



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

**MINUTES
SPECIAL BOARD MEETING
October 11, 2012**

The Board of Directors of the Little Rock School District held a special meeting on Thursday, October 11, 2012, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Jody Carreiro presided.

Prior to the call to order, Dianne Curry was sworn in as the Zone 7 representative to the LRSD board.

On Friday, October 4, 2012, Leslie Fiskens was sworn in as the Zone 3 representative, and Michael Peterson was sworn in as the Zone 6 representative to the Board. Judge Leon Johnson presided in all ceremonies.

MEMBERS PRESENT:

Jody Carreiro
Michael Nellums
Greg Adams
Dianne Curry
Leslie Fiskens
Norma Johnson
Michael Peterson

MEMBERS ABSENT:

None

ALSO PRESENT:

Morris Holmes, Superintendent of Schools
Beverly Griffin, Recorder of Minutes

I. CALL TO ORDER / ROLL CALL

Mr. Carreiro called the meeting to order at 6:26 p.m. All members of the board were present at roll call.

II. PURPOSE OF THE MEETING

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

III. ACTION AGENDA

A. Hearing 1 – VT

Employee #1 was recommended for termination based on a violation of the LRSD drug testing policy. He had been through the Level 2 grievance hearing, where the recommendation for termination was upheld. He requested the appeal before the Board, asking for reconsideration of the termination.

Khayyam Eddings presented the district's summary, including background information on the board policy which allows random screening of all employees who drive district owned and operated vehicles and machinery. Employee #1 submitted to the random screen, and tested positive for marijuana and cocaine.

Employee #1 asked the board to allow him a second chance. He admitted he had made a mistake, and had made bad decisions. He requested an opportunity to remain employed by the district.

The board convened briefly in executive session, and returned to report no action had been taken.

Ms. Johnson made a motion to support the district's recommendation based on findings of the drug screen's positive reading. Mr. Peterson seconded the motion, and it **carried unanimously**.

Ms. Fisken made a motion to uphold the superintendent's recommendation for termination. Ms. Curry seconded the motion, and it **carried unanimously**.

B. Hearing 2 – WR

Employee #2 was recommended for termination based on the results of a random drug screen. On July 23, 2012, he tested positive for marijuana / THC. He also had another drug in his system, but it was determined it was a legally prescribed narcotic, so that factor played no role in the recommendation for termination. A Level 2 grievance hearing was held on September 6, 2012, where the superintendent's recommendation was upheld.

Employee #2 appealed to the board for reconsideration and leniency. He stated he had always performed his job to the best of his ability, and he admitted he made a mistake by smoking marijuana.

The board convened a brief session for deliberation, and returned to report no action was taken.

Ms. Fisken made a motion finding the district had proven Employee #2's positive test for marijuana use. Dr. Nellums seconded the motion and it **carried unanimously**.

Mr. Adams moved to uphold the superintendent's recommendation for termination; Ms. Fisken seconded the motion, and it **carried unanimously**.

ADJOURNMENT

There being no further business before the board, meeting adjourned at 7:31 p.m.

APPROVED: 10-25-12

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