

The Fordyce School Board met in regular session on Monday, November 8, 2021 at 5:00 p.m. in the Boardroom at Fordyce Middle School. The meeting was called to order by Jessica Young at 5:02 p.m.

Word of prayer was given by Deborah Mathews.

Those answering roll call were Susan Ridings, Nick Cranford, Deborah Mathews, Jessica Young, and Dr. Hubbell.

Minutes

The minutes from the October 11, 2021 board were presented for approval. Susan Ridings asked that the statement of ACT Aspire being paid for with federal funds be changed to the ACT can be paid for with federal funds. The corrected minutes will be presented at the December 13, 2021 meeting.

Financial Statements

The October financial statements were presented by Teresa Matkin for approval. She told the board that Mr. Norman Hill had sent a form letter to be sent out for the outstanding checks on the bank reconciliation report. Susan Ridings asked about the NSLA fund still being listed on the board report. NSLA changed to ESA but hasn't been changed on the fund listing in eFinance. It will be changed to ESA. Ms. Ridings also asked about the Hi Times fund and if the high school still published the Hi Times. Mr. McCollum told her the high school wasn't publishing the paper at this time but was hoping to start a digital format. He said it would be done in the East Lab. Susan Ridings made the motion to accept the financial reports as presented. Deborah Mathews seconded the motion. Motion carried 4-0

Dr. Hubbell presented the Over and Beyond award for the month of October posthumously to Donny Wimberly. Donny was a custodian for the district and passed away unexpectedly. Dr. Hubbell presented the gift card to Donny's mother, Ms. Etta Weathers, and his sister, Cecily Weathers.

Old Business

None

New Business

Dr. Hubbell presented the Fordyce School District Facilities Master Plan Narrative 2021 to the board. She told the board Scotty Holderfield with Southeast Educational Cooperative helped compile the information for the Master Plan.

Dr. Hubbell included a brief update on improvements that have been done around the district. The football field renovations included LED lighting, painting, rust removal, Football Booster's Club concession stand expansion, outdoor cooking patio, new chain link fence on the west side of the stadium, new electronic down markers, new chairs for box seats. The renovations at the football field have been paid for out of the building fund.

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The arena floor has been refinished. FBT Bank & Mortgage paid for half of the refinishing and the remaining balance will be paid from district funds. New shot clocks will be installed in the arena along with a new scorer's table. The arena will also receive a new HVAC system that will be installed this spring.

The district will be getting a new intercom system.

A new camera system was installed district wide.

New signage has been installed around the campus.

Dr. Hubbell asked the board to approve the attached resolution for the 2022 Facilities Master Plan. Susan Ridings made a motion to approve the attached resolution for the 2022 Facilities Master Plan. Nick Cranford seconded the motion. Motion carried 4-0.

Blake Norman, Apptegy representative, gave a zoom presentation on the Apptegy website and app. The board members listened to the presentation. Jessica Young asked that board members, administrators, faculty, and staff members compile questions and meet with Mr. Norman again before deciding if the district wants to purchase the Apptegy program.

Elvis Smith reported to the board that the bus inspection was done last week. There were a few minor repairs that had to be done to the buses. The inspector did tell Elvis that Bus #16 needed to be taken off the list and be sold.

Dr. Hubbell asked the board to release Arden Broughton to the Bearden School District on a board to board transfer. Nick Cranford made a motion to release the student to Bearden. Deborah Mathews seconded the motion. Motion carried 4-0.

Dr. Hubbell gave a copy of a General Disclosure Statement signed by LaVaughn Socia. Mrs. Socia is an employee of the district but also has a business called Blackberry Blessings. The district does business with Blackberry Blessings. Deborah Mathews made a motion to let the district continue doing business with Blackberry Blessings. Nick Cranford seconded the motion. Motion carried 4-0.

