



LITTLE ROCK SCHOOL DISTRICT
810 WEST MARKHAM STREET
LITTLE ROCK, ARKANSAS 72201

**MINUTES
REGULAR BOARD MEETING
October 23, 2014**

The Board of Directors of the Little Rock School District held their regular meeting at 5:30 p.m. on Thursday, October 23, 2014, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Greg Adams presided.

MEMBERS PRESENT:

Greg Adams
C. E. McAdoo
Dianne Curry
Leslie Fiskien
Jim Ross
Tara Shephard
Joy Springer

MEMBERS ABSENT:

None

ALSO PRESENT:

Dexter Suggs, Superintendent of Schools
Beverly Griffin, Recorder of the Minutes

I. CALL TO ORDER / ROLL CALL

Mr. Adams called the meeting to order at 5:32 p.m. All members of the board were present at roll call. The teacher ex-officio, Angelica Barrow from Carver Elementary School, and the student representative, Amber Watson from J. A. Fair High School, were also present.

The student ex officio was asked to read the Cultural Imperatives and the teacher ex officio was asked to read the newly adopted 2014-15 board goals.

ELECTION OF OFFICERS

Mr. Adams opened the floor for nominations for the office of president. Ms. Curry nominated C. E. McAdoo for the office of president. Mr. McAdoo declined the nomination and nominated Mr. Adams for the office of president. Ms. Shephard seconded the nomination. Ms. Curry then nominated Ms. Springer for the office of president, there was no second. Mr. Adams was reelected as President by **vote of 4-3**, with Mr. McAdoo, Mr. Adams, Ms. Fiskien, Ms. Shephard voting in favor.

Dr. Ross nominated Ms. Springer for the office of vice president. There was no second. There were no other nominations, and Ms. Springer was elected by a vote of 5-0-2. Mr. Adams and Ms. Fiskien abstained.

Ms. Curry nominated Dr. Ross for the position of Secretary. Ms. Shephard seconded the nomination, and Dr. Ross was elected by a vote of 5-0-2, with Mr. Adams and Ms. Fiskien abstaining.

II. REPORTS/RECOGNITIONS/PUBLIC COMMENTS

A. Citations / Commendations

Steven Helmick, the LRSD Teacher of the Year, was recognized for his selection as one of the top 15 finalists in the Arkansas Teacher of the Year program.

Students Jasmine Brown and Ashley Gray, from the Hall High Warrior Tennis Team, were recognized as the Athletes of the Month. They recently won the 6A girls doubles state championship. Larry Schleicher, Hall High principal, addressed the board briefly and introduced the Hall High tennis coach, Darrell Porter.

DeMond Ross wasn't present, but was also recognized as a member of the Hall High tennis team. He placed in 5th in district competition.

B. Partners in Education

At the agenda meeting on October 9, Debbie Milam presented several new partnerships for the board's consideration and approval. Mr. McAdoo made a motion to approve the partnerships. Ms. Curry seconded the motion and it carried unanimously.

The partnerships presented were:

Forest Heights STEM Academy, represented by Maurecia Robinson, in partnership with **First Christian Church**, represented by Jessica Gray

Hall High School, represented by Larry Schleicher, in partnership with **March of Dimes**, represented by Nicole Thomas, Lakeisha Murrill and Stacy Peters

Mabelvale Elementary School, represented by Darian Smith, in partnership with **Arkansas Martin L. King, Jr. Commission**

Meadowcliff Elementary School, in partnership with **Girls on the Run of Central Arkansas**, represented by Jherrithan Dukes and Jenny Paul

Bale Elementary School, represented by Jennifer Thomas, in partnership with **St. Luke United Methodist Church**, represented by Terri Rowlan

Bale Elementary School, represented by Jennifer Thomas, in partnership with **Centennial Bank on University**, represented by Chase Clark

J. A. Fair High School, represented by Jeremy Owah in partnership with **Mickeys Cakes & Sweets**

C. Remarks from Citizens

Carrie Young addressed the board regarding her Down's syndrome child. She had recently attended a summit and brought questions regarding the process for securing a para pro for her student in the classroom on a daily basis. She also requested a tutor, assisted technology, and assistance with dealing with bullying on the playground. She asked if the District's extended school year policy could be reevaluated so that special needs children are served in the same manner as other students during the summer months. She requested assistance in dealing with behavioral problems and the transition from one year to the next with consistency of instruction. She also requested the District to have an interpreter available at Board meetings for deaf parents who may want to make comments.

