

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Meeting
Osceola Jr. High Building
November 8, 2021
6:00 p.m.


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

Member(s) Absent:

Others present: Dr. Toriano Green, 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
Kenya Leaks, Principal at OMS
Veronica Gavin, LEA Supervisor
Stefanie Smithey, Curriculum Coordinator
Carlos Miller, SRO
Ashley Douglas
Taneisha Baker
Cheri Paschal
Stefanie Bradley
Sandra Brand
Lana Carney
Rhonda Carter
Tracey Johnson
Tiffany Woods
Stan Williams
Charlotte Brown
Dr. Sherita Willis
Greg Baker

1. Jacqueline Baker called the meeting to order at 6:00 p.m.
2. James Baker offered the invocation.
3. Samantha Tippy called the roll and a quorum was declared.
4. The Board recited the District Vision and Mission statement.
5. Motion Ollie Collins, seconded by Torian Bell to approve the October Meetings Minutes. Motion passed 7-0.

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6. Torian Bell made a motion to adjust the Timed Agenda to 6:03. James Baker seconded the motion. Motion passed 7-0.
7. Samantha Tippy presented the Financial Report. She stated that we are needing to update our certified salary schedule to reflect the mandate from the State. She stated the increase will be on the Master Degree level and higher. New contracts will be issued for staff reflecting this change this school year. Mrs. Tippy also presented a new salary index. She requested to increase the Elementary Principal and Middle Principal indexes from 1.15 to 1.24 and to increase the Assistant Principal from 1.10 to 1.20. Ollie Collins made a motion to increase the Master Degree level and higher and it was seconded by Torian Bell. Motion passed 7-0. Kristain Dedmon made a motion to increase the requested indexes and it was seconded by Torian Bell. Motion passed 7-0.
8. Jacqueline Baker presented the List of Bills. James Baker made a motion to approve the List of Bills. Kristain Dedmon seconded the motion. Motion passed 7-0.
9. Dr. Green presented the proposal to purchase a Pre-K bus with Esser funds. The cost of the bus is \$117,061.00. Jacqueline Baker asked about safety features that will be on the bus. James Baker made a motion to purchase the bus and it was seconded by Torian Bell. Motion passed 7-0.
10. Dr Green presented the Superintendent's report.
 - a. Rezoning - Jacqueline Baker recommended that the zones remain the same, 5 zones and 2 at large. Denise Williams made a motion to keep it the same as it currently is. Kristi Hopper seconded the motion. Motion carried 7-0.
 - b. HVAC Phase 2 - \$528,620.00 out of Esser II, price was increased by 15% for a contingency. This is going to take place mostly on the Freshman Building. Torian Bell made a motion to approve the Quote. It was seconded by Ollie Collins. Motion passed 7-0.
 - c. Hazardous Pay Bonus - This hazard pay will be paid out of Esser ARP funding. We have about 80% of our staff vaccinated. The pay will be \$2,500 for 12-Month and Certified teachers and \$1,500 for Classified and Part-time employees. Ollie Collins made a motion to approve the Hazardous Pay Bonus. Torian Bell seconded the motion. Motion passed 7-0.
 - d. Retention Bonus - Staff who sign their contracts to return in the 2022-2023 school year will receive a retention bonus. A total of \$2,500 for the school year to be paid out of Esser ARP funds. Dr. Green recommended \$1,250 per semester. Kristain Dedmon made a motion to accept the Retention Bonus as presented with a contingency clause. Motion was seconded by Torian Bell. Motion passed 6-1. Denise Williams opposed.
 - e. ASBA Annual Conference - Dr. Green asked that all board members get their choice of classes to Ms. Hale so that she can get everyone registered. Dr. Green also discussed

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NSBA conference possible attendees. Will finalize the NSBA count in the December meeting.

f. Campus Reports -

North Elementary - Pam Smith discussed things going on at North Elementary and their experiences with the PLC program that is now being implemented. Tracey Johnson also discussed her views on how North Elementary is progressing.

High School - Toshiba Pugh discussed the issues at her campus. She stated that her campus is focusing on what each teacher's standards are. She stated that at the high school they are going to have to slow down and restructure what each employee's day looks like. Scheduling is something they are working on.

Carroll Smith Elementary - Tynga Coleman stated that at her campus they are meeting once a week. She stated that she wasn't aware that she could choose what her campus focused on. She had some of her teachers speak. Cheri Paschal spoke on her difficulties with the PLC program. Taneisha Baker spoke on her experience this far.

Choices - Christel Smith stated that she understands all the issues all the different campuses are having. Ms. Smith stated that she believes in the PLC system and she believes that the teachers need support.

Middle School - Kenya Leaks stated that she feels like this is what we should have been doing all along. She has decided that she is going to slow it down on her campus. She said that it is definitely overwhelming. She said she wants everyone to move from a fixed mindset to an open one. She said students showing growth is an improvement and to set realistic goals.

Veronica Gavin, SpEd Director, spoke of her experience at all the campuses. She said one of the biggest issues for the SpEd department is scheduling as well.

11. Executive session was entered at 8:10 p.m. and returned at 8:14 p.m..

12. Personnel Report was presented:

Hired:

Non-Certified

Latoya Bolton - Part-Time Bus Driver/ Part-Time Transportation Secretary
Motion made by Kristian Dedmon and seconded by Torian Bell
Motion passed 6-1. Denise Williams opposed.

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Tujuanna Moody - Admin Assistant OMS
Motion made by Kristian Dedmon and seconded by Torian Bell
Motion passed 6-1. Denise Williams opposed

Veronica Thomas - LPN OMS/OHS
Motion made by Kristian Dedmon and seconded by Torian Bell
Motion passed 7-0.

Resignations

Teresa Hall - 8th Grade Math
Motion made by Ollie Collins and seconded by James Baker
Motion passed 7-0

13. James Baker made a motion to adjourn the meeting at 8:16 p.m.. Motion was seconded by Denise Williams. Motion passed 7-0.

(Signed) Jacqueline Baker, President

(Signed) Torian Bell, Secretary