

RECORDS AND PROCEEDINGS

A regular meeting of the Board of Education of the Pulaski County Special School District was held at 925 East Dixon Road on the 12th day of January 2010. The following business was transacted.

Opening

1/12/10

President Tim Clark called the meeting to order at 6:05 p.m.

Present: Mr. Tim Clark, Mr. Danny Gililand, Mrs. Sandra Sawyer, Mrs. Mildred Tatum, Mr. Bill Vasquez, Ms. Gwen Williams, Mr. Charlie Wood and Acting Superintendent Rob McGill

Absent: None

President Clark led the Board and audience in the Pledge of Allegiance.

Special Recognition

1/12/10

Good Apple Award

Adrienne Keith, receptionist/security guard at the central office, was presented the Good Apple Award for support staff.

Robinson Middle School

Mrs. Sawyer thanked and commended Robinson Middle School and Ms. Cherrie Walker, principal, for being recognized in the Arkansas Department of Education newsletter for meeting and increasing their Adequate Yearly Progress (AYP) scores for the last three years.

Proclamation

Mr. McGill presented a proclamation declaring January 24-30, Arkansas School Board Member Recognition Week.

Minutes

1/12/10

Mrs. Tatum moved, seconded by Mr. Wood, approval of the minutes of the December 8th regular board meeting and the December 8th, 9th and 11th emergency board meetings. The motion carried with noted changes.

Reports

1/12/10

eSchool PLUS

Anita Farver, Chief Financial Officer, presented a report on eSchool PLUS.

Paperless Board Books

June Elliott, Deputy Superintendent for Learning Services, presented an update on paperless board books and renovation of the board room.

Public Comments

1/12/10

Ralph Russell, a teacher at North Pulaski High School, stated his support for PACT and requested that teachers be given more time to do their jobs.

Patrick Wilson, a representative from the Jacksonville Education Foundation, requested that Mr. Wood table the proposal regarding the approval of a new combined elementary school in Jacksonville, and asked if anyone would be pushing this issue at the meeting.

Ernest Jacobs, a member of the Little Rock branch of the NAACP, stated his support for the union.

Mayor Fletcher of Jacksonville thanked Mr. Wood for tabling the proposal regarding the approval of a new combined elementary school in Jacksonville. He requested that no action be taken until after the ruling of the federal court.

PACT

Marty Nix, President of PACT, thanked everyone for attending the meeting and for their continued support. She expressed condolences to Linda Ellington for the death of her brother and to Pat Davidson for the death of her husband. She asked everyone to keep Linda Rhodes in their prayers during her illness. Ms. Nix stated that she was not going to grandstand, say, or do anything that could possibly be taken as a threat, and that she hoped everyone would focus on what she says instead of how she says it. She stated that PACT has not been on strike since 1996; that PACT was not on strike or a sick-out on December 10th. She voiced many concerns of the teachers which included; Edline down time, no copy paper, no access to computers, no ink cartridges, and no assistance with discipline issues. She stated that the board contends that the current contract will remain in effect, but the district continues to pick and choose what provisions of the contract will be followed. She said that many teachers took contracted paid leave on December 10th and were docked a day's pay, and many were banned from school property. She stated that she had requested a salary schedule for teachers from the district but has not seen one. She said she has notified Mr. McGill there are several group grievances, including one today that threatened teachers with discipline or termination. Ms. Nix addressed the Race To The Top Grant and said that PACT and teachers want funding, but the district has decided not to recognize PACT and work with them to address the MOU. She stated that without recognition, PACT would not be a party to any agreement for the future and asked what they would have in signing an agreement. She requested that the board vote no regarding the proposed Certified Personnel Policy. She commented on reasons why she thought Mr. Clark withdrew recognition of PACT. After a confrontation with Mr. Clark, Ms. Nix was asked to sit down. Before sitting down, Ms. Nix requested the board to restore recognition of PACT.

PASS

Emery Chesterfield, President of PASS, requested prayers for Linda Rhodes. He requested the board to restore recognition of PASS.

ODM, Joshua
and Knight
Intervenors,
PCSSD Equity/
Pupil Services

No representative from ODM, Joshua and Knight Intervenors, or PCSSD Equity and Pupil Services expressed a desire to address the board.

