

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

**MINUTES
SPECIAL BOARD MEETING
March 16, 2006**

The Board of Directors of the Little Rock School District held a special meeting at 5:00 p.m. on Thursday, March 16, 2006, in the Boardroom of the Administration Building, 810 West Markham Street, Little Rock, Arkansas. President Robert M. Daugherty presided.

MEMBERS PRESENT:

Robert M. Daugherty
Baker Kurrus
Larry Berkley
Katherine Mitchell
Tony Rose

MEMBERS ABSENT:

Tom Brock
Bryan Day

ALSO PRESENT:

Roy G. Brooks, Superintendent of Schools
Beverly Griffin, Recorder of Minutes

I. CALL TO ORDER / ROLL CALL

Dr. Daugherty called the meeting to order at 5:15 p.m. Four members of the Board were present at roll call; Katherine Mitchell arrived at 5:20 p.m. Mr. Brock and Mr. Day were absent.

II. EMPLOYEE HEARINGS

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

A. Employee Hearing – Number 1

An employee was represented by Attorney John Walker; Attorney Chris Heller was present as the district's legal counsel. Following witness testimony and review of documents, the board recessed to deliberate at 8:37 p.m. and returned at 8:54 p.m. to report that no action had been taken while in executive session.

Mr. Kurrus made a motion to support the administration's finding that the employee failed to effectively manage school issues and personnel as described in conferences with and correspondence from her supervisor throughout the school year. Mr. Rose seconded the motion and it **carried 4-1**, with Dr. Mitchell casting the "no" vote.

Mr. Kurrus offered a second motion to reject the administration's second finding that the employee did not demonstrate proficiency in the oral and written use of Standard English; Mr. Berkley seconded the motion and it **carried 5-0**.

Mr. Kurrus moved to uphold the superintendent's recommendation to remove the employee from her previous position, but to afford the "soft landing" rate of pay for the current school year. Mr. Rose seconded the motion.

Dr. Mitchell offered an amendment to the motion to offer the employee a high school assistant principalship when one becomes available. The motion for amendment died for lack of a second.

The previously stated motion **carried 4-1**, with Dr. Mitchell casting the "no" vote.

B. Employee Hearing – Number 2

An employee whose position was eliminated during the reorganization requested this hearing. He was represented by Attorney John Walker; the district was represented by Chris Heller. Following witness testimony and review of documents, the board retired for deliberations at 10:39 p.m. and returned at 10:50 p.m., reporting that no action was taken.

Mr. Berkley made a motion to uphold the administration's finding of fact that the position was eliminated by the reorganization. Mr. Rose seconded the motion and it **carried unanimously**.

Mr. Berkley made a second motion to uphold the recommendation of the superintendent to non-renew the employee's the contract under the previous terms and conditions for the 2005-06 school year. Mr. Rose seconded the motion and it **carried 4-1**, with Dr. Mitchell casting the "no" vote.

C. Employee Hearing – Number 3

The board convened a hearing for the third employee at 11:00 p.m. Mr. Heller opened by reminding the board that the circumstances of this hearing should be considered as similar to those presented in the previous hearing. The position previously held by this employee was eliminated as part of the reorganization of the district.

Following witness testimony and review of documents, the board adjourned for deliberations at 11:30 p.m. and returned at 11:45 p.m. to report that no action had been taken.

Mr. Berkley made a motion to find in support of the fact that the position was eliminated as part of the overall district reorganization. Mr. Rose seconded the motion and it **carried unanimously**.

Mr. Berkley made a second motion to uphold the recommendation of the superintendent; Mr. Kurrus seconded the motion and it **carried 3-2** with Dr. Daugherty and Dr. Mitchell casting the "no" votes.

III. ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 11:46 p.m. on a motion by Mr. Rose and seconded by Mr. Kurrus.

APPROVED: 04-27-06

Originals Signed by:
Robert M. Daugherty, President
Bryan Day, Secretary