

YALE BOARD OF EDUCATION  
SPECIAL BOARD MEETING  
WEDNESDAY, MAY 18<sup>TH</sup> 2016

The Yale Board of Education of Independent School District I-103, Payne County, Oklahoma met in Special Session, in the Family & Consumer Science Room #3 at the Yale High School with President Mike Clark presiding. Members present were Larry Harris, Becki Foster, Steve Winterbottom, Terry Minney and Mike Clark.

1. President Mike Clark called the meeting to order at 6:30 p.m. roll call: all board members present.
2. Due process hearing for Nathan Walker regarding the Superintendent's Recommendation for a reduction in force and the nonreemployment of Mr. Walker.
  - a. The Board President, Mike Clark convened the hearing at 6:30 p.m. and stated the purpose of the hearing, introduced the parties, Tammy Huff, Minutes Clerk administered the oath to all persons who testified.
  - b. Opening statement by Bryan Drummond, attorney for the Yale School District.
  - c. Opening statement by Nathan Walker.
  - d. Superintendent Bledsoe presented evidence, subjected to cross-examination by Mr. Walker and any questions from the board.
  - e. Questions from Board of Education for Superintendent Bledsoe.
  - f. Presentation of Mr. Walker's evidence with no cross examination and no witnesses.
  - g. Questions from Board of Education for Mr. Walker.
  - h. No presentation of rebuttal or surrebuttal evidence.
  - i. Closing argument from Mr. Bryan Drummond, attorney for Yale School District.
  - j. Closing argument from Mr. Nate Walker.
  - k. Motion by Larry Harris seconded by Terry Minney to convene into Executive Session at 6:54 p.m. to discuss and deliberate on the reemployment or nonreemployment of Nathan Walker pursuant to O.S. tit 25 § 307 (B) (1) & (7).

**Vote: All Members Aye**

l. Motion by Becki Foster, seconded by Steve Winterbottom to reconvene into open session at 7:20 p.m.

**Vote: All members Aye**

m. Mike Clark, Board President issues statement of executive session minutes.

n. Based on the testimony and evidence present today, I, Larry Harris, seconded by Terry Minney move that the Superintendent's Recommendation for a reduction in force and the nonreemployment of Nathan Walker be accepted and implemented in full; and that the following Findings of Fact upon which the decision is based be accepted.

1. On April 12, 2016, the Superintendent presented the Board with a Recommendation for a reduction in force and the nonreemployment of Nathan Walker for the 2016-2017 school year due to a financial exigency. Mr. Walker was notified by letter of the Superintendent's recommendation and his right to a hearing. Mr. Walker subsequently requested a hearing and was notified of the, time and place of the due process hearing.

2. The State of Oklahoma has been experiencing an economic downturn in the economy which is affecting State revenue. Cuts have already been made to appropriations promised for this fiscal year. In addition, it has been reported that the Legislature will have at least One Billion Dollars less for next fiscal year and so additional cuts are likely for next year. All of this comes on the heels of deep cuts to education over the last several years. Because of all of this, the very survival of the District is at stake. In order to address this financial crisis, the District needs to cut its budget in order to maintain a sound and balanced educational program that is consistent with the functions and responsibilities of the District.

3. Before making his Recommendation to address this financial crisis, the Superintendent considered the curriculum, the needs of the student and the program needs of budget, the needed cuts cannot be make without reducing personnel. The Superintendent's proposed reduction in force was designed to have the least impact on the education environment, the quality of education provided to students, and is in the best interest of the District. The needed cuts cannot be attained through retirement or normal attrition. The Superintendent's Recommendation was not based on the performance of the affected employees.

4. The Superintendent recommended the elimination of the **Elementary Physical Education teaching position**. With the elimination of this teaching position, one (1) teacher must be nonreemployed for the next school year. **Nathan Walker**, a probationary teacher, holds this teaching position. Mr. Walker is not qualified, nor certified; to displace any other teachers under the District's reduction in force policy and state law and is the teacher to be nonreemployed under the District's reduction in force policy. Accordingly, Mr. Walker should be nonreemployed for the 2016-2017 school year.

5. The Superintendent is also allowing the contracts of two (2) temporary teachers to expire without offering them employment for the next school year. Because the contracts of these teachers automatically expire at the end of this fiscal year without any additional action by District, they are not entitled to a due process hearing to challenge this action.

6. The Superintendent's Recommendation for a reduction in force and the nonreemployment of Mr. Walker for the 2016-2017 school year due to a reduction in force is supported by a preponderance of the evidence and should be accepted and implemented in full.

n. (2) Based on the Findings of Fact adopted tonight, I, Terry Minney move that **Nathan Walker** be nonreemployed from his employment with the Yale School District for the 216-2017 school year, due to a reduction in force, seconded by Larry Harris.

**Vote: All Members Aye**

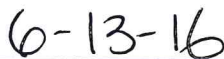
3. No resignations were submitted since the posting of the Agenda.

4. Motion by Larry Harris, seconded by Becki Foster to adjourn the meeting at 7:25 p.m.

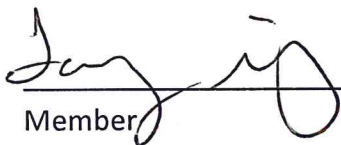
**Vote: All Members Aye**



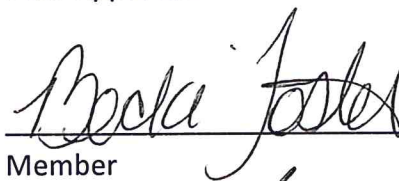
President



Date Approved



Member



Member

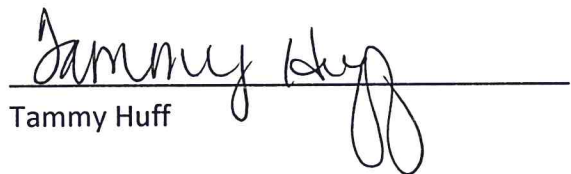


Member



Member

I, the undersigned Minutes Clerk of the Board of Education of Yale School District I-103 of Payne County, Oklahoma, certify that all Statutory Requirements were met for posting of the Agenda and notifying the County Clerk of this Special Meeting.



Tammy Huff