



Board of Education Meeting Minutes

[Tuesday, November 9, 2021, 6:00 p.m.]

In Attendance: Tina Ward, Lindsey Gustafson, Brain Maune, Dr. Linda Remele, Shelby Thomas, Stephen Delaney, Eli Keller

Call to Order

Dr. Linda Remele

Dr. Remele called the meeting to order at 6:10 p.m.

Roll Call

Stephen Delaney

Pledge of Allegiance

Public Comments

Cindy Holmes, a teacher in the District, spoke to the Board with concerns regarding teacher morale. She shared that the teacher shortage and one of the reasons teachers are quitting the profession is due to the increased workload, i.e. 70 hour work week, small groups 2 days per week, formative assessments and PLC's during their planning period. Ms. Holmes added that ELA and Math may not have these issues at the middle school level due to their longer class periods; however, small groups and assessments interfere with the subject matter that is being taught, leaving only 10 days to cover content. She closed by saying that a 9-period class day was illegal and that the joy of teaching is being "sucked" out of teachers.

Britt Hagle, a parent in the District, expressed her concerns about CRT being taught in the District. She stated that an optional survey was given to 6-12 grade students to complete that asked questions regarding school climate and if students of different races interact together. Ms. Hagle stated that the school system taught her child about racism, her children don't see race and they identify "those children as brown". She also shared the definition of the words equality and equity, and that they were not the same.

Rebecca Davis, a parent of a Chenal student, shared that her student has spina bifida, uses a wheelchair and cannot open the school doors. Ms. Davis is requesting that the Board consider approving the installation of automatic doors at Chenal in accordance with ADA guidelines and/or funding.



Approval of Last Meeting's Minutes

Vote to approve the minutes of the last meeting - October 12, 2021

- Motion by Stephen Delaney
- Seconded by Eli Keller

In Favor

Shelby Thomas, Dr. Linda Remele, Eli Keller, Brian Maune, Stephen Delaney, Tina Ward, Lindsey Gustafson

Opposed

(None)

Motion passed

Certified P.P.C. Presentation

Brenda Robinson, PPC Certified Chairperson, greeted the Board and shared that the revised salary schedule was sent to certified staff members for a vote of approval; the results were 590 (93.4%) votes in support of the revisions and 42 (6.6%) against. She shared that the salary schedule revisions were top heavy and that veteran teachers were not happy. Ms. Robinson expressed that this was the 1st attempt to restructure the salary schedule to boost teacher morale. She added that teachers are teaching to the best of their ability and that the Committee will continue to review the salary schedule to make it better for everyone. Ms. Robinson also shared that two (2) new members were voted to the PPC Certified Committee, Robert Austin and Amanda Carrada. She closed by stating that the Committee is working in conjunction with Ms. Burgess and Dr. Smith to address those issues brought by Ms. Holmes, in public comments.

Classified P.P.C. Presentation

Emry Chesterfield, PPC Classified Chairperson, greeted the Board and shared that the Committee met and is presenting to the Board a \$1000.00 Retention Incentive Pay for support staff members, payable by December 31, 2021, with ARP ESSER funds, if approved by the State. The Board asked if the classified staff wanted raises or a "bonus" and Mr. Chesterfield answered that the staff who contacted him wanted a "bonus" due to those 9-month employees that do not get paid when the District is closed. He also shared that employees "won't see" a 1% raise on their paychecks.

Vote to approve the Classified Staff Retention Incentive Pay of \$1000.00

- Motion by Tina Ward
- Seconded by Shelby Thomas

In Favor

Shelby Thomas, Brian Maune, Stephen Delaney, Tina Ward, Lindsey Gustafson

Opposed

Dr. Linda Remele, Eli Keller

Motion passed



Reports

Student Nutrition Participation Report

Tiffany Reed and Regena English presented the Student Nutrition Participation Report that reflected 2019-2020 school year data compared to the 2021-2022 school year, as requested.

Financial Updates

Ms. Rowlett

Construction Updates

Mr. Johnson

Action Items - Old Business

School Board Zone Reorganization - Dr. Janice Warren

Vote to table item until December Board Meeting

- Motion by Eli Keller
- Seconded by Shelby Thomas

In Favor

Shelby Thomas, Dr. Linda Remele, Eli Keller, Brian Maune, Stephen Delaney, Tina Ward, Lindsey Gustafson

Opposed

(None)

Motion passed

Action Items - New Business

Install Interior Vestibule Doors - Curtis Johnson

Vote to approve the Install of Interior Vestibule Doors

- Motion by Shelby Thomas
- Seconded by Stephen Delaney

In Favor

Shelby Thomas, Dr. Linda Remele, Eli Keller, Brian Maune, Stephen Delaney, Tina Ward, Lindsey Gustafson

Opposed

(None)

