East Family Resource End of Year Report

May 17, 2024

Priority 1: Families

Objective 1: Family Support

Goal:

By May 2024, East Hickman Family Resource will serve 5% of all disadvantaged children through the Friday Friends and Operation Santa.

- In the 2023-2024 school year, 124 students were served weekly by Friday Friends
    - East Family Resource sent home roughly 3,600 Friday Friends Bags home with students this school year.

- In the 2023-2024 school year, 132 Families, 325 kids were served by Operation Santa

Objective 2: Family Well Being

Goal:

By May 2024, the EFRC Director will collaborate with the principal, guidance counselor, and teachers about the Buddy Program for a check in/check out system with students who need daily encouragement and reduce discipline referrals to the office.

- In the 20223-2024 school year, EFRC served 6 students at EHES on the Buddy Program. All 6 students showed great improvement in their behavior, self-control, and huge growth with calming strategies.
- Out of those 6 students, there were zero principal referrals this year.
- I meet with the students on Monday mornings to give them a folder with a behavior sheet in it. I check in with them several times during the week. If the student had 4 good days with no behavior issues and no principal referrals they receive a prize. Parents receive notes of encouragement about their child's improvement and positive progress.

Additional Family Support: In the 2023-2024 school year

- 379 pairs of shoes with socks have been given to students and all East Schools have extra shoes on hand in the clinic in case any students need shoes.
- EFRC worked with East Elementary Counselor on the Positive Peer Mentorship program. In this program, a High School student comes over to the Elementary School every other week and spends time with a student who is having behavior trouble and give them positive peer influence.
- EFRC gave out 4 grief bags to students who suffered a loss of a loved one due to death, divorce, or other reasons.
- 80 Thanksgiving dinner boxes were distributed to families in need.
- 10 Christmas dinner boxes were distributed to families in need.
- Roughly 700 kids were served by EFRC at the EHES trunk or treat.
- EFRC served 8 families, 12 students with food from the Student Food Pantry since the pantry was approved in March 2024.
- EFRC has served 9 students with Birthday Cake Celebration Kits
    - (a disposable cake pan, a box of cake mix, a can sprite, sprinkles, a birthday banner/birthday card)
- EFRC and CFRC partnered with One Generation Away to host 2 Mobile Food Pantries. Roughly 300 cars were served at the first give away, and 185 were served at the second give away. There is a third mobile food pantry scheduled for July 13, 2024, at EHHS.

Priority 2: Readiness

Objective 1: Chronically Out of School

Goal:

By May 2024, the EFRC will work with East Middle School students to decrease by 2% the number of Chronically absent students.

- EFRC met with Principal Totty several times throughout the year. We met with students at the risk of being chronically absent. We tried to find out their barriers to getting to school. I made calls to parents/guardians to try to get them involved in their child absenteeism. We rewarded the students who improved on their absenteeism.
- Unfortunately, chronic absenteeism is still a problem at EHMS. Hopefully we will continue to make small strides each year.

Objective 2: Academic, College, & Career Supports

Goal:

By May 2024, EFRC will serve up 10 children through our Smart from the Start Program and students will show a 95% improvement of knowledge compared to data at the beginning of the school year.

- EFRC served 17 children in Toddler Time, and 8 children in Pre-school class.
- These children attended 26 classes this year. These classes were at least one hour long and up to three hours long.
- All 22 students showed great growth in academics, social and emotional development, creativity, motor skills, and independence.
- The Toddler Time class went on 2 trips together this year.
    - The first trip was to MaryAnn and Wanda's for bounce house play, and then lunch.
    - The second trip was to Tennessee Toddlers for play, and then McDonald's for lunch.

Priority 3: Communities

Objective 1: Student and Family Engagement

Goal:

By August 2023, EFRC will achieve 66% participation for all students and parents attending 3rd, 6th, and 9th grade orientation.

- Before the first day of school, EFRC attended EHIS, EHMS, and EHHS student orientations where I handed out 149 backpacks filled with school supplies.
- EFRC served 79 third grade students, with 175 guest total.
- EFRC served 70 sixth grade students, with 173 guest total.
- EFRC served 89 ninth grade students with 215 guest total.

