



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

MINUTES
REGULAR BOARD MEETING
September 25, 2014

The Board of Directors of the Little Rock School District held their regular meeting at 5:30 p.m. on Thursday, September 25, 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, Recorder of the Minutes

I. CALL TO ORDER / ROLL CALL

Mr. Adams called the meeting to order at 5:32 p.m. All members of the board were present at roll call. The teacher ex-officio, LaRonda Murry from Brady Elementary School, and the student representative, C.J. Fowler from Central High School, were also present.

The student ex officio was asked to read the Cultural Imperatives and the 2012-13 board goals.

II. REPORTS/RECOGNITIONS/PUBLIC COMMENTS

A. Citations / Commendations

Dr. Suggs and Pamela Smith introduced Bill Basl, National Director of AmeriCorps, and Michael Drake with the City of Little Rock. The LRSD has a long-standing partnership with AmeriCorps and City Year. These gentlemen were given a superintendent's citation for their support of initiatives across the District which engage students in healthier lifestyles, successful classroom participation, and increased academic achievement.

Kelsey Bailey was recognized for being a finalist in the CFO of the year by Arkansas Business. A banquet recognizing all of the finalists will be held on November 5, at Embassy Suites.

B. Remarks from Citizens

Toni Green, addressed the board regarding "1,000 Shoes for Kids," being sponsored by the Institute for Community Based Rehabilitation. Philander Smith College and other sponsors are providing shoes and socks for students. Other participating sponsors include the Arkansas Department of Health, Arkansas Minority Health Commission, Ocean Dental, and Rock Fitness. College tours will take place on the same day, along with a flu clinic, dental services, and distribution of shoes, socks, and school supplies.

Kevin Williams, President of Dunbar PTSA addressed the board on behalf of parents and students at Dunbar. He stated he is a regular volunteer at school and has been concerned this year with overcrowded classrooms and late schedule changes. He feels the problems are being compounded, and that students are being set up for failure.

Tara Ledbetter, grandparent of a student at Dunbar, expressed similar concerns as those expressed by Mr. Williams. She stated she works with a mental health provider, and feels the overcrowding causes stress for students, teachers and parents.

Jasmine Toney, a 7th grade student at Dunbar, addressed the board regarding concerns with overcrowded classrooms. She was concerned there was not enough space to complete science projects and not enough equipment for students to participate fully in keyboarding class.

David Triplett, also a Dunbar parent, stated he is a resident of the Dunbar neighborhood and is fully invested as a stakeholder in the Dunbar community. He echoed concerns from previous speakers regarding overcrowding at Dunbar. He noted the increase in enrollment over the last school year. He also commented that there were a number of fights during the first week of school. He appealed to the board for appropriate resources for teachers and students at Dunbar.

Jacob Shephard expressed similar concerns with the availability of resources at Dunbar, for both students and teachers. He addressed concerns with the late schedule changes, overcrowding, lack of resources, and a shortage of textbooks. He believed the environment to be unstable and unsafe.

Kristen Mann, parent of 7th grader at Dunbar, addressed the board regarding the issues previously addressed including overcrowded classrooms and scheduling problems. She also reported that progress had been made this week in addressing the issues. She had participated in two meetings this week, which she felt were "fruitful and encouraging." She expressed belief that the District and Dr. Suggs had committed to addressing the concerns; but she asked for a thorough review of the student assignment procedures to ensure in the future that staffing and enrollment are accurate from the first day of school.

Terry Trevino Richard addressed the board on behalf of LULAC. He announced this as National Hispanic Heritage month. He expressed concerns that Latinos in the schools often feel forgotten or ignored. He stated that he has been working with Dr. Suggs to focus on the needs of the students and the issues that impact learning for Hispanic

students. He encouraged the Board to continue the operation of the Newcomers Center at Hall High School. He said many students were concerned that proposed changes at Hall would impact their success. An agreement with the Office of Civil Rights included the Newcomers Center at Hall High School. The program is successful, and provides the support needed by this population of students.

Amanda Warren, a teacher at Hall, discussed the proposed reconfiguration plan for Hall. She noted that some of the things included in the proposal are already in existence at Hall. The programs for ESL students, the Newcomers Center, and the AVID program already provide specially trained teachers for the 257 ESL students at Hall. LULAC assists with college scholarships for Hispanic students, and the AVID program has provided the necessary support so that students are prepared for college.

