

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 June 8, 2010.

Opening
6/08/10

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

Special Recognition
6/08/10

Scripps State
Spelling Bee

A Certificate of Achievement was presented by Mrs. Sawyer to Esther Park, winner of the Scripps State Spelling Bee. Miss Park is an eighth grade student at Robinson Middle School. This is the second year for her to be the state winner and the second year for her to make it to the semi-finals in the National Competition held in Washington, DC.

National
Manningham
Trust Student
Poetry Contest

A Certificate of Achievement was presented by Mrs. Sawyer to Keegan Hines, a seventh grade student at Robinson Middle School. She placed fourth place in the National Manningham Trust Student Poetry Contest and was the only winner in Arkansas. Miss Hines read her poem "Sick".

Certificates of
Achievement/
2009-2010 Stock
Market Game

Certificates of Achievement were presented to the winners of the the 2009-2010 Stock Market Game. Mr. Clark presented certificates to the following winners:

2009-2010 Stock
Market Game

Pine Forest Elementary - 4th Grade

3rd Place (Fall 2009)

Advisor: Brenda Brooks

Students: Kiley Cathey, Joshua Williams

2nd Place (Fall 2009)

Advisor: Shawna McPeak

Students: Braeden Eldred, Mitchell Roberts, Mikalen Hawkins

2nd Place (Spring 2010)

Advisor: Shawna McPeak

Students: Sue Vong, Nick Shumaker, Felex Nelson,
Derek Ferrell

1st Place (Spring 2010)

Advisor: Kim Wickliffe

Students: Chase Bennett, Caden Vandygriff,
Karson Pawelczak

Maumelle Middle School - 6th Grade

3rd Place (Spring 2010)

Advisor: Victoria Jackson

Student: William Westenberger

Valedictorians/
Salutatorians

Certificates of Achievement were presented to the 2010 PCSSD Valedictorians and Salutatorians of the following schools:

Jacksonville High School

Co-Valedictorians: Nicholas Stevens and William Bouillon

Co-Salutatorians: Kayla Parker and Jacob Hicks

Mills High School

Valedictorian: Matthew Gammill

Salutatorian: Ashley Long

North Pulaski High School

Valedictorian: Claire Crews

Salutatorian: Robert Hyde

Oak Grove High School

Valedictorian: Theo Pippins

Salutatorian: Collette Cox

Robinson High School

Valedictorian: Cynthia Holland

Salutatorian: Brian Garland

Sylvan Hills High School

Valedictorian: Shelby Holden

Salutatorian: Joshua Persson

Recognition of
Retiring Employees

Plaques were presented to eighty-two employees in honor of their retirement and in recognition of outstanding service to the district.

Minutes

6/08/10

Mrs. Tatum moved, seconded by Ms. Williams, approval of minutes for the May 4, May 5, and May 11 emergency board meetings; the May 11 regular board meeting; and the May 17 special board meeting with noted changes. The motion carried.

**Reports/
Presentations**

6/08/10

Annual Minority
Participation in
Athletics Report

Kevin Downing, District Athletic Coordinator, presented the 2009-2010 Annual Minority Participation in Athletics Report.

Legislative Audit
Report

Anita Farver, Chief Financial Officer, presented the results of the Legislative Audit Report.

2009-2010
Benchmark Test

June Elliott, Deputy Superintendent for Learning Services, and Dr. Robert Clowers, Director of Accountability, presented the results of the 2009-2010 Benchmark Tests.

Public Comments

6/08/10

Diane Howard, a parent, voiced her concerns regarding the new bell schedule. She said she had a problem with the length of time her elementary child would be at school each day; and she would have to drop her high school students off earlier which would create idle time for them.

Sandi Waymire, a parent and substitute teacher from Sylvan Hills Schools, expressed her support for PACT and encouraged both sides to meet again to resolve the issue.

Sue Buffalo, counseling department chair at Robinson High School, represented the faculty and conveyed their concerns regarding the cut of the counselor of assessment positions at

the high schools. She presented the board a list of activities the counselor of assessment at their school performed and requested that this position be retained at Robinson High School.

Dawn Jackson stated she was speaking on behalf of hundreds of parents and teachers. She said that she was very unhappy regarding recent actions of the majority of the board that are costing the district tens of thousands of dollars for legal fees. She stated these actions went completely against a contract the board agreed to. She said that she had tried to communicate with board, but had not received sufficient information. Mr. Clark cautioned her not to mention names of the board. She requested the board to reconsider their actions, review the contract and the judge's order, and go back and sit down with the teachers and have input from parents.

