Monday, June 5, 2023
BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session at 7:00 p.m. on Monday, June 5, 2023, in Room 203 of the Central Office building. School board members in attendance at the meeting were Tim Hobbs, Sherri Baker, Ron Gammons, Jim Hudgins, Doug Lane, Christy Mays, and Vance Willis.

No citizens requested to make public comments to the Board of Education.

Tim Hobbs asked the group to observe a moment of silence.

Ron Gammons led the group in the Pledge of Allegiance.

Doug Lane made a motion to approve the minutes from the meeting held on Monday, May 1, 2023. Christy Mays seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to amend the minutes from May 8, 2023 to add discussion and more detail. The following was presented: The minutes of May 8th are vague and incorrect. Mrs. Mays motion DID NOT use the word "raise" as the minutes indicates. Nowhere in the motion did it indicate for the "Base Salary Schedule" (sometimes referred to as the BEP salary schedule) to be altered to reflect a 6% increase for certified licensed personnel; moreover, the motion was intended for certified licensed personnel to ONLY receive a 6% increase to each individual current wages for the 2023-2024 school year. The motion also intended for the non-certified personnel which includes but not limited to transportation, food service, educational assistants, office personnel, maintenance, etc (excluding Director's of said Departments) to receive a $3,000 pay increase on each individual's current wages in addition to making medical benefits available and the Board will pay for the medical insurance for all non-certified employees if the non-certified employee chooses to partake of this benefit. The motion further intended for the Non-Certified "Base Salary" schedule(s) to reflect the $3,000 increase one time to begin July 1, 2023. This $3,000 "Base Schedule" change will remain at this amount until the Board makes future changes.

Let the minutes reflect the Board's motion intent of the May 8, 2023, special called budget meeting and to be revised as stated above and to be presented at the July 2023 regular board meeting for approval.

Christy Mays seconded the motion. On a voice vote, the motion was approved 6-0-1-0. Vance Willis passed on the motion.

Ron Gammons made a motion to approve the amended minutes. Sherri Baker seconded the motion. On a voice vote, the motion was approved 6-0-1-0. Vance Willis passed on the motion.

Doug Lane made a motion to approve the minutes from the meeting held on May 30, 2023. Ron Gammons seconded the motion. On a voice vote, the motion was approved 5-0-2-0. Christy Mays and Vance Willis passed on the motion.

Ron Gammons made a motion to approve the June 5, 2023, board meeting agenda. Doug Lane seconded the motion.

The Hickman County Board of Education will meet in regular session on Monday, June 5, 2023, at 7:00 p.m. in Room 203 of the Hickman County Board of Education Central Office. A work session will be held in Room 203 at 6:00 p.m.

I. Public Comment

II. Call to Order

III. Moment of Silence

IV. Pledge of Allegiance

V. Approval of May 1, 2023 Regular Board Meeting Minutes

VI. Approval of May 8, 2023 Special Called Board Meeting Minutes

VII. Approval of May 30, 2023 Special Called Board Meeting Minutes

VIII. Approval of Agenda

IX. Special Recognition
- A. Employee of the Month--Doug Lane
- B. Student Recognition--Jim Hudgins
- C. Employee of the Year--Sherri Baker
- D. Friend of Education--Ron Gammons
- E. District Championship Recognition--Christy Mays
- F. State Level Competitor Recognition--Vance Willis

X. Communications to the Board
- A. Director's Report--Director of Schools
- B. Financial Report--Business Officer
- C. ESSER Updates--ESSER Manager
- D. Family Resource Centers Year End Report–Family Resource Centers Directors
- E. Summer Learning Plan--Director of Schools

XI. Items Requiring Board Action
- A. Event Request
  1. HCHS JROTC–Instructor and Cadets
- B. Board Meeting Schedule for 2023-2024--Director of Schools
- C. Annual Agenda for 2023-2024--Director of Schools
- D. ESSER Plan Revisions--Director of Schools
- E. Recommendations for Tenure--Director of Accountability
- F. Budget Amendments--Business Officer
- G. Resolution to Grant Authority to Designate Reserves--Director of Schools
- H. Grant Executive Committee Authority to Close Out Fiscal Year--Director of Schools
- I. School Board Attorney--Director of Schools
- J. 2023-2024 142 Federal Budget--Business Officer and Federal Programs Director
- K. 2023-2024 Differentiated Pay Plan--Director of Schools

