

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

**MINUTES
REGULAR BOARD MEETING
August 24, 2006**

The Board of Directors of the Little Rock School District held their regular board meeting at 5:30 p.m. on Thursday, August 24, 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
Bryan Day
Larry Berkley
Tom Brock
Katherine Mitchell
Tony Rose

MEMBERS ABSENT:

None

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 5:35 p.m. All members of the Board were present at roll call.

Ex officio representatives for the month of August were also present: ***Brittany Powell***, student from Parkview Magnet High School and ***Irish Williams***, teacher from Fulbright Elementary School.

Dr. Daugherty welcomed members of the audience and recognized Superintendent Brooks.

II. REPORTS/RECOGNITIONS/PUBLIC COMMENTS:

A. Superintendent's Citations & Commendations

Prior to presenting the citations, Dr. Brooks announced current enrollment statistics which indicate that the student population has increased over this time last year by approximately 150 students. Official counts will be taken on October 1, and it is expected that the district will surpass the previous year's total enrollment.

Dr. Brooks also announced that he would visit each of the district's schools and administrative facilities prior to the end of October. Board members were invited to go along with him or to make their own personal visits to the district's schools and office sites.

Bobby Jones, Director of Safety & Security, was invited to attend the board meeting along with a few of the school-based security officers. Present were Don Allen, Supervisor of District Security Officers; Jackie Fells, Supervisor at Central High School, Montez Peterson, Supervisor at Hall High School; and Bert Gatlin, Mobile Security Officer. School security officers have received new uniforms, which consist of a navy blazer with the LRSD security logo and khaki slacks.

Heidi Campbell, teacher at Mabelvale Magnet Middle School, was named a winner of the 2006 National Outstanding Educator of the Year Award by Project Learning Tree. Superintendent Brooks announced that she was one of only five educators in the nation to receive this prestigious award, and she was presented with a superintendent's citation in honor of this recognition.

Dr. Brooks introduced **Monica Ball**, formerly a science teacher at J. A. Fair Magnet High School, who is now assigned to Parkview. Ms. Ball recently received the 2006 Outstanding Environmental Educator Award from the Arkansas Environmental Educators Association.

Tiffani Jones, teacher at Forest Heights Middle School, was one of 23 educators nationwide to receive the "Great Books Great Teachers" award from the Great Books Foundation. This award honors teachers for helping their students read carefully, think critically, listen intently and speak and write persuasively. Ms. Jones was presented a certificate of recognition for this honor.

Ex-officio representatives for the month of August were also presented with certificates of appreciation for their service to the board. The teacher representative was **Irish Williams** from Fulbright Elementary School, and the student representative was **Brittany Powell** from Parkview Magnet High School.

Dr. Daugherty presented a plaque to **Bryan Day** in recognition of his three years of service on the Little Rock School District Board of Directors. This was Mr. Day's last board meeting, with elections to his position as the Zone 3 representative taking place prior to the September board meeting.

B. Remarks from Citizens

Teacher **Amanda Taylor** spoke in favor of the merit pay / pay for student performance incentive program at Wakefield Elementary. She stated that the program enabled teachers to monitor student achievement more closely and gave students confidence in their ability to succeed on standardized tests. She stated that it was beneficial for the students to be able to monitor their own progress and that teachers were better able to collaborate to ensure student success. She asked the board to support the efforts to continue this initiative for the teachers and students at Wakefield.

Kim Romaine, also a classroom teacher at Wakefield, spoke in support of the merit pay program initiative. She stated that the program had served as a recruitment tool to attract and keep quality teachers at Wakefield and that they were pleased to have an opportunity to participate in an initiative geared toward student success. She stated that there had been an increase in staff morale and that the students had benefited from seeing teachers who were upbeat and positive about teaching. Ms. Romaine noted that the assessments not only allowed teachers to measure student strengths and weaknesses, but also helped identify their own instructional strengths and weaknesses. She encouraged the board to support the pay for performance program at Wakefield.

C. PTA Council

Bernadette Turner, PTA Council president, thanked the board for the opportunity to highlight PTA Council activities at each monthly board meeting. She reminded the board that PTA Council Meeting dates were posted on the LRSD website and included on the school calendar. Meetings are held monthly and she invited board members to attend when their schedules would allow; lunch is served 11:00 a.m. and the business meeting starts at 11:30 a.m.

D. Little Rock Classroom Teachers Association

No report.

E. Joshua Intervenors

No report.

III. REPORTS AND COMMUNICATIONS:

A. Remarks from Board Members

Mr. Rose thanked everyone who had worked hard to bring about a "spectacular" start to the 2006-2007 school year. He reported that he had visited Parkview, Rockefeller and Central, and that he would be visiting additional schools over the next few weeks.

Mr. Brock also reported visiting schools, noting that he had already been to 6 or 7 schools this first week of the school year. He stated that teachers he had visited with were pleased with progress made over the summer, noting that school buildings and grounds are cleaner than in years past. He commended the custodial staff and cafeteria workers for their commitment to doing their best for the students.