Latricia Warrior stated she was asked to attend the meeting to speak regarding special needs students. Her son is 19 years old and has had multiple surgeries. He graduated with abilities between the 3rd and 7th grade levels. She did not feel her child's needs were met and requested future assistance by means of tutors or textbooks to be used in the home. She stated that special needs children are being forced to settle for less. "Our children are failing and are being failed by the system."

Theatrice Collier also addressed the board regarding her disabled child. She stated he had been diagnosed as ADHD with dyslexia. She requested assistance in getting services for her child. She stated also that handicapped children were being bullied and that she had been labelled as a bad parent. She is trying to ensure an education for her child, but she doesn't feel that she gets a fair shake.

Naudia Caffey and other students from McClellan were present to promote a charity DECA basketball game which will be held on Tuesday, November 4th at McClellan High School. A portion of the proceeds will be donated to MDA, and Dr. Suggs was invited to play in the game. Principal Henry Anderson was introduced.

D. Donations of Property

Amber Watson, student ex officio, read the list of recent donations to the district. Ms. Fiskien made a motion to accept the donations; Ms. Shephard seconded the motion and it **carried unanimously**. The donations are listed in the following chart:

DONATIONS

SCHOOL/DEPARTMENT	ITEM	DONOR
Baseline Elementary School	Photography valued at \$300.00	First Assembly of God, LR Campus
	Clothing items valued at \$250.00	St. Paul United Methodist Church
Central High School	\$784.80 to pay for books for English Department and \$2,639.82 to pay for golf bags for golf team	The Tiger Foundation
Henderson Middle School	\$60.00, 50 shirts and 90 ties	LRSD Administrators

SCHOOL/DEPARTMENT	ITEM	DONOR
J. A. Fair High School	\$250.00 cash to the football team	Longley Baptist Church
Elementary Literacy Department	Four boxes recycled paper valued at \$50.00	Arkansas Teacher Retirement System

E. Legal Update

Chris Heller reported on quarterly meetings with district's insurance provider, Genesis. He reported it was noteworthy that the LRSD has very few cases in litigation compared to other districts of our size, and that we were down to only five or six cases in litigation at the present time. He wanted to impress upon the board that something is going well in the district that we have managed to avoid the amount of litigation prevalent in other places.

He was asked to respond to questions regarding the Arkansas Freedom of Information Act as relates to meetings and board member communications outside of board meetings. He discussed briefly a case pending before the Supreme Court regarding various forms of communication among board members. Discussions, meetings, emails and phone calls for the purpose of discussing a pending issue would violate the FOIA. Taking a poll to gather votes for the purpose of taking action would violate the FOIA. In contrast, giving board members a proposed ordinance prior to the action being presented does not violate the FOIA. Communicating for the purpose of facilitating a decision, or to avoid issues without deciding them in public is a violation of the FOIA. Meeting with the superintendent to gain information is not a problem, but to meet for the purpose of soliciting support or convincing a member how to vote is a violation.

Mr. Heller also discussed executive sessions and the reasons a Board can convene a closed session. The law specifies personnel "employment, promotion, demotion, appointment, discipline or resignation" as the valid reasons for consideration in an executive session. The session must be about a specific or individual employee, and is not intended for general discussions regarding groups of employees. Only the employee being considered and the superintendent can legally be present during an executive session. Closed sessions can't be called to discuss issues regarding contract negotiations. A pay raise for an individual can legitimately be considered in an executive session.

It was also noted that two or more Board members may meet outside a board meeting if the media is notified in advance.

Regarding information requests of employees, all should be directed to the superintendent for follow through. Generally, information requested by one Board member will be sent to all. Board members discussed a further review of the Board Protocols established earlier in the year. It was noted as a worksession item for a future meeting.

F. Little Rock PTA Council

Sandy Becker addressed the Board on behalf of the PTA Council. He reminded PTA units to submit the first installment of dues to the state on or before November 1st. Any questions can be directed to Mr. Becker or Council President, Greta Freeman.