L. 2023-2024 Salary Schedules and Pay Scales--Director of Schools
M. Personnel Decisions–Director of Schools
N. TSSE Membership Dues--Director of Schools
O. Partial Re-Roof at EHIS and CIS–Director of Schools
P. Wheelchair Lift for HCBOE Complex–Director of Schools
Q. Fuel Management Equipment–Transportation Director
R. 2023-2024 Centerville Municipal Golf Course MOU--Director of Schools
S. Student Representatives on School Board--Sherri Baker
T. Pre-K Textbook Approval–Director of Accountability
U. Revised Board Policy 6.319 - (1st Reading)–Director of Accountability
V. Revised Board Policy 3.218.2 - (2nd Reading)--Director of Accountability
W. Board Policy Review 6.400–6.4081 --Director of Accountability
X. Copy Machine Lease Agreement--Business Officer
Y. ESSER Project Replacement Doors and Windows--ESSER Manager
Z. EnTech Contract--Business Officer
AA. School Lunch Charges--Business Officer
BB. Board Policy 3.600–Director of Schools

XII. Announcements

XIII. Adjourn

On a voice vote, the motion was approved 7-0-0-0.

Maryanne Opperman, an educational assistant from EHES, was recognized as Employee of the Month.

Students scoring 29 and above on the ACT were recognized from EHHS and HCHS.

Kay Treadwell, an employee in School Nutrition, was recognized as the Employee of the Year.

Ascension St. Thomas Hickman was recognized as the Friend of Education.

The HCMS boys basketball team was recognized for winning the area tournament championship.

Daniel McGuire, a student-athlete from EHHS, was recognized as a state champion in track and field.

Doug Lane made a motion to accept the Director's Report. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to accept the financial report. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

The ESSER grant manager presented updates to the Board of Education.

Ron Gammons made a motion to accept the Family Resource Center End of Year Reports. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

The Director of Schools presented the Summer Learning Plan for Hickman County Schools to the Board of Education.

Ron Gammons made a motion to approve the JROTC Raider Meet on September 2, 2023, from 7:00 a.m. until 5:00 p.m. on the campus of Hickman County High School. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to amend the board meeting schedule to drop the work session in September and make it a regular board meeting. Vance Willis seconded the motion.

	Aye	Nay	Pass	Absent
Sherri Baker				
Ron Gammons				
Tim Hobbs				
Jim Hudgins				
Doug Lane				
Christy Mays				
Vance Willis				

On a roll call vote, the motion was approved 7-0-0-0.

Vance Willis made a motion to approve the meeting schedule. Christy Mays seconded the motion.

2023-2024
Hickman County Board of Education Meeting Dates
July 10, 2023
August 7, 2023
September 19, 2023
October 2, 2023
November 6, 2023
December 4, 2023
January 8, 2024
February 5, 2024
March 4, 2024
April 1, 2024
May 6, 2024
June 3, 2024

On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to amend the October election to September to comply with Board Policy 1.200. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to approve the amended annual agenda. Sherri Baker seconded the motion.

Hickman County Board of Education
Annual Agenda 2023-2024

July 2023

Work Session	Board Meeting
Board Policy Review	Student Discipline Hearing Authority Designation
	Approval of School Fees
	Board Policy Review
	Bullying and Harassment Report to Board

August 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review

September 2023

Work Session	Board Meeting
Strategic Plan and Goals	Election of Officers of the Board

October 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Compliance Report
	Textbook Certification
	Approval of School Calendar
	Honor Retirees

November 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Approval of Supplement Splitting

December 2023

Work Session	Board Meeting

January 2024

Work Session	Board Meeting
Set Date(s) for Board Retreat	Board Policy Review
Board Policy Review	

February 2024

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2024-2025 Budget Discussion	2022-2023 Budget Calendar

March 2024

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2024-2025 Budget Discussion	Set Attendance Zones

