

**Minutes of Regular Meeting of the El Dorado School Board
September 10, 2018**

The directors of the board met on the above date at 6:00 p.m. in the Board Room, School Administration Building, 200 West Oak Street, with Susan Turbeville presiding. Other directors present were Vicky Dobson, Wayne Gibson, Keith Smith, Todd Whatley and Shaneil Yarbrough. Director Renee Skinner was absent. Also attending was Supt. Jim Tucker, Rhonda Simmons, Melissa Powell, Bonnie Haynie, Katie Sandifer, Shelley Pruitt, and Lou Ann Voris.

Mrs. Turbeville asked if there were any corrections or additions to the minutes of the meeting held August 13. On a motion by Wayne Gibson, seconded by Vicky Dobson, and carried on a 6-0 vote, the minutes were approved at 6:00 p.m.

The board reviewed the monthly bills with Shelley Pruitt. After some discussion and on a motion by Shaneil Yarbrough, seconded by Keith Smith, and carried on a 6-0 vote, the bills were approved for payment. A list of bills paid and a monthly financial statement are on file in the business office. 6:02 p.m.

Melissa Powell explained to the board that a resolution is necessary to be in compliance with Act 1120 in accordance with Arkansas Code Annotated § 6-13-635. She noted school districts in the state are to approve and sign a resolution that lists a salary increase of 5% or more for a school district employee performing substantially the same job functions as the employee performed before receiving the salary increase.

*Resolution of the El Dorado School District
Board of Directors*

WHEREAS, The El Dorado School District Board of Directors met in regular, open, and properly-called meeting on September 10, 2018 at the School Administration Office;

WHEREAS, members were present, a quorum was declared by the chair;

WHEREAS, The El Dorado School Board has pursuant to Act 1120 of 2013 to be codified at Arkansas Code Annotated § 6-13-635, determined that the employees listed on the attached spreadsheet for the El Dorado School District are eligible and have been approved to receive an increase in salary of 5% or more from their current contract amount listed on the attached spreadsheet for the 2016-2017 school year in consideration of the reason stated on the spreadsheet.

NOW THEREFORE, upon due consideration and deliberation, and having reviewed the reason(s) listed, it is hereby declared to be the intent of the El Dorado School District Board of Directors to authorize the approval and adoption of the salary increase of the employees listed on the attached spreadsheet for the 2017-2018 school year.

A copy of the spreadsheet will be on file in the business office at the administration office. On a motion by Wayne Gibson, seconded by Todd Whatley, and carried on a 6-0 vote at 6:04 p.m., it was

RESOLVED, That the board hereby approves the resolution in compliance with Act 1120 in accordance A.C.A. § 6-13-635.

Director of Student Services, John Thompson presented a bid submitted through a state contract from Master's Transportation for a Chevrolet Collins bus with 24 + 1 capacity at a price of \$64,099.00 for the special education department. After some discussion and on a motion by Todd Whatley, seconded by Shaneil Yarbrough and carried on a 6-0 vote at 6:07 p.m., it was

RESOLVED, That the board hereby approves the purchase of a Chevrolet Collins bus with 24 + 1 capacity for \$64,099.00 for the special education department.

Director of Maintenance, Justin Small presented to the board the need for a tractor for the maintenance department. He would like to see more projects "in-house" and to accomplish that he needs to purchase a tractor. Bids were solicited, he received four bids,

and the lowest was for a 40 h.p. - LS XG3140TL tractor with Riggs Outdoor Store in El Dorado. This is a package deal that includes the tractor, bush hog, box blade, front-end loader, and trailer for a price of \$21,905.00. On a motion by Wayne Gibson, seconded by Keith Smith and carried on a 6-0 vote at 6:08, it was

RESOLVED, That the board hereby approves the bid of \$21,905.00 from Riggs Outdoor Store for a 40 hp LS XG3140TL tractor.

Student of the Month is Shannon Haung. Mr. Gibson said Shannon is the daughter of Ling Haung and De Ming Haung and a senior at El Dorado High School. Mrs. Caitlin Noble, social studies teacher, nominated Shannon stating, "Shannon is a motivated student who is serious about school and her academic goals. She is kind to others, an amazing team member for students, and an example of a student who is working hard to achieve intense goals."

