

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Board Meeting
Osceola Jr. High Building
October 10, 2022
6:00 p.m.

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

Member(s) Absent: James Baker

Others present: Dr. Toriano Green, Superintendent
Khyyam Eddings, Esq. (Friday Law Firm)
Dr. Renata Bryant, Assistant Superintendent
Samantha Tippy, District Treasurer/Board Recorder
Veronica Gavin
Anne Rowe
Tujuana Johnson
Audra High
Mary Blanchard
Sariyah Baker
Officer Carlos Miller
Vivian Hill

1. Kristian Dedmon called the meeting to order at 6:04 p.m.
2. Ollie Collins offered the invocation.
3. Samantha Tippy called the roll and a quorum was declared.
4. Motion made by Ollie Collins seconded by Denise Williams to approve the September Meetings Minutes. Motion passed 6-0
5. Board members recited the vision and mission statement.
6. Ollie Collins made a motion to adjust the timed agenda to 6:07. Seconded by Jacqueline Baker. Motion passed 6-0
7. Dr. Dedmon gave the floor to Mr. Khylan Eddington with Friday Law Firm out of Little Rock. Mr Eddington discussed the Board's responsibility for this grievance. Mr. Eddington then gave the definition of grievance that is listed in the District's policy. He stressed that the policy stated that the grievance must violate personnel policies. He also stated that the policy says that no grievance may be entertained against a supervisor for directing, instructing, reprimanding, or "writing up" an employee under his/her supervision. He stated under Arkansas law the Board can interpret their policies any way they see fit within reason. Mr. Eddington said that this is a Level III grievance. He then read the policy directions on how the process goes for a Level III grievance.

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Board Meeting
Osceola Jr. High Building
October 10, 2022
6:00 p.m.

2

The school board will address the grievance at the next regular meeting of the school board, unless the employee agrees in writing to an alternate date for the hearing. Based on a review of the Level Two Grievance Form and the superintendent's reply, the board shall:

- a. For a grievance filed as an individual, determine if the grievance, on its face, is a subject that may be grieved under district policy.
- b. For a grievance that is filed as a group grievance, review the composition of the group and either:
 - Rule that the group has met the requirements to qualify as a group grievance and then determine whether the matter of the grievance is, on its face, a subject that may be grieved under District policy;
 - or
 - Rule that the composition of the group does not meet the definition of a group grievance under District policy.

If the Board rules that the grievance, whether filed as an individual or as a group, is not a subject that may be grieved, the matter shall be considered closed. If the Board rules that the composition of the group does not meet the definition of a group grievance under District policy, employees who had filed a grievance as part of a group grievance that the Board ruled to not meet the policy's definition of a group grievance may choose to subsequently file an individual grievance by starting with Level One of the process; in such cases, a grievance will be considered to be timely filed if the notification of the employee's supervisor requirement under Level 1 is made within five (5) work days of the Board meeting where the Board ruled that the proposed group grievance did not meet the policy's definition of a group grievance.

If the Board rules the grievance to be a subject that may be grieved, they shall immediately commence a hearing on the grievance. All parties have the right to representation at the appeal hearing by a person of their own choosing except that no party shall be represented by an individual who is a member of the employee's immediate family. The employee shall have no less than ninety (90) minutes to present his/her grievance, unless a shorter period is agreed to by the employee, and both parties shall have the opportunity to present and question witnesses. The hearing shall be open to the public unless the employee requests a private hearing.

Dr. Dedmon stated that she spoke with Ms. Gardner at ASBA. Ms. Gardner stated that with respect to a grievance it has to be policy driven. If it is not policy related it is not grievable. Dr. Dedmon also stated that Ms. Gardner also wanted to point out that if it is found to be a grievance and a hearing is held. The hearing could be used against the District in the future. Dr. Dedmon stated that it can still be used as an opportunity for growth and policy changes even if it is found to not be grievable. Dr. Dedmon stated that she would like Mrs. Gavin to state what her desired outcome is. Mrs. Gavin stated that she wanted to be heard and a possible suspension. Mrs. Gavin stated an employee that reports to her told her that Dr. Green was asking said employee how Mrs. Gavin's work ethic was. She stated that there is more to it than what was stated on the grievance form. Mr. Eddington then asked Mrs. Gavin what she wanted to happen at the end of this process and she stated that she wanted awareness and possible suspension of Dr. Green. Mrs. Gavin then stated that she would like to have her representative present at any meetings going forward. Mr. Eddington then asked if he is understanding correctly that Mrs. Gavin's issue is that Dr. Green asked someone other than her to bring him a Special Ed student's folder to him

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Board Meeting
Osceola Jr. High Building
October 10, 2022
6:00 p.m.