PACT

Marty Nix, President of PACT, stated there was grandstanding but wanted to recognize the retiring personnel. She said that most of the retirees did not show up for the meeting because they do not feel respected and it was obvious why. She stated there were 1,215 years of experience that would be retiring from the district and commented on the blood, sweat and tears of teachers, students and parents that had worked to increase the test scores. Ms. Nix stated that the parent that was just disrespected was partnering...Mr. Clark informed Ms. Nix that her presentation was over because she could not be respectful to the board.

PASS

Emery Chesterfield, President of PASS, thanked Mr. McGill for commenting on support staff and requested the board to give recognition back to PASS and their contract. He stated that the room was full of taxpayers, and not just one person could make the rules. He said a change was coming because the taxpayers were sick of how the board was acting and commented that the board was a laughing stock for the county.

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.

The board took a break at 7:45 pm and reconvened at 8:05 pm.

Motion to
Adjourn

Mr. Vasquez moved, seconded by Ms. Williams, to adjourn and address the remainder of the agenda at the July board meeting. Paul Blume, Hearing Officer for the board, stated he was concerned because a hearing was scheduled; and there was a timeline in which the hearing must take place. He stated that unless Ms. Moore and her counsel waived rescheduling the hearing, the board would be unable to cancel tonight's hearing. Mr. Vasquez stated he would amend his motion to adjourn the meeting for all other business until July with the exception of the hearing. Ms. Williams seconded the amendment. After a lengthy discussion, a roll call vote was requested.

Roll Call Vote

Yes: Vasquez, Williams
No: Clark, Gililland, Sawyer, Tatum, Wood

The motion failed.

Old Business

6/08/10

Approval of
Personnel Policies
- Second Reading

Mr. Gililland moved, seconded by Mr. Wood, approval of the presented board Personnel Policies with changes to policy GB(C). Mr. Gililland moved to accept the amendment, seconded by Mr. Wood. Mr. Vasquez moved to table this motion until after the workshop and Dr. Hopson became superintendent, seconded by Ms. Williams. Because there was a motion already on the floor; this was not recognized. After a lengthy discussion, Mrs. Tatum called for the question. A roll call vote was requested.

Roll Call Vote

Yes: Clark, Gililland, Tatum, Wood
No: Sawyer, Vasquez, Williams

The motion carried.

Restructured
Organizational
Chart

Mrs. Tatum moved, seconded by Mr. Vasquez, approval of the restructured organizational chart for the 2010-2011 school year. A roll call vote was requested.

Roll Call Vote

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

The motion carried.

Bus Driver
Compensation
for Field Trips

Mrs. Tatum moved, seconded by Mr. Clark, approval that the proposed compensation increase for field trips be raised from \$24.50 minimum/\$7.00 per hour to \$26.25 minimum/\$7.50 per hour for the 2010-2011 school year. Currently bus driver compensation for field trips is below minimum wage (\$7.25) if the length of the field trip is 3½ hours or longer. A roll call vote was requested.

Roll Call Vote

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

The motion carried.

Amendment of
Support Staff
Allocations for
2010-2011

Mr. Gililland moved, seconded by Ms. Williams, to approve the recommendation that the 2010-2011 support staff allocations be amended to restructure the Directors of Instructional Technology and Management Information Systems (MIS) to form a new position of Chief Technology Officer and to place the new position on Range 19 of the Support Staff PTS Salary Schedule. A roll call vote was requested.

Roll Call Vote

Yes: Clark, Gililland, Sawyer, Tatum, Williams, Wood
Abstain: Vasquez

The motion carried.

Amendment of
Certified Staff
Allocations for
2010-2011

Mr. Gililland moved, seconded by Mr. Wood, to approve the recommendation that the 2010-2011 certified staff allocations be amended to change the title and increase the contract days of the Coordinator of Athletics, Health, P.E., Cheer and Dance and to upgrade the position for Certified PTS Range 11 to Range 13. A roll call vote was requested.

Roll Call Vote

Yes: Clark, Gililland, Sawyer, Tatum, Williams, Wood
No: Vasquez

The motion carried.

Amendment of
Support Staff
Allocations for
2010-2011

Mr. Gililland moved, seconded by Mr. Wood, to approve the superintendent's recommendation that the 2010-2011 support staff allocations be amended to change the title of Director of Public Information and Policy to Executive Director of Communication and to increase the responsibilities of the position and upgrade the position from the Support Staff PTS Range 9 to Range 18. A roll call vote was requested.

