

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Meeting
Osceola Jr. High Building
September 13, 2021
6:00 p.m.


Members Present: Jacqueline Baker, Torian Bell, Kristain Dedmon, Kristi Hopper and Denise Williams

Member(s) Absent: James Baker, Ollie Collins

Others present: Dr. Toriano Green, Superintendent
Dr. Renata Bryant, Assistant Superintendent
Samantha Tippy, District Treasurer/Board Recorder
Pam Smith, Principal at North Elementary
Tynga Coleman, Principal at CSE
Toshiba Pugh, Principal at OHS
Christel Smith, Principal at ALE

1. Jacqueline Baker called the meeting to order at 6:00 p.m.
2. Dr. Green offered invocation.
3. Samantha Tippy called the roll and a quorum was declared.
4. The Board recited the District Vision and Mission statement.
5. Motion Torian Bell, seconded by Kristain Dedmon to approve the August Meeting Minutes. Motion passed 5-0.
6. Torian Bell made a motion to adjust the Timed Agenda to 6:02 p.m. and Kristain Dedmon seconded the motion. Passed 5-0.
7. Jacqueline Baker presented the Financial Report. Mrs. Tippy stated that the only thing that needed to be reported was that the District is still waiting on the PILOT money from Big River Steel. Also that the Federal money we receive should start being deposited this month for expenses the District incurred since the middle of June. Jacqueline Baker asked for a motion to approve the District Financial Report. Motion made by Kristain Dedmon and seconded by Torian Bell. Motion passed 5-0
8. Jacqueline Baker presented the List of Bills. Dr. Green discussed Edgenuity and what that was used for and that it was being paid for by federal funds and not operating funds. Kristain Dedmon made a motion to approve the List of Bills and was seconded by Torian Bell. Motion passed 5-0.
9. Superintendent's report presented by Dr. Green.
A: Region 7 School Board Training - Kristain Dedmon stated she wanted to attend.

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B: Assurances - Jacqueline Baker asked if we are providing the religious requirements on all campuses. Dr. Green stated that yes we are. A motion was made to approve all Assurances by Kristain Dedmon and seconded by Torian Bell. Motion passed 5-0.

C: Budget - Mrs. Tippy stated that we are waiting on the ABC program budget to be submitted to her so that she may key it into the computer. She also stated that all of the Federal Funds that are overseen by Dr. Bryant have been submitted and she is working on getting those into the system. She stated that there will need to be a special meeting by September 30th to approve the budget as that is the deadline.

D: Bus Radios - We would like to purchase radios for our bus drivers to use instead of their cell phones. Radios are considered less distracting than cell phones. This will cost the district \$13,487.00. This was bid out. Motion to accept bid was presented by Kristain Dedmon and seconded by Torian Bell. Motion passed 5-0

E: Superintendent Mentoring - Training required by the state for all new superintendents. Megan Morris has been assigned as Dr. Green's mentor. It is a \$1,500 program. This is paid for out of operating budget. Torian Bell made the motion to approve this program and was seconded by Kristain Dedmon. Motion passed 5-0

F: Bus Sales - These are 2 buses that we have been trying to sale for years. Mr. Lane was able to sell these buses to Osceola Iron and Metal for \$1000.00 each.

G: Reprimand Policy - This policy is for the life of the employment of the employee not yearly. This was approved by our attorney. Most districts do 3 violations, we have opted for 5. Proper documentation will have to be provided to issue a reprimand. Kristain Dedmon asked how the employees will receive this policy. Dr. Green stated it would be handed out to the Building Administrators at the next meeting if approved. Jacqueline Baker asked if there would be documentation showing each employee received this policy and Dr. Green said yes we would definitely do that. Kristain Dedmon made the motion to accept the policy with the addition that the document be added that states the employee received a copy of this policy. Motion was seconded by Torian Bell. Motion passed 5-0.

H: Covid Leave for Staff - Dr. Green asked that we implement 8 days of Covid Leave to be paid out of ARP Esser to keep our staff from having to use their sick days. After a long discussion this was tabled until the special call meeting. Motion made to table by Kristain Dedmon.

I: Remote Working Guidelines - These guidelines would outline obligations that would be required throughout the day to be able to work from home and not have to use their sick days. Jacqueline Baker asked how this would affect students. If students are on-site the teacher could possibly be teaching from home through Google programs virtually or

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assigning work from home if students are working remotely. Kristain Dedmon pointed out a typo for the amount of days that would be allowed. Kristi Hopper asked if this was for vaccinated and unvaccinated employees. Kristain stated that this would be a benefit allowed to those employees that are vaccinated. After a lengthy discussion this was tabled until the special call meeting. Motion was made by Kristain Dedmon and seconded by Torian Bell. Motion passed 5-0.

