplish the Project, then RUS may terminate the Grant in its entirety, and request reimbursement of all advanced Grant funds.
- (c) *Mutual Termination of the Grant.* RUS and the Grantee may mutually agree, in writing, to terminate the Grant upon certain conditions, specifying the effective date of the termination, and in the case of a partial termination of the Grant, any unadvanced portion of the Grant to be terminated and any advanced portion of the Grant to be returned to RUS.
- (d) *Effect of Termination.* Upon termination of the Grant: (1) the Grantee shall not incur any new obligations after the effective date of the termination with respect to the Grant, (2) the Grantee shall cancel as many outstanding obligations as possible, and seek to mitigate the costs of any outstanding obligations, and (3) any unadvanced portion of the Grant not required for Approved Purposes shall not be available for advance by RUS and any advanced portion of the Grant not required by the Grantee for Approved Purposes or for completion of the Project shall be immediately returned to RUS.
- (e) *Notice of Termination.* Written notice of termination shall be sent to the Grantee as provided for in Section 8.1 hereof, setting forth the reason(s) for termination, which termination shall be effective as of the date of receipt of such notice.

SECTION 7.2 Suspension of Advances

RUS may suspend the Grant, in whole or in part, for the reasons specified in Section 7.1 hereof as a basis for Grant termination.

- (a) *Suspension Procedure.* RUS shall issue to the Grantee a suspension notice stating the reasons for the suspension, any corrective action required to be taken by the Grantee and the effective date of the suspension. The suspension shall remain in effect until the Grantee has taken all corrective actions required by RUS and RUS terminates the suspension.
- (b) *Effect of Suspension.* New obligations shall not be incurred by the Grantee during the suspension, following the date of notice of suspension, unless specifically authorized by RUS, in writing. RUS will allow necessary allowable costs which the Grantee could not reasonably avoid during the suspension, if the obligations were properly incurred prior to the date of the suspension and not in anticipation of the suspension or termination. During the suspension, appropriate adjustments shall be made to the Grant by RUS in order that credit not be given to the Grantee for disbursements made in payment of unauthorized obligations incurred by the Grantee during the suspension. RUS may also make adjustments by disallowing all or part of the costs of the Project that are not in compliance with this Agreement or RUS may withhold subsequent Advances.

SECTION 7.3 Misrepresentation and Misappropriation

- (a) Upon a determination by RUS that the Grantee did not utilize the Grant in the manner and exclusively for the Project as approved by RUS, RUS may, in its sole discretion:
 - (i) Disallow all or a part of the expenditures and disbursements of the Grant and require the Grantee to deposit such funds in an account to be applied toward other approved Project purposes or to reimburse the Government;
 - (ii) Suspend making Advances; and/or
 - (iii) Take any other action RUS determines to be necessary including, without limitation, exercising any right or remedy available herein or at law.
- (b) If any representation or warranty made by the Grantee in the Application, Scope of Work Plan, request for Advance, this Agreement, any certification, or other supporting documentation thereunder shall prove to be incorrect in any material respect at the time made, RUS may, in its sole discretion:
 - (i) Suspend making Advances;
 - (ii) Require the Grantee to reimburse the Government for all or any part of the Grant;
 - (iii) Terminate the Grant; and/or
 - (iv) Take any other action RUS determines to be necessary including, without limitation, exercising any right or remedy available herein or at law.

ARTICLE VIII - MISCELLANEOUS

SECTION 8.1 Notices

All notices, requests and other communications provided for herein including, without limitation, any modifications of, or waivers, requests or consents under, this Agreement shall be given or made in writing (including, without limitation, by telecopy) and delivered to the intended recipient at the "Address for Notices" specified below; or, as to any party, at such other address as shall be designated by such party in a notice to each other party. Receipt of all such communications shall be deemed to have occurred when transmitted by telecopier or personally delivered or, in the case of a mailed notice, upon receipt, in each case given or addressed as provided for herein. The Addresses for Notices of the respective parties are as follows:

RUS
Rural Utilities Service
United States Department of Agriculture
1400 Independence Avenue, S.W.
Washington, D.C. 20250-1590
Attention: Administrator

Grantee
See Schedule I

With a copy to:

See Schedule I

With a copy to:

See Schedule I

SECTION 8.2 Expenses

To the extent allowed by law, the Grantee shall pay all costs and expenses of RUS, including reasonable fees of counsel, incurred in connection with the enforcement of the Agreement or with the preparation for such enforcement if RUS has reasonable grounds to believe that such enforcement may be necessary.

SECTION 8.3 No Waiver

No failure on the part of RUS to exercise, and no delay in exercising, any right hereunder shall operate as a waiver thereof nor shall any single or partial exercise by RUS of any right hereunder preclude any other or further exercise thereof or the exercise of any other right.

SECTION 8.4 Governing Law

This Agreement shall be governed by and construed in accordance with applicable federal law, and in the absence of controlling federal law, by the laws of the State identified in the first paragraph herein, except those that would render such choice of law ineffective.

SECTION 8.5 Successors and Assigns

- (a) This Agreement shall be binding upon and inure to the benefit of the Grantee and RUS and their respective successors and assigns, except that the Grantee may not assign or transfer its rights or obligations hereunder without the prior written consent of RUS.
- (b) Pursuant to federal claims collection laws, RUS' claims hereunder may be transferred to other agencies of the United States of America; in the event of such transfer, all security interests, rights and remedies hereby granted or conferred on RUS shall pass to and inure to the benefit of any such successor agency.

SECTION 8.6 Complete Agreement; Waivers and Amendments

Subject to RUS Regulations, this Agreement is intended by the parties to be a complete and final expression of their agreement. However, RUS reserves the right to waive its rights to compliance with any provision of this Agreement. No amendment, modification, or waiver of any provision hereof, and no consent to any departure of the Grantee herefrom, shall be effective unless approved in writing by RUS in the form of either a RUS Regulation or other writing signed by or on behalf of RUS, and then such waiver or consent shall be effective only in the specific instance and for the specific purpose for which given.

SECTION 8.7 Headings

The headings and sub-headings contained in the titling of this Agreement are intended to be used for convenience only and do not constitute part of this Agreement.

SECTION 8.8 Severability

If any term, provision or condition, or any part thereof, of this Agreement shall for any reason be

found or held invalid or unenforceable by any governmental agency or court of competent jurisdiction, such invalidity or unenforceability shall not affect the remainder of such term, provision or condition nor any other term, provision or condition, and this Agreement shall survive and be construed as if such invalid or unenforceable term, provision or condition had not been contained therein.

SECTION 8.9 Schedules and Attachments

Each Schedule and Attachment attached hereto and referred to herein is each an integral part of this Agreement.

SECTION 8.10 Authority of Representatives of RUS

In the case of any consent, approval or waiver from RUS that is required under this Agreement, such consent, approval or waiver must be in writing and signed by an authorized RUS representative to be effective. As used in this section, "authorized RUS representative" means the Administrator of RUS, and also means a person to whom the Administrator has officially delegated specific or general authority to take the action in question.

