



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

**MINUTES
REGULAR BOARD MEETING
May 29, 2014**

The Board of Directors of the Little Rock School District held their regular meeting at 5:30 p.m. on Thursday, May 29, 2014, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Greg Adams presided.

MEMBERS PRESENT:

Greg Adams
Norma Johnson
C. E. McAdoo
Dianne Curry
Tara Shephard
Ms. Fisken
Mr. Carreiro

MEMBERS ABSENT:

None

ALSO PRESENT:

Dexter Suggs, Superintendent of Schools
Lisa Muldrew, Recorder of the Minutes

I. CALL TO ORDER / ROLL CALL

Mr. Adams called the meeting to order at 5:31 p.m. Four members of the board were present at roll call. Ms. Curry, Ms. Fisken and Mr. Carreiro arrived after roll call. The teacher ex-officio, Vanessa Hendrix, from M. L. King Elementary School, and the student representative, Amber Watson, from J. A. Fair High School, were also present.

The student ex officio was asked to read the Cultural Imperatives of the LRSD. The teacher ex officio read the Board Goals.

II. REPORTS/RECOGNITIONS/PUBLIC COMMENTS

A. Citations and Commendations

At the agenda meeting, Pamela Smith welcomed the audience and introduced Danny Fletcher for remarks regarding this year's *Artistry in the Rock*. He notified the audience that students in the Mabelvale Middle School Choir had been invited to perform at Carnegie Hall next year.

Citations were presented to:

- Students who participated in *Artistry in the Rock* for placing in the art contests.
- Participants in the *Ralph Vines Public Speaking* competition.
- Deborah Rookie from Parkview and Chandler Smith from Central for perfect scores of 36 on the *ACT*.
- Anirudh Pidugu for competing in the *Genius Olympiad*.
- Derryana Armstrong, McClellan student, for being named a *Gates Millennium Scholar*.
- Nancy Rousseau for being named the *Arkansas Scholastic Press Association Administrator of the Year*
- Students from the *Central and Parkview Track Teams*.
- Students from Brady and Forest Park Elementary Schools for *Recycling / Green Awards from the US Green Building Counsel*
- Students from Jefferson and Roberts Elementary for participating in the *Arkansas Green Schools Challenge*.

B. Partners in Education

Debbie Milam was present at the agenda meeting to introduce new partnerships for the board's approval:

- **Baseline Elementary School**, represented by *Katina Ray*, in partnership with:
Arkansas Community Dispute Resolution Center, represented by *Angela Tolbert*
First Assembly of God, represented by *Tommy Covington and*
Harvest Fellowship Church, represented by *Betty Bennett*, PTA president
- **Cloverdale Middle School**, represented by *Dr. Angela Dallas* in partnership with:
Girls Scouts Diamonds of Arkansas, represented by *Dawn Prasifka, Lauren Dailey*
and *Katherine Dailey*.

Ms. Johnson moved to approve the partnerships. Ms. Shephard seconded the motion and it **carried unanimously**.

C. Remarks from Citizens

Michelle Lynch, Executive Director of the Arkansas State Teachers Association (ASTA), non-union teachers association, was present to announce two teachers from Chicot who received \$500 scholarships to be applied to their graduate work this summer.

Erika Ivy-Govia, teacher at Parkview Arts & Science Magnet School, expressed concern regarding the divisiveness on the board in reference to approving the custodial professional negotiated agreement. She expressed her concerns on how the custodial staff is treated in the schools and she asked the board to make a motion to approve the agreement tonight.

Diane Cartwright, parent volunteer and PTA member at Forest Heights Middle School, expressed concern regarding communication during the transition of FHMS to the FH STEM School. She believed the changes being made at the school were stressful for the students, including the changes being made to the playground. She stated there was a lack of communication between the administration, the committee, and the parents and students at the school, and she believed it was disruptive to the learning environment.

Ms. Cartwright continued when **Jon Cartwright** ceded his time to her. She continued discussing the conditions of the play area at the school, and noted students were given access to the field and track for recess and outdoor play time. She believes all parties should work harder at communicating with others.

Sharon Hawk deferred her time to speaker **Jeff Grimm**. Mr. Grimm, teacher at Henderson Middle School, addressed the board regarding implementing a school uniform policy at Henderson. It was his belief the uniforms would assist with student safety, would alleviate issues with bullying, and would level the learning field in the instructional arena. He believes many students who currently attend Forest Heights would be coming to Henderson next year, and implementation of a uniform policy would help to merge the two student populations and would eliminate problems that occur when students compete in the area of who does and doesn't have appropriate clothing.

