



Board of Education Meeting Minutes

[Tuesday, November 15, 2022 6:00 p.m.]

In Attendance: Dr. Laurel Tait, Heather Smith, Tina Ward, Lindsey Gustafson, Shelby Thomas, Eli Keller and Stephen Delaney
Brooke Zermatten (student - Sylvan Hills High School)

Call to Order

Lindsey Gustafson

Mrs. Gustafson called the meeting to order at 5:59 p.m.

Roll Call

Stephen Delaney

Pledge of Allegiance

Public Comments

There were no public comments.

Approval of Last Meetings' Minutes

Vote to approve minutes from meeting on October 11, 2022

-Motion by Tina Ward

-Seconded by Shelby Thomas

In Favor

Stephen Delaney, Lindsey Gustafson, Heather Smith, Tina Ward. Dr. Laurel Tait, Eli Keller, Shelby Thomas

Opposed

(None)

Motion Passed



Certified P.P.C. Presentation

Ms. Brenda Robinson, PPC - Certified Chairperson, greeted the board and noted that the district was gearing up for Thanksgiving Break, a time for students and teachers to rest, decompress and return to finish the semester strong. Ms. Robinson stated that the PPC Committee would be meeting tomorrow, November 16, to continue discussions on restructuring the certified salary schedule for those on range 13-17 as well as possibilities for a bonus. She stated that the 2023 Legislative Session will start meeting at the top of the new year and will be talking about teacher raises and increasing the beginning salaries for first year teachers. Ms. Robinson went on to share concerns she has been hearing from teaching staff: they are frustrated and overwhelmed with testing, hoping to make it through December without resigning, morale is low, feeling undervalued, lack of respect by principals; Special Education teachers received a retention bonus, identified principals also received a bonus, from a grant, while other employees were left out; as well as pay periods increased, this school year, from 26 to 27, however the pay decreased. She also shared that health insurance premiums were increasing for public school employees in January, in addition to the wellness discount decreasing. Ms. Robinson closed by stating that the PPC Committee will also be revisiting personnel policies during the upcoming meeting and thanked the Central Office administration for all they do in the school buildings.

Classified P.P.C. Presentation

There was no PPC Classified presentation.

Reports

Information on School Report Cards - Dr. Sonya Whitfield

Dr. Whitfield, Deputy Superintendent, presented to the board data and findings on the ESSA Report. She shared that a decrease in letter grades was largely due to chronic absenteeism as well as teacher shortages across the nation. PCSSD had 21 schools to demonstrate growth and six that did not demonstrate growth. Dr. Whitfield also shared that four (4) schools identified by the State with significant growth would receive a monetary award from the State and those schools are: Sylvan Hills Elementary, Sherwood Elementary, Chenal Elementary and Baker Elementary.

Annual Report to the Public - Dr. Yolaundra Williams

Dr. Williams, Director of Accountability and Special Programs, presented the Annual Report to the Public to the Board and touched on a few of the programs/initiatives that the District continues to utilize for student achievement: Data meetings and assessments, 6 Traits to Writing, AVID, STEM, DRIVEN (in three (3) of our high schools, and Ford NGL.

Financial Updates

Ms. Rowlett

Construction Updates

Mr. Johnson

Action Items - Old Business

There were no old business action items.



Action Items - New Business

ASBA Board Delegate

Vote to approve nomination of Tina Ward as the Board delegate for the Annual ASBA Conference in December 7-9, 2022

-Motion by Eli Keller

-Seconded by Shelby Thomas

In Favor

Stephen Delaney, Lindsey Gustafson, Heather Smith, Tina Ward. Dr. Laurel Tait, Eli Keller, Shelby Thomas

Opposed

(None)

Motion Passed

Maumelle High School Athletic Facilities - Curtis Johnson

Vote to approve Maumelle High School Athletic Facilities

-Motion by Eli Keller

-Seconded by Tina Ward

In Favor

Stephen Delaney, Lindsey Gustafson, Heather Smith, Tina Ward. Dr. Laurel Tait, Eli Keller, Shelby Thomas

Opposed

(None)

Motion Passed

Comments from the Board

Ms. Ward thanked the student board representative, Brooke Zermatten, for her attendance and yielded her time to the student for comment and asked if there was any area where the District could improve. Miss Zermatten answered that other than testing she could not think of anything. She said if students knew the purpose of the assessments then they would possibly do better. Miss Zermatten added that some students do not have things that motivate them to do well, like someone else who may have sports that motivates them. She closed by saying that it is difficult to motivate some students to do well if they do not have something or someone that motivates them.