Dr. Hubbell asked the board to approve Summer School teacher rate of pay at \$50/hour, paraprofessionals, and bus drivers rate of pay at \$40/hour retroactive to July 1, 2021 using ESSER funding; approve gatekeeper pay to be minimum wage hourly rate at the overtime hourly rate retroactive to July 1, 2021; approve any personnel performing lunch duty their current hourly rate retroactive to July 1, 2021. Susan Ridings made a motion to accept Dr. Hubbell's recommendation. Deborah Mathews seconded the motion. Motion carried 4-0.

Dr. Hubbell told the board there are a few personnel policies that need to be updated. Recommendation to give contracted bus drivers 9 sick days and 2 personal days a year and pay

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\$15/day for over 90 accumulated days and retiring bus drivers will be paid the same amount for their accumulated sick days. Recommendation to pay certified and classified employees the amount equal to a substitute pay (\$88/day) for accumulated sick days over 90 days and employees that retire will receive the same amount for their accumulated sick days.

Dr. Hubbell asked the board to give all certified and classified employees a \$500 retention incentive instead of a Christmas bonus and a \$500 retention and attendance incentive to be paid in May 2022. ESSER funds can be used to pay these incentives. She asked the board to please approve the additional compensation to K-12 staff members on a two-tiered system of pay based on the starting and ending date of employment for the 2021-2022 school year beginning August 16, 2021 and ending on May 27, 2022. The tiers will be \$500 dollars payable in November for those who are on contract and working. If the employee resigns or is terminated before either or both tiers are met, they will forfeit any remaining eligibility for payment. Any employee hired after the first semester began, will only be eligible for the remaining tier in May.

Nick Cranford expressed his concern about the 10 days absent. He made a recommendation to change it to 6 days absent.

Susan Ridings wanted to make sure this was going to start from the first day of school.

Nick Cranford made a motion to pass the incentive package with 6 days absent. The motion was not seconded.

Dr. Hubbell expressed her concern that most of the faculty and staff members are women and they are the ones that have to be off work if their children are sick.

Susan Ridings made a motion to pass the incentive package as Dr. Hubbell had proposed with 10 absences. Deborah Mathews seconded the motion. Motion carried 3-0. Nick Cranford voted Nay.

Dr. Hubbell asked the board to approve the \$50 money cards for elementary students who take the Covid shot since it has become available to students under the age of 12. The students will be eligible to get the card after they have taken their second shot. The cards will be paid for with ESSER funds. Susan Ridings wanted to make sure only parents are the ones getting the information about the shots. Deborah Mathews made a motion to approve elementary students under the age of 12 that get the Covid shot will be given a \$50 money card. Susan Riding seconded the motion. Motion carried 3-0. Nick Cranford voted Nay.

Dr. Hubbell asked the board to temporarily suspend the mask mandate for grades 7-12. She wants to leave it in place for the elementary school. She said they would revisit this each month to see how the numbers are for the area. Nick Cranford made a motion to temporarily suspend the mask mandate. Susan Ridings seconded the motion. Motion carried 4-0.

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Dr. Hubbell asked the board for permission to apply for a credit card to be used by the district. Currently, the district has a Walmart credit card and an Exxon gas card. The district needs a card to hold hotel rooms for employees and board members that have to attend meetings or go for out of town travel. She wants to check on an awards card. She told the board it will be closely monitored. Deborah Mathews made a motion to allow Dr. Hubbell to apply for a credit card to be used by the district. Nick Cranford seconded the motion. Motion carried 4-0.

Principal's Report

Rhonda Lawson thanked the board for allowing her to attend the Ron Clark Academy last month. She told the board she learned a lot by attending. She had a slide presentation of things she saw and learned while she was gone. She presented the board with a list of things she is having her teachers do with their students. Mrs. Lawson said the academy was built in a bad area but had transformed the area. The whole area looks better now. She told the board the teachers don't have desks and aren't allowed to sit down. She said they have to keep their hands above their waist at all times.