Georgia Walton, also a teacher at Hall High school, spoke in support of implementing the STEM program. She stated Hall High needs to be prepared to serve the students who will be entering from Forest Heights STEM Academy. She noted some of the successful programs at Hall, including the orientation to teaching class and the Teachers of Tomorrow organization. Hall currently has a 9th grade academy, which should be expanded to include the STEM component for 2015-16. She asked that the entire package be reviewed so that the successful components at Hall can continue, but be enhanced with the additional support for the higher achieving students.

Jessica Halbrook spoke in appreciation of the board members who are leaving the board. She especially thanked Jody Carreiro for the work he has done during his term. He asked the audience to remember how much the board sacrifices every day for each of our students.

Danny Fletcher, Director of Fine Arts, and Jeremy Owoh, principal of J. A. Fair High School, expressed appreciation to Mr. Carreiro and Ms. Johnson. "Mr. Carreiro has been a genuine friend and a champion of the LRSD arts in education program." Mr. Owoh discussed Mr. Carreiro's work in supporting the students who participate in the regional choir festivals. He also served on the fine arts textbook committee, the planning committee for Artistry in the Rock, and did many television interviews in support of the event.

Sandra Register, principal of Terry Elementary, expressed gratitude to Mr. Carreiro for his support of students at Terry and across the LRSD. She expressed appreciation for his honor and integrity, and his commitment to the students. He was always willing to attend events after hours at Terry, and was involved with the middle school initiative. She thanked him for always making the Terry staff feel appreciated.

Ashley Diggs, a parent of a Williams Magnet School student also expressed appreciation for Mr. Carreiro. She thanked him for sacrificing time with his wife and daughters to do the important work for the LRSD students.

Mary Shollmier and Carolyn Foreman, both with the music department at Parkview, expressed appreciation for Mr. Carreiro's involvement in the musical and drama performances at Parkview. He and wife have volunteered to serve as judges in middle school regional competitions, and he has always been willing to support the students whenever he's asked.

Sandy Becker acknowledged Mr. Carreiro and Ms. Johnson for their support of the Computers for Kids program. Both of them have volunteered 4-5 hours on each of the CFK distribution days to ensure the distribution runs smoothly. Mr. Carreiro has been “hands on,” and has also donated personal computers for the program.

Amanda Carreiro thanked her dad for serving as an example of what community service is about. “His work has been impactful.”

C. Legal Update

Khayyam Eddings addressed the question regarding newly elected board members and the administration of their oaths. Arkansas statute provides that newly elected directors shall be administered the oath within ten days of election certification. Once officially sworn, the oath is then filed with the county clerk.

With respect to the timing of the organizational meeting, Arkansas statute provides that the organizational meeting will take place at the first regular board meeting after the elections.

Regarding other legal issues, three cases are pending, and the District has filed motions to dismiss. Updates on the end results of those will be provided to the Board.

D. Donations of Property

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

DONATIONS

SCHOOL/DEPARTMENT	ITEM	DONOR
Baseline Elementary School	Donation of Staff Professional Development Luncheon valued at \$642.73	LRSD Elementary Literacy Department
Baseline Elementary School	Donation of Staff Professional Development Breakfast valued at \$478.45	LRSD ESL Multi-lingual Department

E. Update: Anti-Bullying / Building Communities Summer Clinic

Stephen Young reported on this summer’s first “***Building Communities, Not Bullies***” clinic designed as a pilot project. The original plans included 30 participants, but over 40 students applied and participated. Participants included kindergarten through fifth grade students from across the district. The sessions included “intensive care,” where they were taught respect for each other and their cultural differences. One of the trainers included former Booker student, Malcolm Allen, who was a finalist on American Idol. The program received much parental support.

Mr. Young announced the upcoming “***Build Communities, Not Bullies***” rally on October 25th at the Clinton Center.

Three of the students who participated in the summer program presented before the Board. Hillary Usher, Jamari Fox, and Marley Douglas said they learned about bullying, what it means to be a bully, and how to prevent bullying from happening in their schools.

F. Little Rock PTA Council

Mr. Becker addressed the board on behalf of the PTA Council. He announced the date of the next Council Meeting, October 14th, at J. A. Fair High School. At that time the unit officer training will take place. The first submission of PTA dues is to be sent to the Arkansas PTA Council postmarked by September 30.

