



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

**MINUTES  
REGULAR BOARD MEETING  
December 20, 2012**

The Board of Directors of the Little Rock School District held their regular board meeting at 5:30 p.m. on Thursday, December 20, 2012, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Dianne Curry presided.

**MEMBERS PRESENT:**

Dianne Curry  
Greg Adams  
Norma Johnson  
Tommy Branch  
Jody Carreiro  
Leslie Fisker  
Michael Nellums

**MEMBERS ABSENT:**

None

**ALSO PRESENT:**

Morris Holmes, Superintendent of Schools  
Beverly Griffin, Recorder of Minutes

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

Ms. Curry called the meeting to order at 5:40 p.m. All members of the board were present at roll call. The teacher ex-officio from Mabelvale Middle School did not attend. The student Staci Allen from McClellan High School was present.

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

**A. Superintendents Citations & Commendations**

Dr. Holmes made remarks regarding the tragedy at Sandy Hook Elementary. He also reminded listeners about security measures in place and maintained in the LRSD. He discussed the district's procedures for responding to emergencies and the high level of visibility in our schools of police officers and security officers. On January 10<sup>th</sup> an upgraded security plan will be presented for the board to consider. A recommendation will be made to increase the number of security officers in our schools.

Pamela Smith presented recognition to students who reached out to survivors of the tragedy in Sandy Hook. At Henderson Middle School, 7<sup>th</sup> graders created a bulletin board in honor of the students who died. At Terry Elementary, Jeannie Guthrie's art class prepared care packages for the students of Sandy Hook and prayer flags were sent to the students.

Jeremiah Williams, a 6<sup>th</sup> grader at FHMS, was recognized for collecting over 300 blankets to be distributed at the Salvation Army.

Williams Magnet students received a grant to create products and sell them. They used the money raised to fund angel tree sponsorships.

Roberts Elementary partnered with Landers Auto to collect Coats for Kids. Over 400 coats were collected and will be distributed to students in need.

The Central High School marching band and flag line were invited to participate in the 57<sup>th</sup> Presidential Inauguration in January. Students are raising money to fund their trip and donations are being collected. Information on making a donation is available on the LRSD website.

At the agenda meeting, citations and commendations were presented by the superintendent. Included were:

- Gene Williams, Science Specialist, was selected to teach at the Exxon Mobile Teachers Academy in Qatar over the summer.
- Barbara Hall was recognized for a garden project at Pulaski Heights Elementary.
- Susannah Diamond, 4<sup>th</sup> grade teacher at Otter Creek Elementary School was recognized for being selected as a 2012 Milken Award winner. She will receive \$25,000 to use as she chooses.
- Sonya Williams, teacher at Hall High, was selected as the Arkansas History Teacher of the Year
- Two teams of students from the LRSD advanced in the Midwest Science Robotics Competition at Fort Smith, one from LR Central High and the other from Parkview.
- Cloverdale Middle School student Corey Northern received statewide recognition for his scores on college entrance ACT. Duke University recognizes top 7<sup>th</sup> grade students from around the country. Corey scored a 21 on the ACT.

## **B. Partners in Education**

Two new partnerships were presented for the board's approval. Ms. Milam introduced:

*Danny Fletcher*, representing the **LRSD Arts Department**, in partnership with **Art Porter Music Education, Inc.** APME Board Members were present: *Sterling Ingram, Gerald Johnson, Lionel Davis, Sr., Jana Herrington, Eugene Porter, Sandra Smith, Lorenzo Smith, and Gerald Browning*

**Emma Kelly Rhodes Center**, represented by *Dr. Emma Kelly Rhodes*, in partnership with **Metropolitan Career & Technical Center**, represented by Instructor *Allie Freeman*

Mr. Carreiro made a motion to accept the partnerships. Ms. Johnson seconded the motion, and it **carried unanimously**.

### **C. Remarks from Citizens**

*Kenneth Fisher*, a building custodian, discussed bullying in the workplace, unfair treatment of employees, deception, and administrative mistreatment of employees. He asked the board to consider employees being as vulnerable to bullying as students.

*John Payne*, also a building custodian, stated disparities exist in the workplace. As a group, these employees would like the opportunity to discuss their issues with the board and the administrators.

*Rocio Ortega-Richard*, as a representative of LULAC, addressed the board regarding issues and concerns surrounding bullying. She stated she had reviewed the documents presented for the board's consideration and felt they were missing some critical aspects of accountability and consequences. She also expressed concern for employees who are being bullied in the schools. She asked Latinos and African Americans to participate in the discussions and in the resolution of problems in schools

*Terry Trevino-Richard*, also representing LULAC, spoke to the issue of bullying. He had reviewed the administration's framework for bully prevention, and he believed they would result in continued improvement. He wanted to ensure proper processes for reporting incidents of bullying and harassment and increase the degree of monitoring. He asked for the addition of an evaluation component.

