

**BOARD OF EDUCATION MEETING  
GREENE COUNTY TECHNICAL SCHOOL DISTRICT  
5413 WEST KINGSHIGHWAY, PARAGOULD, AR 72450**



**DATE: February 20, 2020**

**TIME: 6:00 pm**

**GCT Administration Office  
Monthly School Board Meeting**

<b>BOARD MEMBER</b>	<b>PRESENT</b>	<b>ABSENT</b>
<b>Brewer, Ryan</b>	<b>X</b>	
<b>Hitt, Curtis</b>	<b>X</b>	
<b>Laubach, Lora</b>	<b>X</b>	
<b>Roswell, Tim</b>	<b>X</b>	
<b>Snyder, Brad</b>	<b>X</b>	
<b>Thompson, Hardy</b>	<b>X</b>	
<b>Weatherford, Jason</b>	<b>X</b>	

**Others present:** Mr. Gene Weeks, Superintendent; Mrs. Amy Lucius, Assistant Superintendent; Mr. Scott Gerrish, Assistant Superintendent; Christi Sims, Administrative Assistant; and listed GCT Staff and Patrons on the attached sign in sheet.

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**Hardy Thompson, Board President**, called the **February 20, 2020 Monthly School Board Meeting** to order. At this time the board dealt with (2) student expulsion hearings. (6:00 pm)

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**Student #1 (Parent was present and requested a closed hearing.)**

**Motion #1**

Moved by **Brad Snyder** and seconded by **Tim Roswell** to accept the Administration's recommendation for **suspended expulsion** of a **7<sup>th</sup> grade student**, with the last (5) digits of their student ID being **16171**, for the remainder of the 2019-2020 school year, for violation of Rule 10, Page 119 of the GCT Middle School Parent/Student Handbook.

Motion Carried, 7 to 0

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**Student #2 (Parent and student was present and requested a closed hearing.)**

**Motion #2**

Moved by **Jason Weatherford** and seconded by **Ryan Brewer** to accept the Administration's recommendation for **suspended expulsion** of an **8<sup>th</sup> grade student**, with the last (5) digits of their student ID being **10357**, for the remainder of the 2019-2020 school year, for violation of Rule 10, Page 115 of the GCT Jr. High School Parent/Student Handbook.

Motion Carried, 7 to 0

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**Curriculum Report – Mrs. Amy Lucius, Assistant Superintendent**

**Recognition of National Board Re-Certified Teacher, Shani Barnhill**

Mrs. Lucius recognized Shani Barnhill, National Board Re-Certified Teacher. She read a short biography and presented her with a plaque. (see attached)

At this time Mr. Weeks stated that we would skip the Special Presentation temporarily because there were still a few administrators who were not here yet. Once they arrived we would go back to this item.

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**Personnel Policy Committee**

**Motion #3**

Moved by **Tim Roswell** and seconded by **Jason Weatherford** to accept the Administration's recommendation for **approval** of the **Second Reading of Revisions to the Administrator Salary Schedule, Certified Salary Schedule, Activity Salary Schedule, Classified Salary Schedule, and Extra Duty Schedule for the 2020-2021 School Year** as presented for a First Reading at the January 16, 2020 board meeting.

Motion Carried, 7 to 0

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**Motion #4**

Moved by **Jason Weatherford** and seconded by **Lora Laubach** to accept the Administration's recommendation for **approval** of the **January 16 & February 5, 2020 School Board Meeting Minutes** as printed.

Motion Carried, 7 to 0

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**Motion #5**

Moved by **Lora Laubach** and seconded by **Brad Snyder** to accept the Administration's recommendation for **approval** of the **District Financial Report** as presented by **Gene Weeks, Superintendent**.