D. Donations of Property

Amber Watson, student ex officio, read the list of recent donations to the district. Mr. Carreiro made a motion to accept the donations; Ms. Johnson seconded the motion and it **carried unanimously**. The donations are listed in the following chart:

DONATIONS

SCHOOL	ITEM DONATED	DONOR
Bale Elementary	\$550 cash for all day bounce & play	Bale Chevrolet
	\$350 cash for the sports banquet	Dr. Derek Lewis
Fair Park Early Childhood Center	\$50 cash for unpaid student lunches	Girl Scout Troop 6778
Gibbs Magnet Elementary	Various cash donations for Passini walking track - \$100.00	Mr. & Mrs. Aaron Lubin

SCHOOL	ITEM DONATED	DONOR
Gibbs Magnet Elementary	Various cash donations for Passini walking track - \$25.00 - \$50.00 - \$25.00 - \$70.00 - \$20.00 - \$60.00 - \$25.00 - \$50.00 -\$100.00 - \$50.00 - \$70.00 - \$25.00 - \$100.00 - \$25.00 - \$25.00 - \$50.00 - \$35.00 - \$50.00 - \$30.00 - \$25.00 - \$25.00 - \$25.00 - \$100.00 - \$25.00 - \$50.00 - \$50.00 - \$25.00 - \$25.00 - \$25.00 - \$25.00 - \$100.00 - \$25.00 - \$50.00 - \$50.00 - \$100.00 - \$15.00 - \$25.00 - \$50.00 - \$25.00 - \$25.00 - \$50.00 - \$40.00 - \$50.00 - \$25.00 - \$100.00 - \$25.00 - \$70.00 - \$50.00	Mrs. Ann Storthz Mr. & Mrs. Archie Beggs Ms. Brenda Scisson Mr. & Mrs. Charles Alman Ms. Claudia Beverly Mr. & Mrs. David Miller Mr. Donald Steely Dr. Felicia Hobbs Ms. Francis Mizell Mr. & Mrs. Fred Hunt Mr. Frederick Oswald Ms. Geraldine Rayford Mr. & Mrs. Gus Vratsinas Mr. & Mrs. James Hoffman Mr. & Mrs. James McHaney Mr. James Morse Mr. James Moseley, Jr. Mr. James Summerlin Mr. & Mrs. Jay Gadberry Ms. Jeanne McDaniel Mr. Jerry Hyde Dr. & Mrs. Jerry Jacobson Mr. Jessie Mason & Dr. Gail Reed Jones Mr. Jim Limberg Mr. & Mrs. Jim Owens Ms. Joan Neikirk Mr. & Mrs. John Parker Mr. John Selig Mr. & Mrs. John Youngblood Mrs. JoJo Lusk Dr. Josh Epstein & Mrs. Anna Marks Ms. Joyce Gunnels Ms. L. Diane Hilburn Ms. Lynne Matthews Ms. M. Tribble Moseley Mr. & Mrs. Mark Fleischner Mr. & Mrs. Martin Thoma Mr. & Mrs. Michael Rebick Ms. Phyllis Storthz Dr. & Mrs. Richard Bronfman Mr. Richard Buring Mr. & Mrs. Rick Campbell Mr. Robert Lapin Mr. & Mrs. Ronald Bank Mr. Sam Stortz & Dr. Suzanne Klimberg Ms. Sarah Spencer Mr. & Mrs. Spence Churchill

SCHOOL	ITEM DONATED	DONOR
Gibbs Magnet Elementary	Various cash donations for Passini walking track - \$25.00 - \$50.00 - \$50.00 - \$100.00 - \$50.00	Dr. Stuard Fleishner Mr. & Mrs. Ted Snider Mr. & Mrs. W. C. Goolsby Mr. & Mrs. Walter Nunnerly Mr. Williams Jeffs
Henderson Middle School	Cash donations for the sixth grade field trip - \$200.00 - \$200.00	Dr. George Konis Zante, LLC
Mann Magnet Middle School	\$300.00 for snacks during ACTAAP testing	Arvest Bank
Pulaski Heights Middle School	Various band equipment (trombone, case, saxophone stand, music stand, and merit certificate papers valued at \$128.00) Various plants valued at \$244.77 \$20.00 cash to the Science Olympiad Program	Danette Baler Haley The Good Earth Garden Center Elizabeth Maris
Romine Elementary	\$100.00 cash to assist with Field Day at Playtime Pizza	Mr. Nathaniel Todd
Fine Arts Department	\$500.00 discount for two-week session and \$750.00 discount for three-week session at Wildwood Academy for Music and Arts. Two tickets to May 2 nd Wine and Food Festival (valued at \$150.00) and October 9 th James Cotton concert	Wildwood Park for the Performing Arts
Hamilton Learning Academy	\$50.00 gift card for school uniforms	Walmart
Health Services Dept.	Miscellaneous furniture and equipment valued at \$4,500	Mr. Leonal Kilgore