*Judge Wendell Griffen* addressed the board stating he believed the information presented to the board was missing appropriate research and evidence of effectiveness. He asked for more input from the Latino community as well as from African Americans and Gay & Lesbian (GLBT) citizens.

*Randi Romo*, the Director of the Center for GLBT Rights, stated disparities exist between treatment of Latino and LGBTQ students. She stated many of these students are experiencing bullying in our schools and their particular issues are not being addressed currently by the school administration. She stated oftentimes the faculty and staff participate in the bullying. She asked the board to include more members of the community in the discussion on the issues and in the development of the curriculum.

*Griff Stockley*, a member of the anti-bullying coalition in LR, introduced himself as a historian of Arkansas race relations. In that regard, he stated bullying has been a big part of race relations in the city and in the state for many years. Distrust and alienation still exist in Little Rock and until people who are affected the most are part of the process of solving the problem, any program will be self-defeating. He stated to the Board they had not done the research necessary to resolve the problems.

*Joyce Williams* introduced herself as a former student and employee of the LRSD. She believed the plan presented for adoption was incomplete. She asked for additional accountability and transparency. "Before any plan is adopted it must meet standards and components needed to ensure success."

*Marie Mainard O'Connell*, Pastor at First Presbyterian Church, also spoke to the topic of bullying. From the faith perspective, she felt it was her responsibility to stand on the side of those who don't have a voice. She asked the board to stop for a moment, put aside pride and anger and allow time for more thought before adopting a framework that was incomplete and without appropriate community input.

*Michael Leiderman* asked the board to consider including more members of the community in the development of a plan to reduce bullying. He stated the Latino community has not been heard and he asked for an opportunity to participate.

**ACTION:**

Mr. Carreiro made a motion to reorder the agenda to move item 3.G., the establishment of an anti-bullying committee, to this point in the agenda. Ms. Johnson seconded the motion and it carried unanimously. Action was taken at this point in the meeting, but will be reported as it appeared in the agenda.

**D. Legal Update**

Mr. Heller reported he had sent board members an email late this afternoon describing the cases currently pending in court. He also reported that Mr. Eddings has two cases pending with the EEOC. Only four of the cases are in litigation; three are employees and one involves a student who was restrained by a security officer in one of our schools. The case involving maintenance employees will likely involve fewer than the current 19 claims by the time it goes to trial. He believed a number of the claimants would be dismissed on the motion for summary judgment.

He reported the School Choice hearings were set for oral argument on January 16. The case involves whether the state can allow only school choice transfers that improve racial balance. Citizens in Malvern filed the complaint, and the LRSD is only involved as far as the state's responses to desegregation in Little Rock.

The issue of charter schools and their impact on desegregation could be decided at any time. The state has asked to be released from their obligations. Also, the MRC has filed a routine request to have their budget approved, and the state has objected to their budget. Judge Marshall ruled in favor of the magnet school budget.

At a special meeting on December 13, 2012, Ellen Smith, attorney at the Friday Firm, reviewed a case involving a group of teachers at Felder Academy. The case was filed in 2011, and has proceeded through a Level 2 hearing and arbitration. It involves eight teachers, and goes back over several years. The arbitrator found in favor of the teachers, and Ms. Smith asked for the board to agree to allow the superintendent to work with the attorneys to bring resolution. The board did not vote, but agreed by consensus to allow the superintendent and the attorneys to work out the details for settlement.

Also at the December 13<sup>th</sup> meeting, Mr. Eddings reported briefly on his communications with a former candidate for the board seat currently held by Mr. Tommy Branch. Mr. Branch's address was in question, and that issue has been resolved by verification of voter registration records.

**E. Donations of Property**

The ex-officio student, Staci Allen, read the donations as listed in the following chart. Ms. Johnson made a motion to approve and accept the donations. Mr. Carreiro seconded the motion, and it **carried unanimously**.