Motion Carried, 7 to 0

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**Curriculum Report – Mrs. Amy Lucius, Assistant Superintendent****Special Presentation**

Mrs. Lucius introduced Mallory Pickney and she began by giving each board member a copy of information that she and Christy Morgan typed telling reasons why the Day Treatment Program needs a Director. Mrs. Pickney & Mrs. Morgan both read from the information provided. (See attached)

At this time Mr. Weeks asked Mrs. Clark to speak. Mrs. Clark began by thanking the board for listening to them. She stated that before students get sent to the Day Treatment Program they have exhausted all measures and done everything they can. They disrupt the classroom to where they are not having instruction any longer. There are 18-20 students in the Day Treatment Program in a normal setting and each of those students came from a classroom of 18-25 students. There are several students who are not getting instruction if the program is not in place with a Director. A lot of the students sent to Day Treatment have come from foster homes or homes that do not have good parenting and they have not had much of a chance and for some, this is their chance. She stated that she has been in the district for 11 years and had many children go through the program, come back, and it is amazing. They need the smaller setting and learn to socialize with the kids. They work on a different disciplinary system than the regular school setting. Mrs. Clark said she usually sends 3-5 students per year to the Day Treatment Program.

Mr. Weeks asked Mrs. Davis to speak. She said she and Mr. Jordan talked the other day about the roll administration has played since the Director left. One recent thing that came to mind was a student who needed help with behavior, had multiple disciplines, and they had exhausted everything. In Middle School they are changing classes every 45 minutes and they have 600 students there. The impact being made with classmates was becoming evident because a lot of times other kids will follow a leader and they were seeing that. They met with the parent, they were seeing problems at home as well, so they told the parent they thought they had something that would benefit them. The parent was on board with the day treatment program. It took over 2 weeks from the time the dad committed until the intake was made because the Director has always done the intake who knows the Boy's Town Model that can explain the program. Mrs. Davis said they are not schooled in that and just know the basic highlights of it, but as far as creating a student plan academically and behaviorally, they do not know that. In that two weeks of waiting they feared they would get a call and dad was going say he rethought it or the student went home and wore him down until he decided not to fight that battle. Sometimes time is crucial to help these children to get the help they need. They have had children who came to them from Day Treatment and in the past they have been able to contact the Director and say that a student is having issues and that student has transitioned out of the program. The Director, knowing the students past and previous problems, has been able to go talk to the child. The Director has developed that trust factor with the student and the student understands that person has helped them before, knowing they are messing up. They have asked to see the Director before and they have come in and counseled with the student. She stated that rotating Administrators in Day Treatment one day a week causes students to ask who will be there the next day. The teachers are having to deal with calls to the parents and do the Administrative details the program requires. Mrs. Davis asked if someone had to go to court for a student, who goes? Is it one of the Administrators who go? If they ask questions about the student they may not know all the answers and if they answer incorrectly

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that will not be good and will look like they are unprofessional. The Director has always been the person who has the information they will need in order to hold parents accountable or get the children other help. The Day Treatment Program does not have a Director or authority figure so the teachers are the ones dealing with parents. A Director will have that face and tone of authority. The parents may respect the teachers but who is holding everyone accountable? Mrs. Davis talked about the impact this is having in their own buildings. She stated that every week one of them are out of their building and when they come back they have 2-3 days of work piled up. It is taking away from their building disciplines, teacher observations, special ed evaluations, and parent communication. Mrs. Davis said she believes that a vital part of the Day Treatment Program is the Director who knows that program, consistently there, holds the teachers to a standard, and also helps the children in that program.

Mr. Weeks asked Mrs. Cole to speak. She stated that Mr. Carpenter has been their constant person to send from Intermediate School. She spoke about being at the building without him when he is at the Day Treatment Program and issues that may arise. She stated that one day when he was at Day Treatment they had a staff member who had a Medical Emergency and Mrs. Cole had to leave the building and go to the ER with the staff member which left their building without an Administrator for a great deal of time that day. She stated that from the third week of April and third week of May they have 60 annual review meetings on their calendar right now, not including some that may be added plus any 504 meetings. She stated that they very rarely miss a meeting so now they are having to work around parent schedules and their schedules. She mentioned one day that Mr. Carpenter was out at Day Treatment and she spent from 8:00 am-3:00 pm watching bus video. Since they could not share that responsibility due to him being out, she had to work on that all day.