E. Little Rock PTA Council

Greta Freeman thanked the board and notified the audience she would be serving as the incoming PTA President. The LR PTA Council held their Annual Luncheon in May. They extended their appreciation to Mr. McAdoo for attending the luncheon and making a welcoming statement. Each second Tuesday the general PTA Council meetings are held in the schools; the first meeting in the fall is hosted by the Superintendent here in the Board Room.

F. Little Rock Education Association

Cathy Koehler made reference to the April 24th meeting where Dr. Suggs referred to employees as “Human Capital” and she noted a group of employees were present wearing black t-shirts that read “I am Human Capital.”

She addressed issues with the approval of the PN Agreement for custodial staff. She asked to show a video, and Mr. Adams expressed a preference not to show the video during the meeting. There was a great deal of discussion regarding whether or not to show the video.

Mr. McAdoo made motion to suspend the rules and vote on showing the video. Ms. Curry seconded the motion. Once notified that the projector wasn't working, Mr. McAdoo withdrew his motion and Ms. Curry withdrew the second.

Ms. Koehler continued a detailed listing of the information contained in the video, and stated copies would be given to each board member.

IV. REPORTS AND COMMUNICATIONS

A. Remarks from Board Members

Ms. Curry offered congratulations to graduating seniors and read a poem in memory of Maya Angelo. She also reported she had attended a Cloverdale Middle School graduation ceremony, and shared some of the quotes from the students.

Ms. Fisken congratulated all the graduating seniors in the LRSD and commended those who were awarded scholarships. She mentioned the end of the year celebrations in all schools across the district celebrating their hard work throughout the year.

Mr. McAdoo made a statement on the “joy” that parents felt at the graduations, and the emotions involved in a student graduating from high school. He also noted the challenges we face with student behavior. The LRSD serves all students, and we must work together to complete the challenges we have been given. He encouraged listeners to look at the district website for summer programs available to students in the LRSD.

Ms. Johnson spoke in support of the students and focusing on the needs of the students. She encouraged parents to be involved in their student's academics. It doesn't matter what school the child attends, each student has an opportunity to do their best and parents should encourage their child, the teachers, and administrators, and do the best they can to remain involved.

Mr. Carreiro congratulated the graduates, and also the teachers and administrators for a successful year. He had attended the City Year end-of-year celebration, and he thanked these volunteers for their service to our students. He encouraged others to share what they learn and try to give back. He expressed pride in his fellow board members, “even when we don’t agree they do share what we know and give back to the community.”

Ms. Shephard echoed other Board member comments and congratulated the graduating seniors. She reported being the keynote speaker at the Dodd Elementary School 5th grade graduation. She quoted a statement made by the Governor that being on the school board is the toughest of all elected positions. However, she felt the work done by the Board is well worth it when you watch students walk across the stage to receive their diploma. Their smiles make it all worthwhile.

Mr. Adams thanked the Board members who attended the graduation ceremonies last week. Addressing the audience, he asked everyone to remain engaged and to be patient. He referenced the discussion on the District’s facilities study with a reminder that those discussions will be on-going for quite a long time. It will take patience. He also referenced the comments regarding approval of the the custodial contract - - it will take time, and he encouraged listeners to not lose patience.

B. Legal Update

Mr. Heller reported there was still no response from the Attorney General’s Office on the question on the board policy governing Board voting procedures. In addition, he reported he had filed a motion to dismiss a lawsuit from the LREA concerning Reading Recovery teachers. We will know within a month or so regarding the Judge’s decision.

STUDENT PRESENTATION

At the Board’s request, Superintendent Suggs was asked to introduce a group of students who were present at the meeting.

