

MINUTES BOARD MEETING

December 11, 2017

REGULAR MEETING

At 7:02 p.m. on December 11, 2017, Mr. Milner convened the regular meeting of the district Board of Education. Board members present were Ms. Whitaker, Ms. Boone, Mr. Reynolds, Mr. Moore, Mr. Hartsfield and Mr. Frazier. School administrative personnel present were Dr. Hathorn, Mr. Tietz, Mr. Branch, Mr. Webb, Ms. Martin, Ms. Wilson, Mr. Hayden and Ms. Sanders. The press was not in attendance.

OLD BUSINESS

Minutes. The minutes of the last regular meeting were unanimously approved 7-0 on a motion by Mr. Reynolds and a second by Ms. Boone.

Financial Statement. Dr. Hathorn presented the financial statement for the month of November, reporting \$2,230,852.36 in revenue and expenditures of \$2,406,027.08 the non-activity funds, leaving an ending balance of \$6,963,264.05. The board unanimously voted 7-0 to approve the district financial statement for the month of November as presented on a motion by Mr. Moore and a second by Mr. Reynolds.

NEW BUSINESS

Math Club. Uyolanda Wilson gave a brief presentation about the Watson Chapel JR High Math Club. Ms. Wilson presented gifts to the school board. She stated that 7th grade Tanasla Thomas placed 3rd in a competition at UALR and this gives the Math Club the opportunity to compete in the National Tournament in May. The Math Club gave 2 families gift boxes and picked angels off the Christmas tree. She stated that they have had several successful fundraisers.

Waiver. Dr. Hathorn recommended the approval of the attached resolution in support of a waiver request affecting the allowable first day of school. On a motion by Mr. Hartsfield and a second by Mr. Reynolds, the board voted 7-0 to approve the resolution for the waiver.

Resolution. Dr. Hathorn recommended the approval of the resolution to hold the annual school election during the month of November. Mr. Frazier talked to Stuf Stoffer and the upside to holding the elections in November is it would save the district money, have greater voter participation, and give longer time to do a millage. The downside to holding

the election during the month of November is board members may be new and don't have enough knowledge for the superintendent evaluation. On a motion by Mr. Frazier and a second by Mr. Reynolds, the board voted 6-0 on the approval of the resolution to hold the annual school elections during the month of November. Ms. Boone voted nay.

Additional Duty Salary Schedule. Dr. Hathorn recommended the approval of the updated additional duty salary schedule. Mr. Frazier asked what changes were made and Norma Walker explained it was After School, Dean of Students, and Security Detail. Mr. Frazier stated that he thought the Quiz Bowl stipend should be increased. Ms. Boone asked if principals get paid for after school. Dr. Hathorn responded that coaches run after school but he will revisit it. On a motion by Mr. Reynolds and second by Mr. Moore, the board voted 7-0 on the updated additional duty salary schedule.

Audit Report. A copy of the 2016-2017 audit report was given to the board members. There were no problems found in any area. Mr. Frazier stated that was a big deal to have a clean audit and gave kudos to Norma and her team. Dr. Hathorn thanked Norma and said Norma deserved a round of applause.

Expulsion. Dr. Hathorn recommended the expulsion of Watson Chapel JR High School student, Markevus Taggart for the remaining of the 2017-2018 school year for the following infractions: student assault, creating a riotous environment, and threatening school personnel. There was no parent representation. On a motion by Mr. Hartsfield and a second by Mr. Reynolds, the board voted 7-0 on the expulsion of Markevus Taggart for the remainder of the 2017-2018 school year.