Mr. Weeks asked Mr. Carpenter to speak. Mr. Carpenter thanked the board for listening to them. He thanked the Day Treatment Teachers for stepping up and told them they are doing a wonderful job because they care about the kids in that program. He stated that sometimes this is the first time those kids have succeeded, not only in the school system, but also in life in general. He stated that they get over there in the smaller setting and learn skills that you and I learn from our parents but they are not seeing those skills displayed at home. Sometimes those students do not want to go back to a regular setting because they are scared they are going to fail again. The Director is there as that kid's advocate to give support and encourage the students. The kids trust that person and that may be the first person they have ever trusted. When Administrators are coming in and out of the classroom they cannot build that relationship with the students.

Mr. Weeks asked Mrs. Finch to speak. She stated they have a student at Primary right now that should have been transitioned back to the regular setting but does not want to go back to Primary because it has been a bad experience. There is no one to transition her back right now. They have to get a school vehicle to transport her and it leaves you out of compliance in that classroom. With so many Administrators in Day Treatment there is no one there to make sure she feels safe which is causing her to slip back down. A lot of the kids will end up in a special education classroom if the Day Treatment Program is not kept with a Director in place.

Mr. Weeks thanked the Administrators for coming.

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### **Motion #6**

Moved by **Brad Snyder** and seconded by **Curtis Hitt** to accept the Administration's recommendation for **approval of (5) Outgoing Student Transfer Petitions** as listed below.

- 1) Administration recommends approval of an Outgoing Student Transfer Petition for a 16 year old student and a 12 year old student to attend the Paragould School District.
- 2) Administration recommends approval of an Outgoing Student Transfer Petition for a 7 year old student to attend the Paragould School District.
- 3) Administration recommends approval of an Outgoing Student Transfer Petition for a 6 year old student to attend the Paragould School District.
- 4) Administration recommends approval of an Outgoing Student Transfer Petition for an 11 year old student to attend the Paragould School District.
- 5) Administration recommends approval of an Outgoing Student Transfer Petition for a 6 year old student to attend the Paragould School District.

Motion Carried, 7 to 0

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**Motion #7**

Moved by **Lora Laubach** and seconded by **Ryan Brewer** to accept the Administration's recommendation for **approval of (2) Incoming Student Transfer Petitions** as listed below.

- 1) Administration recommends approval of an Incoming Student Transfer Petition for a 6 year old student to attend the GCT School District from the Paragould School District.
- 2) Administration recommends approval of an Incoming Student Transfer Petition for an 11 year old student to attend the GCT School District from the Paragould School District.