April 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2024-2025 Budget Discussion	Textbook Adoption Approval

May 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Tuition Rate Approval for Out of County Students
	Teacher Tenure
2024-2025 Budget	2024-2025 Budget (141, 142, 143)
	Authorize Superintendent to Submit Grants, Applications, Reports, Amendments, and Addenda
	Recognize Teachers of the Year

June 2024

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Personnel Decisions and Placement
Annual Agenda	Annual Agenda
Meeting Schedule 2024-2025	Adopt Board Meeting Schedule 2024-2025
	Annual Budget 2024-2025 (if needed)
	Grant Executive Committee authority to close out fiscal year
	Recognize Employee of the Year and Friend of Education

On a voice vote, the motion was approved 7-0-0-0.

Vance Willis made a motion to approve the recommendations for tenure. Ron Gammons seconded the motion.

Elizabeth Odom

Ashley Wenner

Rachel Smith

Brandy Mayberry

Sandie Luna

Sarah Booker

Dereck Hale

Sandra Pape

Chenille Bonin

Suzanne Lewis*

Justin Warren

On a voice vote, the motion was approved 7-0-0-0.

Doug Lane made a motion to approve budget amendments 34-36. Jim Hudgins seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Vance Willis made a motion to grant the executive committee, with guidance from our state financial consultant, business officer, and finance office director and assistant director close out the financial books, including budget amendments. All members will be provided with a report at the next board meeting. Ron Gammons seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Vance Willis made a motion to approve and grant the authority to designate reserves. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to approve the 2023-2024 142 budget placeholders. Christy Mays seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
		Vance Willis	

On a roll call vote, the motion was approved 6-0-1-0.

Vance Willis made a motion to approve the 2023-2024 differentiated pay plan. Doug Lane seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Vance Willis made a motion to approve the 2023-2024 salary schedules and pay scales. Sherri Baker seconded the motion. Tim Hobbs and Vance Willis declared a conflict of interest prior to voting and stated they would vote in the interest of their constituents.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Jim Hudgins made a motion to accept the re-election lists. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Marlon Davis was recognized to speak to the Board of Education regarding TSSE. Christy Mays made a motion to approve the TSSE Membership Dues and continued support. Doug Lane seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			

Tim Hobbs
Jim Hudgins
Doug Lane
Christy Mays
Vance Willis
On a roll call vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to approve Foam-Crete roofing bid for a combined bid of $230,000.00. Vance Willis seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Vance Willis madea motion to replace the wheel chair lift replacement at the central office. Jim Hudgins seconded the motion. During discussion, Ron Gammons made a motion to recognize Mr. John Mullins to speak to the Board. It was seconded by Vance Willis.

Aye	Nay	Pass	Absent
	Sherri Baker		
	Ron Gammons		
	Tim Hobbs		
Jim Hudgins			
		Doug Lane	
Christy Mays			
Vance Willis			

On a roll call vote, the original motion failed 3-3-1-0.

No bids were received for the fuel management equipment. Steven George reported that he would request quotes and come back to the Board of Education.

Vance Willis made a motion to approve the Centerville Municipal Golf Course MOU. Jim Hudgins seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			

Christy Mays
Vance Willis
On a roll call vote, the motion was approved 7-0-0-0.

The student representatives on the school board will be discussed at the July meeting.

Vance Willis made a motion to approve the Pre-K textbook adoption of Connect 4 Learning. Ron Gammons seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to add grades 1-12 to board policy 6.319. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to post the second reading of board policy 3.218.2 until changes are made. Doug Lane seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Vance Willis made a motion to approve the review of board policies 6.400-6.4081. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Doug Lane made a motion to approve the copy machine lease agreement. Christy Mays seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Christy Mays made a motion to approve the quotes for the ESSER Replacement Doors and windows for 3 schools only. Ron Gammons seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			

Ron Gammons
Tim Hobbs
Jim Hudgins
Doug Lane
Christy Mays
Vance Willis
On a roll call vote, the motion was approved 7-0-0-0.

Doug Lane made a motion to approve the en-Tech contract. Christy Mays seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Jim Hudgins made a motion to approve the central office reimbursement to schools for the charges made for school lunch. Doug Lane seconded the motion.