Chase McCollum told the board FHS held a financial aid night on October 18th and had a good turnout. He is working to get more parents involved in grades 7-12. He thinks Apptegy will be a good way to get the parents and community involved. Parent teacher conferences were held on October 25th. The rep from SAU was on campus. He said there had been a huge shift in students going to SAU over the past few years. UofA will have a rep on campus tomorrow, November 9th. The Accuplacer was given today with 19 students taking the test. It will be given again the end of November and in December. Mr. McCollum reported there are 2 cases of Covid in the area. He said 88% of the FHS staff have been vaccinated and 58% of the students have been vaccinated. The paperwork for the new CSSO's is being sent to the State Police for background checks. Things are looking bright for the football team this year. They are hoping for a threepeat. The Red Storm band has been a big hit this year and has improved weekly. Mr. Broughton is also doing a tremendous job with the choir. The first round of football playoffs Fordyce will have a bye, the second round possibly host Hector at home, the third round will be on the road, and the 4th round will be back at home. Basketball season will start tomorrow for the senior girls, they will be playing in a tournament at Lamar. The elementary cheer clinic went well last week.

Superintendent's Report

Dr. Hubbell said she would be going to the basketball tournament in Lamar tomorrow. She put a schedule in all of the board members packets. Legislative audit has finished will be getting the exit conference soon. The Veteran's Day assembly will be held this coming Thursday at 10:00 a.m. The senior high and elementary choir will both perform at the assembly. Kenneth can live stream the assembly. Anthony Hammonds will be the guest speaker. The district dropped to a level 4 in literacy. Southeast Educational Coop will have a meeting with our district on November 19th to discuss how we can improve our literacy level.

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Hampton called saying we had an ineligible player. The student had applied for school choice during the spring. In the meantime, the parents separated. The mother moved to Fordyce. Dr. Hubbell contacted attorney Whitney Moore to get clarification. Mrs. Moore contacted AAA and they told Mrs. Moore it would be up to Dr. Hubbell to say if the student was eligible to play. Dr. Hubbell said she felt the student is eligible to play football.

Board Comments

Deborah Mathews thanked the district for letting her church use the cafeteria for 5th quarter this past Friday. She also told Rhonda Lawson she could tell the Ron Clark Academy had added excitement. She commended everyone for a doing their job well.

Jessica Young shared information she received from a board training. She said she did something she wasn't suppose to do the last meeting. Mrs. Young stated that the board meeting is a meeting held in public but not actually a public meeting. She thinks the board needs to hold a working meeting.

Nick Cranford asked about the music at the football game on Friday night. Dr. Hubbell said she had asked Coach Rodgers about it. He said the music had been edited. Mr. Cranford said it was his understanding it was the things the song said; in the window issues. Two people made a comment that the music wasn't appropriate; it was the insinuation. Jessica Young asked Dr. Hubbell to get the songs and go over what songs were played. Chase McCollum made the comment that nobody at the game approached him or Dr. Hubbell with a concern. Jessica asked what would be the appropriate way for a parent to approach them? Mr. McCollum said to talk to him or Dr. Hubbell. He said people take to Facebook to complain. Jessica Young said to evaluate the music issue.

Susan Ridings said there are a couple of things she wants to know about Apptegy. What is the plan on getting questions for the board to have for the rep? She said when she worked at Sheridan they had a big campaign for Apptegy.

Ms. Ridings also said she would like to see the academic report card and share with the board. Where is the district? She would like to have it in the December or January meeting. Dr. Hubbell told Ms. Ridings she would have the E2E team give a presentation as they have in the past.

Certified

Dr. Hubbell asked the board to accept Penny Brent's resignation effective at midterm. Deborah Mathews made a motion to accept Mrs. Brent's resignation. Nick Cranford seconded the motion. Motion carried 4-0.

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Classified

Dr. Hubbell asked the board to hire Donna Taylor as a special ed paraprofessional. She will replace Timola Spears who transferred to a vacant custodial position. Nick Cranford made a motion to hire Mrs. Taylor. Deborah Mathews seconded the motion. Motion carried 4-0.

Adjournment

Deborah Mathews made the motion to adjourn at 6:42 p.m. Nick Cranford seconded the motion. Motion carried 4-0.

12-13-2021
Date

Jessica R. Young
President
Deborah Mathews
Secretary