

**SOUTHWEST R-V SCHOOL DISTRICT
MINUTES OF REGULAR BOARD MEETING**

CENTRAL OFFICE
PLACE

JUNE 15, 2023- 7:00 pm.
DATE & TIME

MEMBERS

PRESENT

ABSENT

Danny Dalton , President	
Robert Catron , Vice-President	
Ruth Henderson , Treasurer	Absent
Doug Henry , Member	
Terry Meek , Member	Arrived at 7:10 p.m.
Bobby Brooks , Member	
Amber Paulsen , Member	Absent
Tosha Tilford , Superintendent	
Judy Brooks , Board Secretary	

ALSO PRESENT:

Christy Hermansen, Middle School Principal
Kenny Ferguson, High School Principal

Lauren Forste, Special Education Administrator
Jeff Payne, Elementary Principal

ITEM NUMBER

- I. Opening
 - a. Meeting called to order by Board President, Danny Dalton at 7:01 p.m.
 - b. Doug Henry, Robert Catron, Bobby Brooks and Danny Dalton.
{Ruth Henderson, Amber Paulsen and Terry Meek – absent}
 - c. Motion by Robert Catron seconded Doug Henry to approve the agenda as presented. Motion carried 4-0. {Ruth Henderson, Amber Paulsen and Terry Meek – absent}

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II. Communications

- a. None

III. Consent Agenda

- a,b,c. Motion by Robert Catron seconded Doug Henry to approve the consent agenda items as follows: Approval of Minutes from the May 18, 2023 meetings; Payment of Bills; Resignation of Karen Hester, Pre-School Teacher effective immediately, employment Karlea Brooks as Lead Daycare Worker and Elisha McNabb as ECSE Paraprofessional for the 2023-2024 school year and Reassignment of Troy Cron from substitute bus driver to full time route driver and SRTC driver and Chelsey Keeney from Paraprofessional to ECSE Preschool teacher for the 2023-2024 school year. Motion carried 4-0 {Ruth Henderson, Amber Paulsen and Terry Meek –absent}

IV. Old Business

- a. This item was tabled last month so Ms. Tilford, the administration and board members could gather more information and input from other districts as well as students and community members on the subject of allowing unnatural hair color into our Dress Code policy for the 2023-2024 school year. The following was reported:

Local Schools polled regarding unnatural hair color and piercings include:

Billings	Purdy
Blue Eye	Shell Knob
Cassville	Sparta
Crane	Spokane
Exeter	Wheaton
Galena	
Kirbyville	
Monett	

Findings from Local Schools:

- All schools from the list except Purdy did not have a policy specifically regarding unnatural hair color or piercings. The districts used professional judgement regarding disruption to the learning environment as the means to discipline a student when unnatural hair color or piercings were extreme.
- *My concern with professional judgment is that it can get distorted because of one-sided opinions or biased toward/against one student over another.*
- **Purdy’s dress code:**
 - No unnatural hair colors will be worn. Unnatural hair colors will be considered a distraction to the educational process and students will be sent home until the hair is changed to a natural color.

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- Teachers of specific classes where safety or health is a factor may require students to adjust their hair or clothing or remove jewelry during that period.

Court cases regarding unnatural hair color include:

- The court cases which I read about were regarding African American students and schools not allowing braids, dreads, colored beads, etc. This is not relevant to the situation at Southwest R-V that has no issue with racial discrimination.
- There were many opinions regarding unnatural hair color both for and against but not actual court cases.

Other District Superintendent's view regarding unnatural hair color:

- Local superintendents stated that they would not change the Southwest procedures regarding hair color or piercings since:
 - Students have many other ways to express themselves.
 - The district should hold on to the country/conservative values.
 - Students who have emotional and mental issues need specific help not just cover it with changing their hair color.
 - Students who have their hair colored unnaturally are the first ones to get upset and claim they are being bullied when other students mention the hair color.

Teacher's view regarding unnatural hair color:

- At each level of our school district, the majority of the teachers did not want the distraction of the unnatural hair color for the students.
- Although some elementary teachers felt that it might be alright for older students, they did not see it as appropriate for elementary students,
- High school teachers did not support changing the procedures regarding unnatural hair color.