**Motion Carried, 7 to 0**

At this time, Mr. Weeks apologized stating he wanted to back up and asked if anyone had any questions or comments regarding the Special Presentation about Day Treatment. Jason Weatherford asked how many current staff we have working in the Day Treatment Program. Mr. Weeks said there are 3 total and they deal with up to 10 kids in each classroom. Jason asked if we had 1 teacher and 2 paraprofessionals in each classroom and Mr. Weeks said yes. Mr. Carpenter said there are 6 total staff members between the 2 classrooms. Jason asked what we were doing to utilize our mental health contract to handle some of these behavioral issues. Mrs. Morgan stated that the therapist comes to see the student for about an hour daily. Mrs. Pickney said if behavior gets out of hand they run down the hall and ask them to come counsel with the student and that has helped deescalate the issue. Mrs. Morgan said he sometimes has students in the building he is already seeing so he isn't always available to help. Mr. Davis stated that the mental health counselor is the Elementary's mental health counselor and has about 36 Elementary students he services. When he has to step in and help with the mental health aspect in Day Treatment he is taking away from those other students. Jason asked if we have considered looking at our mental health contract and then putting someone in that room because that is how Paragould School District does it. Mrs. Clark stated that they have considered that and that most of the kids who go to that program are in the school based system. The counselors are hands off discipline because they are there to counsel with the child, not be the disciplinarian. It does help with them being in there but not on the discipline side. Jason said he agreed but stated that most students who go there are probably trauma kids and the last thing we need to be doing with trauma students is any kind of holds or anything like that. It is causing more trauma for a trauma student when we are having to restrain them in any way, or mat them. Mr. Davis stated that he was asked not to speak tonight because he is very passionate about the program. He stated that when the program started 20 or so years ago, it was a k-6 program. They fit 10 kids at that time into a trailer behind Intermediate. He stated that right now it was k-2 and 3-6 and so far they have only had to mat 1, maybe 2 students this school year. Mr. Davis told board members he could show them pictures where the wall was busted and cracked, so they were not traumatizing that student because of the harm they are doing to themselves. They are holding the student to keep them from harming others and themselves. Mr. Davis said he also has pictures where the same student has busted a plate glass window and they had to secure the student to keep them from hurting themselves. Mr. Davis stated that they mat more general education and special education students than they do in Day Treatment. He told the board they could ask him any questions about the program. Jason Weatherford stated that his background and career was social work and that mental health was his job. Mr. Davis said he did not want the board to think that they mat students just because they want to do that. Jason said that is the reason the counselors do not come in for discipline because they will try to find alternative to that. Mr. Davis said he agreed 100%. He said that Michael is the school based counselor at Elementary and he has not ever matted a child and could not. Mr. Davis said they have teachers who are trained to do that so the mental health person does not do that. After the fact, the mental health counselor may come in if the student has made suggestions about harming themselves or others and do a risk assessment. Jason asked how many district social workers we have. Mr. Weeks said 3, and they split buildings. We have 6 buildings and they service 2 buildings each. Jason said there was discussion about FINS cases and going to court but those are duties the social workers should be taking care of and should be our face in court. Mrs. Cole said she did not disagree with that. Jason said they needed to also be going to the homes of these students. Mrs. Cole said she wondered about the consistency and developing that relationship with the students. She said she shares her social worker with High School and she can tell you way more about her kids because she spends every single day with them, talked to their parents, sat in the office with them, and spent hours with them. Mrs. Cole said she would have that relationship with the student like a Director would and the student could be better represented by someone who has that relationship with them. Mrs. Clark said they share her social worker between Elementary and Primary but the Director has always handled the Day Treatment end of that

because of the relationship with the student. Mrs. Cole said the social workers are so spread out. She can call Ersula and spend an hour on the phone talking about a student letting her know details she is aware of because she is there with the students in her building every day. Lora Laubach asked how many students we have in Day Treatment. Mrs. Pickney said currently we have 17. Lora asked if that was k-6 and was told yes. Mr. Carpenter mentioned what Jason had said earlier about putting a social worker in Day Treatment and said the Director would have the authority to discipline where the mental health counselor doesn't. Jason stated that the board has looked at this and we have had the program for a long time, and it was brought by grants that we didn't have to pay for. He stated that when you look at it the way it was ran a couple of years ago, just in that program, for 17-20 kids, our salaries were over \$200,000.00. He said it was way out of line. Mrs. Cole stated that she had 1 self-contained classroom last year in her building and this year she has 2 and doesn't know where to put them if she has more next year. Mrs. Finch said she didn't know what the other alternative is because the kids have to be educated regardless. She stated that she didn't know what the other alternative was if the Day Treatment Program was eliminated. Jason said he may be wrong but he didn't think there was any plan to get rid of the program. He said he thought the way it was done, the district was spending way too much money. We would put in another big salary when we already have 6 employees working with 17 kids. Hardy Thompson said Jason was correct on the money that was spent but there is no talk about getting rid of Day Treatment. He said he understood the issues they are having and they just need to talk about it and figure out a good way forward operation and budget wise. Hardy said they have to hear from Administrators and those in Day Treatment because they are the ones dealing with it. Mrs. Davis said that society has changed and social media has impacted kids. There needs to be someone in that program that knows it, understands the program and how the Boy's Town Model works, how to communicate these things to parents, and have the authority over the program. She stated they all agree that there has to be someone there that is in charge because it is going downhill without a Director. Mrs. Cole stated that the most critical thing to remember is what is best for our children. Hardy Thompson thanked everyone for coming.

