



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

**MINUTES
SPECIAL BOARD MEETING
June 23, 2014**

The Board of Directors of the Little Rock School District held a special meeting at 5:30 p.m. on Monday, June 23, 2014, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Greg Adams presided.

MEMBERS PRESENT:

Greg Adams
C. E. McAdoo
Jody Carreiro
Dianne Curry
Leslie Fiskin
Tara Shephard

MEMBERS ABSENT:

Norma Johnson

ALSO PRESENT:

Dexter Suggs, Superintendent of Schools
Beverly Griffin, Records of Minutes

I. CALL TO ORDER / ROLL CALL

Mr. Adams called the meeting to order at 5:37 p.m. Five members of the board were present at roll call. Ms. Curry arrived at 5:45 p.m.

II. PURPOSE OF THE MEETING

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

EMPLOYEE HEARINGS

The first hearing was combined for three employees who were recommended for non-renewal of their current contract. <Employees IR, JH and MW> were represented by Attorney John Walker. He indicated their desire to have the hearing held in open session.

Mr. Adams requested a two hour limit for the first hearing as is allowed by board policy. Mr. Walker asked if any of the board members had been provided any information which was not being presented as part of the record for this hearing. Their response was "no."

Attorney Austin Porter, also representing the employees, addressed the board and questioned whether the hearings and the notice of non-renewal were sent in a timely manner. He stated the letters of non-renewal were not received prior to May 1, and he objected to the delay in scheduling the hearings outside of the period specified in the law. These hearings had been scheduled and postponed on two earlier occasions.

Khayyam Eddings represented the District and responded to the questions presented by Mr. Porter. The law obligates the district to send the notifications by registered or certified mail prior to May 1. Two of the employees involved failed to claim their certified mail, and the letters were returned to the district with delivery attempts noted on the outside of the envelopes. The letters were resent and there were attempts to hand deliver the notification letters to the employees.

Prior to the first scheduled hearing, the Superintendent rescinded the letters previously mailed to the employees. Subsequently, a second letter was sent to each of them recommending a change in the terms and conditions of their current contract. Each of the employees was offered a 9.25 month position within their area of certification. This hearing was in response to that recommendation.

The board members and attorneys held a great deal of discussion regarding whether to continue the hearing or to determine the notifications weren't sent or received in an appropriate amount of time.

Ms. Fisken moved to continue with the hearing; Mr. Carreiro seconded the motion. Ms. Fisken and Mr. Carreiro spoke in support of the motion; Mr. McAdoo, Ms. Shephard and Ms. Curry spoke in opposition to the motion. The **motion failed 3-3.**

The board took a brief recess and returned to the boardroom at 7:45 p.m. Regarding the previous action, Mr. Walker questioned the ramifications of the findings of a failed motion regarding the previous hearing. There were conflicting beliefs regarding whether that action in effect had resulted in the board upholding the superintendent's recommendations to reassign the three employees involved. There was no further action taken.

In the second scheduled hearing, the employee <TR> was not present. Attorney Walker represented her interests and indicated the hearing would be open.

<The employee> was recommendation for non-renewal as a media clerk at Roberts Elementary School. Written notification was given by Principal Barbara Anderson that the position was being eliminated. Position delete forms were completed at the school, and notification was sent from the human resources department by certified mail. Mr. Walker contended that timely notice was not given and that procedural matters were not followed.

Robert Robinson was called to respond to questions regarding the procedures used to make the recommendation for the elimination of <the employee's> position as a media clerk. There were numerous questions from Mr. Walker regarding the employee notification process and the procedures used by the District in scheduling hearings.

Mr. Walker questioned Dr. Suggs regarding the proper notification of employees and notification by certified mail. It was his contention that the process used by the District for recommending termination was flawed and should be overturned.

The board convened an executive session to deliberate at 9:25 p.m. They returned from executive session at 10:25 p.m. and reported no action was taken.

Ms. Fisken moved to support the superintendent's recommendation to eliminate the position of media clerk at Don Roberts Elementary. In addition, the motion included a request for the administration to work with the employee to find another position in the district. Mr. McAdoo seconded the motion and it **carried unanimously**.

ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 10:27 p.m.

APPROVED: 05-29-14

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