Student's view regarding unnatural hair color:

- Students from both Southwest and other schools stated that the unnatural hair color is distracting to the learning environment.
- Students from both Southwest and other schools stated that the unnatural hair color would lead to other inappropriate actions from students.

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Research regarding unnatural hair color include:

Unnatural hair color really is a danger zone marker (new study out)

Validating yet another 4chan meme as good and proper science



[Emil O. W. Kirkegaard](#)

Jun 16, 2022

Probably many of you have seen this meme about [aposematic hair color](#):



Aposematism

From Wikipedia, the free encyclopedia

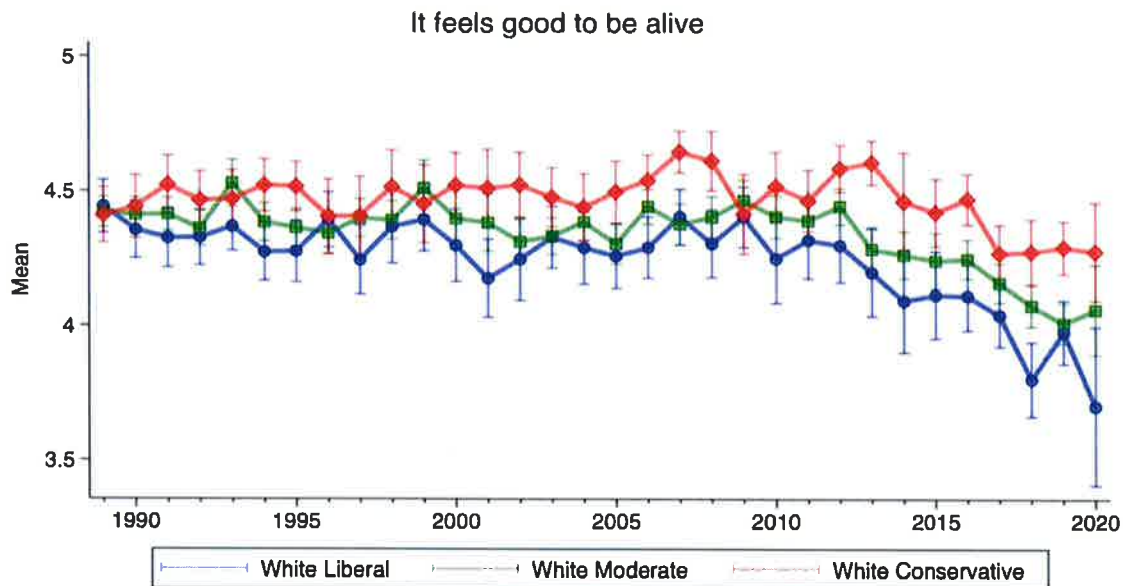
Aposematism (from Greek ἀπό *apo* away, σήμα *sema* sign, coined by Edward Bagnall Poulton^[1]), perhaps most commonly known in the context of warning coloration, describes a family of antipredator adaptations where a warning signal is associated with the unprofitability of a prey item to potential predators.^[2] It is one form of "advertising" signal (with many others existing, such as the bright colours of flowers which lure pollinators). The warning signal may take the form of conspicuous colours, sounds, odours^[3] or other perceivable characteristics. Aposematic signals are beneficial for both the predator and prey, both of which avoid potential harm.

This tendency to become highly noticeable and distinct from harmless organisms is the antithesis of crypsis, or avoidance of detection. Aposematism has been such a successful adaptation that harmless organisms have repeatedly evolved to mimic aposematic species, a pattern known as Batesian mimicry. Another related pattern is Müllerian mimicry, where aposematic species come to resemble one another.

For those not into memes: the idea is that poisonous animals advertise their dangerousness by bright colors to scare away predators. Humans appear to do the same, as those who are poisonous -- mentally ill -- color their hair in bright dangerous looking colors. Since this meme was made in about 2014, we've seen a strong increase in the number of people with unnatural hair colors, in the same time we have seen a rise in mental illness in left-

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wingers. Coincidence? Probably not right. [Zach Goldberg](#) provided me with this example plot, [but there's a lot more evidence](#).



