

RECORDS AND PROCEEDINGS
Pocahontas Public Schools
Regular Board Meeting
October 24, 2022

Board Members Present: Judy McClain, President; Gary Cole, Secretary; Dr. Michael Davis, Jim Toney and Chad Overman

Others Present: Lesa Grooms, Superintendent; Anthony Dowdy, Assistant Superintendent; Kyle Sutton, Derek Phelps, Jennifer Rawls, Adrian Hurst, Robby Callum, Rick Tribble, Charlotte Tribble, James Sullivan, Tracy Ward, Carlene Crawford

Item 1: Call to Order

The meeting was called to order at 7:00 pm in the junior high library.

Item 2: Approval of Minutes

On a motion by Mike Davis, seconded by Jim Toney, the board voted 5-0 to approve the minutes from the regular board meeting on September 19, 2022 as well as the minutes from the special board meetings on September 29, 2022 and October 11, 2022.

Item 3: Approval of Financial Statements

On a motion by Gary Cole, seconded by Chad Overman, the board voted 5-0 to approve the financial statements for the Pocahontas School District for the month of September, 2022.

OLD OR UNFINISHED BUSINESS

Item 4: 2nd Lien Bonds

Superintendent Lesa Grooms addressed the board regarding the option of returning 2nd Lien Bonds. The 2nd lien bonds were obtained to help fund the high school building project. Since the project was cancelled, Mrs. Grooms explained that the district's need for the 2nd lien bond funds were not immediately needed. The bonds also come with requirements to spend a certain percentage of the money on a schedule. Mrs. Grooms' concern is not being able to meet the date requirements due to the high school project being cancelled and the scope of other projects could be maintained with existing building funds without increasing the debt service payment due to the 2nd lien bonds. Michael McBryde with Stephens, Inc. informed the district of the pros and cons of keeping the bonds. He indicated that there was no repercussion of keeping the money and trying make the expenditure requirements within the timeline, but it is a possibility to have to pay an arbitrage rebate if the district gains more than 3.4% interest.

After the discussion, the motion was made by Mike Davis, seconded by Gary Cole, to send the 2nd lien bonds back. The motion was passed with a vote of 4-1.

NEW BUSINESS

Item 5: Legal Transfers

On a motion by Mike Davis, seconded by Chad Overman, the board voted 5-0 to approve the following legal transfers:

- 4 students from Pocahontas to Maynard

Item 6: Act 1120 Resolution Regarding 5% Salary Increases for FY22

On a motion by Gary Cole, seconded by Mike Davis, the board voted 5-0 to approve the Act 1120 Resolution regarding 5% salary increases from FY21 to FY22. The board is required to review and approve any employee's salary that is increased from one fiscal year to the next due to one or more of the following reasons:

- Moved to a new position and in some cases additional contracted days
- Moved to an advanced educational/certification placement on the salary schedule
- Moved from substitute to full-time employee
- Pay for sick leave upon retirement
- Pay for unused vacation leave upon resignation
- Pay for summer school contract
- Pay for tutoring
- Additional pay for lunch duty when not receiving a 30 minute uninterrupted lunch
- Additional pay for Medicaid billing
- Substitutes who worked additional hours and/or days from previous year
- Only worked a portion of the previous year
- Was docked pay during the previous year for medical and/or other reasons
- Additional pay for bus driving contract
- Additional pay for driving activity trips
- Additional overtime pay due to lengthened bus route
- Additional pay for gate duty and custodial clean up associated with school events
- Pay for mentoring stipends
- Stipend pay

Item 7: ALC Recommendation – Retention/Recruitment Bonus

On a motion by Gary Cole, seconded by Jim Toney, the board voted 5-0 to approve a retention/recruitment bonus to employees per the attached resolution. Certified staff will receive \$6000.00 and Classified staff will receive \$4000.00. Part-time employees will receive \$2000.00. Bonus will be paid in 2 payments, 1st being December 20, 2022 and the 2nd payment on June 20, 2022.

Item 8: Approval to Purchase School Bus

On a motion by Mike Davis, seconded by Chad Overman, the board voted 5-0 to approve the purchase of an 89-passenger Blue Bird school bus per the attached specifications, through the state contract at a purchase of \$149,990.00.

Item 9: Baseball Field Lighting

Superintendent Lesa Grooms provided the board with information regarding the cost of updating the district's baseball field lighting. More information will be given at a future board meeting.

Item 10: Resignations

On a motion by Chad Overman, seconded by Gary Cole, the board voted 5-0 to approve the following resignations:

- Tanya Tribble – Sped Paraprofessional (Effective at the end of the 2022-2023 school year)

EXECUTIVE SESSION

Item 11: Employment

On a motion by Jim Toney, seconded by Mike Davis, the board voted 5-0 to hire Rick Tribble as Maintenance Director.

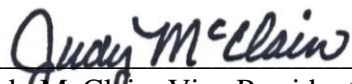
Item 12: Contract Update

On a motion by Gary Cole, seconded by Chad Overman, the board voted 5-0 to approve Jerry Sharp's contract to begin, retroactively, August 17, 2022.