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**Motion #8**

Moved by **Brad Snyder** and seconded by **Lora Laubach** to accept the Administration's recommendation for **denial** of an **Incoming Student Transfer Petition for a 14 year old student** to attend the GCT School District from the Paragould School District.

Motion Carried, 7 to 0

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**Motion #9**

Moved by **Curtis Hitt** and seconded by **Ryan Brewer** to accept the Administration's recommendation for **approval** of the **renewal** of **ASBA Workers' Compensation Trust** in the amount of **\$97,774.00** for a period of January 1, 2020-December 31, 2020. (See attached)

Motion Carried, 7 to 0

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**Motion #10**

Moved by **Tim Roswell** and seconded by **Brad Snyder** to accept the Administration's recommendation for **approval** of the **Second Reading of Revisions to Job Descriptions** as presented for a first reading at the February 5, 2020 Special Called Board Meeting with the addition of one new job description. (See attached for additional job description)

Motion Carried, 7 to 0

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**Motion #11**

Moved by **Jason Weatherford** and seconded by **Lora Laubach** to accept the Administration's recommendation for **approval** of an **Out of State Trip Request** for **1<sup>st</sup> Grade Students** to attend the **Memphis Zoo** in **Memphis, TN on April 15 & 16, 2020**. The number of students attending will be 290. Half of 1<sup>st</sup> Grade will go April 15<sup>th</sup> and the other half will go April 16<sup>th</sup>. (See attached)

Motion Carried, 7 to 0

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**Motion #12**

Moved by **Curtis Hitt** and seconded by **Ryan Brewer** to accept the Administration's recommendation for **approval** to **grant John Harrison Wagner, Veteran of the Vietnam War, an Honorary Veteran's High School Diploma based on Arkansas Code 6-16-134** in recognition and tribute to Veterans who left High School before graduation in order to serve in the Vietnam War. GCT thanks Mr. Wagner for his service and he will be provided the diploma as soon as they arrive for the Class of 2020. The goal is to formally present in the Veteran's Day Program in November 2020, but we wanted Mr. Wagner to have it early in recognition of his service. (See attached)

Motion Carried, 7 to 0

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**Motion #13**

Moved by **Tim Roswell** and seconded by **Brad Snyder** to accept the Administration's recommendation for **approval** of a **quote** in the amount of **\$30,819.75 (including tax & shipping)** from **Amro Music Store** for the **purchase of (5) Sousaphones**. Quotes were received from (3) different companies and are listed below. These will be purchased from special project funds. (See attached)

**Amro Music Store \$30,819.75 (including tax & shipping)**

Shivelbines Music Store \$31,266.65 (including tax & shipping)

Saied Music Company \$36,573.00 (including tax & shipping)

Motion Carried, 7 to 0

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**Motion #14**

Moved by **Ryan Brewer** and seconded by **Tim Roswell** to accept the Administration's recommendation for **approval** of a **quote** in the amount of **\$10,513.05** (including tax & shipping) from **Riddell** for **reconditioning of the Sr. High, Jr. High, and 7<sup>th</sup> Grade Football Helmets** for the 2020 football season. (See attached)

Motion Carried, 7 to 0

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**Motion #15**

Moved by **Jason Weatherford** and seconded by **Lora Laubach** to accept the Administration's recommendation for **approval** of a **quote** in the amount of **\$73,657.40** (including tax & shipping) from **CDW-G** for the **purchase of (90) HP ProBook Laptops with 3 year accidental damage warranty** and a **quote** in the amount of **\$2,831.56** (including tax & shipping) from **CDW-G** for the **purchase of (1) HP 30 Notebook Managed Charging Cart**. This will be purchased off the cooperative purchasing contract TIPS/TAPS. (See attached)

Motion Carried, 7 to 0

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At this time **Hardy Thompson** dismissed the board to go into executive session to discuss personnel matters. (7:20 pm)

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**Hardy Thompson** called the meeting back to order after executive session. (8:20 pm)

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**Motion #16**

Moved by **Tim Roswell** and seconded by **Brad Snyder** to accept the Administration's recommendation for **approval of personnel as listed**.