Her principal, Mrs. Reibe noted that Shannon is in the top 5% of the 2019 graduating class with a 3.93 grade point average. Shannon is unsure of the university she wants to attend and her major, but has high aspirations in thinking about attending North Carolina at Chapel Hill and majoring in pharmacy. She is a member of the National Honor Society, Key Club, and Arkansas Student leadership Initiative. Shannon plays in the orchestra and is a member of the tennis team at the high school. Her favorite class is AP Calculus BC. Though she is a very quiet personality, Shannon is fierce in her desire to do well in academics and her goal to further her education.

Mrs. Reibe said "All of us really admire Shannon and hope her senior year is the best ever. WE also look forward to seeing what her future holds. Thanks Shannon for being such an outstanding student!" Mr. Gibson presented her with a certificate from the board. 6:11 p.m.

Mr. Gibson said Mary Jane Evins is Classified Employee of the Month from El Dorado High School. Mrs. Evins has worked for the El Dorado School District for twenty-five years, eighteen of those years at El Dorado High School as the principal's secretary. She is married to Robert Evins and they have three grown children, all E.H.S. graduates. One of her favorite past times is keeping her five grandchildren. Mrs. Evins also loves to ride motorcycles with her husband, work in her yard and cheer for the Wildcats and Razorbacks.

Fellow co-workers state Mrs. Evins is one that is very organized, will stop what she is doing to help others and never act like it was an interruption. Her many years at the school helps a lot of us with answers so that we don't have to bother an administrator or teacher. Mrs. Evins is quick to help a parent or patron with their needs when they often don't know who to ask for or where to go. Another said she is kind, soft spoken, and is a great representative of the kind of co-worker anyone would love to have. Mrs. Reibe describes Mary Jane as diligent in her secretarial duties, driven to do things the right way, and devoted to everyone in her school. Everyone at E.H.S. loves Mrs. Evins because she helps everyone! El Dorado High School is fortunate to have Mrs. Evins – she is truly a Wildcat treasure! Mr. Gibson presented her with a certificate from the board. 6:13 p.m.

Teacher of the Month from El Dorado High School is Brady McDuffie. Mrs. McDuffie received her Bachelor of Arts in English literature from the University of Arkansas, her Master's in business administration from Harding University and has twenty-four hours in library media from Southern Arkansas University. She has three years of teaching outside the district and three years at El Dorado High School.

Ms. Clair Antoon nominated Mrs. McDuffie for the district's Teacher of the Month. Ms. Antoon characterized Mrs. McDuffie as "constantly working hard for all her students, looking for ways to reach more, and help more kids." Mrs. Jackie Porter also nominated Mrs. McDuffie, specifically celebrating her "excellent relationship with her students, well-planned lessons, and enthusiasm."

Her principal, Mrs. Alva Reibe stated she is thrilled Mrs. McDuffie was chosen as the teacher of the month. She is a teacher who is determined to win students over to her content – English, to engage students in learning, and to encourage students to always do their best, as evident in the number of students she moved on the ACT Aspire. She does a great job in creating relationships with students and teachers. Students recognize her passion for education and teachers in the English department look forward to Mrs.

McDuffie's input during collaborative discussions regarding best teacher practices. In addition to her teaching abilities, Mrs. McDuffie's husband and two young daughters are great assets to our community. El Dorado High School is proud of Mrs. McDuffie's accomplishments and her dedication to the high school students. Thank you Mrs. McDuffie! Mr. Gibson presented her with a certificate from the board. 6:16 p.m.

Mrs. Turbeville recognized several members of the Washington Middle School staff and principal with an ITEEA plaque and banner awarded their school. Staff in attendance was: Angula Davis, Leia Hickmott, Sheila Lansdell, Kelly Reyes, Marsha Snell, Dorinda Stephens, Chelsey Turner, and Jody Vines. Mrs. Turbeville said the International Technology and Engineering Educators Association presented the ITEEA Award to Washington Middle School at their conference in Atlanta, Georgia in April. Mr. Tucker congratulated the group and stated in 2016 they were awarded the ISEA International STEM School of Excellence Award, 2018 FETC STEM Program Excellence Award and 2018 ITEEA - STEM School of Excellence Award. He asked if any other Arkansas schools have received all three awards and the principal and staff humbly shook their heads, no. One teacher stated no other school in the nation has received all three awards. Mr. Tucker encouraged other schools and districts to compete because the reward and recognition of their hard work is phenomenal for students and staff. 6:18 p.m.