3

instead of asking her. Mrs. Gavin said that was one of the issues that she has. Mr. Eddington then asked for the next issue. Mrs. Gavin asked if this was the hearing and Dr. Dedmon stated that the Board is needing to get down to what happened to decide if this is a grievance that violated District policy. Dr. Dedmon stated that what has happened is not a Personnel Policy issue. Dr. Dedmon stated that she would like to use this issue to make changes in the District. She stated that this is a communication issue. This is something that needs to be addressed by the Board. She stated that new policies need to be put in place to help with any future issues. Mrs. Gavin said she will respect the Board's decision. Dr. Dedmon asked the Board if they agree that this is a grievance or not based on the Personnel Policy. Jacqueline Baker made a motion stating that this is not a grievance under the Licensed Personnel Policy. Torian Bell seconded the motion. Motion passed 3-3(O. Collins, K. Hopper, D. Williams)

Mr. Eddington recommended that Dr. Green and Mrs. Gavin have a private discussion. He stated Mrs. Gavin wanted to be heard and this could be her opportunity to do so. Dr. Dedmon stated that she would reach out to ASBA for a recommendation for mediation. She also stated that the Board could get someone from the outside to come into the District to evaluate the culture.

Dr. Dedmon called for another vote. Restating the motion in place by Jacqueline Baker is that the grievance that has been presented is not grievable. It was seconded by Torian Bell. Motion passed 5-1(D. Williams)

Dr. Dedmon then opened the floor for any discussion about any changes or expectations going forward. Dr. Dedmon asked if the Board would want to reach out to ASBA for recommendations on expectations, mediations, and evaluations. Jacqueline Baker stated that she feels the biggest issue is communication. Dr. Dedmon said that her and Dr. Green have been in talks about setting up a training in Leadership. Dr. Green stated we are just waiting for a date to come available. Mrs. Baker asked if the training will be for leaders or the whole staff. Initially it will be for leadership. Mrs. Baker also recommended having the staff watch a Youtube video on workplace harassment.

8. Mrs. Tippy and Dr. Bryant discussed with the Board how to understand and read the financial reports in the packet given to Board members. Mrs. Tippy explained what each report covers. Jacqueline Baker asked if the font on the reports could be made larger. Mrs. Tippy stated we would see what we could do about that. Dr. Bryant stated how she has to use formulas to calculate how much funding will be allocated to each building. Mrs. Baker asked how we determine where the funding is spent. Dr. Bryant explained that the funding is based on the student information from each campus. Mrs. Baker asked if the buildings have the autonomy to

3

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Board Meeting
Osceola Jr. High Building
October 10, 2022
6:00 p.m.

4

decide how to spend their allocated money. Dr. Bryant stated yes they do get to make those decisions on what their funding is spent on.

9. Dr. Dedmon presented the Financial Report. Ollie Collins made a motion to approve the District Financial Report. Motion was seconded by Kristi Hopper. Motion passed 6-0
10. Dr. Dedmon presented the List of Bills. Mrs. Williams asked about a few bills on the list. Dr. Green answered her question. Denise Williams made a motion to approve the List of Bills. Ollie Collins seconded the motion. Motion passed 6-0
11. Superintendent's Report
 - a. Regional Board Meeting - Dr. Green stated we currently have 6 members listed to attend.
 - b. Inventory List - Nothing listed at this time.
 - c. ASBA Annual State Conference in December - Dr. Dedmon stated that she would be there. Dr. Dedmon stated they have asked for our delegate for this conference. Jacqueline Baker nominated Kristi Hopper. Motion seconded by Torian Bell. Motion passed 6-0.
 - d. Christmas Bonuses - Mrs. Tippy recommended that the board approve a \$1000 Christmas bonus this year. Jacqueline Baker made a motion to accept Mrs. Tippy's recommendation. Ollie Collins seconded the motion. Motion passed 6-0

12. Executive session was entered at 7:37 p.m. and exited at 8:02 p.m. Dr. Dedmon presented the Personnel Report as follows:

Certified:

Shapria Smith - Middle School Science - **Approved 4-2(J. Baker, D. Williams)**

Queen Watson - 1st Grade CSE - **Approved 6-0**

Classified:

Resignations/Retirement:

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION
Regular Board Meeting
Osceola Jr. High Building
October 10, 2022
6:00 p.m.

5

Debbie Hale - Retirement from Accounts Payable Effective 12/31/22 - **Approved 5-1(D. Williams)**

13. Jacqueline Baker made a motion to adjourn the meeting at 8:05 p.m.. Motion was seconded by Torian Bell. Motion passed 6-0

(Signed) Kristain Dedmon, President

(Signed) Torian Bell, Secretary