G. Little Rock Education Association

Cathy Koehler recognized the historic significance of today being the 57th anniversary of the day when nine students attempted to enter LR Central High School. She likened the disparities in resources at Dunbar Middle School to the disparities which existed in 1957. She discussed the shortages of computers and textbooks, and stated all students are entitled to equal access to technology. She asked the administration and board to assess what is currently in place and to repair or replace equipment and resources when needed.

IV. REPORTS AND COMMUNICATIONS

A. Remarks from Board Members

Ms. Curry thanked the citizens who spoke tonight and said the board heard their concerns. She wished farewell to Mr. Carreiro and Ms. Johnson as they move off the board. She stated an expectation that they would stay involved and participate in the LRSD future activities. "As one door closes, others open. It's been a pleasure working with the two of you."

Ms. Fisker also thanked Ms. Johnson and Mr. Carreiro for their service to the LRSD. She expressed appreciation for their energy and drive, Ms. Johnson's humor, and Mr. Carreiro's commitment to the students.

Mr. McAdoo thanked Mr. Carreiro and Ms. Johnson for their service on the board. He also expressed appreciation to the citizens who came forward earlier in the evening. He said board members serve because they care for the kids. As this month is his one year anniversary of his election to the board, he acknowledge that he had learned much during this first year. He noted it is National Hispanic Month, and stated Baseline Elementary is now 55% Hispanic. He set a personal goal, to speak about the ACT and testing at every board meeting. He wants to focus on encouraging 100% of the district's students to take the test.

Mr. McAdoo also noted this was the 57th anniversary of the desegregation of Central High School, and said he wanted to encourage a "Day of Hope." We don't have enough hope in the LRSD.

Ms. Shephard asked for feedback from the administration on the concerns expressed by the parents from Dunbar. She asked for a follow up report on their concerns and what the administration is doing to address the issues expressed.

Ms. Shephard also reported she had visited Geyer Springs GT Academy and had met with the principal and teachers at Geyer Springs. She asked the community to visit Geyer Springs and to “wrap their arms” around the students at the school. She wished farewell to Ms. Johnson and Mr. Carreiro, stating it’s hard to lose people who are passionate about learning.

Ms. Johnson expressed appreciation for the kind words from the audience and board members. “Sometimes you don’t have to toot your own horn.” She said her passion would remain with the schools and with the children, and that she had enjoyed her three years. She was pleased that she was able to get along with everyone on the board, and face the issues with the intent of doing her best for children. She asked the other board members to stand up for what is right - - step up and stand out, research your own truth, do your own research, make your own decisions.

Mr. Carreiro also thanked his fellow board members, and said he had made some good friends on the board during his six years. He especially thanked Ms. Johnson, saying there was “never any doubt about her heart or her tenacity.” He stated this was another transition time for him . . . life is about a series of transitions. We have control of ourselves, and the ability to greet transition with grace and honor. He pledged to continue to support the school district through his volunteer service moving forward.

Mr. Carreiro then noted some of the accomplishments made by this board over the past year or so. “We hired a superintendent with strong support from the city; reconfigured two schools with promising early results; . . . purchased two properties for future schools . . . completed a facilities study. . . and, as a board, took action which led to the settlement of the desegregation case.”

Mr. Carreiro also noted some of the challenges and significant school achievement hurdles over the past ten years. With NCLB, about half of our elementary schools were designated on varying designations of school improvement. We are now down to a handful. We have seen slow, but significant improvement; the gaps haven’t closed but they have become shorter. Many activities contribute to student success, including band, choir, drama, debate . . . we have to find ways and develop strategies. We have to keep moving forward together, participate as a team, stop trying to destroy people who disagree with you, and search for common ground. Unless we all succeed, none of us will.

Mr. Adams reported he had been a volunteer partner at M.L. King elementary for many years as part of a partnership with Arkansas Children’s Hospital. He reads with students to encourage reading success, and he encouraged others to do the same. He was pleased to find that there was less of a need for reading tutors because they have more volunteers than they have students who need support. That’s encouraging news.

In wishing Mr. Carreiro and Ms. Johnson farewell, Mr. Adams noted that no one knows what it’s like to be a board member until you have been sitting here, listening to comments, reading materials, thinking, and trying to do your part to make good decisions. There’s no way to know how much time it takes. He thanked Ms. Johnson and Mr. Carreiro for their grace, enthusiasm and passion, and for always putting children first. He presented plaques in recognition of their years of service to the board.

