

WHAT	Minutes of the Called Meeting for an employee hearing for Chase White by the Russellville School District Board of Education.
WHEN	Monday, March 30, 2020, 6:00 p.m. at the Gardner Auditorium
MEMBERS PRESENT	Jason Golden, Wesley White, Morgan Barrett, Jeff Carter, Chris Cloud, Jeremy Keaster, Janet Winn
MEMBERS ABSENT	
OTHERS PRESENT	Superintendent Dr. Mark Gotcher, Richard Peel, Jeff Holt, Johnny Johnson, Chase White and parents Sherri and Gary White, Eston Jones, Officer Hobby and Officer Goemmer and court reporter Nancy Warren.

The media was notified of this meeting.

School Board Moderator Mr. Morgan Barrett presided over the hearing. The meeting was called to order at 6:00 p.m. at the Gardner Auditorium.

Mr. Barrett read from a hearing script specifically prepared for this hearing requested by Mr. Chase White, who represented himself.

Mr. White was asked if he desired for the hearing to be open or closed and he requested open.

The moderator asked Dr. Gotcher what his recommendation was concerning this matter and he stated Mr. Chase White violated RSD Policy 3.7; Licensed Personnel Bus Driver Drug Testing and violated Standard 8 of the Code of Ethics for Arkansas Educators which states

Standard 8

An educator, while on school premises or at school-sponsored activities involving students, refrains from:

- a) using, possessing and/or being under the influence of alcohol or unauthorized drugs/substances, and/or possessing items prohibited by law, or
- b) possessing or using tobacco or tobacco-related products, e-cigarettes, e-liquid, or vapor products, or
- c) abusing/misusing prescription medications or other authorized substances as evidenced by impairment.

The moderator asked Dr. Gotcher to identify the administration's representative for the hearing, and stated he was the representative along with Mr. Richard Peel.

Mr. Barrett began the hearing and asked Dr. Gotcher to speak on behalf of the district and present any evidence or call witnesses. Dr. Gotcher passed out folders of packets which included a Timeline of Events, Drug Testing Policy, Official Letter to Employee, Drug Testing Evidence, and Correspondence Received by Dr. Gotcher. Dr. Gotcher would read from the packet and allow the board time to read along. Mr. Eston Jones was called as a witness.

Mr. Chase White was given ample time to give his statement along with his parents' statements.

The board entered the executive session at 8:10 p.m. and re-entered the public session at 9:12 p.m.

The First Motion was that the board find the superintendent's allegation of violating board policy 3.7 by "testing positive for controlled substances as reported by the Medical Review Officer to be True.

The motion was made by Golden
The motion was seconded by White
The motion Carried and It Is So Recorded

The Second Motion was that the board find the superintendent's allegation of violating board policy by "adulterating or substituting a test result as reported by the Medical Review Officer to be True.

The motion was made by Golden
The motion was seconded by Cloud
The motion Carried and It Is So Recorded

The Third Motion was that the board find that the employee violated Standard 8 of the Arkansas Code of Ethics for Educators to be True.

The motion was made by Golden
The motion was seconded by White
The motion Carried and It Is So Recorded

The board members then voted in open session to accept the superintendent's recommendation to terminate employment.

The motion was made by Keaster
The motion was seconded by Carter
The motion Carried and It Is So Recorded

The meeting adjourned at 9:30 p.m.

President Chris Cloud

Secretary Jeff Carter

March 30, 2020

March 30, 2020

Date

Date