**Board Member
Comments**

1/12/10

Ms. Williams thanked everyone for their support for her sister. She said that she wanted to publicly say that she has chosen not to comment on issues regarding the unions during the past several weeks. She asked her fellow board members that voted to withdraw recognition of the unions to please consider giving that recognition back. She stated that several of her constituents had approached her and are threatening to pull their children from the district. Ms. Williams informed the teachers that they had a lot of support, especially from the associates at Walmart in Sherwood. She stated that the board members need to sit down and talk, put differences aside for the sake of our children, and to look at the business of educating our children.

Mrs. Sawyer gave her appreciation to everyone attending the meeting. She stated that she was asked by the media: "What are your thoughts on the union?" and "How do you feel about what's going on?" She said that she thought it was in the best interest of the community that we all work together and do what is best for the students. Mrs. Sawyer said that after the workshop the previous evening we were told that sometimes we are saying the same things, but we are saying it in a different way. She stated that her take on things is that if we are going to make this a great school district, then we have to be able to work together and put our differences aside. She said all she was asking was for everyone to work together as a team in order to make this the best school district that it used to be. She stated that the district could no longer keep going down this path; where is it going to take us and who is it going to hurt most.

Charlie Wood stated that all the teachers deserve to know where he stands. He said that he is a professional electrical engineer and has been accused by teachers that he does not treat them as professionals, but said that is exactly how he wants to treat them, the way his company treats him. He said he does not have a union and he doesn't get to accrue leave up to one hundred days. He stated there are countless privileges that teachers have that engineers, accountants, attorneys, etc., do not have. Mr. Wood said there have been many comments regarding how terrible the board is in not recognizing the teachers, but what that implies, is that there are two hundred plus other school districts in Arkansas that are terrible because these districts do not have a union. He said that PCSSD is one of the last districts to take this step and he does not believe the districts that do not recognize unions show any less respect for their teachers. He stated that the irony is that we have been told that we need to be like these other districts and he thinks this is a step forward in trying to be like the other districts. Mr. Wood stated that it has been stated that teachers are in the classrooms and we as board members are isolated and do not know what it is like. He said he would not argue that point, but there are principals who have all had classroom experience and he has not received any calls from any principal regarding the step the

board took. He reiterated that under the new system, teachers will still have representation. He said there will be a Personnel Policy Committee and teachers will be on that committee, not only teachers who are in PACT, but also teachers who are not in PACT. Mr. Wood stated that these teachers should have recognition. He said that he has had a lot of support from teachers that agree with the board's decision. He emphasized that a contract was never approved. He said there was a clear process that when the negotiators agree, PACT had to meet with the teachers for them to ratify the contract. He said in order for this to work, the district's negotiator had to have approval of four board members before he would agree to contract points and this was never approved. Mr. Wood said that all the members of the board were not given a chance to go over the contracts and meet with their chief negotiator, Gary Miller. He said he had no idea how the board would vote, and that he had stated to Mrs. Sawyer that he would like two hours to sit down with the board and the public to convince them that this was a bad contract and he did have a problem with PACT. He said that his intention was to have the press report how he felt. Mr. Wood stated that he requested a two day workshop so he could tell everyone what he thought the problems of the contract were and the problems the district has had in the past two years. Mr. Wood thanked Ms. Williams for being very professional with her behavior regarding unions, even though she did not agree with the board's decision. He said he did not make this decision quickly; that he had been concerned with the amount of days some teachers missed and the number of grievances in the district. He stated he did not disrespect teachers, but thought the process had to be changed.

Mrs. Tatum thanked Governor Beebe for coming to Mills University Studies High School to address the scholarship program. She informed parents that have students in college or graduating from high school that scholarship money is available and there are not as many forms that have to be filled out. She thanked Lowe's for their support and donation of \$5000 to beautify the front yard at College Station Elementary. She said she wanted to thank everyone, that she was aware of problems, but that she wanted to say that she did not have a conference with Mr. Miller to go over the contract. She stated that she received her packet on Sunday at 7:00 p.m., and in the twenty seven pages of the contract there were many things she did not agree with. Mrs. Tatum said that she requested that the board come back together and look at this proposal. She said that Mr. Miller had not called her during negotiations to inform her what he was signing off on. She stated this was not the procedure previously used, that in her twenty-seven years on the board, that the negotiator had talked to board members one on one, which he did not do. Mrs. Tatum addressed the teachers and administrators and requested them not to hold her accountable for what Mr. Miller did. She stated that the board hired Mr. Miller to negotiate and that she is a team player and said okay, even though she did not agree since Ms. Coley was the admini-