OTHER

1. Superintendent Grooms reported the district enrollment to be 1936 on 10/20/2022

ADJOURNED



Judy McClain, Vice President



Gary Cole, Secretary

RESOLUTION OF THE POCAHONTAS SCHOOL DISTRICT BOARD OF DIRECTORS
TO APPROVE SALARY INCREASES FOR THE 2021-2022 SCHOOL YEAR
AS REQUIRED BY ACT 1120 OF 2013

WHEREAS, the Pocahontas School District Board of Directors (Board) met in a regular, open, and properly-called meeting on October 24, 2022 in Pocahontas, Arkansas;

WHEREAS, five-(5) members were present, a quorum was declared by the chair;

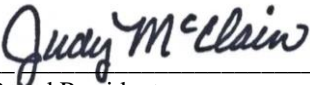
WHEREAS, the Pocahontas School District has, pursuant to Ark. Code Ann. § 6-13-635, reviewed all salary increases of five percent (5%) or more from the 2020-2021 school year to the 2021-2022 school year; and

WHEREAS, the Pocahontas School District has previously approved all salary increases at scheduled board meetings prior to said increases; and

WHEREAS, the Pocahontas School Board has reviewed the reasons listed below'

- Moved to a new position and in some cases additional contracted days
- Moved to an advanced educational/certification placement on the salary schedule
- Moved from substitute to full-time employee
- Pay for sick leave upon retirement
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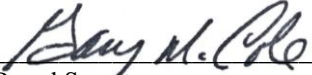
NOW THEREFORE, upon due consideration and deliberation, and having reviewed the reasons above, the Pocahontas School Board approved this resolution to approve all salary increases of five percent (5%) or more that occurred during the 2021-2022 school year in compliance with Act 1120 of 2013 (A.C.A. § 6-13-635).



Board President

10/24/2022

Date



Board Secretary

10/24/2022

Date

RESOLUTION OF POCAHONTAS SCHOOL DISTRICT BOARD OF DIRECTORS

At the regular meeting of the Board of Directors of Pocahontas School District held at 6:00 p.m. on October 24, 2022, at the board's regular meeting location, the board discussed providing additional compensation for the Retention of Employees Related to COVID-19 for Licensed and Classified Staff during the 2022-2023 school year and for Recruitment for the 2023-2024 school year.

Whereas, due to the COVID-19 pandemic, Pocahontas School District had increased retirements and resignations from certified and classified staff. Several former staff members have cited that added stress, health concerns, and increased workload they experienced during the 2020-2021 and 2021-2022 school years due to the COVID-19 pandemic as their reasons for retiring or resigning. The District has worked diligently to increase pay for certified and classified staff members. That said, there is still a need for additional incentives to retain high-quality staff.

Whereas, per guidance from both the U.S. Department of Education and the Arkansas Department of Education, ARP ESSER funds may be used for retention and recruitment payments to public school employees to address staffing challenges that have increased as a result of the COVID pandemic.

After full discussion, the following resolution was unanimously approved:

Additional Compensation for Certified and Classified Employees

The Pocahontas School District will use ARP ESSER III funds to meet the ALC recommendation and provide additional compensation to all currently contracted licensed and classified staff to retain employment with Pocahontas School District for the 2022-2023 school year, subject to the following provisions:

(A) 2022-2023 Certified Staff: Certified staff currently working in the Pocahontas School District for the 2022-2023 school year will receive additional compensation of **\$6,000.00**. Two compensation checks will be issued to contracted employees. This amount will be paid to all certified staff members, including teachers, administrators, and Instructional facilitators. All additional compensation is subject to state and federal taxes and payroll deductions. There will be no prorated bonuses for partial-year employees.

Payment #1 – December 20, 2022: The first payment (\$3,000.00) will be paid on December 20, 2022. To receive this payment, the employee must be on contract on December 10, 2022. Staff resignations and terminations with an effective date before December 10, 2022, are not eligible.

Payment #2 – June 20, 2023: The second payment (\$3,000.00) will be paid on June 20, 2023. To receive this payment, the employee must sign and return their 2023-2024 contract to the personnel director by June 10, 2023. Staff resignations and terminations with an effective date before June 10, 2023, are not eligible.

(B) 2022-2023 Classified Employees: Classified staff currently working in the Pocahontas School District for the 2022-2023 school year will receive additional compensation of **\$4,000.00**. Two compensation checks will be issued to all classified staff, including paraprofessionals, bus drivers, maintenance, cafeteria workers, custodians, and technology staff, subject to the conditions below. There will be no prorated bonuses for partial-year employees. All additional compensation is subject to state and federal taxes and payroll deductions.

Payment #1 –December 20, 2022: The first payment (\$2,000.00) will be paid on December 20, 2022. To receive this payment, each employee must be on contract on December 10, 2022. Staff resignations and terminations with an effective date before December 10, 2022, are not eligible.