Objective 2: Community Partnerships

Goal:

May 2024, EFRC will serve 100% of teachers at East Hickman Elementary School and East Hickman Intermediate School through the Adopt-A-Class program.

- EFRC worked to provide 21 teachers at EHES with class sponsors. I held a reception on Friday August 18, 2023, at 8:30 a.m. This reception was a meet and greet for sponsors to come and meet their students, and teacher. There were 18 sponsors that attended the reception at EHES.
- EFRC worked to provide 19 class sponsors at EHIS. I held a reception for EHIS sponsors on Friday August 25, 2023, at 8:30 a.m. There were 16 sponsors that attended that event.
- EFRC has been in contact with sponsors throughout the school year and has already obtained some sponsors for next school year.

EMPLOYMENT CONTRACT

BETWEEN THE

HICKMAN COUNTY BOARD OF EDUCATION

AND

Carroll, David (MA - 9)

THIS EMPLOYMENT CONTRACT is made and entered by and between Hickman County Board of Education, hereinafter referred to as the "Board of Education," and **Carroll, David**, hereinafter referred to as "Teacher."

WHEREAS, the Board of Education, at a lawfully convened meeting approved the Hickman County Board of Education Director of School's decision to employ Teacher as a teacher for the 2023-2024 school year.

WHEREAS, Teacher is duly licensed by the Tennessee Department of Education and is desirous of being employed by the Board of Education in a position for which such license is required.

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained, it is agreed by and between the parties hereto as follows:

1. EMPLOYMENT: The Director of Schools hereby employs Teacher as a teacher for the 2023-2024 school year, such school year being determined by the Board of Education in accordance with Title 49 of the Tennessee Code.

2. OBLIGATIONS: Teacher hereby agrees to be responsible for and perform all the acts and duties pertaining to Teacher's position during such school year including, but not limited to, the following:

A. To perform, in a faithful and efficient manner, those duties of said Board of Education as are assigned from time to time by the Director of Schools.

B. To follow all policies, procedures and practices of the Board of Education and the Director of Schools, as such may from time to time be revised.

C. To make such reports as may be required by the Director of Schools, the principal of the school to which the teacher is assigned, and by other members of the Hickman County Board of Education's administrative staff.

D. All teachers will be required to enter all grades, assignments and categories in secondary grade book using Skyward.

E. To follow all standards and rules established for teacher by Title 49 of the Tennessee Code and the Rules, Regulations and Minimum Standards for the Governance of Tennessee Public Schools, and all other statutes or legally constituted authorities.

F. To perform such other and further duties as required by the Board of Education and/or by the Director of Schools as may be assigned from time to time consistent herewith.

3. TERM: This Contract shall be effective for the stated school year only, subject to any rights of Teacher provided by Title 49 pertaining to employment of teachers, tenure and duties of teachers. Nothing in this Contract shall be construed to provide any rights to future or continued employment beyond the term of this Contract.

4. COMPENSATION: As compensation for the services to be provided hereunder, Teacher shall be paid the total sum of **$51,410.00** for such school year for 200 contracted days, which sum shall be payable in _____ equal monthly installments. In the event Teacher is assigned any supplemental duties to which a supplemental payment is due, Teacher shall be paid the supplemental amount as approved by the Board of Education for such supplemental duties. Notwithstanding anything herein to the contrary, in the event Teacher shall be discharged for sufficient and just cause in accordance with Title 49 of the Tennessee Code, or shall have such Teacher's certificate for teaching suspended or revoked, said Teacher shall not be entitled to any compensation from and after the date of such dismissal or certificate suspension. In addition to the above contracted amount, teacher will be compensated for additional responsibilities as outlined below (not guaranteed beyond current school year):

- Mentoring New Teachers and other responsibilities as outlined by the Principal - $4,000 to be paid in two $2,000 payments as fulfillment of responsibilities are verified by Principal.
    - 1st payment November or December payroll
    - 2nd payment April or May payroll

5. OTHER EMPLOYMENT: Teacher agrees that Teacher shall not accept employment with any other school system during the term of this Contract.

6. OTHER BENEFITS: In addition to the compensation to be paid hereunder, the Board of Education shall provide Teacher such other benefits as the Board of Education may from time to time deem appropriate for teachers generally.