Mr. Thomas stated that he hoped the District was looking into employee salaries with the insurance premiums increasing and asked for clarification on insurance premiums being increased and pay being decreased. He also expressed hope, for those schools who were identified by the State and receiving the monetary awards for growth, that all school staff would have a say in how the monies are spent and reap benefits of the award. Mr. Thomas closed by stating that all District schools should be experiencing growth and that we could do better.

Mr. Keller reiterated that he understands that everyone wants more money, a raise or a bonus; however what he did not get was the lack of internal reflection as to if we/you are doing the best we can to impact the lives of students. He stated on the other hand that maybe a District subcommittee can be formed to focus on incentives other than monetary compensation, i.e. stress relief, mental health days, coverage for class periods and/or tutors, etc.



Ms. Ward added that she was disheartened by the school letter grades and suggested that the District come up with something outside the box. She shared that there are students living in hotels and other barriers in the community that spill over into the schools. Ms. Ward expressed that parents are struggling and the students are struggling. She closed by stating that we must look at the District as a whole, every child, to get our schools up to par as the stress of teachers trickles down to the students.

Dr. Tait shared that she has 25 grandchildren and that the District needs a Grandma program at our schools; that it may be rewarding for schools to have volunteers come to read and work with students, maybe utilizing retired teachers.

Superintendent's Comments

Dr. McNulty responded that there were retired teachers who would come into our school prior to COVID. He also thanked Ms. Robinson for her PPC presentation and expressed that morale is tough; that it is tough to be an educator coming out of a pandemic. Dr. McNulty added that our professional staff is strong in our buildings, bringing light back into schools. He also stated that the work is progressing, we have to think outside the box for our F schools, in which two of those schools showed gains, and bring more voices to the table and systems that work for every child. Dr. McNulty shared that it was encouraging that 9-10 schools are doing better than their pre pandemic test scores. He stated that the District did receive a grant and special education teachers were recipients of an incentive due to a retention of human capital; he shared that when he was teaching his job was easier when Special Education staff were present. He added that Ms. Rowlett and Ms. Bryant will look into ways we can increase the District contribution toward insurance premiums; that the District budget is tight. Dr. McNulty also shared with the students that the reason we assess students is to see if/where the teacher may need to increase instruction and shows if the student learned what the teacher intended to teach; however, we need to do a better job of communicating that to students. He closed by acknowledging Mrs. Gustafson for her student centered approach and asking the tough questions and thanked her for her time and service to the Board.

Consent Agenda

Vote to approve items on the Consent Agenda

-Motion by Heather Smith

-Seconded by Tina Ward

In Favor

Stephen Delaney, Lindsey Gustafson, Heather Smith, Tina Ward. Dr. Laurel Tait, Eli Keller, Shelby Thomas

Opposed

(None)

Motion Passed

The Board took a brief recess to prepare for the Waiver Hearing at 7:11 p.m. and resumed at 7:24 p.m.



Employee Hearings/Level III Grievances

Board Hearing on request for waiver of a Disqualifying Offense for Public School Employment for Michelle Green

Vote to approve waiver of a Disqualifying Offense

-Motion by Tina Ward

-Seconded by Stephen Delaney

In Favor

Stephen Delaney, Lindsey Gustafson, Heather Smith, Tina Ward, Dr. Laurel Tait, Shelby Thomas

Opposed

Eli Keller

Motion Passed

Adjournment

Vote to adjourn

The meeting was adjourned at 7:33 p.m.

-Motion by Tina Ward

-Seconded by Lindsey Gustafson

In Favor

Stephen Delaney, Lindsey Gustafson, Heather Smith, Tina Ward, Dr. Laurel Tait, Shelby Thomas, Eli Keller

Opposed

(None)

Motion Passed