Mr. Kurrus thanked Bryan Day for his three years of service on the board and observed that it was very good news that there were contested races for seats on the LRSD Board. He stated that this was an indication that the community wants to be involved in making a positive contribution to education in our city. He thanked Dr. Brooks and other administrators for the remarkable amount of progress made over the past few years. He stated personal satisfaction in knowing that an agreement was reached that allowed teachers to start school on time with a contract that provided a substantial salary increase. He promised that the board "would not take their eye off the ball" and that he would continue to do whatever possible to raise educational achievement across the district.

Mr. Berkley also congratulated everyone who contributed to the smooth opening of school. In addition, he responded to remarks made by the teachers from Wakefield earlier in the meeting and noted that there was a difference of opinion on the issue of pay for performance. He stressed that the teachers who spoke before the board felt strongly that incentive pay plans strengthened the relationship between teachers in the schools; the union has taken the opposite position. He asked those in the listening audience to think when they go to vote in the September school board election. He reminded listeners that the current board had made great strides in strengthening the financial stability of the district and has taken a progressive approach to improve student achievement.

Dr. Mitchell wished all school personnel a very successful year, noting that teachers work very hard no matter which school they are assigned to work. She reminded teachers that student achievement is the ultimate goal and she encouraged them to do their very best this school year.

In addition, Dr. Mitchell reported that she had received a report she requested from the administration regarding staffing after last years' reorganization. She stated that very few positions at the administrative level were eliminated; and that a lot of support staff positions were reduced or eliminated. She was not able to determine from the report where \$1 million was saved, since the majority of positions eliminated were secretarial and support staff positions. Dr. Mitchell stated that the majority of the employees affected by the reorganization were African Americans who had worked for the district for 25 or 30 years. She reiterated that she was not opposed to change, or opposed to the reorganization, but that the Superintendent should have taken more time to examine the district and determine what people were doing before their cutting positions. She asked the board to ensure that the administration acts fairly when dealing with employees to avoid creating distrust and animosity.

B. Update: Legal Issues & Concerns - - Chris Heller

Mr. Heller arrived after this point in the agenda; he had been detained by a court hearing and was excused from providing an oral report. He did provide a written summary for the board's review.

C. Update: Title IX - - Sadie Mitchell

Dr. Sadie Mitchell provided a brief summary of the district's Title IX compliance and a PowerPoint presentation of specific participation in athletic activities across the district. A written summary was provided as part of the board's agenda.

D. Update: Special Services Division

Dr. Olivine Roberts presented an oral report and PowerPoint summary regarding special education services to students across the LRSD. Dr. Daugherty had requested the report as a briefing for board informational purposes.

E. Budget Update

No report.

F. August 2006 Construction Report/Bond Projects

Bill Goodman's report was printed in the board's agenda. There were no additional questions or requests.

G. Student Assignment Report

Dr. Watson was present, but there were no questions from the Board.

H. Internal Auditors Report

Mr. Becker's monthly summary report was printed in the board's agenda.

IV. APPROVAL OF ROUTINE MATTERS:

A. Minutes

Minutes from the regular board meeting held on July 27 and from a special meeting held on July 31, 2006 were presented for the board's review and approval. Mr. Berkley moved to approve the minutes as submitted; Mr. Kurrus seconded the motion and it **carried unanimously**.

V. BOARD POLICY AND REGULATIONS REVIEW:

A. Second Reading: Policy Revision – FCB – Closing of Schools

Policy FCB provides guidelines for closing schools that are no longer required for the district's educational or administrative purposes. The policy was approved on first reading at the July board meeting, and was presented for second reading approval and authorization for implementation. Mr. Berkley moved to approve the policy as presented on second reading; Mr. Rose seconded the motion and it **carried 6-1**, with Dr. Mitchell casting the no vote.

VI. EDUCATIONAL SERVICES

A. Achievement Challenge Pilot Project Expansion

The superintendent presented a resolution requesting Board approval to continue the Achievement Challenge Pilot Project for an additional school year. The district would assume the second-year cost of the program at Wakefield Elementary School and the third-year costs associated with the program at Meadowcliff Elementary School. Three private foundations, the Hussman Foundation, the Brown Foundation and the Walton Family Foundation, would provide funding for first year program costs at Geyer Springs, Mabelvale and Romine elementary schools. An evaluation of the programs would be conducted by the University of Arkansas, paid by the Walton Family Foundation. Dr. Jay Greene from the University of Arkansas attended the board meeting and provided details of the evaluation process.

In conjunction with the continuation of the Achievement Challenge Pilot Program, a Teacher Rewards Study Commission will be formed to conduct research and develop recommendations for future teacher rewards initiatives in the LRSD. The commission will include parents, teachers, and community leaders, in addition to school and district administrators. Mr. Hattabaugh was present and provided a brief recap of information provided at the August agenda meeting.