SECTION 8.11 Amendment of Laws and RUS Regulations

Nothing contained herein shall restrict in any way RUS' right to amend, rescind or supplement any of the RUS Regulations or to seek such changes to existing Laws.

SECTION 8.12 Interest on Disallowed Amounts

Disallowed and reimbursable Advance amounts hereunder shall accrue interest payable to RUS from the date RUS delivers to the Grantee a written demand for payment. Interest shall accrue at a rate equal to the lesser of (a) twelve percent (12%) per annum or (b) the maximum interest rate permissible by law. Termination of the Grant will not affect the right of RUS to disallow expenditures and recover, in full, any amount on the basis of a subsequent audit or other review or the Grantee's obligation to return any disallowed expenditures.

SECTION 8.13 No Third-Party Beneficiary

This Agreement is exclusively between RUS and the Grantee and does not nor is intended to create any privity of contract with any other party not a party hereto, nor to imply a contract in law or fact. Any funds advanced by RUS to the Grantee are intended to finance the Grantee's Project. Any approvals given by RUS to the Grantee are solely for the benefit of RUS. RUS is not obligated to advance grant funds on any contract, or otherwise, between the Grantee and any other party, nor intends to assume, at any time, direct obligations for payment for work, goods, or other performance under such contracts. The obligation to pay any amounts due under such contracts is solely the responsibility of the Grantee. Nothing herein, express or implied, is intended to, or shall confer upon, any other person any right, benefit, or remedy of any nature whatsoever under or by reason of the Grant Agreement between RUS and the Grantee.

SECTION 8.14 Disposition of Grant Property

Unless otherwise agreed to in writing by RUS, any and all dispositions of Grant property shall be made in accordance with federal regulations at 2 C.F.R. part 200.

SECTION 8.15 Term

This Agreement shall remain in effect until one of the following three events has occurred:

- (a) The Grantee and RUS replace this Agreement with another written agreement;
- (b) All of the Grantee's obligations under this Agreement have been discharged; or

(c) This Agreement has been terminated pursuant to the provisions of Article VII hereof.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed as of the day and year first above written.

COUNTY OF HICKMAN

by:

[Digital (or Electronic) Signature]

[Name, Position – Please Print]

UNITED STATES OF AMERICA

by Administrator of the Rural Utilities Service

**KARL
ELMSHAEUSER**

Digitally signed by KARL
ELMSHAEUSER
Date: 2025.12.30 08:55:43 -05'00'

[Digital Signature]

SCHEDULE I

1. Article II Representations and Warranties
 - a. Section 2.1(g) Grantee's address:
County of Hickman
115 Murphree Avenue
Centerville, Tennessee 37033-1443
2. Article III The Grant
 - a. Section 3.1(a) Maximum Grant Amount: \$532,328
3. Article IV Conditions of Grant Funds Release
 - a. Section 4.2(d) Matching Contribution amount is \$79,926
 - b. Section 4.2(d) Matching Contribution shall be equal to at least 15.01 % of each Advance (with credit given for those contributions exceeding 15.01% toward the next Advance). Evidence that the pro-rata share of the Matching Contribution has been made or will be made must be presented with the request for each Advance.
 - c. Section 4.2(g) Additional Conditions:
4. Article V Affirmative Covenants
 - a. Section 5.14 Grantee's Unique Entity Identifier: **U6DSGBRPSWN5**
 - b. Section 5.16 Additional Affirmative Covenants: None
5. Article VI Negative Covenants
 - a. Section 6.5 Additional Negative Covenants:
 - (a) **Grantee may not subaward any part of the Grant without the express, prior written approval of RUS.**
6. Article VIII Miscellaneous
 - a. Section 8.1 Grantee's address for purposes of notification: Copy sent to:

Dr. Belinda Anderson
Interim Director of Schools
County of Hickman
115 Murphree Avenue
Centerville, Tennessee 37033-1443
john.mullins@hickmank12.org
 - b. Section 8.1 RUS' copy address for purposes of notifications: Copy sent to:

Aylene Mafnas, Deputy Assistant Administrator
Portfolio Mgmt. Risk Assessment Div./RUS/USDA
Stop #1590, Room 4121 South Building
1400 Independence Avenue, SW
Washington, DC 20250-1590
TelecomPMRA@usda.gov

ATTACHMENT 1

SYSTEM FOR AWARD MANAGEMENT AND UNIVERSAL IDENTIFIER REQUIREMENTS

A. Requirement for System for Award Management

Unless you are exempted from this requirement under [2 C.F.R. § 25.110](#), you as the recipient must maintain current information in SAM. This includes information on your immediate and highest level owner and subsidiaries, as well as on all of your predecessors that have been awarded a Federal contract or Federal financial assistance within the last three years, if applicable, until you submit the final financial report required under this Federal award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another Federal award term.

B. Requirement for Unique Entity Identifier

If you are authorized to make subawards under this Federal award, you:

- a. Must notify potential subrecipients that no entity (*see* definition in paragraph C of this award term) may receive a subaward from you unless the entity has provided its Unique Entity Identifier to you. Subrecipients are not required to obtain an active SAM registration, but must obtain a Unique Entity Identifier.
2. May not make a subaward to an entity unless the entity has provided its Unique Entity Identifier to you.

C. Definitions

For purposes of this award term:

1. **System for Award Management (SAM)** means the Federal repository into which a recipient must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM Internet site (currently at <http://www.sam.gov>).
2. **Unique Entity Identifier** means the identifier assigned by SAM to uniquely identify business entities.
3. **Entity** includes non-Federal entities as defined [2 C.F.R.200](#) and also includes all of the following for the purposes of this part:
 - a. A foreign organization;
 - b. A foreign public entity;
 - c. A domestic for-profit organization; and
 - d. A Federal agency.
4. **Subaward** has the meaning given in [2 C.F.R. 200.1](#).
5. **Subrecipient** has the meaning given in [2 C.F.R. 200.1](#).

ATTACHMENT 2

REPORTING SUBAWARDS AND EXECUTIVE COMPENSATION.

a. Reporting of first-tier subawards.

1. Applicability. Unless you are exempt as provided in paragraph d. of this award term, you must report each action that obligates \$25,000 or more in Federal funds that does not include Recovery funds (as defined in section 1512(a)(2) of the American Recovery and Reinvestment Act of 2009, Pub.L. 111-5) for a subaward to an entity (see definitions in paragraph e. of this award term).
2. Where and when to report.
 - i. You must report each obligating action described in paragraph a.1. of this award term to <http://www.fsrs.gov>. PLEASE NOTE: Currently underway is a consolidation of eight federal procurement systems, including the Sub-award Reporting System (FSRS), into one system, the System for Award Management (SAM). Therefore, please note that the Sub-award Reporting System (FSRS) will soon be consolidated into and accessed through SAM.gov.
 - ii. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
3. What to report. You must report the information about each obligating action that the submission instructions posted at <http://www.fsrs.gov> specify.

b. Reporting Total Compensation of Recipient Executives.

