

**HICKMAN COUNTY BOARD OF EDUCATION  
SPECIAL CALLED SESSION---December 17, 2025**

The Hickman county Board of Education met on December 17, 2025, at 6:30 PM in Central Office - Room 203.

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

- I. Call To Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Agenda for December 17, 2025

Motion to approve the Agenda for December 17, 2025.

Motion made by Jane Herron.

Motion seconded by Sherri Baker.

Motion Result: Passed

Tabitha Cude: Absent

Tim Hobbs: Absent

Pippa Taylor: Absent

Sherri Baker: Yea

Jane Herron: Yea

Doug Lane: Yea

Christy Mays: Yea

Yea: 4, Nay: 0, Absent: 3

- V. Items Requiring Board Action

- A. Approval of Interim Director's Contract

Motion to approve the Interim Director's Contract.

Motion made by Sherri Baker.

Motion seconded by Christy Mays.

Motion Result: Passed

Tabitha Cude: Absent

Tim Hobbs: Absent

Pippa Taylor: Absent

Sherri Baker: Yea

Jane Herron: Yea

Doug Lane: Yea

Christy Mays: Yea

Yea: 4, Nay: 0, Absent: 3

- VI. Adjourn

Motion to Adjourn.

Motion made by Jane Herron.

Motion seconded by Sherri Baker.

Motion Result: Passed

Tabitha Cude: Absent

Tim Hobbs: Absent

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Pippa Taylor: Absent

Sherri Baker: Yea

Jane Herron: Yea

Doug Lane: Yea

Christy Mays: Yea

Yea: 4, Nay: 0, Absent: 3

**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



**John Mullins**  
Superintendent 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 Special Called Session on Wednesday, December 17, 2025 at 6:30 p.m. in Room 203 of the Central Office Complex.

- I. Call To Order – This will be a voting session
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Agenda for December 17, 2025
- V. Item Requiring Board Action
  - A. Approval of Interim Director's Contract
- VI. Adjourn

**EMPLOYMENT CONTRACT**  
**BETWEEN**  
**HICKMAN COUNTY BOARD OF EDUCATION**  
**AND**  
**DR. BELINDA ANDERSON**

**THIS EMPLOYMENT CONTRACT** is entered into this the 1st day of January, 2026, by and between the **HICKMAN COUNTY BOARD OF EDUCATION** (hereinafter called “the Board”), and **DR. BELINDA ANDERSON** (hereinafter called “the Director”). This Contract repeals and replaces any other employment arrangement in effect as of the date specified above.

**WITNESSETH:**

For and in consideration of the provisions herein contained, the Board and the Director agree as follows:

1. **Employment.** The Board, in accordance with its action at its meeting held on the 8th day of December, 2025, hereby appoints and employs Dr. Belinda Anderson as the Interim Director of Hickman County Schools, and she does accept such employment in accordance with the terms and provisions contained herein.

2. **Terms of Agreement.** This is an interim appointment that will run from January 1, 2026, until May 31, 2026. It is expressly agreed by and between the parties that Director may be a candidate in any search for the permanent Director of Hickman County Schools.

3. **Duties.** The Director shall perform any and all duties necessary and reasonable to the position of Director. The Director (1) shall be the Chief Executive Officer of the Board; (2) shall be in charge of employing and assigning teachers and other employees of the system under her supervision; (3) shall organize and arrange

the administrative and supervisory staff, including the instructional and business affairs of the system; (4) shall be responsible for suggested regulations, rules and procedures as he deems necessary for the well-ordering of the system; and (5) shall in general perform all duties incident to the office of a director of schools and such other duties as may be appropriately prescribed by the Board from time to time and as required by Tennessee law as set forth in Title 49 of the *Tennessee Code Annotated*. The Board, individually and/or collectively, shall promptly refer all criticisms, complaints and suggestions called to its attention to the Director for study and recommendation.

4. **Reassignment.** In the event the Board does not appoint Director to serve as the permanent Director of Hickman County Schools, she shall return at the expiration of this Contract to her previous position as the Deputy Director; provided, however, that any such reassignment is subject to the authority of any future Director of Hickman County Schools established pursuant to T.C.A. § 49-5-510.

5. **Compensation.** For the duration of this Contract, the Board of Education agrees to pay the Director the sum of ten thousand, eight hundred, eighty-five and 42/100 dollars (\$10,885.42) per month. Upon the expiration of this interim appointment, the Director's rate of pay will be based upon the position to which she is assigned.

6. **Fringe Benefits.** During the Director's service as the Interim Director of Hickman County Schools, she will be entitled to the same fringe benefits available to the previous director.

7. **Professional Liability.** The Board agrees that it shall protect, defend, hold harmless and indemnify the Director from any and all demands, claims, suits, actions and legal proceedings brought against the Director in her individual capacity or

in her official capacity as agent and employee of the Board, provided the incident giving rise to any such demand, claim, suit, action or legal proceeding arose while the Director was acting within the course and scope of her employment, except that in no case will individual Board members be considered personally liable for indemnifying the Director of such demands, claims, suits, actions, and legal proceedings.

8. **Termination.** This Contract may be terminated immediately for cause based upon the provisions of T.C.A. § 49-5-501 *et seq.*

9. **Entire Agreement.** This Contract constitutes the entire agreement between the parties and fully and completely supersedes all prior agreements or employment arrangements between the Director and the Board. Both the Director and the Board acknowledge that neither has relied upon any oral representations or any agreements by the other, and that no such oral representations or agreements shall in any way affect the terms of this written agreement, and that this Contract may not be modified or changed except by written instrument executed by the parties.

**IN WITNESS WHEREOF**, we have set our hands this the \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Tim Hobbs, Chairman of the Board

Sworn to and subscribed  
before me this \_\_\_\_ day  
of \_\_\_\_\_, 2025.

\_\_\_\_\_  
NOTARY PUBLIC

My commission expires: \_\_\_\_\_

\_\_\_\_\_  
Dr. Belinda Anderson

Sworn to and subscribed  
before me this \_\_\_\_ day  
of \_\_\_\_\_, 2025.

\_\_\_\_\_  
NOTARY PUBLIC

My commission expires: \_\_\_\_\_