Mr. Becker also reminded the audience of the PTA monthly newsletter, and he requested photos and stories for inclusion. Information can be sent to Ms. Freeman at pres.lrpta@gmail.com.

American Education Week is November 17th through the 21st. More information will be provided in the newsletter. The next general PTA Council meeting will be held on November 11th at Watson Intermediate School, 11:30 a.m.

G. Little Rock Education Association

Cathy Koehler commended Mr. Burton, Mr. Jones, high school principals, the LRPD, and all LRSD security officers for ensuring our students and staff are protected. She expressed appreciation by stating "...we can't control what happens in the outside world, but we can work together to ensure our students are protected inside our buildings." We see evidence across our district of dedicated people who work together to maintain safe learning environments.

She also expressed appreciation for all of the participants at Western Hills Elementary School for the National School Lunch Act media event. Besides District administrators, students from across the District were present, including the choir from Mabelvale Middle School and the ROTC from Parkview.

SUSPENSION OF THE RULES

At 7:00 p.m. Ms. Springer made a motion to go into an Executive Session. Ms. Curry seconded the motion, and it **carried 5-2** with Mr. Adams and Ms. Fiskens voting no.

The board returned from executive session at 9:24 p.m. and reported no action was taken.

IV. REPORTS AND COMMUNICATIONS

A. Remarks from Board Members

Ms. Shephard asked about a previous discussion regarding the citizens' comments being heard at the agenda meeting. If comments are taken at the agenda meeting, administrators have an opportunity to develop a response and follow up at the regular meeting.

Ms. Shephard left the meeting at 9:25 p.m.

Dr. Ross made comments regarding his personal guiding principles and philosophy about how he plans to spend his time on the board. He read a prepared statement regarding his belief the LRSD had been failing kids for the past 50 to 60 years. He believes resources have been withheld and that there has been no system of accountability. The "status quo is no longer acceptable." He will work to ensure we provide an education for every child and that the administration is held accountable.

Ms. Springer thanked the audience, especially those who supported her in the recent election. She stated she ran her campaign on the message she would improve administrative accountability. All students will achieve at high levels, and due process will be provided to all students and their parents. She also stated senior administration had publicly admitted that "[it] did not support the staff in the schools", "was not focused", "did not pay attention to those persons responsible for educating our students" and that administration had begun plans for enhanced student achievement but "did not stick" to them." Her highest priority will be to work with her fellow board members to meet the needs of district students. The Board must formulate and adopt policies and direct the superintendent to implement those policies.

In closing, Ms. Springer thanked Chantal Balderas for being a gracious host during a visit to the Hall High School National Hispanic Heritage Celebration Cultural Day.

Mr. McAdoo said he had spent his first year learning and absorbing. He recognized that it takes a while to learn, and he hopes to serve for the betterment of all the students in our schools. He welcomed the new board members. He also mentioned a book entitled *The Starfish and the Spider*, and said "children need a teacher with passion, and the board also needs to have a passion." He pledged to stress the importance of students taking the ACT, and providing those opportunities which enable our students to get where they need to be.

Ms. Fiskien thanked everyone who works hard with the students every day. She especially thanked the people who work at Forest Heights and Hall. She was pleased to have participated in the last superintendent's bus tour, and was pleased to spend time with the students.

Ms. Curry thanked the staff for their hard work. She had visited with state department staff, and she pledged we would continue to work collaboratively with the staff to do what is necessary to improve student learning. She had attended the kick-off rally for Red Ribbon week, and she congratulated the students who participated, especially the students at Mabelvale Elementary.

Mr. Adams comments were regarding the "transitional time, or pivotal time" we are experiencing. This is a time where we have to make decisions and take actions that will allow us to go on a different path than in years past. We have challenges, acute and large. He thanked the faithful employees who have given a large number of years doing excellent work every day. The Board has to find a way to do better, and we heard that from the ADE subcommittee last week. The Board has adopted goals and we have a challenging opportunity to achieve our vision if we are faithful to our efforts.

B. Discussion / Update: State Board of Education Meeting

Dr. Suggs spoke regarding some of the recommendations from the State Board of Education, including the possibility of visiting neighboring school districts. He noted that the Board was still trying to determine a date for a November curriculum and instruction worksession.

