Misty Shelton
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Hickman County Schools
115 Murphree Avenue
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To: School Board Members
From: Misty Shelton
Date: January 2025

1st reading:

4.600 Grading System- remove the * and the following wording from the policy *Taught with college curriculum standards are eligible for rigor points. The standards are the same for the high school and TCAT dual enrollment. This will also line up with area CTE programs and SBE policy.

4.603 Promotion and Retention-The State Board of Education updated regulation 0520-01-03-.16 at its November meeting. Parents/guardians who choose to retain their K-2 student must submit a written request within thirty days of the end of the school year. If the student is not eligible for voluntary retention under state law, the district must respond to the parent/guardian in writing. This language has been added on page 2 of 6 highlighted in yellow.

5.118 - Background Investigations- In 2018, the Tennessee General Assembly passed a law requiring background checks every five years for teachers or other positions requiring proximity to children. This requirement was intended to be removed for district employees upon acceptance into the Federal Bureau of Investigation rapback program. As Tennessee has now been accepted into this program, employees must be enrolled in it. Other categories of individuals who may have proximity to children (substitutes, contractors, volunteers) may continue to go through the regular background check process or the district may choose to enroll them in the rap back program as well. TSBA has updated its model policy with provisions outlining these options.

2nd reading:

5.116 Staff Positions- TSBA recommends updating policy 5.116. This policy contains some outdated information that no longer aligns with current law. On page 2, lines 17-21, the policy states that a teacher may be taken off the preferred list for reemployment after two years. TCA 49-5-511 states that teachers have the right to remain on that list until (1) either they accept an offer for a comparable position within the LEA, or (2) the teacher rejects four bona fide offers. Recommended changes are noted on the policy

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The Hickman County School System does not discriminate in its educational programs, activities, or employment practices on the basis of race, sex, national origin, religion, creed, age, marital status, or disability as required by Title VI of the Civil Rights Acts of 1964, Title IX of the Educational Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973. All necessary accommodations are made for equitable participation by constituents without regard to race, gender, disability, economic status, or special needs as required by Section 427 of the General Education Provision Act & P. L. 107-110-NO CHILD LEFT BEHIND.

The following policies are up for review.

Up for Review:

5.200 Separation Practices for Tenured Teachers
5.201 Separation Practices for Non-Tenured Teachers
5.202 Separation Practices for Non-Certified Employees
5.203 Recommendations and File Transfers
5.300 Short-Term Leaves of Absence
5.301 Emergency and Legal Leave
5.302 Sick Leave
5.303 Personal and Professional Leave
5.304 Long-Term Leaves of Absence
5.3041 Long-Term Absence for Support Personnel
5.305 Family and Medical Leave

Up for Discussion:

3.218.2 Use of AKC-Trained Dogs

Thank you for your careful consideration of these policies.

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