





A MEETING OF THE BOARD OF EDUCATION OF SPRING HILL SCHOOL  
DISTRICT NO. 10

MINUTES OF BOARD OF EDUCATION

REGULAR MEETING      ELEMENTARY CONFERENCE ROOM      6:15 P.M.      01/23/12

MEMBERS PRESENT:      KEITH BARHAM      TOMMY COLLINS  
                                 HEATH MOORE      RONDA PLANT  
                                 JEANETTE NANCE

1. Meeting called to order by Keith Barham at 6:15 P.M.
2. Prayer by Tommy Collins.
3. Keith Barham turned the meeting over to Dickie Williams for the purpose of conducting the Public Meeting to review and to take comments concerning the District's six year Facility Master Plan due on February 1, 2012.
4. Motion by Heath Moore and seconded by Tommy Collins to approve the attached resolution giving approval to the Facility Master Plan as presented. Vote 5 – 0 to approve.

**THE BOARD TOOK A BREAK AT 6:50 P.M. AND RECONVENED AT 7:16 P.M.**

5. Motion by Tommy Collins and seconded by Ronda Plant to approve the minutes of the December 12<sup>th</sup> regular meeting, the January 2<sup>nd</sup> special meeting, and the January 9<sup>th</sup> special meeting. Vote 5 – 0 to approve.
6. Motion by Heath Moore and seconded by Tommy Collins to approve the December financial reports. Vote 5 – 0 to approve.
7. Dickie Williams reminded board members that if they had not done so, their 2011 Statement of Financial Interest must be filed with the County Clerk's office no later than January 31.
8. Action on cheerleader sponsors will be held over until the next meeting.
9. Dickie Williams reviewed a report by the University of Arkansas Office of Education Performance concerning scores on the Benchmark and End-of-Course exams. Based on this study Spring Hill ranked 4<sup>th</sup> overall in the state; 4<sup>th</sup> in Literacy state rankings; and 5<sup>th</sup> in Math state rankings.
10. Motion by Heath Moore and seconded by Jeanette Nance to approve the quote of \$3,425 for School Board Legal Liability & Employment Practices Liability Insurance from BankcorpSouth Insurances Services, Inc. as recommended by the Arkansas School Boards Association [ASBA]. Vote 5 – 0 to approve.
11. Motion by Tommy Collins and seconded by Jeanette Nance to purchase a package of fifteen [15] Real Care Baby II Plus [baby mannequins] including software, charging stations, storage cases, etc. from Reality Works in the amount of approximately \$13,500. Vote 5 – 0 to approve.

*NOTE: Reality Works is the sole provider of this product.*

12. Motion by Jeanette Nance and seconded by Ronda Plant to approve a quote of \$1,600 by Mack Hamilton to install a plexi-glass window [approximately 40”H x 96”L] in the wall between the gym lobby and the gym floor. Vote 5 – 0 to approve.

*NOTE: The PeeWee basketball program will pay \$800 toward the cost.*

13. Enrollment today is 565 with 288 at the elementary school and 277 at the high school.
14. The consensus of board members was to change the following board meeting dates:

Monday, February 13 change to Tuesday, February 21  
Monday, May 21 change to Monday, May 14

**TOMMY COLLINS BECAME ILL AND LEFT THE MEETING AT 8:10 P.M. WITHOUT RETURNING.**

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 8:12 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO OPEN SESSION AT 9:05 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

15. Motion by Heath Moore and seconded by Ronda Plant to hire Gary Neely as a 2 hr/day supervision aide during lunch period. Vote 4 – 0 to approve.
16. Motion by Jeanette Nance and seconded by Heath Moore to make Mrs.Raney’s contract as superintendent a two [2] year contract, basing her salary on a index of 1.689, and adding an Indemnification and Defense Clause to her contract. Vote 4 – 0 to approve.
17. Motion by Jeanette Nance and seconded by Heath Moore to adjourn. Vote 4 – 0 to approve.

**TIME: 9:07 P.M.**

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President

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Secretary

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Superintendent



9. Motion by Jeanette Nance and seconded by Tommy Collins to approve the ASBA quote for Workers Compensation Insurance in the amount of \$5,204. Vote 5 – 0 to approve.
10. Motion by Jeanette Nance and seconded by Heath Moore to approve the three [3] year Technology Plan as presented. Vote 5 – 0 to approve.
11. Enrollment today was a total of 564 with 288 at the elementary school and 276 at the high school.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 7:03 P.M. FOR THE PURPOSE OF EMPLOYING PERSONNEL.**