Alva Reibe gave a principals report from El Dorado High School. She explained this year she has one of the strongest faculties ever. The topics she covered on her power point presentation were academics, activities and athletics. She opened with a quick video of the 2019 senior class going through the halls, on the first day of school, chanting the senior yell. This long time tradition puts a sense of excitement in the halls but often surprises the freshmen, she said. Mrs. Reibe explained the Career Technical Education department's small business operations class is providing a small business at EHS that opens each morning called the Wildcat Café. She noted they cannot be open during the times the cafeteria is serving breakfast but when they are open, they have had great success in learning all that goes into operating a business.

Mrs. Reibe visited with the board about Hinton Foster's anatomy class and later asked if anyone knew the largest organ of the human body. There were several answers and she said the surprising answer is - the skin. She showed a photograph of a class project where a student is wrapped in newspaper to demonstrate how much area the skin covers. Mrs. Reibe explained that artist Jorge Villegas visited and helped with a project in Katie Harwell's art class. She had a picture of students examining the Guy Oakes, Jr. antique camera collection which was donated to Taylon Steele's photography class. Students were shown examining the vintage cameras and comparing them to modern cameras. Regarding the activities for this year Mrs. Reibe had a picture of the 2018 – 2019 Student Council officers and another of students wearing college t-shirts because Wednesdays are College Colors Day at EHS. This activity is to promote the opportunity to attend college with the El Dorado Promise.

Another activity is the production of *The Hi-Gusher*, the high school's newspaper. Mrs. Reibe said Westrock Orthodontics visited the high school band to present them with t-shirts and water bottles to show their sponsorship this season. The t-shirts were worn at the first home game, where uniforms would have been too hot to wear. She also stated the pep rallies have been in high spirits and were very orderly, which she appreciated and credited the students and staff. The high school has a Fan Friday on the EHS Facebook page which has proven to be a big hit in the community. She also noted the high school is utilizing the school website, Facebook, Instagram, and Twitter to reach stakeholders. To enlist more parent and community engagement, the Wildcat Weekly newsletter is sent to those who sign up, posted to social media, and sent to all faculty and student emails. Daily announcements are posted to the website each day and shared on social media. The high school has a large television in the lunch area in which students may also view the daily announcements.

Mrs. Reibe discussed high school athletics and showed a picture of the girls' golf team posing with their moms after a match. She showed pictures of the cross country team at their recent match in Texarkana, the tennis team with Coach Thomas, Coach Keiffer with the volleyball team and stated all teams in the football program are shaping up to have an excellent season. 6:35 p.m.

Special Education Director, Shawn Lamkin reported the surrogate parent representatives for the 2018 - 2019 school year are Linda Coleman, Don Thompson and Gwen Williams. She noted the special education budgets were voted on by the board in the spring but a requirement is to review again the budgets for state and local equalization, Medicaid, catastrophic and ARMAC. Those budgets were included in the board members packets to study and Mrs. Lamkin gave a detailed description of each. The budgets are on file in the special education department and included in the board minutes book. 6:43 p.m.

Bonnie Haynie reported that each year she reviews with the board the Statement of Assurance for Title I and Federal Programs. She added for the district to remain in compliance, once she reviews the report with the board, it is submitted to the Arkansas Department of Education. 6:50 p.m.

Rhonda Simmons and Bonnie Haynie opened the Annual Report to the Public. They reviewed the district's curriculum and technology, progress toward district goals, and assessment results. Within this they covered the Annual Comprehensive School Improvement Plan (ACSIP) goals; enrollment; accreditation status; score reports; American College Testing Program (ACT) and Advanced Placement (AP).

