



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

**MINUTES**  
**REGULAR BOARD MEETING**  
**June 26, 2014**

The Board of Directors of the Little Rock School District held their regular meeting at 5:30 p.m. on Thursday, June 26, 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  
Jody Carreiro  
Dianne Curry  
Leslie Fisker  
Tara Shephard

**MEMBERS ABSENT:**

None

**ALSO PRESENT:**

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

**I. CALL TO ORDER / ROLL CALL**

Mr. Adams called the meeting to order at 5:34 p.m. Six members of the board were present at roll call; Ms. Curry arrived at 5:55 p.m. The teacher ex-officio, Nyree Williams, from Mabelvale Elementary, and the student representative, Erica Braswell, from Hall High School, were also present.

The student ex officio read the Cultural Imperatives; the teacher representative read the board's goals.

**II. REPORTS/RECOGNITIONS/PUBLIC COMMENTS**

**A. Donations of Property**

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

**DONATIONS**

<b>SCHOOL/DEPARTMENT</b>	<b>ITEM</b>	<b>DONOR</b>
Baseline Elementary School	Food for the Annual Baseline Elementary Cultural Fair Night valued at \$50.00	Harvest Fellowship Worship Center
	Lunch for the Baseline Elementary Staff Appreciation Week valued at \$250.00	Harvest Fellowship Worship Center
	2.5 hours of volunteer work for the Annual Baseline Elementary Cultural Fair Night	Whitney Leonard
	2 hours of volunteer work for the Annual Baseline Elementary Cultural Fair Night	Leah Headley
	Time planning and creating a display to connect all countries for the Annual Baseline Elementary Cultural Fair Night	Angela Tolbert
	Lunch for the Baseline Elementary Staff Appreciation Week valued at \$200.00	Day Springs Behavioral Center
	Donation of recipes and rice samples valued at \$30.68	Riceland Foods
	Loan of rare rocks and stones to be displayed at the Annual Baseline Elementary Cultural Fair Night	Sandra Chandler
	2.5 hours of volunteer work speaking with the students, parents, and staff for the Annual Baseline Elementary Cultural Fair Night	Sister Cities Commission
	Donation of the use of a mobile display valued at \$200.00 for the Baseline Elementary Annual Cultural Fair Night	Farm Bureau Agricultural Mobile Site
	Donation of books valued at \$500.00 for the Baseline Elementary School Annual Cultural Fair Night	Mexican Consulate
	Central High School	\$5300 cash to construct a storage area for a piano on the back stage
Henderson Middle School	\$250.00 cash for the purchase of awards and activities associated with the 8 <sup>th</sup> grade Recognition Ceremony	L' Elite Inc.
Pulaski Heights Middle School	\$500.00 cash to the Art Club to help with transportation to Crystal Bridges	Jessica Peterson
Adult Education	Donation of 10 iPads valued at a total of 6529.10	The Arkansas Adult Learning Resource Center, Southeast Arkansas Education Service Cooperative

## **B. Annual Report – City Year**

**Sarah Roberson**, Executive Director of City Year, provided a brief annual report on this year's City Year Program in the LRSD. This year, 44 City Year volunteers worked with LRSD students providing before and after school tutoring, club activities, interventions for behaviors and absenteeism, and one-on-one support for identified students. The City Year students are in the schools for ten hours a day.

Ms. Roberson reported that next year they will expand services to students at Baseline and Mabelvale Elementary, Cloverdale and Mabelvale Middle School, Fair and McClellan High Schools. AmeriCorps growth funds will be used to expand services to students at Cloverdale Middle School. Dr. Suggs thanked Ms. Roberson for her report and added that for the 2015-16 school year, he would be requesting support in two additional LRSD schools.

## **C. Little Rock PTA Council**

**Sandy Becker** reported involvement in leadership training on July 19<sup>th</sup> for PTA officers. Registration is being conducted through July 9<sup>th</sup>. He also reported the end of the fiscal year meant a required State PTA audit to be completed by August 15<sup>th</sup>. The PTA Council has a link on the LRSD webpage for additional information, and the monthly meetings of the Council are included on the calendar.

Mr. Becker also reported on the Parent Involvement Title I technology training where every parent participating will be eligible to apply for a free computer. The computer repair program will begin after school start up, and if a computer received through the Computers for Kids program is not working properly, another computer will be made available. The most recent Parent Academy covered Smart Boards, iPad, basic computing, ACT prep, and assistance with scholarship applications. 225 parents attended the last session.