J: Campus Updates - Each Principal in attendance gave an update on each of their campuses.

Pam Smith stated we have 91 kindergarten students and Pre-k is at max with 80. No I-Ready data to share as testing is starting the following day. She stated as of the meeting they have had to quarantine 3 classes so far. She stated that her teachers are doing an excellent job at encouraging their students to mask up but that it is a struggle with such a young age group.

Tynga Coleman stated we currently have 313 students enrolled. She discussed the amount of students and staff that have been quarantined due to Covid. I-Ready results are in and show the majority of our students are behind in grade levels. Kristain Dedmon asked how the staff is feeling with the Covid this year. Mrs. Coleman stated the biggest concern her staff has is missing due to being exposed or testing positive and having to use their sick days. Dr. Bryant stated that the state is pushing districts to use the ARP Esser funds to pay for days that staff are having to be out due to Covid.

Toshiba Pugh stated progress reports went out last week. Some rearranging was required due to staff shortages in English. Math is another subject that we have to rearrange when we have staff absences due to each grade level having 1 teacher. Staff shortage is a problem that is being addressed at her campus. Torian Bell asked how her staff are feeling about Covid this school year. She stated that parents have been very helpful this year in notifying the district. She stated that the high school staff has had 0 positive cases. All quarantines required for staff have been due to outside exposure. Kristain Dedmon asked if we need to explore a new teaching method for 10th grade math, Ms. Pugh stated that as of this report she is not worried due to it only being thru the 3rd week of school and students are now getting the hang of the systems they are using.

Christel Smith stated that there are 15 students enrolled at ALE. 13 of those students are for credit recovery. She stated she has 10 seniors and 2 of those seniors are 5th years, meaning they should have graduated last year. She stated she is working with the seniors on meeting weekly goals to keep them on task. She stated she has several seniors that are having to take 3 math classes to recover their credits. She chose to do I-Ready testing on her students even though I-Ready stops at 10th grade to see where they are. Her biggest

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kudo for her students is their attitudes have improved and they are aware of the challenges they face. She stated staff attendance has been great.

K: Waivers - All waivers voted in August were approved by the state.

L: Bonuses for Vaccinated/Retention Bonuses -
\$200 monthly bonus for all fully vaccinated staff by September 30th. This bonus will run from October through May to encourage staff to be vaccinated. This will come out of the ARP Esser fund. Staff will be required to submit their vaccination card to the admin office and will be kept confidential. Motion was made by Kristain Dedmon to approve the vaccination bonus and was seconded by Torian Bell. Motion passed 4-1. Kristi Hopper opposed.

Retention bonus is \$2500 per semester. Jacqueline Baker asked if the retention bonus would be tied to Student Achievement. Dr. Green stated that not all subjects have standardized tests that can show growth. Kristain Dedmon asked if we would offer 2 separate bonuses, one for completing the school year and one to return the following school year. Dr. Green stated that we could look into the budget and see what would be allowed and he would also talk to the lawyer to see what we are allowed to do. Motion was made to table the retention bonus until all information can be determined. Motion to table was made by Kristain Dedmon and seconded by Torian Bell. Motion passed 4-1. Kristi Hopper opposed.

M: Update on HVAC - State has approved our plans to update our HVAC systems. Projects will begin over Christmas Break. High School will be in the second phase and have them completed by early summer.

Executive Session was entered at 7:52 and ended at 8:00.

10. Personnel Policy

Hired:

Certified:

Orissa Williams HS Art

Torian Bell made a motion to hire and was seconded by Kristain Dedmon. Motion passed 5-0.

Non Certified:

Cierra Estell - SPED Para

Pam Senter - APSCN/ERATE Coordinator

Motion made by Kristain Dedmon and seconded by Torian Bell. Motion passed 5-0.

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Transfers:

Kaneisha Devers from CSE Para to PreK Para

Motion made by Kristain Dedmon and seconded by Kristi Hopper. Motion passed 5-0.

Resignations:

Tracey Adams - PreK

Katrina Broyles - 5th OMS

Jennifer Burks - HS Art

Cassandra McCauley - ELA HS

Candice Burks - Food Service OMS

Motion made by Kristain Dedmon and seconded by Kristi Hopper. Motion passed 5-0.

11. Torian Bell made a motion to adjourn the meeting at 8:03 p.m.. Motion was seconded by Denise Williams. Motion passed 5-0.

(Signed) Jacqueline Baker, President

(Signed) Torian Bell, Secretary