1. Applicability and what to report. You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if--
 - i. the total Federal funding authorized to date under this award is \$25,000 or more;
 - ii. in the preceding fiscal year, you received--
 - (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
 - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
 - iii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/excomp.htm>.)
2. Where and when to report. You must report executive total compensation described in paragraph b.1. of this award term:
 - i. As part of your registration profile at <http://www.sam.gov>.
 - ii. By the end of the month following the month in which this award is made, and annually thereafter.
- c. Reporting of Total Compensation of Subrecipient Executives.
 1. Applicability and what to report. Unless you are exempt as provided in paragraph d. of this award term, for each first-tier subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if--
 - i. in the subrecipient's preceding fiscal year, the subrecipient received--

- (A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 C.F.R. § 170.320 (and subawards); and
- (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and
- ii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)
- 2. Where and when to report. You must report subrecipient executive total compensation described in paragraph c.1. of this award term:
 - i. To the recipient.
 - ii. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.
- d. Exemptions

If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:

 - i. Subawards, and
 - ii. The total compensation of the five most highly compensated executives of any subrecipient.
- e. Definitions. For purposes of this award term:
 - 1. Entity means all of the following, as defined in 2 C.F.R. part 25:
 - i. A Governmental organization, which is a State, local government, or Indian tribe;
 - ii. A foreign public entity;
 - iii. A domestic or foreign nonprofit organization;
 - iv. A domestic or foreign for-profit organization;
 - v. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.
 - 2. Executive means officers, managing partners, or any other employees in management positions.
 - 3. Subaward:
 - i. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
 - ii. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 C.F.R. part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*).
 - iii. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.
 - 4. Subrecipient means an entity that:
 - i. Receives a subaward from you (the recipient) under this award; and
 - ii. Is accountable to you for the use of the Federal funds provided by the subaward.

5. Total compensation means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 C.F.R. § 229.402(c)(2)):

- i. Salary and bonus.
- ii. Awards of stock, stock options, and stock appreciation rights. Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
- iii. Earnings for services under non-equity incentive plans. This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives, and are available generally to all salaried employees.
- iv. Change in pension value. This is the change in present value of defined benefit and actuarial pension plans.
- v. Above-market earnings on deferred compensation which is not tax-qualified.
- vi. Other compensation, if the aggregate value of all such other compensation (e.g. severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the executive exceeds \$10,000.

Agency Relationship Certificate

I, Tim Hobbs do hereby certify that: I am the School Board Chairman of the County of Hickman (hereinafter the "Organization"); that the following are true and correct copies of resolutions duly adopted by the Organization through the power vested in my position as Chairman on March 2, 2026, in accordance with the bylaws of the Organization; and that none of the following resolutions have been rescinded or modified:

RESOLUTION 26-1

1.RESOLVED that Michael Elkins, the School Business Operations Officer of the Organization, have the assigned Representative Signature-Certifier security role on behalf of the Organization, who shall be responsible for providing signatures, authorizing certifications, entering/updating applications, submitting applications for consideration, and assigning access to new users in USDA's Online Application Intake System for Telecommunications Programs. If application(s) are awarded under these Programs, the Representative-Signature-Certifier security role on behalf of the Corporation, shall also be responsible for authorizing certifications, entering/updating compliance reports, submitting compliance reports, and assigning access to new users in USDA's Online Financial Reporting and Compliance System access to new users and entering/updating compliance reports in USDA's Online Financial Reporting and Compliance System.

2.RESOLVED that Derek Newsom, School Purchasing/Asset Coordinator of the Organization, have the assigned Administrator(s) security role on behalf of the Corporation, who shall be responsible for assigning access to new users and entering/updating application(s) in USDA's Online Application Intake System for Telecommunications Programs. If applications are awarded under these Programs, the Administrator(s) security role on behalf of the Corporation, shall also be responsible for assigning shall also be responsible for assigning

access to new users and entering/updating compliance reports in USDA's Online Financial Reporting and Compliance System.

3.RESOLVED that the Representative-Signature-Certifier and Administrator(s) for the Organization shall comply fully with all security procedures and policies of the Online Application Intake System for Telecommunications Programs and USDA's Online Financial Reporting and Compliance System.

IN WITNESS WHEREOF I have hereunto set my hand and affixed the seal of the Organization this
2nd day of March, 2026.



Chairman



Misty Shelton
VPK Supervisor/Licensure Coordinator/Board Policies
Hickman County Schools
115 Murphree Avenue
Centerville, Tennessee 37033

To: School Board Members
From: Misty Shelton
Date: March 2026

2nd Reading:

1.901 Charter School Applications: This change adds a requirement that Boards provide charter sponsors with state and federal per pupil funding estimates, and it also includes a timeline for reporting board actions on applications.

Up for Review:

- 1.803 Tobacco-Free Schools
- 1.804 Alcohol & Drugs in the Workplace
- 1.805 Use of Email
- 1.806 Advertising and Distribution of Materials in Schools
- 1.808 Registered Sex Offenders
- 2.100 Fiscal Management Goals
- 2.200 Annual Operating Budget
- 2.201 Line Item Transfer Authority
- 2.300 State and Federal Aid Eligibility Determination
- 2.400 Revenues

Thank you for your careful consideration of these policies.

931-729-3391 ext. 2226

misty.shelton@hickmank12.org

fax 931-729-3834

Hickman County Board of Education

Descriptor Term:

Charter School Applications

Descriptor Code:
1.901

Issued Date:
07/07/25

Rescinds:
1.901

Issued:
03/11/24

SCOPE

This policy shall apply to sponsors and potential sponsors of newly created public charter schools. It shall not apply to public charter schools converted from existing public schools pursuant to TCA 49-13-106(b)(2).¹

DEFINITION

A charter school shall be a public, nonsectarian, non-religious, non-home based school which operates within a public school district. It shall be subject to all state and federal laws and constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color, gender, national origin, religion, ancestry or need for special education services.

The purposes of charter schools are to:

- 1) Improve learning for all students and close the achievement gap between high and low students;
- 2) Provide options for parents to meet educational needs of students in high priority schools;
- 3) Encourage the use of different and innovative teaching methods, and provide greater decision-making authority to schools and teachers in exchange for greater responsibility for student performance;
- 4) Measure performance of pupils and faculty, and ensure that children have the opportunity to reach proficiency on state academic assessments;
- 5) Create new professional opportunities for teachers; and
- 6) Afford parents substantial meaningful opportunities to participate in the education of their children.