**THE BOARD RETURNED TO OPEN SESSION AT 7:12 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

12. Motion by Jeanette Nance and seconded by Ronda Plant to employ Mr. Britton as High School Principal for the 2012-13 school year. Vote 5 – 0 to approve.
13. Motion by Jeanette Nance and seconded by Tommy Collins to accept the resignation of Amy Curtis from her part-time [4 hrs/day] cafeteria worker position and employ her in a full-time [7 hr/day] cafeteria worker position retroactive to February 1.. Vote 5 – 0 to approve.
14. Motion by Jeanette Nance and seconded by Tommy Collins to accept the resignation of Amanda Stout from her full-time [7 hr/day] cafeteria worker position and employ her in a part-time [4 hr/day] cafeteria worker position retroactive to February 1.. Vote 5 – 0 to approve.
15. Motion by Jeanette Nance and seconded by Heath Moore to adjourn. Vote 5 – 0 to approve.

**TIME: 7:14 P.M.**

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President

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Secretary

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Superintendent

A MEETING OF THE BOARD OF EDUCATION OF SPRING HILL SCHOOL  
DISTRICT NO. 10

**MINUTES OF BOARD OF EDUCATION**

**REGULAR MEETING      ELEMENTARY CONFERENCE ROOM      6:15 P.M.      03/12 /12**

**MEMBERS PRESENT:**              KEITH BARHAM                      TOMMY COLLINS  
   HEATH MOORE                      RONDA PLANT  
   JEANETTE NANCE

1. Meeting called to order by Keith Barham at 6:15 P.M.
2. Prayer by Heath Moore.
3. Motion by Jeanette Nance and seconded by Heath Moore the approve the minutes of the February 21, 2012 board meeting. Vote 5 – 0 to approve.
4. Motion by Tommy Collins and seconded by Heath Moore to approve the February financial reports. Vote 5 – 0 to approve.
5. After discussing the merits of installing four [4] industrial ceiling fans over the bleachers in the gym, the consensus of board members was to ask Paul Chambless to assess the air flow into and out of the gym and to make a recommendation for improving the air circulation within the gym.
6. Following a discussion concerning the purchase of a Dodge Durango from Marketing and Redistribution [State Surplus Property] for \$6,800, board members felt that school needs would be better served with a better [less used] vehicle even though the cost would be considerably more. Dickie Williams and/or Angie Raney were authorized to seek a vehicle that would better serve the needs of the school district hopefully in the \$15,000 to \$20,000 cost range.
7. Motion by Jeanette Nance and seconded by Heath Moore to approve a purchase order in the amount of \$8,055.65 for two [2] Smart Boards from Video Reality, a TAPS vendor. Vote 5 – 0 to approve.
8. Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer request made by Priscilla and Terry Vines on behalf of their son, Vann Vines, who will be in Kindergarten during the 2012-13 school year. Vote 5 – 0 to approve.
9. Motion by Heath Moore and seconded by Tommy Collins to approve the 2012-13 school calendar as presented by the PPC. Vote 5 – 0 to approve.

10. Dickie Williams advised board members that certified personnel policies would undergo a terminology change. The word “certified” will be changed to “licensed” in all affected policies. This change does not require board approval.

11. PERSONNEL POLICY CHANGES:

- a. Motion by Jeanette Nance and seconded by Heath Moore to approve the proposed changes to policy #s 3.50; 8.33; 9.5 dealing with vacations for 240 day personnel as presented by the PPC. Vote 5 – 0 to approve.
- b. Motion by Jeanette Nance and seconded by Tommy Collins to approve the proposed changes to policy #s 3.51; 9.6 dealing with payment for unused sick days upon retirement as presented by the PPC. Vote 5 – 0 to approve. *NOTE: This policy should also be included in the section that deals with classified personnel policies.*
- c. The PPC presented a proposed policy change to policy #s 3.54; 9.8 dealing with recognition of retiring personnel.

After discussion, board members rejected the proposed change as presented but suggested the following for the monetary portion of the recognition:

For each year of service to Spring Hill School District, a full-time retiree will receive a monetary gift of \$25.00.

For each year of service to Spring Hill School District, a part-time retiree will receive a monetary gift of \$12.50.

*NOTE: This policy should also be included in the section that deals with classified personnel policies.*

*NOTE: Policy changes will be presented again at the next board meeting for final approval*

12. Enrollment today was 566 with 289 at the elementary school and 277 at the high school.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 7:19 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO OPEN SESSION AT 9:15 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING THE EXECUTIVE SESSION.**



13. Motion by Jeanette Nance and seconded by Heath Moore to employ the attached list of certified employees for the 2012-13 school year in their current position or other position as dictated by student schedule needs or best interests of Spring Hill School District. Vote 5 – 0 to approve.
14. Motion by Heath Moore and seconded by Jeanette n Nance to employ Audrey Chandler as the elementary principal beginning July 1, 2012. Vote 5 – 0 to approve.
15. Motion by Heath Moore and seconded by Jeanette Nance to adjourn. Vote 5 – 0 to approve.