Roll Call Vote

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

The motion carried.

2010-2011
Calendar
Correction

Mr. Gililland moved, seconded by Mrs. Tatum, to approve the corrected District's 2010-2011 school calendar. A roll call vote was requested.

Roll Call Vote

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

The motion carried.

New Business

6/08/10

Naming New High
School in Maumelle

Mrs. Tatum moved, seconded by Mr. Wood, approval to accept the recommendation of the New High School Committee for the replacement high school for Oak Grove High School to be named Maumelle High School. A roll call vote was requested.

Roll Call Vote

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

The motion carried.

Mental Health
Agreements

Mrs. Tatum moved, seconded by Mr. Gililland, recommended the following providers be approved as mental health services providers for the 2010-2011 school year in Pulaski County Special School District Schools: Centers for Youth and Fami-

lies, Inc., DaySpring Behavioral Health, Rivendell, Life Strategies, Therapeutic Family Services, Pathfinder, Inc., and Youth Home. The motion carried.

Title IX
Committee
Recommendations

Mrs. Tatum moved, seconded by Mr. Gililland, to approve the extended contract and upgrade for the volleyball and middle school girls' sports supplemental coaching contracts for the 2010-2011 school year. To correct inequities in coaching, the Title IX Committee recommends that Volleyball and Middle School Girls' Sports coaching contracts be extended from 192 days to 202 days and be moved on the supplemental salary schedule as follows: High School Head Volleyball coaches from Range 7 to 10; High School Asst. Volleyball coaches from Range 5 to 8; 9th Grade Volleyball Head coaches from Range 4 to 6; and Middle School Girls' Sports coaches from Range 12 to 14. If the number of players justifies a 9th Grade Asst. Volleyball coach, they could be added on Range 4. The motion carried.

Consultant Days
for Dr. Hopson

Mr. Wood moved, seconded by Ms. Williams, approval of consultant days and expenses for Dr. Charles Hopson. The dates approved were: May 12-15; May 25-28; and June 22-June 30. The motion carried.

Proposed Budget
of Expenditures
Together with
Tax Levy for
Fiscal Year

Mr. Gililland moved, seconded by Mr. Wood, to approve the "Proposed Budget of Expenditures Together with Tax Levy for Fiscal Year Beginning July 1, 2011, to and including June 30, 2012". The motion carried.

Activity Fund
Balance

Mr. Gililland moved, seconded by Mrs. Sawyer, recommended approval to carry forward funds at Baker Interdistrict School in the amount of \$30,500.00. Mrs. Tatum stated there was too much money out in the district that was not accounted for and should be in an account that could be overseen by Mrs. Farver. Mr. Gililland stated that each school that had carry over funds should be submitting a letter for approval to the board; that this money needed to be spent for the students and programs and not carried over for a rainy day. Mrs. Tatum called for the question. The motion carried.

Unallowable/
Questionable
Transactions of
Board Members

Mr. Clark moved, seconded by Mr. Gililland, for this item to be tabled. Mr. Wood said that Dr. Hopson had addressed this situation with the board members and he believed they had agreed to pay back the money over a scheduled time. Mr. McGill requested a copy of the payment schedule for Friday's meeting with the Legislative Audit. He said the Legislative Audit would be giving an update to the committee and he would like to present a copy of the payment plan at the meeting. The motion carried to table the motion.

Cash Advances
for Travel

Mr. Gililland moved, seconded by Mrs. Sawyer, approval that the district no longer provide cash advances of any type of travel for employees or board members. Mr. McGill stated that to discontinue cash advances to employees and board members of the district was a recommendation by the Legislative

Audit. A lengthy discussion followed regarding concerns of employees and board members being unable to attend continuing education classes because of money issues. Mr. Clark suggested possibly to recall and table the motion. Mr. McGill responded that last year the board asked for a legislative audit and through this audit it was found that funds were abused by employees; and the public has the opinion that money is being abused by the board. He said if the superintendent was expected to hold the district accountable for correcting these issues, then the board needed to hold themselves accountable. He stated that he would be asked at the meeting on Friday what had been done to correct these situations. He said the law was the law and he could not rewrite it. Mr. Vasquez recommended if this was state law, then it needed to be approved; if it was board policy, then there should be a comprehensive workshop regarding district travel policies for employees and board members. Mr. Gililland withdrew his motion and Mr. Wood withdrew his second. Mr. Gililland moved to instruct Mrs. Farver to provide at the next board meeting a comprehensive plan on travel expenditures; a recommended policy that could be adopted in lieu of current policy. This was seconded by Mr. Vasquez. Mr. Wood requested an amendment – that by Thursday afternoon before the Friday meeting an agreement between the board members and Mrs. Farver be given to Mr. McGill to present to the committee. Mr. Gililland did not accept the amendment. Mr. Gililland asked to amend his motion that no cash advances be allowed for travel until a new policy is adopted.