Ms. Springer asked Mr. Glasgow to report what had taken place to date with respect to the schools on Academic Distress. Mr. Glasgow briefly responded that leadership training meetings were scheduled, with the first one coming up in November and another in early December. Principals and another school administrator will be trained using the SREB model. He believed many of our schools may be interested in restructuring their leadership teams. The model used by the state includes representative faculty members on the team.

Mr. Glasgow had met with evaluation teams and they are providing additional training for the schools on Academic Distress using the Indistar system, which utilizes Marzano's work.

He was asked whether we had researched other schools designated in Academic Distress in Arkansas to see what they are doing. They responded that planning had begun for a visit to Springdale or Rogers. Principals from the schools on the Academic Distress list and other administrators will be included. Ms. Curry asked if Board members could be notified and invited to participate in school visits.

Mr. Glasgow was also asked when the Board could expect to see what's going on with classroom planning. They were reminded that this information would be provided in the November C & I session with the board. Each month the board will receive information, which will include the progress being made and the plans being implemented to accomplish the goals.

C. Update / Report: Student Assignment Process

Dr. Fields, and staff from the Student Registration office presented information on the various student assignment scenarios. They responded to questions regarding the operations and processes at the Student Registration Office. Mr. Becker also responded to questions regarding an audit recently conducted at the request of the administration.

Dr. Fields is developing a one page summary to explain the process in simple terms. This "parent information sheet" will provide basic, yet specific information for parents. The Board will be provided the draft in a Friday update.

V. CONSENT ITEMS

A. Minutes

Minutes from meetings held on September 26, and October 16, 2014 were presented for review, and were approved by on a motion by Ms. Fiskien, seconded by Mr. McAdoo. The vote was unanimous.

Minutes from a special meeting held on October 6th were pulled for further revision. Ms. Springer asked that the minutes include the specific questions from the Board and responses from the administration. She made a motion to request that revision. Ms. Curry seconded the motion, and it carried unanimously.

B. Internal Auditors Report

Mr. Becker's report was provided as part of the board's agenda. It was approved unanimously on a motion by Ms. Springer, seconded by Ms. Curry.

VI. BOARD POLICY AND REGULATIONS REVIEW

A. Second Reading: Board Policy Revision – GBEC Drug Free Workplace

B. Second Reading: Board Policy Revision – GBECA Drug Testing Program

The administration recommended pulling these policies for further revision and review.

C. Second Reading – DID Inventories

The Procurement Department is responsible for the development and maintenance of the fixed asset property accounting, distribution and disposal system. This responsibility also includes periodic audits to verify fixed assets at each district location. The Board was presented with a policy that would support more frequent audits by a third party. Dr. Ross made a motion to approve the policy DID on second reading. It was seconded by Mr. McAdoo, and carried unanimously.

D. Discussion and Consideration: Policy IL, Regulations IL-R

There was a lengthy discussion regarding the Board's responsibility for understanding data being provided and the processes for accountability and assessment. Ms. Curry and Ms. Springer expressed belief that the former policy should be implemented to more closely monitor progress, especially in the academically distressed, priority and focus schools. The current policy was adopted in July 2013. Ms. Springer expressed belief that the Curriculum division should not be responsible for monitoring and that following the former policy IL and regulations IL-R would ensure programs are implemented with fidelity. She expressed belief that the Board should reinstate the old policy and reinstate the staff person previously responsible for monitoring and reporting.

Ms. Curry also suggested the monitor should report directly report to the board instead of to the administration. She and Ms. Springer supported assigning the PRE staff to implement IL. She did not believe the current process is specific to what we need to do and she encouraged a "separation of duties." Ms. Springer also referred to the Planning, Research and Evaluation department, and to have the particular individual who was responsible for monitoring to be reinstated under the terms of the previous policy.

Mr. Adams disagreed, and noted the Board's role as policy makers and the administration's role of implementing the policy through the administrative regulations.

Ms. Fiskien spoke briefly regarding the comments from the Board members and the authority of the Board to set policy, but not to hire or assign staff. Mr. Heller also addressed the Board in response to questions, and the policies which apply to the superintendent's responsibility and authority to align and reassign staff.