7. EARLY TERMINATION OF CONTRACT: The Director of Schools reserves the right to terminate this Contract before the end of the year if necessary because the position is abolished, because of a decrease in enrollment or for any other good reason allowed or required by law, including but not limited to the causes for teacher dismissal set forth in Title 49 of the Tennessee Code.

8. ASSIGNMENT: The Teacher agrees to work in any building or department and to perform whatever duties may be assigned or required by the Director of Schools.

9. OTHER LAWS AND RULES: This Contract is not intended to set forth all of the various duties and obligations of the parties hereto, but rather is made subject to Title 49 of

the Tennessee Code, as amended, the various policies and practices of the Hickman County Board of Education and its Director of Schools, and any applicable negotiated agreement. In addition, all Board of Education policies and administrative regulations, as may from time to time be amended or changed, are incorporated by reference into this contract.

10. SEVERABILITY: Should any provision of this Contract be declared to be invalid by any court of competent jurisdiction, such provision shall be severed and shall not affect the validity of the remaining provisions of this Contract which shall remain in full force and effect.

11. ASSIGNMENT PROHIBITED: Neither this Contract nor any of the rights and obligations of Teacher hereunder shall be assigned or transferred in whole or in part.

IN WITNESS WHEREOF, the parties hereto have executed this Contract for Teaching Services the day and year first written above.

Hickman County Board of Education	Teacher
By_____	By _____
John Mullins	Teacher's Signature
Director of Schools	
Date_____	Date_____

HICKMAN COUNTY BOARD OF EDUCATION

2023-2024 SCHOOL YEAR

Name: Carroll, David **ss #:**_____

Address:_____

_____

Phone Number:_____

Number of checks your salary is to be divided by:

Teachers	Non-Certified Personnel
_____10 Checks	_____10 Checks
_____12 Checks	_____12 Checks

If you have any questions about your payroll, please contact Nicole Wright at the Hickman County Finance Office at 729-6158.

LOCATION: HCHS **PAYROLL #:** 3

FOR OFFICE USE ONLY

Degree & years of experience: MA - 9

Salary: $51,410.00

Pay Code: 141- -71100-116- _____%

=

Pay Code: _____%

*if only one Pay Code, % is 100%

** Please turn this paper back into the front office of your school by Aug 4, 2023 if you want your checks set up correctly.

Form – NT

HICKMAN COUNTY BOARD OF EDUCATION
2023-2024 SCHOOL YEAR

Please return all information on how many checks for the year and any other information that is needed to the **front office of your school** no later than **Friday, Aug 4, 2023.**

If you fail to return all information on or before **August 4**, you may not be able to have the deductions or pay times that you wish. Your help in this matter is greatly appreciated.

Social Security Number _____

Name:_ Carroll, David

Please mark all deductions that apply to you. The individual companies will be contacting you as to changes in the premiums.

Tax Shelter Annuities:

1. Metropolitan Life _____
2. Farm Bureau _____
3. American Fidelity Annuity _____

School Deductions:

1. Garnishments/ Bankruptcy _____
2. Liberty National _____
3. Educators Credit Union _____
   (Cornerstone Financial Credit Union)
4. Tennessee Teachers Credit Union _____

***Dental Insurance, Medical Insurance, American Fidelity Disability, American Fidelity Cancer, and American Fidelity Life will be on the report that is given to the Finance Office from Steve Ward.**

****If you have any questions about your payroll, please contact Nicole at the Hickman County Finance Office at 729-6158.**

*****Also, if you have any changes to your deductions from last year, you may want to let Nicole Wright know this.**

TEACHER/CERTIFIED SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2024
Approved June 5, 2023