Mrs. Simmons said the district is accredited and not sited in any areas. She noted that the areas of concentration as a foundation for all district-wide improvement initiatives include comprehensive literacy, science and mathematical proficiency through the implementation of Arkansas State Standards and student-centered technology integration and closing the achievement gap through authentic student engagement, formative assessments and quality feedback for students and staff.

In discussing the district ACSIP budget, Mrs. Simmons stated that funds are used for professional development for Arkansas State Standards and Teacher Excellence and Support System (TESS); consultants - Direct Instruction for kindergarten; Waiting to Excel – a summer program at Washington Middle School and Barton Jr. High School; summer school at elementary, middle-level and secondary schools; Response to Intervention (RTI); the Teacher Leader program, and curriculum development. She noted that as of today the district student enrollment is at 4,406. She explained the district was accredited and not sited this year. Mrs. Simmons covered testing scores on the Iowa Test of Basic Skills (ITBS); ACT Aspire; ACT and AP.

Mrs. Haynie said that a total of 904 students took Advanced Placement tests in which was significantly up from last year. The AP tests taken by E.H.S. students were in biology, calculus AB, calculus BC, chemistry, comparative government and politics, computer science A, English language and composition, English literature and composition, human geography, physics I, physics II, physics C: electricity, physics C: mechanics, psychology, statistics, studio art: drawing, U.S. government and politics, U. S. history, and world history. Mrs. Haynie noted that each test costs \$78 and the state pays that bill. She added the district had 63 AP scholars and 2 national AP scholars this past year.

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Mr. Tucker stated in the annual report, along with a facilities report, he is to report the school board director's continuing education hours. He noted that they have until December 31 to attain the required hours and they have or will have all hours by then. In the facilities portion of the report, he said the district had painting going on everywhere in the schools this past summer. At the high school, the maintenance department upgraded the HVAC controls system from the old obsolete system to a new system. They converted the Wildcat dome to LED at Barton. That will generate an annual savings of over \$7,000 with a projected payback in less than 24 months. Mr. Tucker said two new awnings were added for students at Washington Middle School. Maintenance is in the process of doing a campus wide LED conversion that will generate an annual savings of over \$18,000.

Murmil Educational Center had a campus-wide LED conversion with an annual savings of \$4,000 and a projected payback in four months. The stage at Hugh Goodwin Elementary was turned into a new classroom and a fence was installed for security. The district added a new awning to one of the portable buildings at Northwest Elementary. Retta Brown Elementary had a new roof put on one section that was leaking. A new fence was installed around the playground and track at the school. At Yocum Elementary, new flooring was installed and the hallways were repainted. A privacy fence was installed for security reasons at Yocum Primary School.

El Dorado Education Center, which houses the departments of special education, gifted and talented, English language learners and the fitness center, had the alarm system disabled from unusable areas that will hopefully be demolished later this year. The Service Center had some roof repairs and completely resealed the freezers.. The TAC House, which holds the offices of athletics and after-school program will have an interior painting upgrade this year. The stadium had a new ornamental fence installed at the main entrance and the perimeter chain link fence was painted. The administration office had a new roof installed.

The board approved petition for transfer requests for one student to transfer into El Dorado from Parkers Chapel School District and two students to transfer from El Dorado to Parkers Chapel School District. 7:01 p.m.

Mrs. Turbeville said the Arkansas School Boards Association's Fall Leadership Institute will be October 26 at the Chancellor Hotel in Fayetteville. The A.S.B.A. Region 13 Meeting will be October 29, check-in begins at 5:30 and hosted by the Bearden School District. She added the 2018 Annual A.S.B.A. Conference will be December 5 – 7 and more information will be available in October. 7:13 p.m. Director Vicky Dobson left prior to the board going into executive session.

The meeting adjourned to an executive session to discuss personnel matters, then reconvened to an open meeting. On a motion by Shaneil Yarbrough, seconded by Wayne Gibson, and carried on a 5-0 vote at 8:15 p.m., it was

RESOLVED, That the board hereby approves the superintendent's recommendations concerning the acceptance of resignations and the employment of new personnel.

There being no further business the meeting was adjourned.