A roll call vote was requested.

Roll Call Vote

Yes: Clark, Gililland, Sawyer, Tatum, Vasquez, Wood
No: Williams

The motion carried to approve the amendment.

A roll call vote was requested to approve the motion with the amendment.

Roll Call Vote

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

The motion carried.

Approval of
Settlement –
Donna Humphries

The motion failed for lack of motion.

**Superintendent's
Comments**

6/08/10

Mr. McGill recognized several new employees of the district. He expressed condolences to the families of district employees Janice Collins and Carolyn Wingfield. He gave condolences to Shyrel Lee regarding the death of her son, Jason Rose. Mr. McGill thanked the board for allowing him to serve the district for the last fifteen months; that it had definitely been an experience. He said some great things have happened in the district and some that he has not wanted to be associated with. He said this district has employees that are here for the students which the test scores have proven. Mr. McGill said the district has had to hold some people accountable this past year and that through the findings of the legislative audit, people have been terminated and gone to jail. He said that is why he is upset, because the tone has to be set at the top. He said this statement was made during the Legislative Audit Committee meeting and if it is not set at the top, then why worry about it below. Mr. McGill encouraged the board to keep this in mind when working with Dr. Hopson next year. He said he was impressed with Dr. Hopson; that he has done several good things while they have been consulting and he is on the right track to expand the good things that are going on in the district. He wished Dr. Hopson the best and told the board that he thought they had made a wise choice in their selection of Dr. Hopson. He thanked the board again for allowing him to serve the employees and the students.

**Board Member
Comments**

6/08/10

Mrs. Sawyer thanked Mr. McGill for his leadership and that it had been a pleasure working with him. She wished him the best of luck.

Mr. Wood thanked Mr. McGill and stated that everyone in Arkansas knew how he felt; that Mr. McGill had been good for the district. He commented on the test scores and the legislative audit Mr. McGill had been through. He said Dr. Hopson was very appreciative how extremely cooperative Mr. McGill had been with him. He commented how Mr. McGill had created a smooth transition and said that not everyone would have been like that. Mr. Wood expressed his appreciation and thanked Mr. McGill for his leadership to the district. Mr. Wood stated there was a huge amount of controversy with the situation regarding the union. He said there was a teacher here tonight that had taught his daughter and that she probably did not agree how he was voting and the leadership steps he was taking. He said the irony of it was that he would like for teachers like her to have a twenty percent raise; and that this teacher was the third most influential person in his daughter's life. He stated this situation was a matter of principle and not personal with him; this was not a disrespect to teachers of the district, it was just what he believed regarding how an organization should be run.

Ms. Williams congratulated all the graduates and said she had the opportunity to attend all six graduations. She wished everyone a very happy summer. She said officially to the

media as a taxpayer, that she was would be sending an email requesting an audit of every state legislator, senator, and state constitutional officer. She said she had been brow beaten over spending six-hundred dollars; and commented on how much some state officials had spent on trips. She stated this was disgraceful; that she volunteered and those people got paid. She wished everyone luck and stated this was not going to run her off the board; that she would be going back to the way she was in 1996 and no one was going to like it.

Mr. Gililand congratulated the whole district because he knew it was everyone working together regarding the results of the phenomenal test scores. He said through the media the public heard the problems the board had with each other. He said he did not dislike anyone on the board – that it was just a difference of opinion on the way things should be operated. Mr. Gililand stated he agreed with Mr. Wood, that the way they believed was the proper way to run a business. He said even with the media headlines, the students were still learning everyday and we are doing so much right in our schools everyday. He stated this was portrayed tonight with all the students that were honored. He said the focus needed to be on the students and the great employees of the district. He congratulated all the graduates. He said he looked forward to Dr. Hopson being a part of the district and had been impressed with his ideas and communication with the board. He thanked Mr. McGill for his service and leadership, especially his integrity during being the interim superintendent and serving as principal and an educator for the district. He said that he has remained even in these last days, doing his job and that spoke highly of him. He wished him the best and success for the future. He wished everyone a safe summer.