**TIME 9:17 P.M.**

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President

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Secretary

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Superintendent



\$26,500 plus the cost of electrical work. The consensus of board members was to bring this back as a discussion item at a later date.

8. Per state requirements, the audit for the school year ending on June 30, 2011 was discussed at this time. Dickie Williams reported there was one [1] finding dealing with segregation of duties, and nine [9] supplemental findings.

Because of the amount of ARRA funds received during the 2010-11 school year plus the total amount of federal funds that are normally received, the district was required to go through a Federal Audit. Therefore, the one [1] finding required a written response in the form of a Corrective Action Plan. We have responded and the response has been accepted by the appropriate Federal Agency.

Had we not reached the funding threshold for a federal audit, we would not have had to respond in writing to the one [1] finding.

Supplemental findings are not considered major accounting problems. They are intended to improve our bookkeeping process. We were required to respond in writing to the State Legislative Audit concerning each of the [nine [9] supplemental findings. Those responses were reviewed with board members.

9. Motion by Ronda Plant and seconded by Heath Moore to remove the attached list of items from the district's list of fixed assets. Vote 5 – 0 to approve.
10. Motion by Jeanette Nance and seconded by Ronda Plant to approve the revisions to the ACSIP plan as presented by Angie Raney. Vote 5 – 0 to approve.

11. SCHOOL CHOICE TRANSFERS:

- a. Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer request by Toni Beard to transfer her daughter, Maci Dorman, [K- 2012-13] from Hope to Spring Hill. Vote 5 – 0 to approve.
- b. Motion by Ronda Plant and seconded by Jeanette Nance to approve the School Choice Transfer request by Jessica Bain to transfer her son, Peyton Bain, [K- 2012-13] from Hope to Spring Hill. Vote 5 – 0 to approve.
- c. Motion by Ronda Plant and seconded by Jeanette Nance to approve the School Choice Transfer request by Lorenzo & Martha Altamirano to transfer their son, Alexis Eduardo Arriaga, [K- 2012-13] from Hope to Spring Hill. Vote 5 – 0 to approve.

- d. Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer request by Angela Journagan to transfer her daughter, Emilye Jaelyn Korch, [K- 2012-13] from Hope to Spring Hill. Vote 5 – 0 to approve.
  - e. Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer request by Luisa Solis to transfer her daughter, Miguel Solis, [K- 2012-13] from Hope to Spring Hill. Vote 5 – 0 to approve.
12. The consensus of board members was to hold the 2012 Graduation on the football field. Administrators were advised to work with Bethany Baptist Church personnel to see if the church could be used as a back-up for graduation in case of inclement weather.
13. Motion by Ronda Plant and seconded by Heath Moore to approve the quote from Hope Outdoor Power & Equipment in the amount of \$6,824.22 for the purchase of an EX MARK lawn mower Model #LZA27KC604. Vote 5 – 0 to approve.

**THE BOARD TOOK A BREAK AT 7:44 P.M. WITH THE MEETING RESUMING AT 8:07 P.M.**

**TOMMY COLLINS INFORMED THE BOARD THAT HE NEEDED TO LEAVE THE MEETING IN ORDER TO RETURN TO WORK TO DEAL WITH SOME ISSUES THAT HAD DEVELOPED.**

14. Dickie Williams requested permission to begin soliciting bids for a new bus. Board members agreed.
15. Motion by Jeanette Nance and seconded by Heath Moore to increase the 2012-13 price of student paid meals by .05. Vote 4 – 0 to approve.
- NOTE: With this increase elementary paid meals will be \$1.35 and \$1.60 at the high school*
16. Motion by Jeanette Nance and seconded by Heath Moore to add three [3] additional days [from 180 days to 183 days] to the 2012-13 contracts of cafeteria workers. Vote 4 – 0 to approve.
17. Motion by Jeanette Nance and seconded by Heath Moore to approve the attached revised 2011-12 Teacher Salary Schedule which includes a \$1,000 increase across the base and adding a 28<sup>th</sup> step to be retroactive to July 1, 2011. Vote 4 – 0 to approve.

18. Motion by Heath Moore and seconded by Jeanette Nance to approve the revised Teacher Salary Schedule [#17 above] as the 2012-13 schedule. Vote 4 – 0 to approve.
19. Motion by Ronda Plant and seconded by Jeanette Nance to approve a contract in the amount of \$1,000 with Hope Country Club for the use of their golf course by the uggolf team, to be billed after July 1. Vote 4 – 0 to approve.
20. Enrollment today was 567 with 289 at the elementary school and 278 at the high school.

