

## 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 11<sup>th</sup> day of May 2010.

### Opening

5/11/10

President Tim Clark called the meeting to order at 6:15 pm.

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

Kirsten Elliott, representing Mills University Studies High School, served as the student board member.

Micah Qualls, Oral Communications teacher at Mills University Studies High School, sang the National Anthem.

### Special Recognition

5/11/10

Good Apple Award

Ms. Ruth Acklin, Lunchroom/Playground supervisor at Pine Forest Elementary School, received the Good Apple Award for support staff.

### Minutes

5/11/10

Ms. Williams moved, seconded by Mrs. Tatum, approval of minutes for the April 8, April 15, and April 20 special board meeting; and the April 20 regular board meeting. The motion carried.

### Reports/ Presentations

5/11/10

International Thespian Festival –  
Sylvan Hills High School

Students from the Sylvan Hills High School International Thespian Drama Troup 2945 presented a short preview of the performance they will present on stage at the 2010 International Thespian Festival in June. The students and their drama teacher, Prentice Dupins, Sr., requested permission to ask employees of the district for donations to help cover the remaining cost of transportation for this trip.

AARA Update

Anita Farver, CFO, presented an update on the ARRA (American Recovery and Reinvestment Act) Report. She stated there was good news regarding the audits and thanked Jerry Holder and Gary Beck for their assistance and representation of the projects.

Johnson Controls

Teri Borton, with Johnson Controls, gave a presentation of the self funded program that would address the district's aging infrastructure and provide a safe and healthy environment for all students. The plan addresses a way to optimize and modernize the facilities by introducing proven improvements that lower energy, operating and capital costs.

### Public Comments

5/11/10

Donna Morey, President of the Arkansas Education Association, stated that her heart had always been with the

PCSSD and the students that were served here. She said the district had once been a family and was saddened this relationship no longer existed. Ms. Morey urged the board to come back to the table so that collaboratively PACT and PASS could be included in decisions that affect the education of our children.

Jackie Bunting, an employee of the PCSSD transportation department, stated that her vehicle was hit by a PCSSD school bus while it was parked in a designated parking area at the district. She requested the board's help regarding payment for damage to her vehicle. Mr. Clark asked Mr. Beck and Mrs. Farver to look into the issue and report back to the board.

Ramona Thomas spoke on behalf of the teacher from Arnold Drive Elementary regarding accusations made at the last board meeting. She requested the administration to investigate this situation thoroughly in order to clear the teacher's name.

Lindsey Curtis, a parent, spoke on behalf of parents from Maumelle and Crystal Hill in support of teachers and PACT. She stated they opposed the new bell schedule. Ms. Curtis challenged all parents to rise up and be heard.

Rizelle Aaron asked if there had been a decision made regarding the investigation into the investigation and what is that decision. Mr. Wood stated he had not received a decision. Mr. Aaron asked how much the investigation had cost.

Ivory Tillman stated that he was at the meeting on behalf of his support for the teachers and PACT.

Presentation  
Laurie  
Throneberry

Ms. Throneberry, a parent at Pine Forest Elementary, present-presented the "Play First, Then Eat" program and asked the board to implement this program into more schools in the district. The board received a packet of letters from students and administration at Robinson Elementary School in support of this program.

Erin Martinez, a music teacher at Baker and Robinson Elementary schools, spoke on behalf of the elementary music teachers in the district regarding the Elementary Music Textbook Adoption. She stated that the textbook adoption presented in the agenda was not what the committee decided on unanimously to adopt, and asked the board to not approve this textbook.

Peggy O'Connell, a teacher at College Station Elementary and parent, stated her concerns regarding the proposed bell schedule. She said that many of the students at her school were bused from far distances, and was concerned that this would make it hard for parents to choose as an option in educating their children.

Kelli Kamanga voiced her support for the teachers and PACT.

Bonnie McDonald spoke on behalf of her child's teacher at Arnold Drive Elementary and her concern that this teacher was released from her job and gave support for this teacher.