**DONATIONS**

<b>SCHOOL/DEPARTMENT</b>	<b>ITEM</b>	<b>DONOR</b>
Baseline Elementary School	Organized the "Make a Difference Day" event and provided publicity valued at \$1,500.00.	Today's THV Channel 11 Theba Lolly, Community Coordinator
	Make A Difference Day Contributors:	
	Groceries, \$100.00	Rocky Mountain Missionary Baptist Church
	\$1,000.00 cash toward purchase of a new sign	St. Mark Baptist Church
	\$389.91 cash	United Way, Jo Lynn Short
	\$1,000.00 cash toward the purchase of paint and a new handicap ramp	Wilson Home Improvement
	Lunch, valued at \$100.00 for volunteers	Baseline PTA
	Removal of eight tree stumps, service valued at \$800.00	Bemis Stump Busters, Jeremy Bemis
	Use of buses, valued at \$155.00	First Student, Reggie Garrett, Manager
	Lumber for benches and volunteer hours for constructing flower beds, valued at \$400.00	Home Depot, SWLR Larry Parker
	\$1,500 in volunteer hours	LR Air Force Base, Airmen and Family Readiness Center, Andrea Perkins
	Removal of eight trees, service valued at \$3,500	Marshall Tree Service Matt Marshall & Crew
Volunteer hours for sanding and painting, use of van, air compressor and other tools, valued at \$300.00	Richard S. Meyer	
Provided and installed new school sign at discounted rate, valued at \$2,000.00	Skylite Sign Mike and Froda Coldiron	
Central High School	\$500.00 cash to the SECME program	Li Tong & Siang Gao
	\$500.00 cash to the AVID program	Capital Group Companies Charitable Foundation

SCHOOL/DEPARTMENT	ITEM	DONOR
Fair Park Early Childhood Center	\$284.52 cash to the PTA from surplus campaign funds to be used for academic and community involvement for students	Ms. Leslie Fiskien
Forest Heights Middle School	\$500.00 Walmart gift card to the art department	Anonymous
Forest Park Elementary	Turf and installation, valued at \$18,987.50	Forest Park PTA
Franklin Elementary School	30 bicycles and helmets, valued at \$2,300.00	Academy Sports & Outdoors Ginger Middleton, Regional Promotions Coordinator
Hall High School	Donations for drill team uniforms:  \$50.00 cash  \$100.00 cash  \$50.00 cash  \$75.00 cash	Mr. & Mrs. Stephen Schulte  Mr. & Mrs. Christopher Wilson  Mr. & Mrs. Rickie J. Smith  Lobo Landing, LLC
Mabelvale Middle School	\$50.00 cash to provide lunches for students	Rev. Rodney Madkins
Roberts Elementary School	Four mini iPads, valued at \$1,316.00 for Ms. Dees Kindergarten class  \$150.00 cash applied to the purchase of basketball uniforms and equipment	Anonymous  Stoneworks, LLC
Romine Interdistrict Elementary	Fall Carnival Donations:  \$100.00 cash  \$25.00 cash  Cheese, chips, bowls, valued at \$150.00	Affirmative Risk Management  Ms. Eddie Jo Williamson State Farm Insurance  Mr. Deon Aaron, LMSW Rivendell Behavioral Services

**F. Little Rock PTA Council**

No report.

**G. Little Rock Education Association**

Cathy Kohler thanked Dr. Holmes for his comments regarding the Sandy Hook Elementary school tragedy. She asked the board to consider allowing students to go first in the meeting in the future due to the large number of students who were waiting in the audience to make their presentations.

She announced the LREA members would be meeting to ratify the teacher contract on Tuesday, January 8, 4:30 p.m. at the AEA office. She asked the board to consider approving the contract at the meeting on January 10. She recognized the participants in the negotiations process.

*The board took a brief recess at 8:18 p.m. The meeting resumed at 8:35 p.m.*

## **ACTION**

Mr. Carreiro moved to reorder the agenda to move up the math adoptions to this point in the meeting. Ms. Curry seconded the motion and it carried unanimously. Action was taken at this time, but will be reported as it was presented in the agenda.

## **III. REPORTS AND COMMUNICATIONS**

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

No remarks.

### **B. Spotlight on Middle Schools – Featuring Dunbar Middle School**

Mr. Jason Raymond and students from the Dunbar Middle School broadcasting class provided an overview of their classwork via a video production highlighting students, faculty and staff of Dunbar.

### **C. 1<sup>st</sup> Quarter Report on Staff & Student Absences**

Dennis Glasgow reported briefly at the agenda meeting and again reviewed the agenda information at the board meeting. Concerns were expressed during the last scholastic audit about the number of staff absences, and the number of students being checked out early. A summary report was attached to the agenda.

### **D. 1<sup>st</sup> Quarterly Report on District Goals & Initiatives**

Dennis Glasgow reviewed a PowerPoint presentation regarding progress being made to meet the district's goals. A copy of the report was attached to the agenda.