APPLICATION PROCESS²

A prospective charter school sponsor shall send the Director of Schools notice of its intent sixty (60) days prior to February 1st of the year preceding the year in which the proposed charter school plans to begin operation as a charter school. The Director of Schools/designee shall determine whether the sponsor has selected the correct application category within ten (10) business days of receiving the letter of intent and notify the sponsor within five (5) business days of a determination that the incorrect

1 application category has been selected, and provide the sponsor with current state and federal per pupil
2 funding estimates within five (5) business days.²

3 A sponsor seeking board approval of an initial charter school application shall complete the forms
4 developed by the State Board of Education in coordination with the Tennessee Public Charter School
5 Commission ("the Commission"). The application shall provide all the information required by law.
6 The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed by law
7 for the formation of a charter school, and the proposed charter school will be able to implement a
8 viable program of quality education for its students.³

9 Electronic copies of applications shall be submitted to the Board and Department of Education on or
10 before 11:59 p.m. Central Time on February 1st of the year preceding the year in which the proposed
11 charter school plans to begin operation as a charter school. If the 1st of February falls on a Saturday,
12 Sunday, or holiday on which the school district offices are closed, applications will be accepted on the
13 next business day on or before 11:59 p.m. Late applications will not be accepted, without exception.
14 The sponsor shall pay an application fee of \$2,500.00. The Director of Schools/designee shall report
15 each application received to the Commission no later than ten (10) days after receipt.²

16 The Board shall determine whether an application is complete within ten (10) business days of
17 receiving the application and shall notify the sponsor within five (5) business days of the determination
18 if the application is determined to be incomplete.³

19 REVIEW TEAM¹

20 The board shall appoint a review team to assist in reviewing and evaluating charter school applications.
21 The team shall be composed of: members of the administrative staff for the district; community
22 members with relevant educational, organizational, financial and legal experience; and a member of
23 the board. At the board meeting in December each year, the Director of Schools shall make a
24 recommendation to the board of which members of his administrative staff should be appointed to the
25 team. The board shall name the members of the team at its meeting in January of each year. The board
26 shall designate a chairman of the review team as the contact person for answering questions about the
27 application process and receiving applications. The Director of Schools/designee shall develop an
28 orientation for the team to ensure consistent evaluation standards and the elimination of real or
29 perceived conflicts of interest.

30 The board shall require a procedure for receiving, reviewing and ruling on applications for the
31 establishment of charter schools. The procedure must include a timeline for the application and review
32 process. A copy of the procedure, including the review criteria, shall be available to any interested
33 party upon request.

34 The review team shall:

- 35 1) Evaluate all charter school applications based on the review criteria adopted by the board;
36
- 37 2) Recommend one of the following options to the board for each application: approve, reject, or
38 reject with stipulations for reconsideration⁴; and
39
- 40 3) Make recommendations for revocation, renewal or non-renewal of charter contracts.

APPROVAL, DENIAL OF APPLICATION⁵

The board shall rule by resolution on the approval or denial of a charter application within ninety (90) days of receipt of the completed application or the application shall be deemed approved by law. The director of schools shall report the action taken by the board to the department of education and the Commission.

Approval

The sponsor of a public charter school that is approved by the board shall enter into a written agreement with the board, which shall be binding on the charter school's governing body. This agreement, known as the charter agreement, shall be in writing signed by the sponsor and the board. In the application, the sponsor must demonstrate that the proposed charter school meets the purpose prescribed by law for the formation of a charter school and the proposed charter school will be and shall include all aspects of the sponsor's approved application as well as any reporting requirements prescribed under state or federal laws.

Starting in the 2018-2019 school year, the board will receive an annual authorizer fee of three percent (3%) of the annual per student state and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁶

Charter schools approved by the board of education are expected to implement the application as submitted and approved. Material variations in operations from the approved application require amendment pursuant to statute and the charter school agreement.⁷

The board should not be expected to provide services to charter schools that are not requested during the application process except for those services that are required under state or federal laws. Services agreed to be provided to the charter schools by the board shall be provided at board actual cost. The board and charter school shall execute a service contract for any additional services.

New public charter school agreements are approved for a ten-year period.⁸ The board may revoke or deny renewal of a public charter school agreement for any of the reasons enumerated in TCA 49-13-122.⁹

Denial

If the initial charter school application is denied, the Board shall notify the sponsor in writing within ten (10) calendar days, specifying the objective reasons for the denial and the deadline by which the sponsor may submit an amended application. Upon written receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days within which to submit an amended application to correct the deficiencies. The Board shall have sixty (60) calendar days either to deny or to approve the amended application, or the application shall be deemed approved by state law.⁵

If the amended charter school application is denied, the Board shall notify the sponsor in writing within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Charter School Commission.¹⁰

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; Public Acts of 2025, Chapter No. 275; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01-.01(1)(b),(e)
3. TRR/MS 0520-14-01-.01(1)(i)
4. TRR/MS 0520-14-01
5. TCA 49-13-108; Public Acts of 2025, Chapter No. 275; TRR/MSS 0520-14-01
6. TCA 49-13-128
7. TCA 49-13-110(d)-(e); TRR/MSS 0520-14-01
8. TCA 49-13-110(c)
9. TCA 49-13-122
10. TCA 49-13-108(b)(5)

Hickman County Board of Education

Descriptor Term:

Tobacco-Free Schools

Descriptor Code:

1.803

Issued Date:

02/05/24

Rescinds:

1.803

Issued:

12/07/21

- 1 All uses of tobacco, electronic/battery operated devices, vapor products, and all other associated
2 paraphernalia are prohibited in all of the school district's buildings and in all vehicles that are owned,
3 leased, or operated by the district.¹ Smoking and vaping shall be prohibited in any public seating areas
4 including, but not limited to, bleachers used for sporting events or public restrooms.²
- 5 Employees and students in the school district will not be permitted to use these products while they are
6 participants in any class or activity in which they represent the school district.
- 7 Signs will be posted throughout the district's facilities to notify students, employees, and all other persons
8 visiting the school that the use of these products is forbidden. The following notice shall be prominently
9 posted (including at each ticket booth) for elementary or secondary school sporting events: *Smoking is*
10 *prohibited by law in seating areas and in restrooms.*³

Legal References

1. 20 USCA § 6083; TCA 39-17-1604(6); TCA 39-17-1503(9), (10)
2. TCA 39-17-1604(10)
3. TCA 39-17-1605

Cross References

Community Use of School Facilities 3.206
Code of Conduct 6.300

Hickman County School System

Tobacco Free Schools

1.803AP

Hickman County School System Tobacco Free Schools Procedure

The use of tobacco in any form is prohibited during school hours on school premises and school buses during transportation to and from school and school activities.

Penalties: Under 18: 1st Offense:

- Phone call to parents
- 2 days ISS
- SRO gives petition or citation 2nd Offense
- Phone call to parents
- 3 days ISS
- SRO gives petition or citation 3rd Offense
- Phone call to parents
- 5 days ISS
- SRO gives petition or citation

Over 18:

1st Offense:

- 2 days ISS

2nd Offense

- 3 days ISS

3rd Offense

- 5 days ISS

It is recommended that the student's parents be closely involved. It is also recommended that students watch the "Spit this" video and write a one page report on why tobacco is harmful.