strator. She said Mr. Miller signed off on things that she knew would not be workable for this district. She stated that in the past when the district had a strike, that she was there in her truck with food. She said that she has always supported the teachers, but that every time she turns around there is something about Mildred, but it is because you love me and not because you think I am doing things wrong. She stated that she knows what is going on and she wants the best for the children. She said that board members were the leaders of this district, that they hire the superintendent and follow board policy. She stated that she could not have approved the twenty-seven page contract until she had met with Mr. Miller.

Mr. Clark addressed comments made by Ms. Nix. He stated the reason he voted against PACT was because they did not want us to look at the contract and it was not fair for the remainder of the board that had not seen the contract. He said that he and one or two other board members had seen a portion of the contract, and it was his responsibility to allow all the board to review and understand it. He said that PACT did not want to hear this and wanted the board to go ahead and vote on it. Mr. Clark said he knew there was going to be a problem since he could not agree to vote on the contract. He said that after talking to Mr. Wood, he felt there were issues that were going on and wrong in the district which needed to be changed, but PACT was against this. He said it was time to move on and improve the district, that this decision had to be made. He commented that unfortunately it had made many people unhappy, but also many people happy. Mr. Clark requested the audience to respect him and informed them it was not his decision alone to decertify PACT; that it was a collaborative decision of many people although he had been blamed. He stated that he had a firm belief that the Board did the right thing.

Old Business

1/12/10

Mr. Clark excused himself from the meeting at 7:25 p.m. Vice-President Charlie Wood presided over the remainder of the meeting.

Revision of Board
Policy, IKF
Second Reading

Mrs. Tatum moved, seconded by Mr. Gililand, approval of the revision of board policy, IKF, Graduation Requirements. The motion carried.

New Combined
Elementary School
In Jacksonville

Mr. Gililand moved, seconded by Mrs. Tatum, to table the the proposal to build a new combined elementary school in Jacksonville to replace Arnold Drive and Tolleson Elementary Schools until after the decision of the Federal Court hearing. The motion carried.

Approval to Hire
Web Master/Web
Designer

Mr. Gililand moved, seconded by Mr. Vasquez, approval to amend the support staff allocations for 2009-2010 to hire a web master/web designer to redesign and maintain the PCSSD

website. After a lengthy discussion it was recommended to postpone this action until more information was available, possibly contract someone to design the website, and hire someone to maintain the website. The motion failed.

New Business

1/12/10

Mrs. Sawyer excused herself from the meeting at approximately 8:00 p.m.

McKinney-Vento
Education for
Homeless Children
and Youth Grant

Mrs. Tatum moved, seconded by Ms. Williams, approval of the McKinney-Vento Education for Homeless Children and Youth Grant. The motion carried.

Approval of
Academics Facilities
Ten Year Master
Plan

Mr. Gililand moved, seconded by Mr. Wood, approval of the Academic Facilities Ten Year Master Plan. Mr. Gililand requested for the minutes to reflect that Pine Forest had originally had a \$3.7 million budget with the stimulus money, but the master plan reflects a \$5.2 million budget. He said that out of the stimulus money there is \$1.5 million that was slated for plans for the Jacksonville Middle School replacement, and that money is not listed on the master plan. Mr. Gililand requested that the new elementary school to replace Arnold Drive and Tolleson be moved up to 2010-2011 instead of 2011-2012. Mr. McGill explained that \$3.2 million for Pine Forest was out of stimulus money and the whole project would be approximately \$5.2 million; that the \$2 million had been approved to come out of the Building Fund. He said the original cost for the renovations of the Jacksonville Middle School was approximately \$400,000 and that back in the summer it was approved to increase the amount to \$1.4 million in the stimulus money in order to do architectural plans for the school. He said the \$1 million on architectural plans will be over the full term and at the end of the completion of that school there will be a need to adjust the \$1 million in the next month due to some of the plans that are already developed. Mr. McGill stated that the dates are not set in stone. He said the renovations that are slated for 2009-2010 are coming out of stimulus money and the plan is to do those this year. He stated the dates can be adjusted for further projects. The motion carried.

