

**Minutes of Regular Meeting of the El Dorado School Board
September 14, 2020**

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 Renee Skinner presiding. Other directors present were Kenneth Clemons, Vicky Dobson, Wayne Gibson, Keith Smith, and Todd Whatley. Director Susan Turbeville was absent. Also attending was Supt. Jim Tucker, Melissa Powell, Michelle Henry, Katie Sandifer, Shelley Pruitt, and Lou Ann Voris.

Prior to the board meeting, Kimberly Newman gave a tour of the new food trailer purchased by the Child Nutrition Department.

Mrs. Skinner recognized Shaneil Yarbrough, presented her with a plaque from the board and stated the board's appreciation for her service to the district students and staff when she served on the board from

Mrs. Skinner asked if there were any corrections or additions to the minutes of the meeting held August 10. On a motion by Wayne Gibson, seconded by Vicky Dobson, and carried on a 6-0 vote, the minutes were approved.

The board reviewed the monthly bills with Shelley Pruitt. After some discussion and on a motion by Todd Whatley, 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

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 14, 2020 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 2018-2019 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 2019-2020 school year.

After a time of discussion and on a motion by Susan Turbeville, seconded by Vicky Dobson, and carried on a 6-0 vote at 6:08 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. A copy of the spreadsheet and resolution will be on file in the personnel office at the administration office.

Wayne Gibson introduced Demyah Charles, Student of the Month for April from Barton Jr. High School. Demyah is the daughter of Patricia Andrews and at the time of this honor, in the eighth grade. Teachers nominating her stated she is a role model to others. She is always kind, no matter what life throws her way. Demyah is such a sweet young lady who greets teachers throughout the day with a smile and kind words. Being polite is just part of who she is and how she treats others. She actively participates in class and does a nice job on her work. We can always count on her to do the right thing whether we are watching or not. She is an all-around great student. She is absolutely amazing!

Her principal, Mark Smith wrote: Demyah shares her kindness and her smile in such a way that Barton seems brighter because of her. We recognized qualities in her while she was in the seventh grade that showed that she was someone that could lead a group of students. She continued to exhibit those qualities as she moved into the eighth grade and fortunately she chose to lead the students to be positive, hard-working, and caring young people. Demyah sets a good example for other students and we are proud to be able to recognize her as the Student of the Month. Mr. Gibson presented her with a certificate from the board.

Student of the Month for May from El Dorado High School Kasey Dumas. Those nominating her and her principal said Kasey is a very deserving recipient of this honor. She is the daughter of Jamie and Lisa Dumas, a junior at the time and now a senior, and maintained a 4.14 GPA while taking three AP classes and one pre-AP class last year. One of her teacher said Kasey continues to “complete excellent and timely work through AMI and distance learning! She has a perpetually positive attitude and a kind spirit.”

Kasey is very involved in school activities. She is now a four-year member of the Student Council, a member of Beta Club, Photography Club, Steering Committee and member of the National Honor Society. She is quiet but friendly and kind to all. Kasey takes care of her business without getting into other people’s business! Another teacher describes her as “encouraging, thoughtful, and a joy to be around.” Kasey is an awesome representative of El Dorado High School and an all-around awesome young lady! El Dorado High School staff and students are thrilled that Kasey Dumas was chosen Student of the Month for May! Mr. Gibson presented her with a certificate from the board.

Rylee Bass from El Dorado High School is the Student of the Month for September. Mrs. Hill said that Rylee is an outstanding young lady. I’ve known her since she was an office worker at Barton and is now an office worker at E.H.S. and she is a very efficient worker. She is intrinsically motivated to do her best in her classes, her activities, and her responsibilities.

Rylee is a senior, the daughter of Laurie Ball and Scooter Bass and the little sister of West Miller, an E.H.S. graduate. She has a 3.8 GPA and is a member of Student Council, Steering Committee, Beta Club and National Honor Society. Rylee plans to attend Baylor University, major in PreMed and become a fetal surgeon.

She was nominated by several of her teachers and this is what Mrs. Antoon said: Rylee brings joy to every room she enters. Our school is blessed to have her! Mrs. Jennings said: Rylee Bass is one of the sweetest young ladies you could ever meet. Despite her personal struggles, she maintains her high G.P.A. with a full A. P. course load while volunteering her time at SAAC (pre-pandemic) and generously supporting the protection of the sea turtles. Rylee always has a smile and is willing to help those in need. She has the perfect disposition to handle her future goal of becoming a fetal surgeon. I am very proud of her for not only being chosen Student of the Month but also for being an amazing human being. El Dorado High School is proud of Rylee and pleased that she was selected for Student of the Month. Mr. Gibson presented her with a certificate from the board.

Diana Carden from El Dorado High School was chosen Classified Employee for the month of May. She was unable to attend the board meeting.