B. Update: 1:1 Technology Initiative

Barbara Williams, John Ruffins, Travis Taylor, and Stephanie Jones, made a brief digital presentation regarding the installation of computers, iPads, and other digital devices in the schools. Steve Helmick, the LRSD Teacher of the Year, provided a separate presentation highlighting the students in his classroom who are involved in the use of technology during the instructional day.

Dr. Suggs responded to questions from the board regarding the selection of schools for the initial phase, and for the next phase of implementation. Ms. Johnson requested the addition of Baseline Elementary, and suggested an assessment of the resources currently available in the schools, especially those in the southwest part of the city. Board members suggested bringing in the principals to discuss what they believe they need to best serve their students. Mr. McAdoo asked for periodic updates as we move forward that will provide the board with an idea of the number and percentage of students utilizing computers in the schools.

The board took a brief recess at 8:10 p.m., and returned at 8:35 p.m.

C. Report: Student Subgroup Achievement and Demographic Data

Dennis Glasgow presented a PowerPoint review of the Benchmark test data by achievement group and subgroups. The report provided detail regarding the schools with a high population of LEP or "limited English Proficient" students, and those with a lower percentage of LEP students; also provided statistics for schools with a high population of Special Education students at the academically distressed schools. All of the reports were attached to the board's agenda for review.

V. CONSENT ITEMS

There were no objections to the consent agenda, and it was **approved**.

A. Minutes

Minutes from meetings held on August 28th and September 5th were presented for review. They were approved, with no objections.

B. Internal Auditors Report

Mr. Becker's report was attached to the agenda. There were no objections to approval.

VI. BOARD POLICY AND REGULATIONS REVIEW

A. Policy Revision: First Reading – DID Inventories

B. Board Regulation: DID-R Inventories

C. First Reading: Board Policy Revision – GBEC Drug Free Workplace

D. First Reading: Board Policy Revision – GBECA Drug Testing Program

Mr. Carreiro made a motion to approve policies, A, C, and D on first reading. Ms. Fiskens seconded the motion and it **carried unanimously**.

E. Resolution: Public Comments at Board Meetings

Mr. Carreiro drafted a motion for consideration of a revised procedure for the board to conduct the Citizens Comments section of the agenda. He was asked to read aloud the resolution for the public's information. The resolution was distributed on paper, but was not attached to the agenda. The text follows:

Whereas, the Little Rock School District Board of Directors values the input of citizens and partners in the educational process; and

Whereas, the Board nor the Administration can be fully prepared to respond to comments as they are made, and all parties to the issue may not be present; and

Whereas, the Board wants to ensure that issues have the appropriate follow up either through reports to the Board or in knowing that the concerns have been addressed; and

Whereas, the Board wishes to try another method of receiving comments to meet these concerns, but is not ready to change all of the appropriate policies necessary;

Therefore, be it resolved, beginning October 2014 through September 2015 or subsequent action by the Board, the following changes will be made to the comments portion of the agenda.

- 1. Citizen comments, PTA comments and LREA comments will be made during the agenda meeting after the agenda has been reviewed but before the Board has added additional items to the agenda.*
- 2. Citizen comments will be three minutes per person. If others allow their minutes to be used, one person cannot speak more than six minutes.*
- 3. If a group wants to speak on a particular topic, various citizens may speak but no more than nine minutes on one topic.*
- 4. The LREA and PTA comments should be limited to then minutes maximum (each).*
- 5. The Board may ask for a follow up report from administration at the business meeting or notification of resolution.*

Mr. Carreiro made a motion to adopt the resolution and Ms. Fiskens seconded the motion. After brief discussion the motion **failed 4-3**, with Mr. Carreiro, Ms. Fiskens and Mr. Adams voting in favor. The board asked that this item be placed on the agenda for discussion at the next board worksession.

VII. GOVERNMENT AND PUBLIC AFFAIRS

A. Board Goals 2014-2015 School Year

The board developed updated goals during a previous worksession. The proposed goals were:

- To make significant and measurable progress toward removing identified schools from lists designating them as "needs improvement-priority" or in "academic distress."*
- To develop a budget efficiency plan which responsibly adjusts for the decrease in desegregation settlement funding and seeks to protect programs and services which directly benefit students.*
- To establish a facilities expansion and improvement priority list, develop an adequate related funding plan, and lead a successful campaign for an appropriate millage increase.*

- *To provide clear, open, and timely communication to students, parents, and families and enhance partnerships with community stakeholders.*
- *To make significant and measurable progress toward the strategic initiative of having all students reading on grade level and proficient in mathematics and writing by the end of their third grade year.*

Mr. Carreiro made a motion to adopt the board goals for the 2014-15 school year. Mr. McAdoo seconded the motion and it **carried unanimously**.