Middle Schools
Withdrawal from
North Central
Accreditation

Mr. Gililand moved, seconded by Mr. Wood, approval of the PCSSD Middle Schools from North Central Accreditation. The State of Arkansas provides accreditation for all public schools. North Central Accreditation at the middle school level is not necessary for accreditation purposes, and represents a duplication of time and tasks now encompassed by the State. The District is reviewed through ACSIP, Standards Assurance and Scholastic Audits. The motion failed.

Enhancing Edu-
cation Through
Technology Grant
ESEA: Title II, Part
D--AARA Plan

Mr. Gililand moved, seconded by Mrs. Tatum, approval of the Enhancing Education Through Technology Grant ESEA: Title II, Part D--AARA Plan. PCSSD received a grant award in the amount of \$121,236.00. The motion carried.

Tuition Reimbursement for Teachers Mr. Gililand moved, seconded by Ms. Williams, approval of tuition reimbursement for teachers. This would establish a tuition reimbursement policy for teachers working toward a master's degree and would be funded through Title IIA and Special Education Funds. After discussion, Mr. McGill suggested that this action be tabled to redo the applications. Mr. Gililand withdrew his motion. Mr. Gililand moved, seconded by Mrs. Tatum, to table this action. The motion carried.

Revision of Board Policy GB(C) First Reading Approval to revise board policy GB(C), Certified Personnel Policy Committee. First reading – no action required.

Revision of Board Policy GB(D) First Reading Approval to revise board policy GB(D), Support Staff Personnel Policy Committee. First reading – no action required.

Superintendent's Comments

1/12/10

Mr. McGill wished everyone a Happy New Year and wished Mr. Gililand a happy birthday. He congratulated Harris Science and Health Elementary for receiving the Arkansas Tobacco Settlement Commission Grant of \$24,000. He congratulated Arnold Drive Elementary, Baker Elementary and Pinewood Elementary for being recognized by the National Center for Educational Achievement as part of its 2009 Just for the Kids Campaign for Higher Performing Schools in Arkansas. He expressed condolences to Pat Davidson on the death of her husband and asked everyone to keep Linda Rhodes in their prayers during her illness. He reminded and invited the board to the State Board of Education meeting on January 19th at 9:00 a.m. At this meeting application for Conversion Charter Schools for STAR Academy and Harris Science and Health Elementary will be considered.

Consent Agenda

1/12/10

Mr. McGill requested that on page #51 of the board agenda that the Fixed Asset Specialist position under personnel be removed and to add an addendum to personnel regarding changing Bill Barnes to retirement.

Mr. Gililand moved, seconded by Ms. Williams, to approve the consent agenda with noted changes. Mrs. Tatum stated she was concerned about the Fixed Asset Specialist and voted no. The motion carried.

Those items included:

- Expulsions
- Personnel
- The bills for payment
- Award of bids
- Financial report

Hearings

1/12/10

Support Staff –
Open

Paul Blume, Hearing Officer for the district, announced those in attendance were: Mr. Lesley Shorter, a probationary bus driver for the district; the board and Acting Superintendent McGill; Keith Billingsley of Bequette and Billingsley, P.A., representing the district; Greg Alagood of Mitchell, Blackstock, Barnes, Wagoner, Ivers and Sneddor, PLLC., representing the grievant; Emanuel McGhee, Acting Director of Transportation; Deborah Coley, Assistant Superintendent for Human Resources; Susan Whitson, court reporter; Linda Paladino, Executive Assistant to the Superintendent; and Fred Hart, attorney and associate.

Mr. Blume announced that before the hearing he was informed that Mr. Shorter desired not to proceed with the hearing and to submit his resignation. He stated that Mr. Alagood will prepare a letter of resignation this week to present to Human Resources. Mr. Alagood confirmed the resignation would be effective as of close of business on January 12, 2010.

Mr. Alagood stated there was a record being made of these proceedings and he asked Mr. Shorter to confirm that it is his decision to resign with the Pulaski County Special School District, effective January 12, 2010. Mr. Shorter confirmed this was correct. Mr. Alagood stated he would be submitting a letter to the Human Resources Department this week.