Mrs. Tatum thanked Mrs. Farver for attending the meeting even though it was her twenty-fifth wedding anniversary. She congratulated the valedictorian and salutatorian from Mills University Studies. She said she attended all the graduation ceremonies and expressed how much she enjoyed them. She stated she did not just represent Mills University Studies, that she represented the whole district and she cares about the teachers and parents of this district. Mrs. Tatum stated that she attended the retirement party at Landmark Elementary where there was a roast and toast which included Mr. McGill. She also attended a formal retirement party in honor of the teachers at Daisy Bates. She stated the reason some teachers did not attend the meeting tonight was because they had prior commitments. She thanked all the teachers for their years of service in providing the best education for our students and encouraged those teachers that were not retiring to continue their hard work.

Mr. Clark stated that he wanted to clarify that the lady who previously spoke was in charge of the website that supported PACT on behalf of parents. He thanked Mr. McGill for his service and contribution for the district; that it would be quite the change to go to charter, but he would do good. He said that no matter where you go, a person would end up in the

paper; that usually the good people are targeted. He thanked everyone for their concern, cards, phone calls and gifts regarding the illness of his baby. He thanked the teachers for their hard work and for the results of the test scores. He commented that he knew at times the teachers thought it was a thankless job, but that the district had some of the best teachers in the country. Mr. Clark wished everyone a good summer and said he looked forward to the new school year in August.

Consent Agenda

6/08/10

Mr. Gililand moved, seconded by Ms. Williams approval of the consent agenda. The motion carried.

Those items included:

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

The board took a break at 9:35 pm, reconvening for the hearing at 10:08 pm.

Hearings

6/08/10

Certified/Closed

Paul Blume, Hearing Officer for the District, called the hearing to begin at 10:09 pm. Glenda Moore, a North Pulaski High School teacher, requested a hearing to appeal the Superintendent's recommendation of nonrenewal of her contract for the 2010-2011 school year. The reasons for this action were inefficiency, failure to follow reasonable written regulations and policies, insubordination and conduct unbecoming a professional teacher. At the request of Ms. Moore, the hearing was held during closed session. Paul Blume, Attorney at Law, served as the Hearing Officer. Lucian Gillham, Esq., of Harrill & Sutter, PLLC., represented Ms. Glenda Moore. Keith Billingsley, Esq., of Bequette and Billingsley, P.A., represented Pulaski County Special School District. After all testimony, Mr. Clark moved to go into executive session at 1:46 am. The meeting reconvened at 2:20 am.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find the reason No. 1 set forth in the recommended nonrenewal of the employment contract of Ms. Glenda Moore is not true. The motion carried. Mr. Wood voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 2 set forth in the recommended nonrenewal of the employment contract of Ms. Glenda Moore is not true. The motion carried. Mr. Wood voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 3 set forth in the recommended nonrenewal of the employment contract of Ms.

Glenda Moore is not true. The motion carried. Mr. Wood and Mr. Clark voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 4 set forth in the recommended nonrenewal of the employment contract of Ms.

Glenda Moore is not true. The motion carried. Mr. Wood, Mr. Gililland and Mr. Clark voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 5 set forth in the recommended nonrenewal of the employment contract of Ms. Glenda Moore is not true. The motion carried. Mr. Wood voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 6 set forth in the recommended nonrenewal of the employment contract of Ms. Glenda Moore is not true. The motion carried. Mr. Wood voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 7 set forth in the recommended nonrenewal of the employment contract of Ms. Glenda Moore is true. The motion carried.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board find that reason No. 8 set forth in the recommended nonrenewal of the employment contract of Ms. Glenda Moore is not true. The motion carried. Mr. Gililland and Mr. Wood voted no.

Mr. Vasquez moved, seconded by Ms. Williams, that the school board reject the superintendent's recommendation that the employment contract of Ms. Glenda Moore be non-renewed. The motion carried. Mr. Wood voted no.

All actions taken during the closed hearing were affirmed in open session.

Consent Agenda

6/08/10

Personnel

Mr. Vasquez moved, seconded by Ms. Williams, to suspend the rules to address the late changes to the consent agenda/personnel. The motion carried.

Mr. Vasquez moved, seconded by Mr. Gililland, to approve the changes to the consent agenda/personnel. The motion carried.

Adjournment

06/08/10

Mr. Wood moved, seconded Mr. Vasquez, to adjourn the meeting. The meeting adjourned at 2:30 am.

Board President

Board Secretary