Hickman County Board of Education

Descriptor Term:

Alcohol & Drugs in the Workplace

Descriptor Code:

1.804

Issued Date:

02/05/24

Rescinds:

1.804

Issued:

12/07/21

1 General

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

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

6 DEFINITIONS

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

10 “Illegal drugs” shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate,
11 marijuana, or any other controlled substance as defined by federal law.²

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

18 “Alcohol” shall include, but is not limited to, spirits, liquor, wine, beer, and any liquid
19 containing alcohol as defined by state and federal law.⁴

20 ALCOHOL & DRUG-FREE WORKPLACE

21 No employee while on or in the workplace shall unlawfully manufacture, distribute, dispense, possess,
22 use, or be under the influence of any illegal or unauthorized drugs¹ or any alcohol.⁵

Legal References

1. Drug Free Workplace Act of 1988, 41 USCA § 8103; 34 CFR §§ 84.205 – 84.215
2. 21 USCA § 812
3. TCA 49-5-1003
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

Hickman County Board of Education

Descriptor Term:

Use of Electronic Mail (e-mail)

Descriptor Code:

1.805

Issued Date:

04/08/24

Rescinds:

1.805

Issued:

12/07/21

Electronic mail capability among board members and district staff exists for the purpose of enhancing communication to better perform tasks associated with their positions and assignments. Therefore, all staff and board members who have access to the district network shall adhere to the following guidelines when sending or receiving messages via systemwide-electronic mail (e-mail):

1. Because all computer hardware and software belong to the Board, all data including e-mail communications stored or transmitted on school system computers shall be monitored. Employees/ board members have no right to privacy with regard to such data. Confidentiality of e-mail communication cannot be assured. E-mail correspondence may be a public record under the public records law and may be subject to public inspection.¹
2. Messages shall pertain to legitimate board/district business; e-mail shall not be used to circumvent requirements of the Open Meetings Act.² Board Members will be allowed full access to send electronic mail including group and individual addresses.
3. Staff/board members will be asked to sign an application for terms and conditions for Use of the Internet. Staff/board members shall not reveal their passwords to others in the network or to anyone outside of it. If anyone has reason to believe that a password has been lost or stolen or that e-mail has been accessed by someone without authorization, s/he shall contact the technology coordinator immediately.
4. It is the responsibility of the sender not to violate copyright laws.
5. Messages shall not be sent that contain material that may be defined by a reasonable person as obscene or that are racist, sexist or promote illegal or unethical activity.

Any usage contrary to the above shall be reported immediately to the director of schools and may result in the suspension and/or revocation of system access or if deemed necessary, appropriate disciplinary action may be taken.

Legal References

1. TCA 10-7-512
2. TCA 8-44-102

Cross References

Use of the Internet 4.406

Hickman County Board of Education

	Descriptor Term: Advertising and Distribution of Materials in the Schools	Descriptor Code: 1.806	Issued Date: 02/05/24
		Rescinds: 1.806	Issued: 12/07/21

No part of the school system, including the facilities, the name, the staff, and the students, shall be used for advertising or promoting the interests of any commercial, political or other non-school agency or organization except that:

1. The school may cooperate in furthering the work of any non-profit, community-wide social service agency, provided that such cooperation does not restrict or impair the educational programs of the schools;
2. The school may participate in radio or television programs under acceptable commercial sponsorship when such programs are educationally beneficial;
3. Community, educational, charitable, recreational and other similar civic groups may advertise event pertinent to students' interests or involvement. Such advertisement, including the distribution of materials, shall be subject to any procedures related to time, place and manner established by the principal;
4. The materials must be submitted to and screened by the principal five (5) working days prior to the requested distribution date. The method of distribution will be passive distribution through the designated school information center. The principal may prohibit materials that:
 - a. would likely to cause substantial disruption of the operation of the school;
 - b. violate the rights of others;
 - c. are obscene, lewd or sexually explicit;
 - d. students would reasonably believe to be sponsored or endorsed by the school;
 - e. are libelous;
 - f. promote unhealthy activities;
 - g. promote illegal activities;
 - h. infringe on copyright;
 - i. are advertising or commercial;
 - j. are constitutionally prohibited religious material; or
 - k. are not age appropriate.
5. The school may, upon approval of the director of schools, cooperate with any governmental agency in promoting activities which advance the education or other best interests of the students;
6. Political literature shall not be distributed through the school to students, nor sent home to parents, nor placed in teachers' mail boxes, lounges, or on school premises;

- 1 7. Political signs for people who are running for public office shall not be allowed on school
2 property except those being held by poll workers on election day;¹ and
3
- 4 8. School publications may accept and publish paid advertising under procedures established by
5 the director of school.

Legal References

1. TCA 2-19-206(d)

Cross References

Board-Community Relations 1.500
Vendor Relations 2.809
Staff Gifts and Solicitations 5.605
Political Activities 5.606
Student Publications 6.704

Hickman County Board of Education

Descriptor Term:

Registered Sex Offenders

Descriptor Code:

1.808

Issued Date:

02/05/24

Rescinds:

1.808

Issued:

12/07/21

Individuals registered as sex offenders in Tennessee or any other state are prohibited from the premises of any school in this district, except for the limited circumstances stated in this policy.¹

EMPLOYMENT

An individual listed by the state of Tennessee or any other state as a registered sex offender is ineligible for employment within the school district.

PRESENCE ON SCHOOL PROPERTY

No registered sex offender, other than a student who is a registered sex offender enrolled in the school in question, shall come on, about, or within 1,000 feet of a local school's property line, except as provided below.² If any employee of the school district becomes aware of any registered sex offender's presence on school property, he/she shall immediately inform the principal, who shall direct the individual to leave the premises immediately. The principal shall request assistance from local law enforcement authorities if offender resists the principal's directives. If the registered sex offender repeats this restriction of coming on to school property, the principal may confer with legal counsel to take appropriate legal action.

Neither this policy nor state law impose any duty upon a principal or any other employee of the local school district to review the sex offender registry for individuals who may come upon the property.

PARENTS WHO ARE REGISTERED SEX OFFENDERS

A parent or legal guardian of a child who is enrolled in the school may attend a conference with school officials with the written permission of the school's principal.

An offender may come within the 1,000 feet limit provided that the individual is dropping off or picking up a child or children enrolled in the school.

Principals shall speak with the parent upon learning of their status as a sex offender to communicate the restrictions of this policy and to establish open dialogue with the parent, as much as is possible or reasonable. The principal shall take all appropriate measures to protect the privacy of the sex offender's child.

Legal References

1. TCA 40-39-201, *et seq.*
2. TCA 40-39-211(a)

Hickman County School System

Registered Sex Offenders

1.808AP

Rights and Responsibilities Of Registered Sex Offenders

Individuals registered as sex offenders in Tennessee or any other state are prohibited from the premises of any school in this district, except for the limited circumstances as a parent or guardian stated in this procedure.

Rights of Parents/Guardians

As a parent or guardian, a registered sex offender may:

- Attend a conference with school officials with the written permission or request of the school's principal, a signed contract on file, and written documentation of the parent's offender status on file.
- Remain in the vehicle to drop off or pick up his/her child or children enrolled in the school with the written permission or request of the school's principal, a signed contract on file, and written documentation of the parent's offender status on file.

NOTE: These rights are forfeited if the victim of the offender's sexual offense is enrolled in or employed at the school as stated in Tennessee Code Annotated (T.C.A. 40-39-201 (d) (3).