### **E. New Definition for Academic Distress**

Mr. Glasgow reviewed the information provided as attachments to the board's agenda. The board asked for periodic updates and to keep on top of the ADE actions regarding districts placed on academic distress.

### **F. Racially Identifiable Scholarship Program Update**

Marvin Burton reported briefly at the agenda meeting and again at the board meeting regarding the scholarships established for students who attended schools previously designated as "racially identifiable." He referred to the district's "Covenant for the Future" which established and continues as the basis for these scholarships. Mr. Burton recommended continuing to fund the scholarships for the next two years based on the balance remaining in the district's budget.

Ms. Fisker moved to accept the administration's recommendation to continue funding until existing funds are exhausted. Ms. Johnson seconded the motion and it **carried unanimously**.

## **G. Anti-Bullying Advisory Committee Recommendation**

At the agenda meeting, Dr. Sadie Mitchell provided an overview Powerpoint presentation on the district's planning for a districtwide anti-bullying program. Dr. Freddie Fields discussed the investigation and reporting procedures, and Ms. Laureen Isom reviewed the counseling component for working with students who are involved in incidents of bullying.

Pamela Smith discussed strategies for increasing awareness of bullying and outlined a campaign to bring informational presentations to the public. She showed a brief clip from a video to be televised on the LRSD cable channel and other media outlets, including the City of LR public access channel.

Shoutelle Richardson, principal at Chicot, reported on a community conversation held last weekend where there was open dialogue and development of a plan to abolish bullying at school and in the community.

Dennis Glasgow reported there would be an evaluation component and assessment of the effectiveness of the bully-prevention program.

Marvin Burton and Daniel Whitehorn discussed the monitoring and visibility plan in each school, which is updated regularly to clearly describe how schools and staff monitor students during the school day.

At the agenda meeting, Dr. Holmes commented on the issue of bullying that has been highlighted in the community over the past two months. One of the concerns has been the allegation of bullying and disproportionate discrimination in the Hispanic community. He pledged the LRSD would not turn away from the issue, and promised intense research to determine how to best address the concerns. He asked the board to move ahead with appointing the advisory committee and requested assistance from the community to ensure an increase in awareness and resolution.

At the regular meeting, Dr. Sadie Mitchell responded to questions regarding the proposed frameworks for addressing the problems of bullying and harassment. She assured the board that the opportunity would be allowed for other strategies to be included in the development of the plans as the advisory committee begins its work and considers proposals and plans for appropriately addressing the problems.

Dr. Mitchell introduced representatives from Sopris, publishers of the "Bully-Proofing Your Schools and Classrooms," curriculum. Sarla Thal and Kevin England reviewed a PowerPoint presentation regarding the Sopris professional development program for training principals, teachers and others in the district to address concerns of bullying.

Dr. Fields reviewed a presentation on reporting and documenting incidents of bullying and responded to questions from the board. Dr. Mitchell discussed the appointment of the advisory committee, and asked each board member to nominate a representative to the committee. She asked that the names be submitted prior to the agenda meeting in January.

Ms. Curry requested board members select representatives from a wide range of community and social arenas to serve on the committee. Mr. Carreiro suggested adding a representative from each of the 5 high schools as well as a member from the Nehemiah Group or someone from the faith-based community.

Mr. Carreiro made a motion to ask for a committee to be formed including a representative of ten groups identified, and adding a representative from the faith-based community, and student representatives to be selected from the superintendent's student cabinet, totaling 13 members. Ms. Fisker seconded the motion. It **carried unanimously**.

Mr. Carreiro then made a motion to approve the framework and reporting structure presented and to adopt the "Bully-proofing your Schools" curriculum. Ms. Fisker seconded the motion, and it **carried unanimously**.

## **H. Recruitment of Bilingual Personnel**

David Hartz discussed recruitment efforts, especially the recruitment of Spanish speaking teachers. Various resources are being utilized to reach out nationwide to reach potential employees. He reported five Hispanic bilingual teachers were hired last year. All advertisements for employment include a web link for potential applicants to access information on the district.

## **I. Internal Auditors Report**

The monthly auditor's report was provided in the board's agenda.

## **IV. APPROVAL OF ROUTINE MATTERS**

### **A. Minutes**

Minutes from the regular board meeting held on November 15, and from a special meeting held on November 26, 2012, were presented for review and approval. Ms. Johnson made a motion to approve the minutes; Dr. Nellums seconded the motion and it **carried unanimously**.

