

**HICKMAN COUNTY BOARD OF EDUCATION**  
**Board Retreat---February 22, 2025**

The Hickman county Board of Education met on February 22, 2025, at 8:00 AM in Central Office - RM 102.

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

John Mullins  
Brad Martin  
Mike Elkins  
Belinda Anderson

I. Call To Order

II. Board Retreat Agenda

**Lane: Introduced the meeting as a brainstorming session. Herron agreed. Good opportunity to talk about what you need to talk about. Robust Dialogue.**

III. Teacher Bonuses Under Education Freedom Scholarship Act  
Education Freedom Act, Teacher Bonuses. The suggestion is to not find a way to provide bonuses for teachers who do not qualify for the bonus. Elkins provided a preview of the budget in order for further discussion. FY 2025 Estimated Expenditures packet.

Education Freedom Act to be put into the April, May School Board Meeting.

- TISA will give what part of the money
- Survey the employees about the Education Freedom Act (which is funded by local or state funds)

The law allows money to follow students, whether public or private. Opting in means a \$2000 bonus for teachers who interact with students more than 50% of the day.

Question asked: should we bring back the out-of-county fee?  
Discussion was not with this law in place.

Discussion occurred about enrollment numbers. CTE is strong in Hickman County. Marketing is a means to put schools in the spotlight.

CTE Enrollment: HS CTE Enrollment has grown from 1480 to 2246, from 22-23 to 24-25. MS CTE Enrollment has grown from 0 to 656, from 22-23 to 24-25. CTE Dual has grown from 260 to 905, from 22-23 to 24-25. Work-Based Learning has grown from 54 to 124, from 22-23 to 24-25.

TN Accountability Data, 22-23, 23-24 information was provided by the Director of Schools. Accountability Data/CTE Enrollment, ACT Data

Solutions are to make athletics programs competitive, CTE marketing, making sure that the school grades are what they can be

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by using data.

- IV. Budget FY 26 Preview  
East Hickman Elementary School needs a facelift. Gym needs to be painted and floors. Windows and doors.  
CIS and EHIS roofs over the lunchrooms.

Baker's question: Do you give a flat raise percentage across the board or do something to help people make less money?

- Conversation about bus drivers. Employing bus drivers. Could there be a split time for driving?
- Substitute teacher pay needs to be raised. \$75 for non-certified. \$100 for certified.
- The suggestion was to have a flat rate for non-certified and then 4.5% for certified - it might be more for a flat rate than the 4.5%
- Coaches are paid percentages plus an extra month. We might want to consider going to a flat-rate coaching supplement. Lock them in as they are, but when new coaches come in, then begin the flat-rate.

Insurance premium increases will come in June. The district traditionally did \$7900 then 3 years ago HC went to a 70%/30%. There is a breakout in the expenditure page 2.

The benefit channel is automated for subs, sign in/sign out for payroll, W2 forms and check stubs.  
FY certified with 4.5% are included in the packets. FY 2025 Estimate Expenditures

Is there anything macro about the budget from the board? Percentage of raises for the educators, capital outlay, safety/attendance, raising sub pay to 'closing the gap'

- V. Strategic Plan  
With board input and involvement, we will update the action steps of the strategic plan. With board approval and involvement, a strategic plan will be ready at the end of 2026. This strategic plan will be streamlined with the TISA and District Instructional Plan.
- VI. Announcements  
Resolution No. 16.01 and 19.01. Discussion occurred around the clarification of the resolution. Could non-certified be on this as well? Could the resolution be rewritten?
- VII. Adjourn



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The Hickman County Board of Education will meet for a Board Retreat on Saturday, February 22, 2025 at 8:00 a.m. in Room 203 of the Hickman County Board of Education Office Complex.

- I. Call To Order
- II. Board Retreat Agenda
- III. Teacher Bonuses Under Education Freedom Scholarship Act
- IV. Budget FY 26 Preview
- V. Strategic Plan
- VI. Announcements
- VII. Adjourn

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**Memorandum**

**TO:** TSBA Membership

**FROM:** Nolan Combs, Director of Government Relations

**SUBJECT:** Sample Resolution to Meet Requirement for Teacher Bonuses Under Education Freedom Scholarship Act

**DATE:** February 7, 2025

Good afternoon,

The Education Freedom Scholarship Act, passed by the General Assembly during a recent special session, includes a requirement for school boards to adopt a resolution if their district wishes to receive state funding for \$2,000 teacher bonuses for the 2024-2025 school year. Section 4 of the legislation specifically addresses these bonuses and outlines the process for participation.

TSBA has prepared a **SAMPLE RESOLUTION** to help boards meet this requirement. Resolutions must be submitted to the TN Department of Education by June 1, 2025.

**[CLICK HERE](#)** to download the sample resolution.

**A RESOLUTION BY THE \_\_\_\_\_ BOARD OF EDUCATION**

**WHEREAS**, the \_\_\_\_\_ Board of Education is charged with governing the school system so that all students receive the best educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce; and

**WHEREAS**, the Tennessee General Assembly passed the “Education Freedom Act of 2025” during the first Extraordinary Session of the 114<sup>th</sup> General Assembly; and

**WHEREAS**, this Act includes a provision providing one-time bonuses of no less than \$2,000 to public school teachers in the state; and

**WHEREAS**, section four (4) of the “Education Freedom Act of 2025” requires that a local board of education for an LEA seeking to participate in section four (4) of the proposed act must affirm its intention to participate via a resolution in order to receive state funds to issue these bonuses;

**THEREFORE, BE IT RESOLVED**, That the \_\_\_\_\_ Board of Education affirms its intention to participate in Section four (4) of the “Education Freedom Act of 2025,” relative to bonuses for teachers.