Aye	Nay	Pass	Absent
Sherri Baker			
Ron Gammons			
Tim Hobbs			
Jim Hudgins			
Doug Lane			
Christy Mays			
Vance Willis			

On a roll call vote, the motion was approved 7-0-0-0.

Sherri Baker made a motion to amend board policy 3.600, Line 12, to remove "full time" to leave all employees and waive 2nd reading. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

Sherri Baker made a motion to amend board policy 5.102 and strike sentence in line 27-28 and waive second reading. On a voice vote, the motion was approved 7-0-0-0.

Sherri Baker made a motion to approve resolution 23-02. Ron Gammons seconded the motion.

Resolution 23-02

Hickman County Schools

The undersigned, being all of the members of the Hickman County Board of Education, hereby adopt the following resolutions by unanimous consent and direct that this Resolution be entered in the minute books.

WHEREAS, the Board recognizes that bus drivers, cafeteria workers, and support staff are an essential part of the school system; and

WHEREAS, the Board recognizes the difficulty in finding and training employees to fill these positions; and

WHEREAS, the Board wishes to retain these employees by offering retirement, health, and other benefits; and

WHEREAS, the Board desires to allow its bus drivers, cafeteria employees, and other support staff who work at least 25 hours per week to continue to participate in the Local Education Plan.

NOW, THEREFORE, BE IT RESOLVED, that the Hickman County Board of Education does hereby request that Benefits Administration retain on the state-sponsored insurance plan those employees who work at least 25 hours per week and have been employed by the Board at least twelve (12) months.

BE IT FURTHER RESOLVED, that the Hickman County Board of Education does hereby request that Benefits Administration retain on the state-sponsored insurance plan those employees who work at least 25 hours per week and have been employed by the Board at least twelve (12) months.

BE IT FURTHER RESOLVED, that the Hickman County Board of Education will continue its monetary support of these employees.

IN WITNESS WHEREOF, the undersigned, as chairman of the Hickman County Board of Education, has executed this Resolution effective as of July 1, 2023.

_____

Printed Name/Signature

Chairman, Hickman County Board of Education
On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to send the resolution to the County Commission and add amendment from the state. Sherri Baker seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

During the announcements, Michelle Gilbert read a statement of thanks to the Board of Education and the crowd in attendance.

Ron Gammons made a motion to add the letter in the minutes. Sherri Baker seconded the motion.

I wanted to take a few moments to express my gratitude and appreciation for the opportunity that the Board of Education has provided me over the course of the last seven years.

During my time as Director of Schools, I have been blessed and fortunate to work with some of the most dedicated, hard-working, and skilled educators in our profession. As a team, we have made it our priority and mission to make educational decisions that are best for the students, employees, and community that we serve.

We have been able to provide opportunities that were previously unavailable for our students and families. Students in Hickman County can now obtain 24 hours of college credit during high school and have the opportunity to pursue over 15 programs of study with industry credentials before they graduate. We have renewed a sense of community and work ethic through our Give Back initiatives and our work ethic distinction programs.

We have been able to make instructional shifts in our lower grades that have produced results that place Hickman County in the top third of the state of Tennessee in third grade reading results.

I am extremely proud of our educators, support staff, and community for working together to maintain and provide consistency as we navigated the unknowns of a pandemic and provided support for our students and their families.

From late night/early morning road condition checks to flooding to opening schools without potable water, there was never a time where it was considered dull or boring.

I have thoroughly enjoyed every second of watching your children perform in plays, play in the band, represent our schools on the athletic field, and applaud their awards and efforts. As I complete the final board meeting of my tenure, I am grateful and thankful for the opportunity to serve as a leader in this school system. It is a bittersweet moment for me, and I thank you from the bottom of my heart for the support you have shown me.

I love Hickman County, and I wish our schools and community all of the best success in the future.

Sincerely,

Michelle Gilbert

On a voice vote, the motion was approved 7-0-0-0.

Ron Gammons made a motion to adjourn. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0-0-0.

The meeting was adjourned at 9:06 p.m.