**Resignation**

1. **Keith Davis** – Resigns from his Elementary School Principal position, effective at the end of the 2019-2020 school year. This is for retirement purposes.
2. **Patricia Davis** – Resigns from her Middle School Principal position, effective at the end of the 2019-2020 school year. This is for retirement purposes.
3. **Seasons Rice** – Resigns ONLY from her 7<sup>th</sup> Grade Cheer Sponsor & Assistant Jr. High Cheer Sponsor position, effective beginning May 23, 2020.
4. **Edina Fay Bryant** – Resigns from her Bus Driving position, effective February 14, 2020. This is for retirement purposes.
5. **Michelle Keeling** – Resigns from her Custodial position at Jr. High School, effective February 14, 2020.

**Leave of Absence**

1. **Amy Gerrish** – Requests to extend her current Medical Leave of Absence, effective February 17-March 29, 2020.
2. **Abby Gray** – Requests a Medical Leave of Absence, effective February 10-March 13, 2020.

**Contract Adjustment**

1. **Karen Hayes** – Transfer from her current Paraprofessional position at Intermediate School to Paraprofessional/Secretary at Intermediate School, effective February 21, 2020. Her number of hours will increase from 7 ½ hours per day to 8 hours per day. She will be placed on step 10 for 2 hours per day on the paraprofessional salary schedule and 6 hours per day on the secretary salary schedule and contracted for 178 days.
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**Classified Employment**

1. **Patrick Ballard** – Employ as a Maintenance Technician, effective February 24, 2020. He will be placed on step 4 of the maintenance salary schedule and contracted for 245 days.
2. **Jonathan Peel** – Employ as a Custodian at Middle School, effective February 24, 2020. He will be placed on step 5 of the custodial salary schedule and contracted for 245 days.

**Certified Employment**

1. **Kayla Davis** – Employ as English Teacher at High School, effective for the 2020-2021 school year. She will be placed on step 5 of the certified salary schedule with a MSE.

**Contract Extensions**

1. **Amy Lucius** – Add one year to existing contract to be employed through the 2022-2023 school year. (2019-2020, 2020-2021, 2021-2022 school years already on existing contract.)
2. **Scott Gerrish** – Add one year to existing contact to be employed through the 2022-2023 school year. (2019-2020, 2020-2021, 2021-2022 school years already on existing contract.)

**Re-Employment of Administrators/Directors**

Tammy Birmingham  
Ryan Carpenter  
Letha Clark  
Amie Cole  
Kem Drake  
Amanda Finch  
Chad Jordan  
Shane Jordan  
Keith Metheny  
Charles Nelson  
Mike Nunnally  
Kodie Potter  
Dale Schenk  
Mary Stormes  
Michael Todd

Motion Carried, 7 to 0

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**Superintendent’s Update – Mr. Gene Weeks, Superintendent**

March Events

16<sup>th</sup> – Middle School Talent Show

17<sup>th</sup> – Jr. High Talent Show

19<sup>th</sup> Board Meeting

23<sup>rd</sup>-27<sup>th</sup> – Spring Break

Mr. Weeks shared several positives with the board which included the Transportation Department, Thespian Students (State Champions), Teacher Appreciation Night sponsored by Athletic Department, Eagle Academy Students and Able, Junior High Quiz Bowl Team, All State Band Students, Mrs. Angie Greeway Kindness Project, Rotary Interact Students, E-Sport Team and Sponsor Mr. Hantke School Board Member Brad Snyder, Primary Staff for 100<sup>th</sup> Day of School Celebration, Educational Foundation of GCT, OPAA Food Service Company, and Mrs. Cole for receiving the Region 8 Great Acts of Kindness Award.

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With no other business to be addressed, **Hardy Thompson adjourned** the meeting. (8:35 p.m.)

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**Board President**

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**Board Secretary**