Payment #2 – June 20, 2023: The second payment (\$2,000.00) will be paid on June 20, 2023. To receive this payment, the employee must sign and return their 2023-2024 contract to the personnel director by June 10, 2023. Staff resignations and terminations with an effective date before June 10, 2023, are not eligible

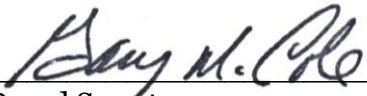
Now, therefore, due to the specific reasons cited above, be it resolved that the Pocahontas School Board hereby approves providing additional compensation to currently contracted staff in the amounts listed above during the 2022-2023 school year to retain their employment with Pocahontas School District.

Dated this October 24, 2022.

ATTEST:



Board President



Board Secretary

NEW BUS BID

BIDDING TO: Pocahontas School District
FROM: Central States Bus Sales, Inc.
QUANTITY: One (1)

2023 BLUE BIRD 89 PASSENGER ALL AMERICAN

CHASSIS SPECIFICATIONS

232" Wheel base
50,000 PSI Frame Rails
Cummins B 6.7 Diesel
Powered Engine – 260 H.P.
Engine Block Heater
Foxed Position Radiator with Silicone Hoses
Air Intake Heater
Engine Alarm System-Low Oil
Pressure/High Temperature
Heated Fuel Water Separator
Heavy Duty Dry Type Air Cleaner
Electro-Magnetic Fan Clutch
Single Aluminized Exhaust System
14,600 lb. Hendrickson Front Axle
21,000 lb. Meritor Rear Axle
14,600 lb. Hendrickson "Softek" Front Springs
21,000 lb. Rear 1-Stage Suspension
Air Brakes with Bendix Air Dryer
Anti-Lock Brake System
Heavy Duty Allison PTS 3000 Series Automatic
Transmission with Synthetic Fluid
280 Amp Leece Neville Brushless Alternator
Three 12V Batteries 2100 cca
Quick-View Instrument Cluster
Full Instrumentation-Tachometer,
Fuel, Oil, Temp. And Voltmeter
Tripmeter, Engine Hour Meter
In Dash Digital Clock
Ross TAS-55 Power Steering
Column Dimmer Switch
Cruise Control
Fast Idle Switch
Fiberglass Tilt Hood
Halogen Headlights
Automatic Daytime Running Lights
Dual Electric Horns
1/4 in. Heavy Duty 12" Tall Front Bumper
Rear Tow Hooks
100 Gallon Fuel Tank with Barrier
Mounted Behind Rear Axle between Frame Rails
Locking Fuel Tank Door
Sender Inspection Plate
22.5" x 8.25" Hub Piloted Disc Wheels
Oil Lubed Front Hubs
Tilt & Telescoping Steering Column
11R22.5 16 Ply Tires
Highway Tread Front & Rear
Tailpipe Exiting Under Rear Bumper
Front & Rear Mud Flaps
Front & Rear Rubber Fenders
Fog Lights

BODY SPECIFICATIONS

BLUE BIRD BODY MODEL T3FE4004
D.O.T. Approved Fully Padded High Back Seats and Barriers
Heavy Duty Brown Upholstery
Header Pads above Entrance and Emergency Doors
National Air Ride Cloth 6-Way Driver's Seat with Orange
Shoulder Harness and Armrest
8 Light LED Warning System
Air Operated Automatic Stop Arm
2 Piece Curved Tinted Windshield
77" Headroom & 12" Split Sash Windows
Electric Intermittent Windshield Wipers
Rub Rails including Snow Rails and
Extended Seat Rails
Aluminized Inner Side Panel
Full Fiberglass Body Insulation
6" x 30" Inside Padded Rearview
Mirror with Visor
9" x 17" Split View Rearview Mirrors
Dual Rosco Hawkeye Cross view Mirrors
Heated Rearview Mirrors
Air Powered Outward Opening Entrance Door with
Three Step Step well and Key Lock
Rear Emergency Door Window
Emergency Door Retainer
Enclosed Battery Compartment with Sliding Tray
Four (4) Large Heaters:
90,000 BTU Left Front
12,000 Driver's
80,000 BTU Mid-ship
80,000 BTU Rear
Two (2) 6" Defroster Fans
Two (2) Transpec Roof Vent/Hatches
Two (2) Emergency Exit Windows on Each
Side of Bus
Body Solenoid Switch
Air Powered Crossing Control Arm with Latch
Strobe Light
All Required Emergency Equipment
5/8" Marine Grade Plywood Floor
3M Diamond Grade Reflective Package
Side Directional Lights
Aluminum Aisle Trim
Acoustic Headliner Driver's & First Sections
Accessory Power Outlet
Black Rubber Floor Covering
Backing Safety Horn
Driver's Dome Light
Dual Row Dome Lights
Child Check System
White Roof
Two (2) Double Luggage Compartments
Vandal Lock Rear Emergency Door
AM/FM Radio with MP3, USB, PA & 8 Speakers
Tinted Windows
Camera System
LED Light System
All Required Lettering

PURCHASE PRICE F.O.B. POCAHONTAS, AR \$ 149,990.00 EACH

PLEASE NOTE: This unit will be available for delivery within 240 - 270 days from receipt of p.o.