Ms. Springer further discussed the reinstatement of the former IL, and the need to have the evaluations conducted as they were under the previous policy. She agreed with the comments from Ms. Curry that the former staff should be utilized in evaluating the Districts programs and progress.

Mr. Heller referred to various Board policies which designate the Superintendent as the person who assigns staff, and also noted that responsibility as being part of the Superintendent's contract.

Dr. Suggs responded to questions from the Board and suggested third party evaluators could be brought in under certain circumstances to provide an objective assessment. He also discussed the contractual obligations between him and the board as relates to reorganizing departments, hiring, and realigning staff.

Mr. Adams suggested putting a discussion on an agenda next month for making changes to the policy or developing new policy. Ms. Curry agreed that the Board should table the discussion, and work collaboratively to come back with a constructive policy that will ensure all programs are properly evaluated. Mr. McAdoo also agreed that more review of these policies should be done, and suggested going back to the original policies and regulations to make comparisons.

Ms. Springer made a motion for the Board to return to the former policy IL and regulations IL-R from December 16, 2004. Ms. Curry seconded the motion.

Dr. Suggs again reminded the Board that they have no responsibility for establishing regulations. They can vote to change a policy, but don't have authority to establish regulations.

Mr. Adams ruled the motion out of order based on the Board's authority to approve policy but not approve administrative regulations. He asked if Ms. Springer would like to restate her motion to only include the policy, without the regulation. Mr. Heller again responded to questions from the board regarding the adoption of policy and the development of regulations by the administration.

Linda Young responded to questions regarding the processes involved in approving policies and regulations. Ms. Springer asked for the record to reflect her disagreement with Mr. Adams's ruling.

Mr. Adams asked for the issue to be placed on the agenda for next month. He asked Board members to submit their concerns and questions to Dr. Suggs so that a response can be developed. Dr. Suggs agreed to work with Linda Young and Ms. Curry to review the current policy and develop a new policy if necessary.

Dr. Ross stated that all were in agreement that we want a good assessment process, and that although there is not a desegregation plan, we still want to be aware and do all that we can to benefit children. We need to show unity in the development of a revised policy.

Mr. McAdoo asked for all previous versions of the policy to be compiled so that the Board can see a comparison and history. Ms. Curry and Mr. Adams discussed the possibility of including this as a topic for a future worksession.

VII. HUMAN RESOURCES

A. Personnel Changes

Routine personnel changes were printed in the board's agenda. Ms. Curry moved to approve the changes as submitted. Ms. Fisker seconded the motion, and it **carried unanimously**.

VII. FINANCE & SUPPORT SERVICES

A. Board Disbursing Officers

Arkansas Code 6-13-618 requires the Board of Directors to designate, by resolution, one of its members to serve as the primary Board disbursing officer of the District and one member to serve as an alternate Board disbursing officer. The resolution presented designated the President and Vice President as the Board's disbursing officers. Ms. Fisker moved to approve the resolution. The motion was seconded by Mr. McAdoo and **unanimously approved**.

B. ADE Assurances Under ESEA

The Arkansas Comprehensive School Improvement Plan (ACSIP) is for the District's use in requesting funds for programs under the *No Child Left Behind Act of 2001*. Additionally, the ACSIP serves as the schoolwide plan, targeted plan and school or District improvement plan. The ACSIP includes Title I, Part A; Title II, Part A; Title III, Part A; Wellness; Title VI, Part B (IDEA); and ESEA Flexibility. Mr. McAdoo made a motion to approve the recommendation; Ms. Curry seconded the motion and it **carried unanimously**.

C. Resolutions Authorizing the Purchase of Property

The Board was asked to approve the purchase of property which would serve as warehouse space for the District. A warehouse has been leased by the district for ten years, at a cost of \$85,000 per year. That lease expires January 31, 2015. The Administration has located a warehouse in SWLR for \$375,000 that would meet the needs of the District. This purchase would create annual savings of \$85,000 after five years of ownership. The Administration has completed its due diligence and is now prepared to close on the site currently under contract to purchase pending Board approval.

Ms. Fisker made a motion to approve the recommendation and to authorize the administration to execute the appropriate documents. Mr. McAdoo seconded the motion, and it **carried unanimously**.