PPC REPORT & CPPC

Frankie Hemphill presented an attendance incentive program. She stated it is better for a teacher to be in the classroom than a substitute. She stated last year Sub-Teach was paid over \$290,000. She stated raises have not been given because the money is going out the door and this proposal will increase test scores. She stated they wanted to try it and if it doesn't work then they will look at something else. She stated that some schools have incentive such as a free lunch but that's not enough to deter missing. Mr. Hartsfield asked how many personal days were given and if they were paid if they did not use them. Mr. Milner asked if 25% increase would be a better measurement and not a 1% increase. Ms. Hemphill stated that even a 1% increase would be better. Mr. Frazier asked if data was done to show if 100% participated, how much it would cost the district. Ms. Hemphill stated the other committee didn't give her the information in time. Lillian Hemphill presented numbers saying it would be cheaper. Ms. Boone stated she is not ready to vote on this until she has data but is not completely against it. Ms. Hemphill stated she gave them a piece of paper to look at so they can think about it. Mr. Milner said that all board members aren't against it but wants to look at data. Mr. Hathorn stated that he met with PPC and said he was going to meet with his administration team and get the data that the board can use to make an informed decision. Mr. Milner asked if any other district was doing something like it and Mr. Hemphill stated that Fordyce was. Mr. Milner asked if

we could call them to see if they have positive results. Ms. Whittaker wants to see something passed so we could increase test scores and stated it is more beneficial to have the teacher and not a substitute. Mr. Reynolds thinks they should be awarded monthly and not at the end of the year. Mr. Hartsfield made a motion to table it to see what it would cost. Mr. Reynolds seconded this motion and the board voted 7-0 to table.

BOARD COMMUNICATIONS

January Board Meeting. The January Board Meeting date falls on January 8th, which is the first day back from break. Therefore, the January Board Meeting has been moved to Tuesday, January 16, 2018 (school will not be in session on Monday, January 15th due to observing Martin Luther King JR. birthday). On a motion by Mr. Hartsfield and a second by Mr. Reynolds, the board voted 7-0 to have the January board meeting on 01/16/18. Ms. Whittaker was the delegate for the district at the regional conference. The delegates voted that to be on the board you had to have 3 years left in your term on the board. Mr. Reynolds stated that he attended and the days were long, but he learned a lot. He stated that himself and Ms. Whittaker were interviewed for Facebook. Ms. Boone stated all of the trainings were really interesting. She stated they were trying to get rid of Mr. Knight, Lloyd Black, and Bobby Lester off of the Teacher Retirement board and we needed to work hard to keep them because they are protecting our Teacher Retirement money. Mr. Frazier asked for a moment of silence for Valerie Penix and Karen Jeffers. Everyone stood and took a moment of silence. Ms. Whittaker commended Lillian Hemphill on her stock market classes. She stated that out of 1,500 teams, our team finished 20th. Ms. Whittaker stated that the team is composed of all girls and her granddaughter is the captain.

PERSONNEL

Dr. Hathorn stated the board needs to consider employing an Information Management Technician, a School Nurse, a Head District Nurse, a Bus Attendant, and a Custodian

1. Chance Baughman as an Information Management Technician
2. Crystal Campbell as a School Nurse
3. Cheryl Keltner as a Head District Nurse
4. Danny Urquhart as a Custodian
5. Herman Vaughn JR as a Bus Attendant

Executive session started at 7:45 and ended at 7:53. On a motion by Mr. Moore and a second by Mr. Reynolds, the board voted 7-0 on Dr. Hathorn's recommendations.

SUPERINTENDENT UPDATE

Mr. Tietz gave an update. He stated the district will be having an after school program for each campus to help bubble students. The program starts January 16 and goes through April 12th for 2 hours per day. Ms. Boone asked if we will have good participation. Mr. Moore asked if all students could participate. Mr. Tietz said yes to both questions. Dr. Hathorn stated that we will be using NSL funds and will really help. Ms. Sanders stated they would concentrate on English and Reading on day and Math two days. The HS will offer free admission to games if students come to after school.

Mr. Hathorn stated that he was on the Go Forward Pine Bluff committee and they talked about things that could increase achievement of students in PB. An idea was to have board presidents on the education committee. He stated that we need to do something for all students in PB because they go back and forth to each district. He stated that we need to find jobs for the kids that do not go to college. He thanked the staff at WC for helping make WC great and he thanked the board. Ms. Boone thanked the Math Club for the gifts.

ADJOURNMENT.

Respectfully submitted by, Dr. Connie Hathorn and Norma Walker

Kevin Moore,
Board Secretary