



LITTLE ROCK SCHOOL DISTRICT
810 WEST MARKHAM STREET
LITTLE ROCK, ARKANSAS 72201

MINUTES
SPECIAL BOARD MEETING
July 11, 2013

The Board of Directors of the Little Rock School District held a special board meeting on Thursday, July 11, 2013, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Dianne Curry presided.

MEMBERS PRESENT:

Dianne Curry
Greg Adams
Norma Johnson
Tommy Branch
Jody Carreiro
Leslie Fisker
Michael Nellums

MEMBERS ABSENT:

None

ALSO PRESENT:

Beverly Griffin, Recorder of Minutes

I. CALL TO ORDER / ROLL CALL

Ms. Curry called the meeting to order at 6:11 p.m. Five members of the board were present at roll call; Mr. Branch and Dr. Nellums were absent.

II. PURPOSE OF THE MEETING

The meeting was called for the purpose of conducting two employee hearings.

III. CLOSED SESSION HEARINGS:

The board convened an executive session for the purpose of conducting closed employee hearings. Michael Coleman with the Little Rock Education Association represented both parties. Khayyam Eddings represented the district.

Employee 1 - FS, a LRSD security officer, requested the hearing in grieving his failure to secure a supervisory position at McClellan High School. He did not receive a promotion he applied for, and it was his belief the promotion policy was not followed. It was his position that employees were not given due consideration for seniority, job performance or attendance.

The district's position was stated by Khayyam Eddings. The selection process and the established guidelines for promoting current employees were followed. Written documentation was provided for the board's review.

Employee 1 – FS was not selected from the candidates interviewed. He testified to his 26 years of service with the district, and reviewed his responsibilities including supervision of the arrival and departure of school buses and general campus safety. He believed he had the skills required by the job vacancy posting.

Jackie Fells, a security supervisor at Central High since 1997, who was the employee's supervisor and evaluator while he was assigned to Central, was called as a witness. He stated Employee 1 – FS had filled in as a supervisor when Mr. Fells was absent. He testified to his belief that Employee 1 had the skills and knowledge to be a security supervisor.

The board convened for deliberations and reported no action was taken. When the board returned there was a brief discussion regarding additional time for information gathering. No action was taken on that topic.

Mr. Adams made a motion to deny the grievance. Ms. Fisker seconded the motion and it **carried 3-2**. On a roll call vote, Ms. Curry and Ms. Johnson voted no; Mr. Adams, Mr. Carreiro and Ms. Fisker voted yes.

Employee 2 – JN, a security officer, was recommended for termination by Bale Elementary School principal, Erika McCarroll. Ms. McCarroll was called to review the evidence and present her concerns and reasons for the recommendation.

Bobby Jones was called as a witness for the district. He reviewed the previous work assignments of Employee 2 – JN, and described several instances of questionable work habits including sleeping on the job, poor hygiene, and poor judgment when supervising students on the campus.

Employee 2 - JN spoke on his own behalf, discussing his 15 years of various assignments in the LRSD. The assignment at Bale was his first ever at the elementary level. He felt overwhelmed at times being responsible for supervising up to 5 classes of students at a time between the cafeteria and the playground. He responded to allegations reported by Ms. McCarroll and Mr. Jones, and stated he had experienced no work-related problems when he worked at McClellan.

The board convened for deliberations at 10:30 p.m. They returned and reported no action had been taken in closed session.

Mr. Carreiro made a motion to support the administration on all counts with the exception of item #5 in the administration's termination recommendation. Mr. Adams seconded the motion, and it **carried 4-0**.

Mr. Carreiro made a second motion to uphold the administration's recommendation for termination. Mr. Adams seconded the motion, and it **carried unanimously**.

ADJOURNMENT

There being no further business before the board, the meeting adjourned at 10:52 p.m.

APPROVED: 07-25-13

Originals Signed by:
Dianne Curry, President
Norma J. Johnson, Secretary