Motion passed



ASBA Conference Representative Selection - Dr. Linda Remele

Vote to approve nomination of Stephen Delaney as the ASBA Conference Representative

- Motion by Eli Keller

In Favor

Shelby Thomas, Dr. Linda Remele, Eli Keller, Brian Maune, Tina Ward, Lindsey Gustafson

Opposed

Stephen Delaney

Motion passed

Comments from the Board

Mr. Maune thanked the voters for supporting the Bond restructuring in the latest election. He stated that this will be exciting for the community and the District. Mr. Maune stated that he was excited about the refitting of the high school in his zone and hopes to see growth in the enrollment there. He asked the Board to consider a marketing strategy with renaming the high school from Robinson High to Chenal Valley High. Mr. Maune stated that he was aware of the current enrollment however this is an opportunity for rebranding with the new school.

Mr. Thomas thanked both Dr. Remele and Mr. Maune for their service, hard work and passion on the Board as this was their last meeting as members of the Board. He asked the Board to consider moving the December Board meeting up one week to December 7th, due to a work commitment. The Board agreed.

Mr. Keller offered praise and thanks to Dr. Remele and Mr. Maune for their service to the Board and the students of the District. He reiterated that they care about the kids and employees and that it has been a pleasure to work with them both. Mr. Keller shared that they disagree however they still get along.

Mr. Delaney expressed that Mr. Maune was a true representative of the West Little Rock area as a board member. He hopes that they continue to stay involved. Mr. Delaney shared that he would miss Dr. Remele, as well, as he has spent 17 years in the District with her as an employee and Board member.

Ms. Ward thanked the "OG's" of the Board as the original members, Dr. Remele and Mr. Maune. She offered her well wishes of a good and happy life after this.

Dr. Remele thanked the Board and shared that the District was in her heart; however she will be watching from afar and is confident the Board will do great things.

Superintendent's Comments

Dr. McNulty thanked both Dr. Remele and Mr. Maune and shared that he enjoyed working with them. He stated that the District will continue to be student centered and focus on equity and excellence. Dr. McNulty stated that they will be missed. He thanked the communities for their vote for the restructuring of the Bond issue and that the District would be moving forward with speed to refit schools and improve technology. Dr. McNulty added that CRT is not being taught in PCSSD schools, however culturally responsive teaching is; how students see themselves. He also stated that expectations are high for students and that PCSSD will



not discriminate based on race, creed or socioeconomic status. Dr. McNulty reiterated how much he values Certified and Classified staff and that he wants to see morale improve. He then invited Dr. Smith to speak to teacher morale.

Dr. Smith shared that teachers are working hard. She said there will be celebrations, specifically for Chenal and Baker Elementary Schools for their academic achievements. Dr. Smith stated that the District is data driven, with small group instruction, etc. She stated that culturally responsive teaching is for everyone to respect who they are, where they live, etc. Dr. Smith added that a lot is expected of teachers, however she encourages administrators to celebrate their teachers, staff and students for their hard work. She added that teachers and staff are required to do what is best for kids. Dr. Smith shared that the District is making sure teachers feel values and that our expectations/requirements are within the law and policy. She also stated that feedback showed that we were moving too fast with curriculum and content so we scaled back and that she has not heard any complaints regarding the 84-minute class schedule at the middle schools. Dr. Smith closed with saying small groups, etc. is extra work, however planning time outside of work is allowed to be compensated and she has approved for the use of subs so that teachers can have planning time.

Consent Agenda

Vote to approve Consent Agenda

- Motion by Eli Keller
- Seconded by Shelby Thomas

In Favor

Shelby Thomas, Dr. Linda Remele, Eli Keller, Brian Maune, Stephen Delaney, Tina Ward, Lindsey Gustafson

Opposed

(None)

Motion passed

The Board took a small break at 8:13 p.m.

Employee Hearings/Level III Grievances

Vote to approve Waiver of a Disqualifying Offense for Public School Employment - Candice Braswell

Vote to approve Waiver of a Disqualifying Offense for Public School Employment - Candice Braswell

- Motion by Tina Ward

- Seconded by Eli Keller

In Favor

Shelby Thomas, Stephen Delaney, Tina Ward, Dr. Linda Remele, Eli Keller, Brian Maune, Lindsey Gustafson

Opposed

(None)

Motion passed



925 East Dixon Road
Little Rock, AR 72019
501.234.2000
pcssd.org

PULASKI COUNTY
SPECIAL SCHOOL DISTRICT

Adjournment

Vote to adjourn

The meeting was adjourned at 8:21 p.m.

-Motion by Tina Ward

-Seconded by Stephen Delaney

In Favor

Tina Ward, Dr. Linda Remele, Stephen Delaney, Brain Maune, Eli Keller, Shelby Thomas, Lindsey Gustafson

Opposed

(None)

Motion Passed