Rich Nagel, AEA Executive Director, stated that he fully supported PACT and PASS and the negotiation process. He encouraged the board to reach an agreement with the unions. He asked the board to reaffirm recognition of PACT and PASS.

Kelly Pedro, an educator in the district, voiced her support for teachers and PACT.

Dee Giddens, a PACT representative, stated her support for PACT and the teachers of the district. She requested the board to approve the PACT contract or to vote it up or down, but keep their word.

PACT

Marty Nix, President of PACT, welcomed Dr. Hopson and said PACT members looked forward to working with him and making PCSSD better than it was before. She thanked many of the individuals that spoke during the meeting. She stated that decisions that are made in haste are not in the best interest of the students or the employees and have no place in the district. She said we need to put personalities aside, settle the contract, and move forward. Ms. Nix said one way to increase teacher satisfaction and retention is to approve the contract. She stated that more than a year ago they started negotiating a successor agreement as they have done in the past twenty years. She commented that last December after much give and take, a process that was not in a vacuum, tentative agreements were reached. She stated that when the chief negotiators had questions, they made phone calls and involved individuals from the various departments. Ms. Nix stated that both parties reached a tentative agreement, PACT ratified, however, the board has yet to address the issue in a public, legal meeting with all seven board members. She requested the board to approve New Business Item One regarding approval of the PACT contract. She informed the board that the process needed to be followed which was outlined in the contract; that PACT has gone above and beyond to resolve this issue. She stated that PACT works hard for the teachers so they can best educate the children and throughout this ordeal the teachers have maintained their professionalism and honored their commitment to the children. She referred to her concerns regarding involuntary transfers and lack of materials for the students. She asked the board to honor their agreement with the PACT contract and to vote against New Business Item Three regarding the bell schedule. She said that the board was being led to believe this was required by state law and stated the language in the contract addressed the prep time required. She stated this was not about money; but about an agreement and collaboration process that has been in place for the last twen-

ty years that has worked well in a contained signed, contractual agreement. She requested the board to honor their obligations, vote to ratify the contract with PACT, start moving the district forward and give Dr. Hopson the opportunity to do great things. Ms. Nix said that she had faith this district will survive once again and provide world class education to the students it serves.

PASS

Emery Chesterfield, President of PASS, thanked the AEA President and the AEA Executive Director for their words of support and for being at the meeting. He thanked Mr. Vasquez for putting PACT/PASS back on the agenda.

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.

Million Word  
Campaign

Mr. Vasquez spoke on behalf of Pat White regarding the "Million Word Campaign" at Jacksonville High School and requested that since operating fund money could not be used for certain incentives promised the students in this program, that permission be given by the board to ask for donations from the employees in the district.

### **Old Business**

5/11/10

Amendment  
2010-2011  
Certified Staff  
Allocations

Mr. Vasquez moved, seconded by Mr. Gililand, approval of the superintendent's recommendation that the 2010-2011 certified staff allocations be amended by adding a vocational teacher at the PCSSD Learning Academy. The motion carried.

Amendment  
2010-2011  
Support Staff  
Allocations

Mr. Gililand moved, seconded by Mr. Vasquez, approval of the superintendent's recommendation that the 2010-2011 support staff allocations be amended to add a Custodial Supervisor. After discussion, at 8:45 pm. Mrs. Tatum moved, seconded by Mr. Clark, to go into executive session to discuss this personnel issue. The meeting reconvened at 8:50 pm. No action was taken during executive session. The motion carried.

### **New Business**

5/11/10

Approval of  
PACT Contract

Ms. Williams moved, seconded by Mr. Vasquez, approval to accept the negotiated collective bargaining agreement. Ms. Sawyer stated she wanted to go on record that she believed in following the process; that she represented the district in addition to Zone 2 and that it was time to put personal considerations aside and follow the process as stated in this handbook, as given to us by the court. After a lengthy discussion, Mrs. Tatum called for the question. A roll call vote was requested.

### **Roll Call Vote**

Yes: Sawyer, Vasquez, Williams

No: Clark, Gililand, Tatum, Wood

The motion failed.

Approval of  
PASS Contract

Mr. Vasquez moved, seconded by Ms. Williams, approval to accept the negotiated PASS contract. A roll call vote was requested.