Responsibility of Parent/Guardian

As a parent or guardian a registered sex offender must

- Remain at least 1,000 feet away from any school property line or school-sponsored event.
- Provide written notice of the parent's offender status to the school's principal or a school administrator upon enrollment of his/her child or conviction of a sexual offense.
- Participate in an initial conference with the principal to learn the requirements of the rights listed.
- Sign a contract with the principal of the school.
- Remain at 100% compliance of the requirements recorded in the contract or be charged **with** violation of T.C.A. 40-39-211.

Rights of the Principal

The principal may

- Obtain current and accurate public information about the registered sex offender as listed in T.C.A. 40-39-206 (e) (1-3), Public Information for Registered Sex Offender.
- Request the sex offender leave campus.
- Seek support from local law enforcement.

Responsibilities Of the Principal

The principal must

- Protect the privacy of the child of the sex offender.
- Conference with the parent/guardian who is a sex offender to discuss the rights and responsibilities of all parties and develop a contract of limited involvement.
- Immediately report any violations to the contract to law enforcement.
- Instruct staff to inform the principal if he/she obtains knowledge of a registered sex offender.

NOTE: Principal and staff do NOT have the responsibility for searching the sex offender registry for any person who may be on the grounds.

**Contract with Parent/Legal Guardian-1.808AP
Registered Sex Offender**

School: _____ Principal: _____

Phone: _____

Parent Name: _____

Phone Number(s): _____

Address: _____

Cell: _____ Home: _____ Work: _____

Child/Children Information:

Name	Grade	Address	Residential Parent/Guardian Phone Numbers	

Directions for Completing the Contract:

Principal/Designee:

- Provides the parent/legal guardian with a copy of Board Policy 1.808 and Administrative Procedure 1.808: Rights and Responsibilities of Registered Sex Offenders
- Reviews all of the rights and responsibilities listed in the document with the parent/legal guardian, and
- Checks the parent/legal guardian's understanding of each right and responsibility by questioning or providing the opportunity to request clarification.

Parent/Legal Guardian:

- Reads or listens to an oral reading of Board Policy 1.808 and Administrative Procedure 1.808: Rights and Responsibilities of Registered Sex Offenders and
- Asks questions for clarification of the listed rights and responsibilities.

Signatures: _____

The principal/designee's signature documents that the principal/designee reviewed all items with the parent/legal guardian, checked for understanding, and provided the opportunity for him or her to ask questions for clarification.

Principal/Designee Signature _____ Date _____

The parent/Legal Guardian's signature documents that he or she understands all of the rights and responsibilities listed in Administrative Procedure 1.808: Rights and Responsibilities of Registered Sex Offenders and agrees to comply with all responsibilities and requirements listed.

Parent/Guardian Signature _____ Date _____

Hickman County Board of Education

	Descriptor Term: Fiscal Management Goals	Descriptor Code: 2.100	Issued Date: 02/05/24
		Rescinds: 2.100	Issued: 02/07/22

1 General

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

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

- 7 1. To engage in advance planning, with broad-based staff and community involvement;
- 8
- 9 2. To establish levels of funding which will provide quality education for the system's students;
- 10
- 11 3. To use the available techniques for budget development and management;
- 12
- 13 4. To provide timely and appropriate information to all staff with fiscal management
- 14 responsibilities; and
- 15
- 16 5. To establish efficient procedures for accounting, reporting, purchasing and delivery, payroll,
- 17 payment of vendors and contractors, and all other areas of fiscal management.

Legal References

1. TCA 49-3-314(c); *Internal School Funds Manual*; Section 4-23 *et seq.*

Cross References

School District Goals 1.700

Hickman County Board of Education

Descriptor Term:

Annual Operating Budget

Descriptor Code:
2.200

Issued Date:
02/05/24

Rescinds:
2.200

Issued:
02/07/22

General

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

Central Office

PREPARATION PROCEDURES

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

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

- Programs to meet the needs of the entire student body
- Staffing arrangements adequate for proposed programs
- Maintenance of the district's equipment and facilities
- Efficiency and economy

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

The director of schools and the chairman of the Board shall develop a budget preparation calendar no later than February 15 of the current school year.⁴ The calendar shall be used as a guide for coordinating the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems, and making budget decisions.

1 HEARING AND REVIEWS

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

4 FINAL ADOPTION PROCEDURE

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

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

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

Legal References

1. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-42
2. TCA 49-2-203(a)(9)
3. TCA 5-9-402(d)(4)
4. TCA 5-9-402(d)(5)(C)
5. TCA 49-2-301(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)

Cross References

Role of the Board of Education 1.101
Executive Committee 1.301

Hickman County Board of Education

	Descriptor Term: Line Item Transfer Authority	Descriptor Code: 2.201	Issued Date: 02/05/24
		Rescinds: 2.201	Issued: 02/07/22

- 1 *Central Office*
- 2 Line-item transfers within major categories shall be made upon the recommendation of the director of
- 3 schools and approval by the Board.
- 4 Transfer between major budget categories shall be made with the approval of the County
- 5 Commission.¹

Legal References

1. OP Tenn. Atty. Gen. 83-464 (Oct 26, 1983)

Hickman County Board of Education

	Descriptor Term: State and Federal Aid Eligibility Determination	Descriptor Code: 2.300	Issued Date: 02/05/24
		Rescinds: 2.300	Issued: 02/07/22

1 *General*

2 In order to ensure comparability of services¹ from local and state funds in all of its schools, the Board
3 shall ensure that:

- 4 1. A systemwide salary schedule is adopted annually;
- 5
- 6 2. Teachers, principals, and support personnel are assigned to schools on an equivalent basis
7 according to grade levels and need; and
- 8
- 9 3. Curriculum materials and instructional supplies are provided to schools on an equivalent basis
10 according to grade levels and need.

Legal References

1. 20 USCA § 6321

Hickman County Board of Education

	Descriptor Term: Revenues	Descriptor Code: 2.400	Issued Date: 12/04/23
		Rescinds: 2.400	Issued: 02/07/22

1 *General*

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

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

8 The purchase of items intended for resale for profit through the schools shall be subject to sales tax
9 based on the purchase price to the vendor providing the service or item. Resale items not intended to
10 generate a profit shall be determined by the principal.

11 **FEES**

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

17 **EXTENDED SCHOOL PROGRAM**

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

20 **FINES**

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

24 **TUITION INCOME**

25 Tuition collected from non-resident students shall be placed in the systemwide school fund.

1 **RENTAL INCOME**

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

4 **GRANTS**

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

9 **COLLECTION OF FUNDS THROUGH ONLINE PAYMENT⁶**

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

14 1. Adequate supporting documentation for the electronic collection method including a plan to
15 provide a total daily receipt summary;

16 2. Methods of providing receipts to payers;

17 3. Information on maintaining and inspecting any voided receipts; and

18 4. How daily electronic collections shall be reconciled with the total daily receipt summary and
19 who will be assigned to complete this task.