Adjournment

1/12/10

Mr. Gililand moved, seconded by Mr. Vasquez to adjourn the meeting. The meeting adjourned at 8:55 p.m.

Board President

Board Secretary

RESOLUTION APPROVING 2010 TEN YEAR
MASTER PLAN AND CERTIFYING THE
DEDICATION OF LOCAL RESOURCES TO
MEET DISTRICT'S SHARE OF FINANCIAL
PARTICIPATION

WHEREAS, Pulaski County Special School District of Pulaski County, Arkansas (the "District") proposes to construct and equip new construction projects in the District (the "Project") as identified on the District' 2010 Academic Facilities Ten Year Master Plan.

WHEREAS, the District has prepared its 2010 Ten Year Master Plan (the "Master Plan") for submittal to the Division of Public School Academic Facilities and Transportation (the "Division"); and

WHEREAS, the Project has been included in the District's Master Plan; and

WHEREAS, the District has prepared an application for Partnership Funding in conformance with the requirements published by the Division (the "Application"); and

WHEREAS, the District proposes to obtain a portion of the funds to accomplish the Project from the issuance of one or more series of Bonds to be issued in the future (the "Bonds");

WHEREAS, the purpose of this Resolution is for the District to approve and adopt the Master Plan for submittal to the Division and to certify its dedication of local resources to meet its share of financial participation in the Project;

NOW, THEREFORE, BE RESOLVED by the Board of Directors of the District:

Section 1. That the District hereby approves and adopts the Master Plan for submittal to the Division.

Section 2. That the District hereby dedicates its local resources to meet its share of financial participation in the Project (the "Local Resources"). The Local Resources includes (i) debt service on Bonds which will be paid surplus revenues derived from debt service taxes heretofore or hereafter voted for payment of other issues of the District, subject to prior pledges of such surplus revenues, and (ii) funds on hand.

Section 3. That the total estimated cost of the Projects including professional fees for design and construction management is \$177,618,000.00.

Section 4. That the Project conforms with sound educational practices.

Section 5. That the Project will be in compliance with current academic facilities standards contained in the Arkansas School Facility Manual, including, without limitation, appropriate space utilization of existing academic facilities in the District as determined by the Division.

Section 6. That the Project supports the prudent and resourceful expenditure of state funds and improves the District's ability to deliver an adequate and equitable education to public school students in the District.

Section 7. That all Resolutions in conflict herewith are repealed to the extent of such conflict.

Section 8. That this Resolution shall be in full force and effect from and after its adoption.

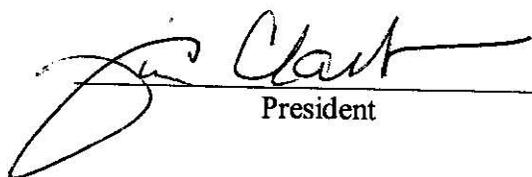
CERTIFICATE

I, the undersigned, President of the Board of Directors of the above District, certify that foregoing to be a true copy of a Resolution duly adopted by the Board at a meeting of the Board held on the 12th day of January, 2010. The Resolution appears in the official minutes of the meeting which are in my custody. At the time of the meeting the duly elected (or appointed), qualified and serving members of the Board and their respective votes on the adoption of the Resolution were as follows.

<u>Director</u>	<u>Vote</u> (Aye, Nay, Abstain or Absent)
<u>Tim Clark</u>	<u>absent</u>
<u>Danny Gililand</u>	<u>aye</u>
<u>Sandra Sawyer</u>	<u>absent</u>
<u>Mildred Tatum</u>	<u>aye</u>
<u>Bill Vasquez</u>	<u>aye</u>
<u>Gwen Williams</u>	<u>aye</u>
<u>Charlie Wood</u>	<u>aye</u>

I further certify that the meeting of the Board was duly convened and held in all respects according to law; that to the extent required by law due and proper notice of the meeting was given to the members of the Board and to the public; that the meeting was open to the public; that a legal quorum was present throughout the meeting; that all other requirements and proceedings under the law incident to the proper adoption and passage of the Resolution have been duly fulfilled, carried out and otherwise observed; and that I am authorized to execute this Certificate.

CERFIFIED under my hand and seal of the District this 12th day of January 2010.



President

(SEAL)