Roll Call Vote

Yes: Sawyer, Vasquez, Williams

No: Clark, Gililand, Tatum, Wood

The motion failed.

Bell Schedule

Mr. Vasquez moved, seconded by Ms. Williams, approval to table the recommended bell schedule for the 2010-2011 year. A roll call vote was requested.

Roll Call Vote

Yes: Clark, Gililand, Sawyer, Tatum, Vasquez,  
Williams, Wood

The motion carried to table this item.

Elementary Music  
Textbook Adoption

Mr. Vasquez moved, seconded by Mr. Gililand, approval to suspend the rules to set aside the district's policy for the issue of purchasing the elementary music textbooks. The motion carried.

Mr. Vasquez moved, seconded by Mr. Gililand, approval to suspend board policy IJJ-R, Textbook Selection and Adoption, to allow other items beside those on the recommended list to be adopted. The motion carried.

Mr. Vasquez moved, seconded by Mr. Wood, approval to adopt the Silver Burdett/Pearson Making Music textbooks. The motion carried.

Middle School  
Music Textbook  
Adoption

Mr. Vasquez moved, seconded by Mr. Gililand, to approve the committee's recommendation for the adoption for the middle school music textbooks. The motion carried.

Secondary Music  
Textbook  
Adoption

Mr. Vasquez moved, seconded by Mr. Gililand, to approve the committee's recommendation for the adoption for the secondary music textbooks. The motion carried.

Middle School  
Art Textbook  
Adoption

Mr. Vasquez moved, seconded by Mr. Gililand, to approve the committee's recommendation for the adoption of the middle school art textbooks. The motion carried.

Secondary Art  
Textbook  
Adoption

Mr. Vasquez moved, seconded by Mr. Gililand, to approve the committee's recommendation for the adoption of the secondary art textbooks. The motion carried.

Drama/Stagecraft  
Textbook  
Adoption

Mr. Vasquez moved, seconded by Mr. Gililand, to approve the committee's recommendation for the adoption of the Drama and Stagecraft textbooks. The motion carried.

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| Career Guidance, Exploration/Preparation, Family/Consumer Science, Skilled/Technical Science Textbook Adoption | Mr. Vasquez moved, seconded by Mr. Gililand, to approve the committee's recommendation for the adoption of the Career Guidance, Exploration and Preparation, Family and Consumer Science, and Skilled and Technical Science textbooks. The motion carried.                                                                                                                                                                                                                                                                                                                                                                        |
| Perishable Items                                                                                               | Mr. Gililand moved, seconded by Mr. Vasquez, to approve the continued use of Kroger credit cards for the purchase of perishable items that are needed in the Family and Consumer Science and Career Orientation classes. The motion carried.                                                                                                                                                                                                                                                                                                                                                                                      |
| Race To The Grant Top Grant                                                                                    | Mr. Gililand moved, seconded by Mr. Wood, approval to recommend the Board President and the Superintendent signing the Memorandum of Understanding indicating the PCSSD Board's approval to support and implement the proposed grant. The motion carried.                                                                                                                                                                                                                                                                                                                                                                         |
| Play First, Then Eat! Program                                                                                  | Mr. Clark moved, seconded by Mr. Gililand, approval to recommend that PCSSD continue the program trial, increasing the amount of schools participating and to reevaluate the program after six months for permanent implementation throughout the entire district. Mr. McGill stated that the administration could present this program to the principals at the schools. Mrs. Harnish volunteered to gather the information regarding this program, disseminate it to the principals and let them take it back to their school's Leadership Committee. Mr. Clark withdrew his motion based on the information from Mrs. Harnish. |
| PCSSD Property Assets                                                                                          | Mr. Wood moved, seconded by Mr. Clark, to recommend approval to provide the district with a list of all used and unused property owned by the district; the district can evaluate the property list and determine which property can be sold or used with the potential funds used to improve the building infrastructure. Mr. McGill stated this had been done at a prior board meeting. Mr. Vasquez requested to amend the motion to have the property evaluated at the next board workshop. Mr. Wood accepted the amendment, seconded by Mr. Clark. The motion carried. Mrs. Tatum voted no.                                   |
| Bus Driver Compensation                                                                                        | Mr. Gililand moved, seconded by Mrs. Tatum, to have Mrs. Farver and Mr. Beck research and make sure the district is paying minimum wages according the guidelines of the state for the field trip compensation for the bus drivers, make necessary adjustments and bring it to the board for approval if necessary. The motion carried.                                                                                                                                                                                                                                                                                           |
| Approval of Personnel Policies - First Reading                                                                 | First Reading – No action required.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