## **D. Little Rock Education Association**

**Teresa Gordon**, vice president of the LREA, commended teachers who were displaced, and who were in the process of selecting their school assignment for next year. Some of them selected to accept positions in schools where they can most benefit their students.

She also discussed the PN agreement for the custodial staff and the conflict between the union and the administration. She suggested the superintendent was creating positions, and making transfers and salary increases without the board's approval.

# **IV. REPORTS AND COMMUNICATIONS**

## **A. Remarks from Board Members**

**Ms. Shephard** commented on the City Year Red Jacket gala and thanked Ms. Roberson for her report earlier in the meeting. She thanked Ms. Gordon for her comments and expressed appreciation for the manner in which she addressed the board at the podium.

**Mr. Carreiro** expressed a desire to keep moving forward . . . “there is plenty of work to do,” and we have to learn to work together to move forward. We all want to make progress; not everything will be perfect, but we can make progress. He expressed appreciation for the teachers and others who are enjoying their summer break.

**Ms. Johnson** reported that she had recently attended a conference and learned that other districts aren't really doing anything major, but they are consistently working together collaboratively. They aren't trying to tear each other down, and they don't spend time personally attacking each other. Other districts work to bring all their resources together publically and privately, and they work civilly together. She expressed belief the LRSD would thrive if we could remove those who don't feel the necessity to work together. “They should remove themselves. Step up and become a bigger person.”

**Mr. McAdoo** opened his remarks by saying “we need to get excited about the LRSD.” He spoke of the enthusiasm for the World Cup games, and he encouraged the audience to share the same enthusiasm for the school district as for the games. He had attended a workshop, and commented on the restrictions faced by school boards to discuss every issue in public. In the business world, ideas are invented, developed and vetted in private. There can't legally be private discussions that might serve as a way for Boards to operate more effectively.

**Ms. Fisken** thanked Ms. Gordon for her time at the podium tonight. She expressed hope that the district's teachers and staff were enjoying their summer break, and she commended them for their commitment to the children. She expressed optimism for the board working together and coming together as a team.

**Ms. Curry** expressed hope that students are enjoying their summer, and she commended those who are attending the district's summer programs. She made remarks regarding the editorial article in today's newspaper and responded that she takes her work on the board seriously. She saluted the people across the district who do a great job, and expressed support for the arts programs in the schools; she thanked Danny Fletcher and I. J. Routen for their work with our students.

**Mr. Adams** congratulated the Mabelvale Middle School choir on their selection to perform at Carnegie Hall in the spring. The students are working now to raise the funds to take that trip. He also made comments on the state of the district and feedback received from the community. He discussed the designation of “academic distress,” and the things the board and the district must do to dispel the uncertainties in the community. “As a board, we have to ensure progress is made with the students in those schools.” There are many questions from the District's supporters and the critics, but the board will work together as a team to address the issues . . . “it is really the only way for us to be successful.” Good teams figure out how to work it out . . . we will work together and reach what is the best for the children of our district.

## **B. Legal Update**

**Khayyam Eddings** was asked to respond to questions regarding the outcome of a hearing that was scheduled on the previous Monday, but which did not come to a final resolution. He and Mr. Heller recommended rescheduling the hearing because they believe from a legal standpoint the motion that ended the hearing did not resolve the questions presented by the employees in their request.

He recommended providing notice to the employees and their attorney regarding the superintendent's recommendation. If the board isn't going to reject the superintendent's recommendation, the board should resolve the issue under the guidelines of the Teacher Fair Dismissal Act. Mr. Adams' intent is to schedule a time for the hearing to review the pending matters as recommended by Mr. Eddings.

Regarding lingering questions surrounding the PN agreement for the custodial unit, Mr. Eddings responded to the inconsistencies between the agreement and Arkansas law. He expressed belief that the board would be inviting a lot of controversial issues in the future if the agreement were approved as written.

### **SUSPENSION OF THE RULES**

Ms. Curry moved to suspend the rules to reorder the agenda; Mr. McAdoo seconded the motion, and it **carried unanimously**.

Action on the PN Agreement with the custodial group was taken at this point in the agenda, but will be reported as printed in the agenda.

### **C. Update: Facilities Review – Fanning Howey**

At the agenda meeting, Fanning Howey representatives Carl Baxmeyer and Troy Glover presented their regular monthly update. Some of their research has included looking at stand-alone pre-K centers instead of four-year-old classrooms being housed in the elementary schools. They have also researched reconfiguration of the elementary and middle school grades. They are currently involved in site visits to the school kitchens and athletic facilities, and their reports will be provided to the Board as those studies are complete. Mr. Glover reviewed the results of an online survey and provided copies for the board members to review.