J.A. Fair Football Team members addressed the board with concerns regarding the replacement of their Coach, Eric Redmond. J. A. Fair student Willie Wright served as the spokesman for the group with several team members expressing their hope that Coach Redmond could remain as the football coach at Fair. These students expressed belief in his commitment to the team, and stated he served as a role model. His strong faith in them contributed to their success as a team.

C. Update: Forest Heights STEM Academy and Geyer Springs Gifted and Talented Academy

Dr. Mitchell provided a progress report from the committees working on the planning for Geyer Springs and Forest Heights. The committee members have been focusing on curriculum design for each school, and ensuring equipment and supplies are ordered to fully develop the programs.

In addition, they have been processing employment applications, with 494 applications received for 37 positions at Geyer Springs and 1800 applications received for 75 positions at Forest Heights. The interview committee is scoring each of the applicants by use of a rubric.

Professional development will take place over the summer, and parent meetings have been held at each school. The uniforms have been showcased for the student and parent groups, and planning will continue over the summer.

Dr. Mitchell responded to a question from Ms. Johnson regarding work done at the other schools. Ms. Johnson expressed concern that planning for improvements at schools like Baseline isn't high on the priority list. She asked for more energy to be directed to the "struggling" schools.

Ms. Curry expressed concern with the uniforms and whether students will be required to wear a bow tie. She also asked if the Board could have a report on planning for the other schools identified as academically distressed.

Dr. Suggs responded to the questions from Ms. Johnson and Ms. Curry. On the topic of the dress code, the uniforms were adopted wholeheartedly by the committees, with only a handful of people since that time expressing concern. Regarding Ms. Johnson's concerns, he assured the Board that the administration would be putting forth much effort and energy to address the needs of the academically distressed schools across the District. Board members will receive additional information as it becomes available.

Ms. Shephard asked questions regarding the staffing and recommendations for hiring for Geyer Springs and Forest Heights. Dr. Mitchell stated an expectation of having recommendations to the Superintendent for approval by the first of June. He expected staff recommendations would be made by the June board meeting.

Ms. Shephard also asked about new teachers and their anticipated start date in July. Displaced teachers are being assigned through the process designated by the district's PN agreement. They will select a position according to the PNA guidelines. Every employee will have a job.

Mr. McAdoo asked if there was any transitional activity going on now at Forest Heights that would be disruptive to the student learning environment. Dr. Suggs responded, no.

Mr. Adams stated the importance of paying attention to things that are happening districtwide. The website and the Facebook page both provide a lot of information that shows the LRSD is moving forward and making progress in every school.

Dr. Whitehorn was asked to review activities, especially at Forest Heights, during the construction. Painting was stopped as it was disruptive to student classroom learning. Some of the work being done on the playground prevented students from having access to parts of the playground and the basketball court. Further construction in the building and on the grounds will take place when students are not present.

D. Facilities Review – Fanning Howey

At the agenda meeting Carl Baxmeyer and Troy Glover were present to provide a brief update. They discussed briefly the information to be provided more in depth at the worksession which is scheduled for May 27th.

The next steps were identified as receiving input from the community and the board and the preparation of a summary document for the board's review. Additional community meetings will be held at each of the high schools when options and recommendations are ready to be presented.

III. CONSENT ITEMS

Ms. Curry asked that the Personnel Changes be pulled from the consent agenda for additional discussion. With no other objections the consent agenda was approved by consensus.

A. Minutes

Minutes from meetings held on April 24, 2014 and May 15, 2014

B. Board Meeting Dates, 2014-15 School Year

By board policy, the second and fourth Thursday of each month are designated as regular meeting dates. There are few exceptions to the calendar for the 2014-2015 school year. The exceptions for the 2014-15 school year are in November, December, and March.

C. Internal Auditors Report

Mr. Becker's month report was included in the Board's agenda. No approval was required.

HUMAN RESOURCES

D. Personnel Changes

General personnel changes were printed in the Board's agenda. Ms. Curry wanted to ensure that changes in salaries for existing staff be noted in the board's agenda. She asked for any salary increases to be brought to the board's attention. Mr. Carreiro made a motion to approve the personnel changes. Ms. Fisken seconded the motion, and it **carried unanimously**.

IV. BOARD POLICY AND REGULATIONS REVIEW

A. First Reading: Policy Revision: JICD Anti-Bullying

Linda Young was present at the agenda meeting to review the revisions recommended. Mr. Carreiro moved to accept on first reading policy JICD. Ms. Curry seconded the motion and it **carried unanimously**.