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	$44,096	$46,322	$47,912	$49,184	$51,622
1	$44,838	$46,852	$49,608	$50,880	$53,318
2	$45,580	$47,806	$50,562	$51,516	$54,484
3	$45,686	$48,018	$50,668	$51,728	$54,696
4	$45,792	$48,336	$50,774	$51,834	$54,908
5	$46,004	$48,866	$51,516	$52,258	$55,120
6	$47,064	$50,244	$52,046	$52,788	$55,332
7	$47,700	$50,562	$52,788	$53,530	$56,392
8	$48,018	$50,774	$53,424	$54,166	$57,558
9	$48,442	$51,410	$53,848	$54,802	$58,618
10	$48,866	$51,940	$54,378	$55,226	$59,890
11	$49,926	$54,484	$55,968	$57,134	$61,162
12	$50,244	$55,438	$56,604	$57,770	$61,586
13	$50,456	$55,544	$56,710	$58,194	$61,904
14	$50,668	$55,650	$56,922	$58,406	$63,176
15	$50,880	$55,862	$57,346	$58,936	$63,494
16	$52,894	$57,770	$59,572	$61,480	$65,932
17	$53,954	$58,406	$60,208	$62,434	$67,204
18	$54,060	$58,512	$60,526	$63,070	$68,052
19	$54,272	$58,618	$60,632	$63,388	$68,158
20	$54,378	$58,724	$61,586	$63,918	$69,112
21	$56,074	$60,526	$63,282	$65,614	$70,914
22	$56,180	$60,632	$63,494	$65,932	$71,126
23	$56,286	$60,738	$63,600	$66,038	$71,338
24	$56,392	$60,844	$63,706	$66,144	$71,550
25	$56,604	$60,950	$63,812	$66,250	$71,762
26	$56,710	$61,162	$63,918	$66,356	$71,974
27	$56,922	$61,268	$64,024	$66,568	$72,292
28	$57,028	$61,374	$64,130	$66,674	$72,504
29	$57,134	$61,480	$64,236	$66,780	$72,716
30	$57,770	$61,798	$64,872	$67,204	$74,518

Hickman County School System
2023-2024 School Calendar

	Student Instructional Days	Professional Development	In-service Training	Parent-Teacher Conferences	Annual Leave	Administrative Days	Total Days	Payroll Dates
July			*5			1	6	
August	22				1	1	24	***
September	20	<1			1		22	08/31/23
October	16			1	1		18	09/29/23
November	17				1		18	10/31/23
December	14				1		15	11/30/23
January	19	<1			1		20	12/20/23
February	20			**1	1		22	01/31/24
March	16				1		17	02/29/24
April	22				1		23	03/22/24
May	14				1	1	16	4/30/24 ****5/21/24
June								***** June, 2024 ***** June, 2024
Total	180	<Included	5	2	10	3	200	

*Three In-service Training days, jointly decided upon by the principal and teacher, shall be completed from July 1, 2023 through May 31, 2024.

**One parent teacher conference will be conducted outside the school day - this will be divided into two sessions.

***The 2023-2024 payroll cycle for teachers and staff begins after one month's active employment.

****Last payroll check for those who selected ten (10) checks.

*****For those selecting twelve (12) checks, the eleventh (11th) and twelfth (12th) checks are deposited into bank account before June 30, 2024.

******Up to eleven (11) days are accumulated in the school calendar through extended work (stockpile) days and if used will not be made up. If more than the eleven (11) stockpile days are missed, make-up days will be added to the end of the school year.

July 27-28	**In-service Training**
July 31	**Administrative Day**
August 1	**First Student Day: Abbreviated Day (Students Dismissed at 10:00 AM – Buses Run)**
August 2	**Administrative Day**
August 3	**Full Day of Classes Begin**
September 4	**Labor Day (Schools Closed)**
September 5	**Professional Development (Teachers/Staff Report – Students Do Not Report)**
October 9-13	**Fall Break (Schools Closed)**
October 23	**Parent-Teacher Conferences 12:00 PM - 6:00 PM (Students Do Not Report)**
November 20-24	**Thanksgiving Break (Schools Closed)**
December 20	**Abbreviated Day (Students Dismissed at 10:00 AM – Buses Run)**
December 21-January 3	**Christmas Break (Schools Closed)**
January 4	**Professional Development (Teachers/Staff Report – Students Do No Report)**
January 5	**Students Return from Christmas Break**
January 15	**Martin Luther King, Jr. Day (Schools Closed)**
February 19	**President's Day (Schools Closed)**
March 25-29	**Spring Break (Schools Closed)**
May 17	**Last Full Day of School**
May 18	**Hickman County High School Graduation 10:00 AM** **East Hickman High School Graduation 2:00 PM**
May 20	**Administrative Day**
May 21	**Abbreviated Day (8:00 AM – 10:00 AM - Buses will not Run)**