### **D. Pearson School Achievement Services**

Mr. Glasgow provided background information on services provided to the LRSD through Pearson School Achievement Services. One of their responsibilities is to monitor and observe what is going on in the schools and report to the state board of education. In addition, they assist in the schools, providing support to teachers and administrators to improve instruction in the classroom.

The Pearson Project Manager for Arkansas, Judy Bryant, was present. She provided an overview of the services provided during the 2013-14 school year. They provided technical assistance to the LRSD in literacy, math, leadership, technology, science, special education, and ELL services. Ms. Bryant reported they had worked directly with approximately 225 teachers in the priority schools as well as with building principals and instructional specialists across the district. Their focus has been to provide guidance in how to use data to improve student achievement. The reports written by Pearson were provided to the district and to the building principal and to the Arkansas Department of Education.

In addition to Ms. Bryant, Pearson representative Al Davis, a "turnaround manager," reported to the board regarding his responsibility to establish of cooperation between the building leadership and classroom teachers, focusing especially in the priority schools.

#### **E. Update: Forest Heights STEM Academy and Geyer Springs Gifted and Talented Academy**

Linda Young provided a brief update at the agenda meeting. She encouraged those who might be interested in applying to check the website for applications; a few seats are still open for the FH STEM School.

Staffing continues at Geyer Springs with 34 of the 37 positions filled. The last 3 positions are being reviewed for teachers who can meet the needs of students IEP requirements.

#### **F. Little Rock School District Report Card 2013**

Dennis Glasgow presented an overview of the district's Arkansas Department of Education "report card" for 2013. Each year, the ADE publishes an online performance report of the state's schools which provides information about each school, the district and the state. The report includes test performance, teacher qualifications, retention rates, and disciplinary statistics.

#### **G. Preliminary Benchmark Results for District and Schools**

Mr. Glasgow provided an overview of the scores from the Benchmark and End-of-Course exams. These test results are used to determine the status of the district and schools under ESEA Flexibility. He responded to questions from the board and indicated a follow up "trend" report could be prepared to further inform the board on the correlation between student performance and schools with a high poverty level as indicated by the free-and-reduced lunch eligibility.

#### **H. Report: High School Exit Survey**

Mr. Burton reported to the board regarding the results of a survey given to high school seniors upon their graduation. In an attempt to gain insight into the perspective of their educational experiences in the LRSD, the survey was created to capture their responses and utilize that data to improve efforts in meeting the needs of future students. A ten-page statistical report was attached to the agenda.

#### **I. Fourth Quarterly Report**

The fourth quarterly report from the Evaluation and Testing Department was presented by Director Danyelle Cummings. The full report was attached to the board's agenda.

*Ms. Johnson left the meeting at 11:15 p.m.*

### **III. CONSENT ITEMS**

The items on the consent agenda were approved by consensus without a vote.

#### **A. Minutes**

Minutes from the regular meeting held on May 29<sup>th</sup>, and from special meetings held on May 27<sup>th</sup>, June 2<sup>nd</sup>, and June 23<sup>rd</sup> were attached to the agenda.

## **B. Internal Auditors Report**

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

## **IV. BOARD POLICY AND REGULATIONS REVIEW**

### **A. Second Reading: JICD – Anti-Bullying**

The District's STAND (Stand Together, Affirm Diversity) Advisory Committee recommended a change in the policy terminology, replacing the word "victim" with the word "target." The recommendation was made with the understanding although you may be the target of bullying, you do not have to be a victim. The policy revision was approved on first reading at the May board meeting. Mr. Carreiro moved to approve the policy revision; Mr. McAdoo seconded the motion, and it **carried unanimously**.

## **V. HUMAN RESOURCES**

### **A. PNA for Custodial Educational Support Professionals**

*The agenda had been reordered by a motion of the board, and action on this item was taken earlier in the meeting.*

After several months of discussion between the Little Rock Education Association, the Board, the administration, and the attorneys, Dr. Suggs made a recommendation not to approve the negotiated agreement as presented. In the alternative, the Superintendent recommended allocating two additional personal leave days to the custodial employees effective July 1, 2014.