However, is it really true though? Is unnatural hair color associated with mental illness, or are we being misled by a few prominent people with this hair style who appear very mentally ill? We decided to find out using the venerable OKCupid dataset. Here's the study:

- E. Dutton, Kirkegaard, E. O. W. (2022). [Blue Hair and the Blues: Dying Your Hair Unnatural Colours is Associated with Depression](#). *Psychreg Journal of Psychology*.

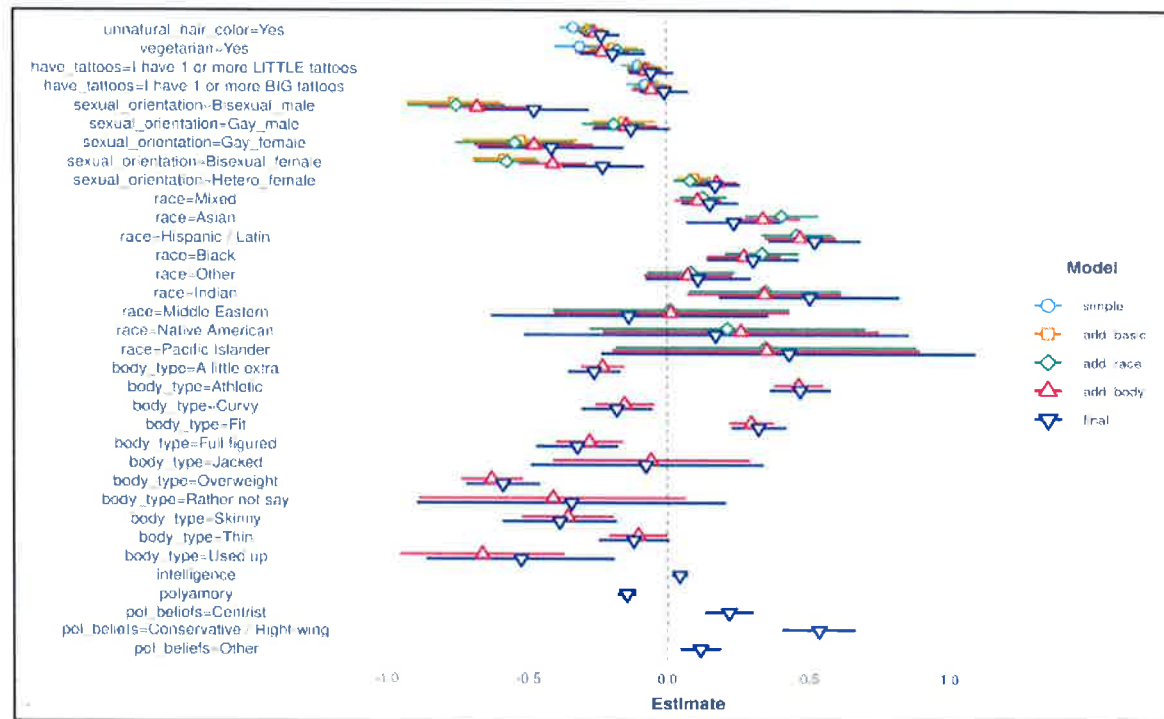
A number of lines of evidence, such as studies of religious converts and members of conspicuous subcultures, have found a relationship between holding and expressing a strong counter-cultural identity and mental instability. Here we test whether dying your hair an unnatural colour - something which conspicuously expresses non-conformity - is related to mental instability, using a large dataset of online daters (OKCupid dataset, about n=14k used in this study). We find the expected pattern, which was moderate in size ($p = -0.23$, depending on controls). This pattern persisted even when controls for age, race, sex, sexual orientation, body type, intelligence, polyamory, vegetarianism, and political beliefs were included.

(Yeah, I don't know where Dutton found this journal either. It doesn't even have a DOI, but whatever.)

The model figure summarizes the model results:

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Figure 1
Visual summary of model coefficients



NB: Error bars show 95% confidence intervals.