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

### **A. Policy Revision – First Reading: JICD Anti-Bullying**

Policy JICD, Anti-Bullying, was presented for first reading approval. Linda Young was present to respond to questions, and the changes were highlighted in the recommendation. Mr. Carreiro moved to approve the policy on first reading. Ms. Fisker seconded the motion.

Mr. Adams moved to amend the motion and make a change in the language to include a definition under A, "on a continuous basis, if an incident is repeated or has a potential to be repeated over time." Mr. Carreiro seconded the motion to amend, and it **carried unanimously**. On the motion to approve as amended, the vote was also **unanimous**.

**B. Policy Revision – Second Reading: JE Student Enrollment, Attendance, and Transfers**

Policy JE, Student Enrollment, Attendance and Transfers was revised to bring it into compliance with Arkansas statutes governing enrollment requirements. Language specifying credits accepted from home school transfers and the number of semesters home school transfer students are required to attend were included.

The revisions were approved on first reading at the November meeting of the board. Mr. Carreiro made a motion to approve JE on second reading. Ms. Johnson seconded the motion, and it **carried unanimously**.

**VI. EDUCATIONAL SERVICES**

**A. Advanced Placement (AP) Mathematics Textbook Adoption  
B. Elementary Mathematics Textbook Adoption K-5**

Vanessa Cleaver addressed the board and introduced the committee which worked to identify the textbooks for adoption. Mr. Carreiro made a motion to approve both the AP and Elementary Mathematics textbooks; Dr. Nellums seconded the motion and it **carried unanimously**.

**C. School Improvement Grant – Twilight School McClellan High**

The Twilight School at McClellan is designed to serve over-age and under-credit students. It is similar to a program currently in place at Hall High School. The grant will fund an extension of the school day to 6:00 p.m. in the evening, and will offer courses the students don't have an opportunity to take during the regular school day. Linda Young was present at the agenda meeting to respond to questions. Ms. Johnson made a motion to approve the administrations recommendation; Ms. Fisksen seconded the motion and it **carried unanimously**.

**VII. HUMAN RESOURCES**

**A. Compensation Action: Internal Audit Office and CFO**

A list of personnel and salary recommendations for the Internal Auditor's office and the Chief Financial Officer was provided in the board's agenda. Mr. Carreiro moved to approve the changes as recommended; Dr. Nellums seconded the motion and it **carried unanimously**.

**B. Personnel Changes**

Routine personnel changes were provided in the board's agenda. Mr. Carreiro moved to approve; Mr. Branch seconded the motion and it **carried unanimously**.

Ms. Shoutell Richardson was recommended for appointment to the position of interim supervisor of professional development in elementary education. Ms. Johnson made a motion to approve the appointment; Dr. Nellums seconded the motion and it **carried unanimously**.

## **VIII. FINANCE & SUPPORT SERVICES**

### **A. Budget Update**

Mr. Bailey was present to respond to questions.

### **B. Financial Statements**

The monthly financial reports were provided in the board's agenda.

## **IX. EMPLOYEE HEARINGS**

There were no hearings; however, the board convened a closed session to determine the outcome of a hearing held last week for McClellan employee <DB>. The board previously heard the evidence and witnesses. Four board members were present at that time, Ms. Curry, Ms. Johnson, Mr. Branch and Mr. Carreiro. They went into a closed session to deliberate.

They returned from closed session at 11:20 p.m. and reported no action was taken. There were two items on the superintendent's letter of termination:

1. <Employee> had presented a letter to Mr. Myton for review detailing an after-school NovaNet credit recovery program. After receipt of the letter, Mr. Myton called a meeting of staff members involved in the program and notified all that there was not going to be an expansion of the NovaNet Program. He notified <employee> that there was no need for the letter she had written.
2. On or about March 20, 2012, while Mr. Myton was on vacation, <employee> forged his signature to the letter and mailed it to parents of approximately 70 McClellan students.

Ms. Johnson made a motion to find both of these items were proven. Ms. Curry seconded the motion, and it **carried unanimous**.

Ms. Curry moved to modify the administration's recommendation for termination to a ten-day suspension without pay. Further action would be left to the discretion of the superintendent. Mr. Branch seconded the motion. Mr. Branch spoke in favor of the motion, stating this action in no way validates the actions of <employee>. Her actions were unacceptable, but board action short of termination was justified.

The board voted in **favor of the motion 3-1**, with Mr. Carreiro casting the no vote.

## **ADJOURNMENT**

There being no further business before the board, the meeting adjourned at 11:28 p.m.

APPROVED: 01-24-13

Originals Signed by:  
Dianne Curry, President  
Norma J. Johnson, Secretary