Mr. McGill reminded the board there would be a hearing on Monday, May 17<sup>th</sup> regarding the teachers concerning their contracts for next year. He stated that Paul Blume, Hearing Officer for the board would not be able to attend, but would provide someone to be the hearing officer for those hearings. Mr. McGill addressed board members stating that some of the confusion of items on the board agenda could be solved if they were not placed on the agenda on Thursday prior to the board meeting. He stated the administration needed time to prepare and research the information, instead of these items being placed on the agenda without any communication. He requested the board to give more notice so these items could be discussed and streamlined before placing on the agenda.

**Board Member**  
**Comments**  
5/11/10

Mr. Clark excused himself from the meeting at 9:35 pm.

Vice President Charlie Wood presided over the remainder of the meeting.

Ms. Williams thanked the board members for their support with the D.R.E.A.M. program and thanked the Department of Education for meeting with Jody Abernathy and allowing her to submit her grants in time. She read the letter from the Arkansas Department of Education that was sent to Ms. Abernathy allowing her to submit the grants without the signature of the superintendent pending the resolution of the matter between D.R.E.A.M. and the Pulaski County Special School District. The letter stated that once this is resolved, Ms. Abernathy will obtain the superintendent's signature within thirty days. Ms. Williams questioned Mr. Wood that when he was president and it was learned that several vendors owed the district, and one vendor owed the district over \$100,000, why he or no one in the administration pursued these vendors to pay the money back the way we went after Ms. Abernathy. She stated that Ms. Abernathy was accused of stealing while providing a service to the district and that her reputation was put on the line. She thanked Mr. McGill for his service and stated he should have thanked Mr. Clark for his support, because without Mr. Clark's support, Mr. McGill would not be sitting in the seat as superintendent.

Mr. Gililand reported that the award ceremony for North Pulaski had been held the previous night and commented on one student receiving from the U.S. Navy a scholarship for over \$200,000. He said that everyone was winding down with all the year-end events and stated that it had been a great year. Mr. Gililand stated that he had been accused during the past months that he did not support the teachers or did not appreciate them. He said this was wrong, because out of the eighteen years that his children have been in the district, there would not be one teacher that could say he had been

disrespectful to them or did not support them. He said that he had two sons in college that wanted to be teachers and there would be no way they would have this desire if he had spoken bad of the profession. Mr. Gililand stated his non-support of the union was not PACT, it was the contract. Mr. Gililand commented on the treatment that he had received from teachers in the district, and said he would never treat a teacher or another human being in this respect. He stated he was not against the teachers, that this was a disagreement, and would not change the way he felt about teachers and their profession. He said this decision was not made lightly or in haste and one that he did not enjoy. He said it had been said several times that it was time for the district to start the healing process and the district needed to educate, not litigate. He said that the board did not file the lawsuits and commented on the negotiations process with PACT. He said he felt this was the right thing for the education of the children of the district and a proper way to run the district. He stated that he was not being vindictive nor was there any motivation behind his decision. Mr. Gililand said that his son was graduating third in his class and had received the Presidential Scholarship to UCA. Mr. Gililand thanked and commended the teachers of the district for the excellent education his son had received.