B. Board Regulation: GBEB Staff Dress Code

At the agenda meeting Linda Young was present to respond to any questions board members might have regarding implementation of the dress code. Mr. McAdoo asked for the attorneys to review the dress code regulations.

Ms. Curry asked the administration to ensure there is alignment between the Board's policy and the regulation. She asked for clarification for the employees who are expected to wear uniforms.

At the board meeting, Mr. McAdoo asked Attorney Heller questions about the Board Dress Code Policy and whether the regulations are in line with the policy adopted by the Board. Ms. Curry had concerns regarding the input from all staff members on the school committees when determining appropriate dress. It was Mr. McAdoo's belief that there was remaining conflict between the policy and the regulations.

Mr. McAdoo made a motion to uphold the dress code as it exists. Ms. Curry seconded the motion. The dress code had been previously approved and was not on the agenda, therefore no action was taken. No action is required to approve administrative regulations. Mr. McAdoo withdrew his motion; Ms. Curry withdrew her second.

Ex officio teacher representative, Ms. Hendrix, spoke in support of the regulations, saying it makes sense to have regulations as long as they are not exclusive of any individual's preference of dress.

Mr. McAdoo asked the administration to consider taking additional comments and to refine the regulations if there is room to make it more defined.

C. First Reading: Board of Education Policy Revisions: BEB Special School Board Meetings; BEDDB Suspension of Rules of Order; BEDF Voting Method

The revisions to LRSD policies regarding voting methods remained on the table. An opinion had been requested from the State Attorney General to determine if LRSD policy, State Law, and Roberts' Rules of Order are in conflict.

V. EDUCATIONAL SERVICES

A. Recommended AP Science Textbooks

Dennis Glasgow was present at the agenda meeting to review the recommendations for new AP science textbooks. He was also present at this meeting to respond to questions from the board regarding adoption of additional science textbooks.

Mr. Carreiro made a motion to adopt the AP science textbooks and Ms. Fisker seconded the motion. The motion **carried unanimously**.

VI. STUDENT SERVICES

A. Student Handbook Revisions

The superintendent recommended approval of the revisions to the student handbook as presented in the agenda. Dr. Fields was present to respond to questions.

A motion to approve was made by Mr. Carreiro; Ms. Fisker seconded the motion. The motion **carried 6-0-1**, with Ms. Johnson abstaining.

VII. FINANCE & SUPPORT SERVICES

A. Budget Update

At the agenda meeting, Mr. Bailey responded to questions regarding the budget. He reported briefly at this meeting, discussing the autonomy of budget managers to allocate their department/building funds as needed.

The Fanning Howey team asked that any feedback to the facilities review be sent to them by June 12th, the next agenda meeting.

B. Minority and Women Business Enterprise (MBE/WBE) Monthly Report

The monthly MWBE report was included in the Board's agenda. A corrected report was provided at the meeting, and was subsequently uploaded to the agenda.

C. Monthly Financial Statements

The monthly reports were included in the agenda.

VIII. CLOSING REMARKS

A. Superintendent's Comments

Also, earlier in the meeting Dr. Suggs discussed the meetings scheduled with Fanning Howey to discuss the possibility and planning for a middle school in west Little Rock and a high school in southwest Little Rock. The tentative dates for those meetings are June 9th and 10th.

Ms. Johnson asked a question about the plans for the academically distressed schools. Additional information will be provided and additional planning will be taking place.

B. Announcements & Reminders

Ms. Smith congratulated the students who were elected as officers of Arkansas Boys State. Both students who ran for Governor were from LR Central High School, Dean Patterson and Malik Marshall.

Winners from the Destination Imagination Global competitions in Knoxville last week were announced. Carver Magnet School placed 9th in their division out of over 60 teams. Parkview's first team ever to participate in DI came in 29th out of 60 teams competing. Dunbar placed 22nd out of 60+ teams in their division.

Chicot won first place in a video contest on Common Core. A link will be provided for the board to review.

C. Employee Hearing

The business portion of the meeting recessed at 9:30 p.m. so that board members who were present for a previous hearing could convene for deliberations. The hearing for <Employee KD> concluded with the board returning from closed session to report no action was taken.

Ms. Fisken made a motion to uphold the Superintendent's recommendation. Mr. Carreiro seconded. The motion **failed, 3-2-1**, with . . . Ms. Fisken, Mr. Carreiro and Mr. Adams voting in favor. Mr. McAdoo and Ms. Curry voted no, and Ms. Johnson abstained. (Ms. Shephard was not present on the date of the hearing, therefore did not vote.)

