

Hamilton County Department of Education

Work Session

August 21, 2025 4:30 PM

3074 Hickory Valley Road

Chattanooga, TN 37421

I. Call to Order

II. Delegations

A. Jesse Hilis - Cell Phone Policy

B. Jeanette Omarkhail - Teacher Concerns

C. Kristen Ruiz - Possibility of Differentiated Pay for the Dawn Staff

III. Presentation

A. Compensation Study

IV. Committee Chair Updates

A. Ben Connor - Legislative Representative

- Tennessee General Assembly changes for this year

V. Discussion of the Board Meeting Agenda

A. Ben Daugherty - District 2

- Custodial Service Updates
- Recess Time Compliance Across Hamilton County Schools Updates

B. Gary Kuehn - District 9

- Insurance for teachers going through a suspension investigation

C. Felice Hadden - District 10

- School staffing including Exceptional Education numbers
- Staffing and Budget
- Staffing Positions

VI. Adjourn

**To:** Hamilton County Board of Education  
Dr. Justin Robertson, Superintendent

**From:** Dr. Zac Brown, Chief Talent Officer  
Mary Ellen Heuton, Chief Financial Officer  
Penny M. Murray, Executive Director

**Date:** August 21, 2025

**Subject:** Board Presentation - Compensation Study

**Board Agenda Category:**

- Consent Agenda
- Action Item
- Reports and Information

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We respectfully request the opportunity to provide the Board with an update on the Compensation Study during the Agenda Session

**Opportunity 2030 Commitment Connection**

- Every Student Learns
- Every Student Belongs
- Every School Equipped
- Every Employee Valued
- Every Community Served