Mrs. Sawyer said that she agreed with Mr. Gililand on some of the things he said and disagreed on some. She stated that she wanted to stay positive and was enjoying her time on the board. She said in regard to the union she truly believed that a step was missed; that the board did not finish the process. She said that at the end of the process if there was not an agreement, then we move to the next step, and that is what you are proposing, and that is the right thing to do. She stated that is the point she has been trying to make to the board; we speak of giving and taking and we need to start here, follow the process to the end, then start anew. Mrs. Sawyer said that during the last board meeting, Mr. Wood presented a proposal to the board and stated that Dr. Hopson approved and was in agreement with the proposal. She stated that she found out this was not the case and thought the public should be aware that Dr. Hopson was not in agreement. She said the board did not follow the process and would not make progress; that the board was working with multiple work groups and should not just be concerned with our group. Mrs. Sawyer said this would impact the students, parents and the community and we should give thought to what we are doing and follow the process to the end; then look back and say we did all we could do. She said that at this point we are not giving; we are taking, and not considering all parties involved.

Mr. Vasquez commented on the upcoming graduations. He said with the comments made tonight it was obvious that people were concerned about the future of the district and the future of their kid's careers. He said that it had been less than five years that he had worked for the district and the work

environment between labor and management is not great. He said that Governor Beebe had stated that we needed to honor college graduates in the state. Mr. Vasquez stated that probably over fifty percent of the college graduates in Arkansas are public school teachers, and if we are to honor them, then we need to look at them in another light. He said these teachers were highly trained professionals and should not be treated as entry level employees. He said schools were teachers and kids and everyone else were support persons, and if you were not in the classroom with a child we should pay you less, not more. He stated that in he was excited that in the court hearing it was learned that our minority test scores were among the highest in the state; the achievement gap was among the closest in the state. He said this did not happen if the teachers had not been doing their jobs. He stated his support for the contract and encouraged the board members to look at the teachers of the district and support them. Mr. Vasquez said he looked forward to seeing the students graduate and encouraged the faculty to attend the graduations and see their finished product. He said that when a teacher left the classroom and was given the opportunity to be promoted into a position of authority in the school system, that you are being called to serve those you are leaving behind; not to be tyrannical or dictatorial to them. He said to be made a principal of a school was a servitude, not a position of authority and that was what was wrong with the district. He stated that if you were not in a classroom with the students, you were overhead, and your job was to make the teacher's job in the classrooms easier, not harder. He also said he was proud of his daughter, a student at Jacksonville High School, had been chosen to cheer and represent the district in the All State Basketball game this summer.

Mr. Wood referred back to the question asked him by Ms. Williams regarding the money the vendors owed when he was president of the board. He stated he did not remember any of that and did not pay enough attention, shame on him, but he appreciated her point and the board should do this every time this was an issue. Mr. Wood stated he would like to explain his position to the teachers and requested them to be polite; to take this as a disagreement of opinion. He said he did not think it was fair to charge that our district is messing up – that there are two or three hundred other districts in Arkansas that do not have unions and are exceptional school districts. He stated that he had met with a group of teachers from Oakbrooke Elementary the previous week and even though they did not agree with him, he felt they thought he was being honest. He said he was not being disrespectful to the teachers regarding the contract language he proposed. He said he was accused that he would not accept that kind of contract, but those are the conditions he works under with his job. Mr. Wood said that his contention to treating teachers as professionals was to treat them the same as engineers, accountants, attorneys, etc. He requested the teachers to play honestly, that there was no way the contract language

that he proposed could have been misconstrued the way it had been regarding teachers receiving cuts and less money. He said the rumors were incorrect, and if the teachers wanted to be treated on a professional level, they needed to be fair.

**Consent Agenda**

5/11/10

Mr. Gililand moved, seconded by Mrs. Tatum, approval of the consent agenda. The motion carried.

Those items included:

- Expulsions
- Personnel--certified and support staff
- The bills for payment
- Award of bids
- Financial report

Ms. Williams stated to all the thirty-seven teachers that resigned and the thirty-three that were retiring, that she hoped that some will change their minds when Dr. Hopson comes. She said that she will miss them and thanked them for their service and hard work for the district.

**Adjournment**

5/11/10

Mr. Gililand moved, seconded by Mrs. Tatum, to adjourn the meeting. The meeting adjourned at 10:10 p.m.

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Board President

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Board Secretary