Mr. Rose moved to approve the continuation of the pilot project at Wakefield and Meadowcliff; and to authorize expansion to Geyer Springs, Mabelvale, and Romine; and to authorize the evaluation by the University of Arkansas. Mr. Berkley seconded the motion and it **carried 6-1**, with Dr. Mitchell casting the no vote.

B. Quarterly Update

The 8th quarterly update was provided for the board's review and comment. Once approved by the board, the report will be submitted to the Court on or before September 1, 2006 as ordered by Judge Wilson. Mr. Day moved to approve the submission as presented; Mr. Brock seconded the motion and it **carried 6-0-1**, with Dr. Mitchell abstaining.

VII. HUMAN RESOURCES

A. Personnel Changes

Routine personnel issues were provided in the board's agenda. One administrative promotion was also included: Ms. Barbara Williams was an instructional technology specialist and was recommended for promotion to the position of Coordinator of Instructional Technology. Mr. Day moved to approve the personnel items presented. Mr. Brock seconded the motion and it **carried unanimously**.

B. Appointment of Assistant Principal for McClellan High School

Mr. Clausey Myton was recommended for the position of Assistant Principal at McClellan High School. He was introduced to the board at the August agenda meeting. Mr. Rose moved to approve the superintendent's recommendation; Mr. Brock seconded the motion and it **carried unanimously**.

C. Appointment of Assistant Principal for J. A. Fair High School

Dr. Brooks introduced Mr. Earnest McGee, and asked the board to approve his appointment to the position of assistant principal at J. A. Fair High School. Mr. McGee was formerly assigned to Parkview Magnet High School. Mr. Brock made a motion to approve the appointment. Mr. Rose seconded the motion and it **carried unanimously**.

VIII. FINANCE & SUPPORT SERVICES

A. Apperson Alternative Learning Center Property

As required by board policy *DN – School Property Disposal*, the administration presented a resolution for the declaration of the property located at 800 Apperson Street as surplus to the operational needs of the district. The property formerly housed the Alternative Learning Center and prior to that time was Carver Elementary School. Mr. Berkley moved approval of the recommendation, Mr. Rose seconded the motion and it **carried unanimously**.

B. Board Resolutions for the District to Join the Cooperative Purchasing Network and the Texas Arkansas Purchasing System

Two resolutions were presented for action that would authorize the administration to enter into the Cooperative Purchasing Network and the Texas-Arkansas Purchasing System. These partnerships would allow the district to purchase needed goods and services at the lowest possible price under Arkansas procurement rules and regulations. Full details were provided as part of the board's agenda; Mr. Milhollen was present to respond to questions. Mr. Brock made a motion to approve the resolutions as presented. Mr. Berkley seconded the motion and it **carried unanimously**.

C. Financial Reports

Mark Milhollen provided a summary review of the end of year budget reports. He also provided a brief overview of the development of the 2006-07 school year budget and advised the board that an electronic budget would be provided for board review the first week of September. At that time the administration will ask the board to convene a special meeting at the September 14 agenda meeting so that the budget can be reviewed and approved prior to the September 15 Arkansas Department of Education deadline.

IX. CLOSING REMARKS

Mr. Day requested a moment to make closing comments. He spoke to the audience regarding his three years on the board and thanked his fellow board members for their support and for sharing their expertise in public school boardsmanship. He expressed regret that he was not able to serve as a long long-term board member, but that his ability to serve as actively as he desired was hampered by his career commitments with the City of Little Rock. He pledged his continuing support to the district, the PTA, and to other members of the board. Mr. Day asked union officials to approach the board in a non-combative and cooperative manner and to remember that we are all in the business of public education to serve the children.

EXECUTIVE SESSION

Mr. Kurrus moved to convene an executive session at 7:35 p.m. for the purpose of discussing an extension and amendments to the superintendent's contract. Mr. Rose seconded the motion and it **carried unanimously**.

The board returned from executive session and reported no action was taken. Mr. Rose then made a motion to increase the superintendent's annual compensation to \$198,000 per year; to void the portion of the contract that included family health insurance; and to increase the annual car allowance from \$9000 to \$11,000. Mr. Day seconded the motion.

Prior to the vote, Mr. Berkley offered an amendment to the original motion; to pay a bonus of \$30,000 to the Superintendent if he remains with the LRSD for three additional years and receives good evaluations. Mr. Day seconded the amendment.

On the amendment, the board **approved 6-1**, with Dr. Mitchell casting the "no" vote. On the amended motion, the vote was **6-1**, with Dr. Mitchell casting the "no" vote.

Mr. Rose moved to extend the superintendent's contract by one additional year; Mr. Brock seconded the motion and it **carried 5 - 2**, with Dr. Mitchell and Dr. Daugherty casting "no" votes.

X. ADJOURNMENT

Mr. Rose moved to adjourn at 7:48 p.m. Mr. Brock seconded the motion and it **carried**
unanimously.

APPROVED: 09-28-06

Originals Signed by:
Robert M. Daugherty, President
H. Baker Kurrus, Vice President