In words:

Results show many points of interest. First, in the simplest models that include only our key variables of self-presentation, we see that unnatural hair colour predicts mental illness with a moderately large effect size, $\beta = -0.33$, and there is also a notable effect size for vegetarianism, $\beta = -0.31$. This relationship may exist due to vegetarianism being an expression of a need for a strong identity or perhaps because a high level of anxiety extends to anxiety about harm to animals. Having tattoos is comparatively a much weaker signal, with effect sizes estimated around -0.10 . Across the models, we add progressively more potential confounder, such as age, sex and sexual orientation, political ideology and so on. However, we see that despite the inclusion of so many controls, unnatural hair colour remains a fairly potent predictor of mental illness, with an effect size in the final model of $\beta = -0.23$. Vegetarianism also retains most of its validity, ending in the final model with $\beta = -0.19$. For the covariates, we see familiar findings, with negative effects for non-heterosexuals compared with the reference group of heterosexual females. Somewhat strangely, we find that heterosexual men are higher in mental illness in this sample, perhaps reflecting self-selection of men who resort to dating sites as opposed to finding dates in physical settings such as bars. For race, we see that most non-whites have better mental health, at least insofar as self-report is concerned (see Rushton, 1995). This is in line with much evidence on European-descended people's relatively poor mental health in Western countries.

For body type, we see that deviation from the baseline category of "average" is associated with expected effects: better mental health for people who are relatively fit (e.g., athletic, $\beta = 0.47$), and worse for those who are

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unhealthy (e.g., full-figured, $\beta = -0.32$). Intelligence shows a weak positive effect ($\beta = 0.05$), in line with research on the general factor of psychopathology (Caspi et al., 2014), though weaker than expected. The non-traditional dating pattern of polyamory shows a moderate negative effect of -0.14 , contrary to a very small study (Bali, 2020). Finally, political ideology shows negative effects of non-conservative view, especially left-wing liberal ($\beta = -0.54$, opposite that of the conservative reference), also in line with recent work (Bernardi, 2020; Kirkegaard, 2020). Essentially all the covariates had some detectable effect given our large sample size (most p values were $p < .001$).

A strength and a weakness of the study is that, obviously, OKCupid being a dating site, our measure of mental illness is not great. Nevertheless, it works. We scored a general factor of mental illness based on the top 5 questions here:

Table 1
Questions Relating to Mental Health in OKCupid

Item	Text	Option 1	Option 2	Option 3	Option 4	N	Indicator of
q50	Have you ever seen a therapist?	Yes (59.8%)	No (40.2%)			9507	Mental health
q1552	Do you get depressed much?	Almost never, I'm happy! (32.7%)	Sometimes, when it's a bad day (63.2%)	Yeah, despair is my life (4.0%)		9958	Mental health
q6021	How would you describe your emotional diversity?	I get extremely happy but rarely depressed (32.7%)	I get extremely depressed and I'm rarely happy (4.6%)	I don't feel much of either (16.7%)	I feel both often (45.9%)	4367	Mental health
q4018	Are you happy with your life?	Yes (92.5%)	No (7.5%)			53625	Mental health
q1287	Have you experienced mental illness?	Yes - severely (5.9%)	Yes - low grade (21.4%)	No (58.5%)	I'm not sure (14.2%)	17945	Mental health
q48278	Would you consider dating someone who is already involved in an open or polyamorous relationship?	Yes. (42.0%)	No. (58.0%)			15242	Polyamory
q33107	Would you consider being part of a committed polyamorous relationship (i.e., three or more people but no sex outside the group)?	Yes, I like that type of polygamy. (6.2%)	I could be convinced by the right people (41.5%)	I am committed to total monogamy (48.3%)	I have open relationships only (4.1%)	12788	Polyamory

q37772	If you had to choose one for the rest of your life, which would you pick?	Monogamy (75.2%)	An open relationship (12.6%)	Polyamory (9.4%)	Playing the field (2.8%)	12646	Polyamory
q513	Have you ever dyed your hair a real crazy, unnatural colour?	Yes (41.0%)	No (59.0%)			18045	Self-presentation
q128	Do you have any tattoos?	I have 1 or more BIG tattoos (15.5%)	I have 1 or more LITTLE tattoos (20.7%)	I have no tattoos (63.8%)		40450	Self-presentation
q179268	Are you either vegetarian or vegan?	Yes (8.7%)	No (91.3%)			54202	Covariate
q212813	Which best describes your political beliefs?	Liberal / Left-wing (44.4%)	Centrist (17.4%)	Conservative / Right-wing (6.9%)	Other (31.3%)	45107	Covariate

Despite our measures being relatively modest, the results work out well. **There's no need to p-hacking anything when you study things that are true and strong.** If you still think weak measures is a big issue, consider the fact that unreliable measures will in general *decrease* observed associations, not make them larger. So the fact that we can see correlations/betas of .19 to .33 means that the true association is quite likely much stronger, maybe .50. Additionally, we see relations to known to other constructs we already know mental illness is correlated with, e.g. political leftism ($d = .50$) and vegetarianism.