D. Minority and Women Business Enterprise Monthly Report

The monthly reports were printed in the agenda. No action was required.

E. Discussion and Consideration: Custodial Contract

Cathy Koehler and Robert Robinson were asked to approach the podium to discuss their collaboration on an agreement with the custodial employees. A draft agreement had been reached, and the board would be asked for the changes to be ratified on specified articles. Contract agreements will be reviewed and there will be an attempt to sync them with state law to ensure consistent language for all employee groups.

The drafted agreement clause will be presented to the attorneys for review. Mr. Robinson read the agreement. It was anticipated it would be ready for Board approval by the date of the agenda meeting. A special meeting could be called to vote on the agreement.

The Board asked that attorneys be involved from the beginning of negotiations so that agreements can be ready for approval when they are brought to the Board.

Cathy Kohler reported that the negotiators will be jointly trained prior to entering into future financial negotiations.

F. Monthly Financial Statements

G. Budget Update

Mr. Bailey briefly reviewed the monthly reports as presented in the agenda. He also announced an upcoming insurance benefits fair to inform part time employees of the changes in the law affecting their health insurance coverage. Open enrollment begins November 15th.

VIII. CLOSING REMARKS

A. Announcements & Reminders

Pamela Smith reviewed several upcoming events, including:

- WOW Club assembly at Carver
- International Festival at Dunbar
- Town Hall meeting at Dunbar Community Center on October 27th
- Build Communities and Not Bullies event at the Clinton Center
- Academic Scholars reception on November 3, at 5:30

ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 12:40 a.m.

APPROVED:

11-20-14


Greg Adams, President


Jim Ross, Secretary

RESOLUTION
DESIGNATING DISBURSING OFFICERS
FOR THE LITTLE ROCK SCHOOL DISTRICT
BOARD OF DIRECTORS FOR 2014-2015

WHEREAS, the Board of Directors shall designate one (1) of its members who shall serve as the primary Board disbursing officer as required by Ark. Code Ann. §6-13-618; and


WHEREAS, the Board of Directors may designate one (1) or more Board members as an alternate Board disbursing officer in the absence of the designated primary Board disbursing officer as provided by Ark. Code Ann. §6-13-618;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Little Rock School District of Pulaski County designates the President of the Board as the primary disbursing officer of the District and the Vice-President of the Board as the alternate disbursing officer of the District in the absence of the President of the Board.





President



Vice-President

Adopted: 10-29-14

RESOLUTION

AUTHORIZING THE PURCHASE OF PROPERTY AND THE EXECUTION OF DOCUMENTS FOR THE LITTLE ROCK SCHOOL DISTRICT

WHEREAS, the Board of Directors authorized the purchase of property consisting of a 40,932 square foot warehouse on 1.08 acres located at 6615 Woodson Road, Little Rock, Arkansas for the purchase price of \$375,000 from Victor T. Prevatt, and

WHEREAS, the Board of Directors authorizes Kelsey Bailey, Chief Financial Officer, or Wayne Adams, Director of Maintenance & Operations, to execute any and all documents for the purchase of above named property;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Little Rock School District of Pulaski County does hereby authorize the purchase of the above named property located at 6615 Woodson Road, Little Rock, Arkansas and authorizes the person(s) named above to execute any and all documents necessary to accomplish the purchase of the property.



President, Board of Directors



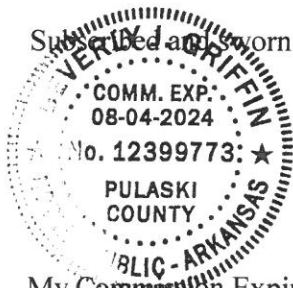
Secretary, Board of Directors

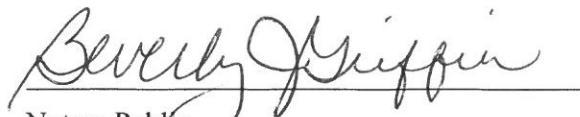
Adopted: 10-23-14
STATE OF ARKANSAS)

) SS

COUNTY OF PULASKI)

Subscribed and sworn to before me this 23rd day of October, 2014.





Notary Public

My Commission Expires: 8-4-2024