Hearings were scheduled for <employees JH, MW and IR>. Mr. Walker requested a postponement; Attorney Heller asked for any agreement to postpone be put in writing.

HEARING:

The hearing requested by employee <LB> was open. Attorney John Walker represented <the employee>. The District was represented by Attorney Khayyam Eddings. Mr. Adams explained to Mr. Walker that Board members would not be called as witnesses. The hearing was allotted ninety minutes.

Superintendent Suggs was called by Mr. Walker and responded to questions regarding his recommendation to reassign <the employee> from her current position as Principal of Williams to Principal at Franklin Elementary School. He specified the reasons as being a dramatic decrease in student achievement; a lack of ability to provide a conducive learning environment; and unprofessional behavior with social media.

Mr. Walker requested and was provided a document which included the data of decreased student achievement.

Mr. Eddings questioned Dr. Suggs about his reasoning for transferring <the employee> to another school. The board's policy for Professional Staff Assignment Policy was provided as the supporting documentation for his decision to transfer <the employee>. This policy allows the Superintendent to move, transfer, or reassign any staff as he/she deems necessary for efficient operation of the District. Other transfers that have been made under the terms of this policy were noted.

Phillip Clark, school improvement specialist, testified as a witness for <the employee>. He was assigned to Williams as the "Broker," and reported he had spent 20 days at Williams Elementary during the 2012-13 school year. He responded to questions regarding the performance of Williams' students on previous year's Benchmark exams; this year's results are not yet available. He reported having a good relationship with <the employee> and with the faculty at Williams during the 2012-13 school year.

Jennifer Bradley, a Williams Magnet School parent, reported she was the only African American member on the PTA Board at Williams when she first started; <the employee> had increased the number of African American parents involved in the PTA. She reported knowledge of a petition drive at Williams to have <the employee> removed as principal, and it was her belief the controversy and efforts were racially motivated.

Williams Magnet parent, Patrice Green, member of the current PTA Board at Williams, also testified in support of <the employee>. She stated there was more participation by African American parents during <the employee's> time at Williams. She was asked to sign a petition requesting <the employee's> removal, which she refused to do. She believed the actions behind the petition were based on race.

Ashton Burch, a 4th grade teacher and parent at Williams Magnet Elementary, was also called as a witness. She stated her attendance at this meeting was in support of <the employee>. She reported concern as a teacher that the school will be destroyed by another change in leadership.

<The employee> reported she had been principal at Williams Magnet since 2012. She had met with Dr. Mitchell several times over the course of her assignment at Williams, but was never given any indication that she wasn't doing a good job. Her first notification of being moved to Franklin came at the end of the school year. She reported meeting with Dr. Suggs at the end of April, but that discussion ended with Dr. Suggs stating her assignment would be Principal of Franklin. She asked for an assignment to Henderson Middle School, but the request was denied.

Mr. Eddings questioned <the employee> regarding the district's grievance policy, and the facts surrounding her transfer. She agreed with him that her transfer was a lateral transfer with no loss of pay and no changes in the terms or conditions of her contract.

Sadie Mitchell, Associate Superintendent of Elementary Education, reported she was <the employee's> supervisor. She reported each principal received a performance handbook annually. Dr. Mitchell was asked about her communications with parents and faculty members at Williams which led up to the recommendation to move <the employee>. Dr. Mitchell referenced "many" phone calls and emails from Williams Magnet patrons.

Mr. Walker stated belief that the decision to move <the employee> included the involvement of board members' comments and communications to the administration. He expressed belief the decision to move <the employee> was racially based.

Mr. Eddings invited the board to view a video from June 14, 2012 where then Superintendent Holmes transferred many principals. The consensus of the board at that time was that Policy GCK gave the superintendent the authority to transfer principals as he deemed necessary. This decision is no different, and the superintendent of schools has the authority and responsibility to transfer principals as needed.

The meeting recessed at 12:20 a.m. to deliberate. The board clarified their responsibility to determine either to uphold the grievance of <the employee>, or to deny the grievance by supporting the superintendent's recommendation.

The board returned from closed session at 12:40 p.m. Mr. McAdoo made a motion to deny the grievance; Ms. Fisker seconded the motion. It **carried unanimously**.

APPROVED: 05-29-14

Originals Signed by:
Greg Adams, President
C. E. McAdoo, Secretary