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MIDDLE & UPPER GRADES ACTIVITY

6 7 8 9 10 11 12

WWW.TEACHINGTOLERANCE.ORG

Can Your School Dictate Your Hair?

- Shaqwan Woodard, a high school student in Claxton, Ga., is in danger of being suspended from school. Why? He has musical notes shaved into his short hairstyle. The local NAACP has noted that the district's hair policy mainly targets African American hairstyles.
- Fifth grader Natasha Rzana from Marquette County, Mich., was told she couldn't return to class until she dyed her pink hair back to a natural color.
- In Katy, Tex., Marshae Essett, 17, faced a similar problem. Her burgundy hair color caught the attention of school officials, and they gave her an ultimatum: get rid of the dye or face in-school suspension.
- A little farther north in Texas, Matthew Lopez-Wildish battled his school board over his long hair — a violation of the district policy that boys' hair fall *above* the collar.

CAN PUBLIC SCHOOLS REALLY DICTATE STUDENTS' HAIR?

It depends on whom you ask. Our nation's courts are very much divided on the matter. At issue: students' Constitutional rights and the competing interests of public schools.

Some federal courts have been receptive to students' claims that school hair policies can interfere with Constitutional rights. Generally, these courts have ruled that a student's hairstyle represents free expression¹ or that the policies in question violate liberty² or equal-protection interests³, under the Fourteenth Amendment.

Other courts, however, have concluded that such policies represent a legitimate government interest, as necessary under Constitutional due process⁴, and have dismissed students' claims. As the Eleventh Circuit Court of Appeals concluded, grooming regulations are a "reasonable means of furthering the school board's undeniable interest in teaching hygiene, instilling discipline, asserting authority and compelling uniformity."

¹ **Freedom of expression** | frēdəm əv ik sprē sh ən| extends from the First Amendment of the Constitution, which guarantees freedom of speech. Court decisions have expanded the concept beyond mere verbal communication; protected speech now includes non-verbal expressions as well, i.e., wearing a symbol on one's clothing.

² **A liberty interest** | libərtē int(ə)rist |, under the Fourteenth Amendment is the guarantee that the government will not deny or interfere with individuals' freedoms, especially without due process.

³ **An equal protection interest** | ēkwəl prə tək sh ən int(ə)rist|, encapsulated by the Fourteenth Amendment, is the guarantee that the government will treat an individual or class of individuals the same as it treats other individuals or classes in like circumstances.

⁴ **Due process** |d(y)oō prā ses|, under the Fourteenth Amendment, is the requirement that laws and regulations must be related to a legitimate government interest (i.e., crime prevention) and will not contain provisions that result in the unfair or arbitrary treatment of individuals.

Motion by Robert Catron, seconded by Terry Meek that the Student Handbook does not change regarding unnatural hair color for the 2023-2024 school year. Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}

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- b. Motion by Robert Catron, seconded by Terry Meek to approve the presented Athletic Handbook changes for the 2023-2024 school year. Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}
- c. Motion by Robert Catron, seconded by Doug Henry to amend the 2022-2023 budget contingent on June Revenues and Expenditures. Motion carried 5-0. {Ruth Henderson and Amber Paulsen– absent}
- d. Motion by Robert Catron, seconded by Terry Meek to approve Breakfast and Lunch prices for the 2023-2024 school year as follows: Breakfast – K-12 – \$1.50 cents Adult - \$ 2.50 with reduced price being 25 cents; Lunch – K-4 - \$2.25, 5-8 – \$2.30, 9-12 – \$ 2.30, Adult - \$ 3.75 with reduced price being 40 cents and Extra milk – 40 cents Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}
- e. Motion by Robert Catron, seconded by Doug Henry to approve the Southwest R-V District Safe Return and Continuity of Services Plan (SRCSP) 2023-2024. Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}