B. Budget Efficiency Advisory Committee

Information regarding establishing a Budget Efficiency Advisory Committee was provided for the board's review. After discussion, it was decided to add a PTA representative and a representative from the LREA in addition to the slots allotted for parents and teachers. Ms. Curry made a motion to approve the application form and process, with the additional slots for the PTA and LREA. Ms. Shephard seconded the motion, and it **carried unanimously**.

VIII. EDUCATIONAL SERVICES

A. Hall High School Reconfiguration

Dr. Suggs presented a recommendation for the Board to approve the planning process for the reconfiguration of Hall High for the 2015-16 school year. Information was provided in the Board's agenda. Mr. Carreiro made a motion to establish the committee to begin the reconfiguration planning process, and Ms. Fisksen seconded the motion. After a brief discussion, Mr. McAdoo asked for the motion to include a three-month progress report in the motion, with the anticipation of a recommendation from the administration in January. The motion **carried unanimously**.

VII. HUMAN RESOURCES

A. Personnel Changes

Routine personnel changes were printed in the board's agenda. Ms. Fisksen moved to approve the changes as submitted. Ms. Shephard seconded the motion, and it **carried unanimously**.

B. Superintendent's Evaluation / Contract Extension

The board met in executive session earlier in the month to complete the superintendent's evaluation. The board has the option at the end of each contract year to vote to add a year to the contract so that the superintendent is under contract for a three-year period of time.

Mr. Carreiro made a motion to extend the superintendent's contract by one year and to increase the base pay by 1%. Ms. Fisksen seconded the motion.

Mr. McAdoo spoke in favor of continuing the current contract, but not to extend it the additional year. Ms. Curry agreed with his comments and stated that improvement during the first year had not been significant. Ms. Curry also expressed concern with the evaluation instrument and stated it should be revised.

Ms. Fisken and Ms. Johnson spoke in favor of the motion. It **carried 4-3**, with Ms. Curry, Mr. McAdoo and Ms. Shephard voting no.

VII. FINANCE & SUPPORT SERVICES

A. Act 1120 of 2013

A.C.A § 6-13-635 requires a school district board of directors to approve by written resolution any increases in salary of five percent (5%) or more for a school district employee. The school district shall provide a certified copy of the written resolution required under this subsection to the auditor who conducts the annual financial audit of the school district.

Mr. Bailey provided the required listing and resolution for the board's review and approval. Mr. Carreiro made a motion to approve the report and resolution; Mr. McAdoo seconded the motion and it **carried unanimously**.

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

The monthly MWBE report was included in the Board's agenda. Mr. Paradis and Shawn Burl were present to report and respond to questions Mr. McAdoo asked if it was possible to receive a more specific report and discussed developing a strategic plan. Ms. Burl provided information on upcoming vendor fair and question & answer sessions.

C. Approval of 2014-2015 Budget

Mr. Bailey provided a PowerPoint presentation on the budget development process, state aid, foundation funding, federal revenue funding, and projected expenditures. He responded to questions from the board and requested approval of the budget presented for submission to the ADE.

Ms. Johnson moved to accept the 2014-15 budget. Mr. Carreiro seconded the motion, and it **carried unanimously**.

D. Budget Update

No report.

E. Monthly Financial Statements

The monthly financial reports were included in the board's agenda. No action was required.

VIII. CLOSING REMARKS

A. Announcements & Reminders

Pamela Smith reviewed upcoming events across the district including Patriotic Day at Forest Park Elementary, the Mystery Dinner Theater at McArthur Museum presented by

students from Parkview Students, the College Fair scheduled for October 7th, and dates for upcoming Fanning Howey facilities meetings and town hall meetings.

Dr. Suggs closed the meeting by thanking Mr. Carreiro and Ms. Johnson for their service to the community and to the students of the school district.

ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 11:30 p.m.

APPROVED: 10-23-14

Originals Signed by:
Greg Adams, President
Jim Ross, Secretary