

Heber Springs School District  
School Board Meeting Minutes

**The Heber Springs Board of Education held the Facilities Master Plan Report to the Public on November 18, 2019, at 5:00 p.m.** Members present were Judy Crowder, Jason Jones, and Bryce Farmer.

**I. Facilities Master Plan:** Dr. Stauffacher presented the Facilities Master Plan to the board. Discussion followed.

**II. Board Action:**

Dr. Stauffacher made a recommendation to adopt the Facilities Master Plan resolution as presented.  
Motion to adopt the Facilities Master Plan resolution as presented: Bryce Farmer  
Second: Jason Jones  
Motion passed.

**The Heber Springs Board of Education held their regularly scheduled board meeting on November 18, 2019, at 5:30 p.m.** Members present were Judy Crowder, Kevin Thomas, Bryce Farmer, and Jason Jones. Ryan Buffalo was absent. It is noted that Ryan Buffalo joined the meeting at 5:45 p.m.

**I. President Judy Crowder called the meeting to order.**

**II. President Judy Crowder asked for a motion to approve the agenda.** Motion to approve agenda. Motion approved by unanimous consent.

**III. President Judy Crowder asked for a motion to approve the minutes from the October 21, 2019, regular board meeting, and the minutes from the November 4, 2019, special board minutes.** Motion to approve the board minutes, and the special board minutes Motion approved by unanimous consent.

**IV. Financial Report:** Dr. Stauffacher presented information on the SWN lawsuit. A discussion followed.  
Dr. Stauffacher presented the financial report for approval.  
Motion to approve the financial report: Bryce Farmer  
Second: Jason Jones  
Motion passed.

**V. School/Business Reports:**

- Dr. Stauffacher presented a student transfer request.
- Dr. Stauffacher presented new hires.
- Dr. Stauffacher recognized the middle school staff for academic performance.
- Dr. Stauffacher presented policies 3.7 and 8.4 for approval.

**VI. Board Action:**

Dr. Stauffacher made a recommendation to approve the following transfer request:  
*Sarah Gonzales from Rose Bud*  
Motion to approve: Kevin Thomas  
Second: Bryce Farmer  
Motion passed.

Dr. Stauffacher made a recommendation to hire the following:  
*Stacia Smith – middle school special education teacher effective December 1, 2019.*  
Motion to hire: Kevin Thomas  
Second: Bryce Farmer  
Motion passed.  
*Madyson Shanks – paraprofessional - (4) four hours daily.*  
Motion to hire: Kevin Thomas  
Second: Jason Jones  
Motion passed.

Dr. Stauffacher made a recommendation to approve the state awarded incentive pay for performance for the middle school certified and classified employees. The amount for certified is \$850.00 and classified is \$350.00

Motion to approve incentive pay: Bryce Farmer  
Second: Kevin Thomas  
Motion passed.

Dr. Stauffacher made a recommendation to approve policies 3.7 and 8.4 as presented.  
Motion to approve policies: Kevin Thomas  
Second: Bryce Farmer  
Motion passed.

**VII. Executive Session:** The board went into executive session at 6:03 p.m.  
The board returned to open session at 6:25 p.m.

**VIII. With no further business, President Judy Crowder asked for a motion to adjourn the meeting.** Bryce Farmer made a motion to adjourn at 6:26 p.m. Kevin Thomas seconded the motion. The motion passed unanimously.

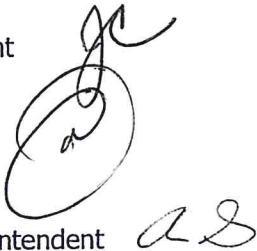
### Approval of the minutes

The minutes of the November 18, 2019, regular meeting are approved.

/s/ Judy Crowder  
Mrs. Judy Crowder, President

/s/ Ryan Buffalo  
Mr. Ryan Buffalo, Secretary

/s/ Dr. Stauffacher  
Dr. Alan Stauffacher, Superintendent

Handwritten signatures of Judy Crowder, Ryan Buffalo, and Dr. Alan Stauffacher. Judy Crowder's signature is at the top, Ryan Buffalo's is in the middle, and Dr. Alan Stauffacher's is at the bottom right.

APPROVED: 12-16-19