20 Processing fees for these transactions shall be charged.

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

Legal References

1. TCA 49-2-110(a)
2. TCA 49-6-3001(a); TCA 49-2-110(c)
3. TCA 49-2-114
4. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-40;4-37
5. TCA 37-10-101, 102
6. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 5-8

Cross References

Fundraising Activities 2.601
Student Activity Funds Management 2.900
Compensation Guides & Contracts 5.110
Attendance of Non-Resident Students 6.204
Student Fees and Fines 6.709

2/19/2026

**Chairman Tim Hobbs, Hickman County Board of Education, Interim Director Dr. Belinda Anderson,
County Commission Chairman Keith Nash, Hickman County Times and Community,**

It is with a heavy heart that I formally resign my position on the School Board, effective immediately.

Serving on the board has been an honor, and I have always strived to advocate for what is best for our students, staff, and school community. However, I can no longer, in good conscience, continue in a role where I believe the focus has shifted away from what truly matters: the well-being and success of our students and the staff who support them every day.

Unfortunately, I have witnessed a growing trend where personal agendas seem to take precedence over student-centered decisions. Some board members appear more interested in leveraging their position for personal influence—whether it's advocating for family members within the school system or pushing for hires based on personal connections rather than qualifications. While not every board member operates this way, the behavior of a few has created an environment where the integrity of our decision-making process is compromised.

I've also observed a troubling dynamic in how our school directors—both past and present—have been treated. The pressure exerted by certain board members and members of our community, driven by personal interests, undermines the leadership needed to move our district forward. I have also observed that just because you are not from here you are not to be given a fair chance and that I cannot be a part of in good conscience.

I have been threatened by people within leadership roles in this county that if I didn't vote the way they wanted me to then I would be outed in the next election. I made it clear, so be it! I vote for the best qualified candidate for the director's position. I listened to the community, even though I was told I should not be listening to them outside of a board meeting. My own board members tried to rein me in, telling me I should not post on social media and that we do not need to record all meetings (even though we had voted to) because sometimes they just want to talk freely.

This is not why I chose to serve. I believe our schools deserve leadership that places students and staff first, always. When that mission is no longer the central focus, I cannot in good faith continue to be a part of it.

I remain deeply committed to public education and will continue supporting our schools in other ways, but it is time for me to step away from this position.

Thank you to those who have worked with integrity, compassion, and dedication. I hope the district will return to prioritizing what matters most—our students and the professionals who serve them.

And thank you to the public who placed their faith in me to begin with.

While my resignation may come across to some as not getting their way, it is farthest from the truth. I poured my heart out to the schools and worked hard to learn everything I could including the laws.

A quote I heard today "Don't trade your humanity for a paycheck", no truer words, have I ever heard.

Sincerely,

Sherri Baker

CONTRACT OF EMPLOYMENT
Between
Marcy Tidwell
And the
Hickman County Board of Education

This Employment Contract is entered into this **2nd day of March 2026** by and between the Hickman County Board of Education, hereinafter called the "Board", and **Marcy Tidwell** hereinafter called the "Director". The Board and the Director, for the consideration herein specified, agree as follows:

TERM OF CONTRACT

The Director hereby accepts employment as Director of the Hickman County School System for a period of **four (4) years** commencing on the **1st day of June 2026** and ending on the **31st day of May 2030**.

DUTIES

The Director shall perform the duties and have all such authority as specified in the Tennessee Code Annotated, as well as those listed in the policies of the Board and the job description for the Director as adopted by the Board, which may be amended from time to time during the term of this contract. Such job description, as so amended, is hereby incorporated in this contract by reference as if fully restated herein. Further, the Director shall perform all duties incident to the office of the Director and such other duties as may be prescribed by the Board from time to time.

The Director shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours.

PROFESSIONAL CERTIFICATION

The Director shall maintain and furnish to the Board evidence of her maintaining, throughout the life of this Contract, a valid and appropriate certificate to act as Hickman County Director of Schools of in accordance with the standards established by the Tennessee Department of Education.

REFERRALS TO DIRECTOR

The Board, collectively or individually, shall promptly refer to the Director for study and recommendations all criticisms, complaints and suggestions called to their attention relative to the Director of the school district. The Director shall share with the Board, wherever and whenever possible and as appropriate, criticisms, complaints, and suggestions concerning the school district that come to the attention of the Director.

LOYALTY

The Director shall devote full time, attention, knowledge, and skills solely and exclusively to the business and interests of the Board and the Hickman County School District. The Director may, however, undertake consulting work, speaking engagements, writing, lecturing or other activities which do not interfere with the discharge of Director's duties and responsibilities. Any such activities undertaken by the Director shall be reported to the Board. The determination of the Board as to whether such other work interferes with the discharge of the Director's duties and responsibilities shall be conclusive.

COMPENSATION

The annual salary of the Director for the fiscal year **July 1, 2026** through **June 30, 2027** shall be **\$130,000 (one hundred and thirty thousand dollars)**. The salary of the Director shall be paid in accordance with the Board payroll policy and prorated if this contract is initiated on a date other than July 1. The Board shall review the salary of the Director annually. In no event shall the Director's salary be reduced except as provided by law. Any adjustments to the annual salary for subsequent years during the term of this contract shall be in writing and shall be in the form of an amendment or addendum to this contract. If an adjustment in salary is made during the term of this contract, it shall not be deemed by either party that a new contract has been formed or that the termination date for the existing contract has been extended.

TECHNOLOGY EXPENSES

The Board shall provide to the Director: (1) a smartphone, a telephone, computers, printers, and other technology for in-office use; (2) a laptop computer, printer, and such other technology, as is necessary, for out-of-office use; and (3) inter-office/intra-office internet connectivity required to perform the duties of the position whether within the office or from a remote location.

INSURANCE BENEFITS

Medical Insurance. The Board shall provide, during the term of this contract, such medical insurance for the Director as the school system provides for other licensed staff as long as the Director maintains enrollment in the insurance program. As additional compensation, the Board shall also pay the employee's matching share of the insurance plan the Director chooses.

Disability Insurance. Upon employment, the Board shall provide the Director with disability insurance coverage paid for by the Board.

Life Insurance. Upon employment, the Board shall provide, during the term of this contract, a fixed term life insurance policy of \$100,000 (one hundred thousand dollars) life insurance policy paid for by the Board.

MEMBERSHIP DUES

The Board shall pay all dues for AASA, TOSS, and the Chamber of Commerce. The Board shall reimburse the Director for expenses in attending related functions provided, however, that the Board must first approve membership except for those organizations listed by name in this paragraph.

PROFESSIONAL LIABILITY

The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and of the Director in the scope of his employment with the Board. The Board shall, to the extent permitted by law, directly or through insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, suits, and legal proceedings brought by third parties against the Director in his official capacity as agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct. In no event will individual Board members be considered liable for indemnifying the Director against such demands, claims, suits, and legal proceedings.

PROFESSIONAL GROWTH

The Board encourages and expects the Director to participate in professional growth and development activities including attendance at professional conference at the local, state and national levels. The necessary expenses of said attendance shall be paid by the Board in accordance with Board policy. Written approval of the Chair of the Board, which shall not be unreasonably withheld, shall constitute Board approval for leave to attend such activities.