Classified Employee for the Month of September is Becky Haynes. Ms. Haynes began her career in the Child Nutrition Department in February 1997. Fellow co-workers and

her principal, Mrs. Sherry Hill said: She runs her cafeteria efficiently while also creating a fun atmosphere. Ms. Becky encourages a lot of school spirit and her staff joins right in. The E. H. S. cafeteria offers a wide variety of food choices to over 1,000 students daily. She acclimated very quickly from running three lunch shifts to four, due to Covid guidelines necessitating the change.

Ms. Becky shows interest in the kids as they come through the line and makes the cafeteria feel like a very caring place. Another co-worker noted Becky's positive attitude creates an environment that make everyone want to come to work. She always smiles and works with staff and students in a cheerful manner. Mrs. Hill and staff noted that Becky Haynes is an employee that El Dorado High School is proud to have represent us! Mr. Gibson presented her with a certificate from the board.

Teacher of the Month for April from Barton Jr. High School is Tammy McCloy. Mrs. McCloy received her Bachelor of Science degree in elementary education from Southern Arkansas University. She also has twelve additional graduate hours and is certified as a Pre-AP teacher. She teaches Pre-AP eighth grade science and this begins her twenty-third year of teaching in our district.

Co-workers nominating Mrs. McCloy stated she bring so much to the Barton staff. She is always willing to help other teachers, whether they are in her department or not. She is working hard to get her department to be at rue Professional Learning Community. Tammy works closely with her science department and supports her team. She also mentors several first and second year teachers and works collaboratively with other mentors. She has a heart of gold. She shows up early for her students and works with students to prepare them for her class and future science classes. Mrs. McCloy is such an amazing teacher who always has a positive outlook. She is willing to help other teachers when they are struggling or have a quick question.

Her principal, Mark Smith wrote: Barton is very fortunate to have Tammy McCloy. She cares for her students with such a powerful love. She is often the first teacher to arrive in the morning so she can tutor her students. When there is a need on campus, Mrs. McCloy is among the first to try to take care of the need. She cares for her co-workers with the same love that she shows her students. When a teacher needs a smile to make a tough day brighter, Mrs. McCloy has an endless supply. On top of all of that, she knows her content well and continues to learn new ways to share her knowledge with her students. She is a true professional and a true friend. Barton staff and students is proud that Tammy McCloy was chosen Teacher of the Month. Mr. Gibson presented her with a certificate from the board.

Mr. Gibson said Jackie Phillips was chosen Teacher of the Month for May. Mrs. Phillips received her Bachelor of Science degree in business education with a computer tech and vocational endorsement; marketing tech; business technology; career preparation endorsement; computer science and workplace readiness plus she received her Master's degree in 2009. She began her career in the district in August 1994 and currently teaches career technical education (C.T.E.) and computerized accounting.

Mrs. Sherry Hill and fellow co-workers said: Mrs. Phillips works hard for her students and is very involved in helping the C.T.E. department grow and expand the career and technical courses for student that are offered at the high school. She has taken a leadership role in the department in regard to the programs of study and the requisitions. Jackie is in charge of the Wildcat Café and does a great job with the student workers. She is also a senior class sponsor and spends lots of time working on homecoming and all senior activities. A fellow co-worker said, "Jackie goes above and beyond! She will do anything and everything to make your job easier!" Staff and students are excited that Mrs. Jackie Phillips was chosen Teacher of the Month for May. Mr. Gibson presented her with a certificate from the board.

For the month of September, Teacher of the Month is Kris Borosvskis. Mr. Gibson said Coach Borosvskis received his Bachelor of Science degree in physical education and wellness from Louisiana Tech University and his Master's degree in sports

administration from Arkansas State University. Coach Borosvskis began his career in our district in July 2006.

Mrs. Hill and staff said: Coach Kris Borosvskis is the high school's football offensive coordinator and has taken charge of the strength and conditioning program for football and all sports whose coaches do not teach on campus. That means he works with the coaches to design a strength and conditioning plan to benefit the students in each specific sport and then he leads them through the plan each day in the weight room.

The weight room is a vibrant space full of light, energy and the sounds of athletes getting stronger. And it is a place where Coach Borosvskis; over-the-top personality has room to explode! The students really buy into what he is doing with the strength and conditioning program.

Coach Koonce said: Coach Borosvskis brings a ton of effort and energy to each strength and conditioning class. He has high standards and an infectious passion for athletes that are on teams that he doesn't even coach. Head football coach, Steven Jones said: El Dorado is very fortunate to have Kris Borosvskis working in our district. Kris is a hard worker, passionate about what he does, and cares so much for our student athletes. E.H.S. students and staff are proud that Coach Kris Borosvskis was chosen Teacher of the Month. Mr. Gibson presented him with a certificate from the board.