V. New Business

- a. Motion by Robert Catron, seconded by Bobby Brooks to approve the amended 2022-2023 actual budget as the preliminary 2023-2024 budget. Motion carried 5-0 {Ruth Henderson and Amber Paulsen– absent}
- b. Motion by Robert Catron, seconded by Bobby Brooks to approve the substitute pay rates for the 2023-2024 school year as follows: Substitute Teacher - \$ 115 per day, \$ 57.50 per ½ day, Substitute Aides, Secretaries, Custodians, Nurse and Cook - starting hourly wage rate found on each respective salary schedule, Substitute Bus Driver –\$ 40 per route and Substitute VoTech driver - \$ 70 per day. Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}
- c. Motion by Robert Catron, seconded by Terry Meek to approve Facility Rental Rates at \$10.00 for two hours and \$25.00 per day and maintaining the district's current facility rental documents for the 2023-2024 school year. Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}
- d. Motion by Robert Catron, seconded by Terry Meek to approve the Scott Regional Technology Center contract for the 2023-2024 school year as presented. Motion carried 5-0 {Ruth Henderson and Amber Paulsen – absent}

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- e. The Board reviewed the CSIP Task Force recommendations regarding Effective Communications (Governing Priority V)
- f. Mr. Payne reviewed Kindergarten Screening Data (Longitudinal thru 3rd grade) data with the Board.

VI. Program Evaluations

- a. None

VII. Administrators Reports

- a. The Board reviewed Administrative reports submitted by Jeff Payne, Elementary Principal; Christy Hermansen, Middle School Principal and Kenny Ferguson, High School Principal.
- b. The Board reviewed the Special Service Administrator report submitted by Lauren Forste, Special Services Director.
- c. The Board reviewed the Superintendents report submitted by Tosha Tilford, Superintendent. Topics discussed were:

1. 2023 June Summer School Enrollment Numbers

Makenzie Brooks	K Reading	18
Erin Lawrence/Melissa Mitchell	1 st Reading	17
Megan Hendrix	2 nd Reading	14
Barbara Randall/Ann Odenbrett	3 rd Reading	19
Jennifer Carpenter	4 th Reading	11
Paula Rawlings/Staci Day	At-Risk Summer School	27
Garrett Hobbs	At-Risk Summer School	12
Steve Voyak	At-Risk Summer School	12
Rusty Roe	PE Summer School	20
		150

2. Update on Athletic Complex

- There is still a lengthy list of items that need to be fixed at the softball field, baseball field, and the press box.
- The bigger issue is that the trap field is not to regulation standards.
 - Per ATA Rules and Regulations on Page 46

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Traphouses must adequately protect the trap loaders and shall not be higher than necessary for that purpose. It is recommended that traphouses constructed after September 1, 2003 shall conform to the following specifications:

1. Length not less than 7 feet, 6 inches, nor more than 9 feet, 6 inches.
2. Width not less than 7 feet, 6 inches, nor more than 9 feet, 6 inches.
3. Height not less than 2 feet, 2 inches, nor more than 3 feet, 0 inches, the height to be measured from the plane of the number 3 shooting position.

It is recommended that the throwing surface (throwing arm or plate) of the trap machine be on the same level as that of Post 3 and the target height setting pad.

- When it was measured, the trap house is 12" to 18" higher than allowed by ATA Regulations.
- Ms. Tilford will not agree to anything being done to the trap house unless it is torn down and rebuilt lower into the ground.
- Her solution is for the concrete lanes to be dug up, the shooting area be raised, and the concrete lanes be re-poured.
- Since the second trap field is supposed to be to the level that the lanes can be poured and a second trap house can be built by the district, Ms. Tilford sees redoing the lanes on the first field as the only solution.
- Ms. Tilford has a meeting with Veregy (CTS) on Monday, June 26th at 11:00 am to discuss this situation.
- Ms. Tilford has already spoken to Randy Smith and expressed her frustration with the lack of detail/attention to the trap range known.
- Ms. Tilford also explained that as beautiful as our baseball and softball fields are, the trap facility being equally as beautiful is an expectation of the district.

VIII. Executive Session

None

IX. Adjourn

Motion by Robert Catron, seconded by Bobby Brooks to adjourn. Motion carried 5-0 (Ruth Henderson and Amber Paulsen – absent)

Meeting adjourned at 8:37 p.m.



Danny Dalton, President



Judy Brooks, Secretary