Ms. Fisker made a motion to approve the Superintendent's recommendation to allow two personal leave days to the custodial employees without regard to the remainder of the contract. Ms. Johnson seconded the motion. Ms. Fisker and Mr. Carreiro spoke in support of the motion, with Mr. Carreiro clarifying that approval would take care of the only economic issue that was included in the agreement; Mr. McAdoo spoke in opposition. The motion **carried 5-2**, with Ms. Curry and Mr. McAdoo voting no.

On the issue of approving the remainder of the contract presented, Ms. Shephard spoke in favor of the superintendent's recommendation to not approve the agreement presented. She offered a motion, which was seconded by Mr. Carreiro.

Ms. Curry expressed concern over the lack of good faith in negotiating the contract she asked for specific information regarding the legal issues in question. Ms. Johnson's remarks were directed to the administration to ensure we negotiate and operate under the terms of Arkansas law. Mr. Adams also spoke in support of the motion before calling the question. The motion **carried 5-2**. With Mr. McAdoo and Ms. Curry voting no.

Mr. Eddings responded to questions from the board regarding the agreement and the specific sections of state law that are in conflict with the proposed agreement. Mr. McAdoo offered a motion regarding future negotiations and provision of a session summary report for the superintendent, the board and the attorneys after each negotiating session. Ms. Shephard seconded the motion, and it **carried unanimously**.

*The board took a recess at 8:00 p.m., returning at 8:22 p.m. The board returned to the Reports and Communications section of the agenda.*

## **B. Personnel Changes**

Routine personnel changes were included in the board's agenda. Mr. Carreiro made a motion to approve, seconded by Ms. Fisken. The motion **carried unanimously**.

Prior to the vote, there were questions regarding the Fair High School football coach and a request for clarification of hiring for coaching staff. There was also a question about a social worker position at Hamilton being eliminated and replaced by a counselor.

## **VI. FINANCE & SUPPORT SERVICES**

### **A. Child Nutrition Meal Prices, 2014-15**

Mr. Bailey and Ms. Bouie presented a recommendation to increase student meal prices by \$0.10 per breakfast and lunch. Adult meal prices were to remain the same. This change will not affect students who are eligible for free and reduced meals. Ms. Fisken moved to approve the meal price recommendation effective July 1, 2014. Mr. Carreiro seconded the motion and it **carried 6-0**.

### **B. Special Assistance Alternative Provision 2 – Meal Initiative**

Federal legislation approved in April 2011 allows school districts to utilize National School Lunch Act (NSLA) funding to subsidize meals to children at no cost to children and families. Arkansas code states: "Federal child nutrition programs, to the extent necessary to provide school meals without charge to all students under the United States Department of Agriculture Special Assistance Alternative "Provision 2" program under 42 U.S.C. § 1759a, as it exists on July 1, 2011;" This legislation enables School Food Authorities to replace the payment of the reduced meal and/or paid meals through a program referred to as "Provision 2" for the breakfast and/or lunch meal service.

Mr. Bailey and Ms. Bouie presented a recommendation to recertify the district's Provision 2 schools, which were listed on an attachment to the agenda. All expenses are paid from NSLA funds. Mr. Carreiro made a motion to recertify the provision 2 schools and the schools recommended by the administration including the secondary schools as presented. The motion was seconded by Ms. Fisken, and **carried unanimously**.

### **C. Minority and Women Business Enterprise (MBE/WBE) Monthly Report**

The monthly MWBE report was included in the Board's agenda. Jan Burl was present to respond to questions.

### **D. Monthly Financial Statements**

Mr. Bailey gave a brief overview, and touched on the topic of custodial services and responded to questions regarding utilizing an external contractor for custodial services.

### **E. Budget Update**

At the agenda meeting, Mr. Bailey reported briefly on the method used to allocate funds to schools. The building principal and the school leadership team are involved in the planning process for the budget at each school site. Open budget workshops are held with the board so that the public is aware of the budget discussions.

## **VII. CLOSING REMARKS**

### **A. Superintendent's Comments**

At the agenda meeting, Pamela Smith announced several events and current LRSD activities:

- The district was involved in a cereal drive in conjunction with the LR Fire Department to provide meal support for children in Little Rock. The LRSD collected over 600 boxes of cereal.
- A Building Communities Ambassadors anti-bullying rally was held on June 27<sup>th</sup> at Bale Elementary
- ELL students are participating in Camp-Can-Do at Williams Magnet School with a rally planned for July 11<sup>th</sup>
- LULAC sponsored a fiesta at the Clinton Center on Saturday, June 28<sup>th</sup>.

## **ADJOURNMENT**

There being no further business before the Board, the meeting adjourned at 12 midnight.

APPROVED: 07-24-14

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