Sylvia Thompson brought the board an update on the El Dorado Promise. She reminded the audience the El Dorado Promise was announced in January 2007 with a \$50 million gift from the Murphy Oil Corporation. The program was started to give students in the El Dorado district, regardless of their economic status, the chance to pursue a college degree without financial hardship. Even though Murphy Oil Corporation has moved its headquarters to Houston, Texas, the Promise will continue, Mrs. Thompson said.

The eligibility is based on the length of attendance. Full scholarship benefits for the 2020 – 2021 student allotment are \$9,885.00, which is based on the tuition of the most expensive public state college and currently that is Arkansas Tech University. She showed charts of where students are attending, such as: in-state 81% vs out-of-state 19%; 94% public institutions vs 6% private institutions, and 80% attend a 4-year school vs 20% attending a 2-year school. Percentages of El Dorado High School students attending the Arkansas top five public universities are: Southern Arkansas University @ Magnolia – 19%; South Arkansas Community College – 18%; University of Arkansas @ Fayetteville – 14%; University of Central Arkansas – 10%, and Henderson State University – 4%. Mrs. Thompson added that Promise scholars have attended 147 different colleges and universities in 39 different states; graduated from 44 different out-of-state colleges; graduated from almost all of the four-year state colleges and many of the privates, and Promise scholars are currently attending 66 different colleges.

Mrs. Thompson explained during the 2019 – 2020 school year the Promise outreach speaking engagements, interviews and/or events within the district were: a Kinderbash and Promise event on the first day of school; FAFSA workshops; Senior parent presentations; information for parents and students during the E.H.S. Open House and Parent/Teacher Conferences; American Education Week events at Retta Brown and Yocum Elementary Schools; she spoke with the Chamber of Commerce ULead Class, Rotary and Civitan Clubs; Paying It Forward – where former E.H.S. students return to visit with current students about furthering their education through the Promise, and director interviews on the El Dorado School District podcast and local radio programs.

For additional outreach, she noted on July 8, 2020 she did a college Promise webinar presentation. In November 2019 Mrs. Thompson attended and presented at the 2019 PromiseNet Conference at the University of California at Berkeley. She reminded the audience that a group of donors in Kalamazoo, Michigan pledged the first Promise scholarship program, known as the Kalamazoo Promise, and El Dorado followed their example as the second in the nation to send their students to college – tuition free. She is also on the planning committee for PromiseNet 2021 Conference.

Since Murphy Oil Corporation moved, her office assumed the following Murphy Education Program award duties: Murphy ACT and SAT awards; Murphy AP student and teacher awards; Murphy Scholar award – National Merit Scholars; First Grade awards – remaining portion for 2020 graduates; the El Dorado Education Foundation will award the academic letter jackets; First Grade, Fourth Grade, Sixth Grade and Eighth grade benchmark tests awards will not be given as those tests were cancelled in the spring of 2020, and going forward, Murphy Oil will continue to award only the remaining portion of the First Grade award until the first grade class of 2018 – 2019 graduates. Mrs. Thompson also noted that she is proud of the former graduates that have used their Promise scholarship to further their education and have returned to teach in the El Dorado district and those returning home as college graduates to work in El Dorado.

School Improvement Plans, from each district school, were given to board members prior to the meeting. Mr. Tucker asked if they had any questions after reading each school's plan. He also noted, if they do have questions there are principals or representatives from each school available to answer their questions. No directors had questions but several thanked the principals for their work on their school's plans. On a motion by Wayne Gibson, seconded by Keith Smith and carried on a 6-0 vote, it was

RESOLVED, That the board hereby approves the School Improvement Plans for each district school.

Mr. Tucker stated he received Petition for Transfer Requests forms from parents for one student to transfer to Junction City, five Junction City students to transfer to El Dorado, and one Parkers Chapel student to transfer to El Dorado. Mr. Tucker recommended the legal transfers. On a motion by Todd Whatley, seconded by Kenneth Clemons and carried on a 6-0 vote, it was

RESOLVED, That the board hereby approves the Petition for Transfer Requests as presented by the superintendent.

Mrs. Skinner said the Arkansas School Boards Association's annual Region 13 Meeting will be on Thursday, October 22 from 5:30 – 7:30 p.m. and will be held virtually through Zoom. Also, the A.S.B.A. Annual Conference will be December 9 – 11, 2020 and the A.S.B.A. School Law Seminar will be held February 9, 2021, more information on the last two meetings is forthcoming.

The meeting adjourned to an executive session to discuss personnel matters, then reconvened to an open meeting. On a motion by Vicky Dobson, seconded by Todd Whatley, and carried on a 6-0 vote, it was

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

Mr. Tucker recommended the termination of a classified employee effective March 31, 2020. On a motion by Wayne Gibson, seconded by Vicky Dobson and carried on a 6-0 vote at 7:26 p.m., it was

RESOLVED, That the board hereby approves the termination of classified employee, Zakeisha Washington as recommended by the superintendent.

There being no further business the meeting was adjourned.