PERSONAL LEAVE

For each year of employment, the Director will be entitled to **five (5)** days of personal leave in addition to holidays and **fifteen (15)** days of vacation days annually. Up to two (2) days of unused personal days shall be converted to sick leave on June 30 of each year. The Board agrees that written agreement by the Chair with written notice to the Board shall constitute Board agreement for the selected vacation time without the necessity of Board action.

SICK LEAVE

The Director shall be granted one (1) day of sick leave for each month of employment. Sick leave days shall be cumulative and unused sick leave days may be used for retirement credit in accordance with the policies of the Tennessee Consolidated Retirement System and the Hickman County Board of Education. In accordance with T.C.A. § 49-5-711, the Director shall be allowed to transfer up to two (2) personal leave days in his/her accumulated sick leave at the end of each fiscal year.

WORK YEAR

The office of the Director is a full-time, twelve (12) month position. Days upon which the Director shall not be required to be in attendance at work include the regular school system holidays provided for in statute and any day for which the school system and the central office are closed in accordance with

the school calendar and/or policies established by the Board (e.g., inclement weather, dangerous conditions, safety concerns, etc).

EXPENSES

The Board shall reimburse the Director for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this contract, subject to such limitations as provided by law and by Board policy.

EXTENSION/RENEWAL OF EMPLOYMENT CONTRACT

The Board may extend/renew the terms of this contract at any time with concurrence of the Director up to a maximum of four (4) years.

PERFORMANCE EVALUATION

Annually, but no later than the last day of June of each calendar year during the term of this contract, the Board and the Director shall review the Director's performance as Director of Hickman County School District; the Director's progress toward goals established by the Board and the Director; the working relationships of the Director with the Board, the staff, the students and the community at large; and any other matters relative to the employment of the Director. The first evaluation will occur after six (6) months of employment, and thereafter, annually,

Within three (3) months of the Director assuming office, the Director and the Board shall adopt a mutually agreed upon instrument to evaluate the Director. Using such instruments, the Board shall evaluate the Director annually. Evaluation must be completed at least before the end of each fiscal year. The Board shall devote at least a portion of a scheduled Board meeting to conduct the Director's evaluation and discuss the working relationship between the Director and the Board. The Board shall provide evaluative feedback and establish performance criteria which can be used constructively the Director during the subsequent year.

FORFEITURE OF TENURE RIGHTS

The Director hereby forfeits any rights to tenure in the Hickman County School District and agrees that, upon the termination of his/her duties as Director, his/her employment in the school district will terminate. Further, it is mutually understood and agreed that this contract does not confer tenure in the position of Director or in any other administrative position in the school system.

ANY OTHER CONTRACT SUPERSEDED

This Contract sets forth the terms of employment of the Director by the Board during the stated term and supersedes any other contract that the Board may have previously negotiated with the Director.

CONTRACT TERMINATION

Mutual Agreement. This contract may be terminated by mutual agreement, which may include, but is not limited to, retirement, disability, or death of the Director. If this contract is terminated by mutual agreement, the Director shall be entitled to no further benefits or compensation under the terms of this contract.

Unilateral Termination. This contract may be terminated by a simple majority vote of the membership of the Hickman County School Board. However, if such action is taken, the Director shall receive a buyout payment in a lump sum for the amount of the compensation the Director would have received for the total amount of time remaining on the contract, if the contract had not been terminated, multiplied by a factor of 1.5 (one and half). Insurance benefits shall be paid in like manner.

For Cause. This employment contract may be terminated by the Board for willful cause upon proof of conduct unbecoming to a member of the teaching profession (unprofessional conduct), inefficient service, neglect of duty, insubordination, incompetence, or egregious failure to follow Board policies and directives. For the purpose of this article, the definitions found at Tennessee Code Annotated, 49-5-501 shall apply. If the Board terminated this contract for cause, the Director shall be entitled to no further benefits or compensation. The Director shall, however, be entitled to a hearing before an independent hearing office on the charges. Any hearing officer so chosen shall have no present or prior affiliation with the school system. Such hearing office shall demonstrate the ability to compose findings of fact and conclusions after all proof has been placed on the record of this matter. A verbatim transcript of the proceedings shall be created and maintained and the Board shall assume responsibility for such cost.

Removal from Office. This contract shall be terminated if the State Board of Education, in accordance with the provisions of Title 49, Chapter 1 of Tennessee Code Annotated as enacted or hereafter amended, orders the removal of the Director. If such removal is ordered, the Director shall be entitled to no further benefits or compensation under the terms of the contract.

Resignation. The Director may resign by providing written notice of at least sixty (60) days to the Chairman of the Board. This requirement may be waived at the discretion of the Board.

Inability to Perform as Director. In the event that the Director is unable to perform his/her obligations and duties for a period of thirty (30) days or longer due to mental or physical illness, disability, or incapacity, the Board, at its option, may terminate this contract, and upon so doing, shall be released from all future obligations, subject only to applicable state and federal law.

CRIMINAL BACKGROUND CHECK

If requested by the Board and in accordance with the requirements of TCA 49-5-413, the Director agrees to the release of all investigative records to the Board for examination for the purpose of verifying the accuracy of criminal violation information as required by TCA 49-5-406(a)(1)(A); and the Director agrees to supply a fingerprint sample and submit to a criminal history record check to be conducted by the Tennessee Bureau of Investigation. The costs incurred for this investigation shall be paid by the Board.

AMENDMENTS

Any modification to this contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this contract.

ENTIRE AGREEMENT

This contract constitutes the entire agreement among the parties. The parties acknowledge that neither has relied upon any oral representation or any agreements by the other; that no such oral representations or agreements shall in any way affect the terms of this contract; and that this contract may not be modified or changed except by written instrument executed by the parties.

CONTROLLING LAW AND JURISDICTION

This contract shall be interpreted according to the laws of the State of Tennessee. In the event of litigation arising from the breach or enforcement of this contract, the parties agree that the proper jurisdiction and venue shall rest with the trial courts of Hickman County, Tennessee.

SEVERABILITY

The Board and the Director agrees that, in the event any part of clause of this contract is made invalid, unenforceable, or illegal under federal or state law or held to be invalid, unenforceable, or illegal by any court of competent jurisdiction, the remainder of this contract shall not be affected by such ruling, finding, enactment, or holding. The remainder of this contract shall continue in full force and effect with such part or clause stricken to the extent of its invalidity, unenforceable, or illegality.

HEADINGS

The headings used throughout this contract are for the convenience of the parties and are not intended to be used to interpret any term or condition hereof.

NO ASSIGNMENT

This contract is personal to the parties, being a contract for personal services, and shall not be subject to assignment or transfer in any matter.

Made and executed by the parties this ____ of _____ 2026.

Marcy Tidwell
Hickman County Director of Schools

Tim Hobbs
Board of Education, Chair District 3

Jane Herron
Board of Education District 1

Pippa Taylor
Board of Education District 2

Board of Education District 4

Doug Lane
Board of Education District 5

Christy Mays
Board of Education District 6

Dr. Tabitha Cude
Board of Education District 7