Dickie Williams reported that based upon his calculations of the ADM of each of the first three [3] quarters, our three [3] quarter average is 572.77. This is the ADM figure that the Department of Education will use to calculate State Aide for the 2012-13 school year.

21. Angie Raney reported to the board that her superintendent certification issues have been resolved with the Department of Education. She will be receiving a Standard Five Year certification that will include superintendent certification without having to take additional classes or meeting additional requirements.

**KEITH BARHAM DECLARD AN EXECUTIVE SESSION AT 8:37 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO OPEN SESSION AT 10:25 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

22. Dickie Williams recommended the following personnel actions with previous consultation with Angie Raney [Superintendent Elect]:
  - a. Motion by Jeanette Nance and seconded by Heath Moore to accept the resignation of Regina Tullis effective at the end of the current school year. Vote 4 – 0 to approve.
  - b. Motion by Heath Moore and seconded by Jeanette Nance to accept the resignation of Amanda Stout effective March 16. Vote 4 – 0 to approve.
  - c. Motion by Heath Moore and seconded by Ronda Plant to hire Karen Kitchens as a part-time worker in the cafeteria effective April 9. Vote 4 – 0 to approve.
  - d. Motion by Jeanette Nance and seconded by Heath Moore to employ for the 2012-13 school year all classified employees as listed on the attached list in their current position or other position as dictated by student schedule needs or best interests of Spring Hill School District. Vote 4 – 0 to approve.

- e. Motion by Ronda Plant and seconded by Jeanette Nance to employ Tanya Dougan as Jr High Cheerleader Sponsor for the 2012-13 school year for a stipend of \$1,000 with half the amount intended for the period of July 1 through December 31, and the remaining half intended for the period of January 1 through June 30. Vote 4 – 0 to approve.
- f. Motion by Heath Moore and seconded by Jeanette Nance to add ten [10] working days to the 2012-13 contract of Jan Rhodes [increase from 210 days to 220 days]. Vote 4 – 0 to approve.
- g. Motion by Jeanette Nance and seconded by Heath Moore to move Tanya Dougan’s pay index from .51 to .60 which is the index associated with her job description effective on July 1. Vote 4 – 0 to approve.
- h. Motion by Jeanette Nance and seconded by Ronda Plant to remove the District Treasurer position from the district’s stipend schedule, place the individual holding the position [currently Kay Miles] at the appropriate experience level on the Bachelor’s Degree level of the District’s Teacher Salary Schedule and treat as a 240 day schedule rather than a 190 schedule. Vote 4 – 0 to approve.

23. Motion by Heath Moore and seconded by Jeanette Nance to adjourn. Vote 4 – 0 to approve.

**TIME: 10:30 P.M.**

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President

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Secretary

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Superintendent



A MEETING OF THE BOARD OF EDUCATION OF SPRING HILL SCHOOL  
DISTRICT NO. 10

MINUTES OF BOARD OF EDUCATION

REGULAR MEETING      ELEMENTARY CONFERENCE ROOM      6:15 P.M.      05/14 /12

MEMBERS PRESENT:      KEITH BARHAM      JEANETTE NANCE  
HEATH MOORE      RONDA PLANT

TOMMY COLLINS [*Absent*]

1. Meeting called to order by Keith Barham at 6:18 P.M.
2. Prayer by Heath Moore.
3. Motion by Jeanette Nance and seconded by Heath Moore to approve the minutes of the April 16, 2012 regular board meeting and the May 1, 2012 special board meeting. Vote 4 – 0 to approve.
4. Motion by Jeanette Nance and seconded by Heath Moore to approve the April financial reports. Vote 4 – 0 to approve.
5. Dickie Williams reported the following bids for a new 77 passenger bus:

Central States Bus Sales [Blue Bird]	\$77,580
Diamond State Bus Sales	\$78,575

Motion by Ronda Plant and seconded by Jeanette Nance to purchase a new 77 passenger bus from Central States Bus Sales [North Little Rock, AR] in the amount of \$77, 580. Vote 4 – 0 to approve.

*NOTE: Delivery will be approximately 180 days.*

6. Dickie Williams reported that he had no new information concerning air flow in the gym. This discussion will remain on hold until additional information is received. There is no time table for bringing this item back to the board.
7. Dickie Williams reported that we have received the final Annual Accreditation Report. The elementary school and the high school have been accredited for the 2011-12 school year.
8. The following School Choice Transfer requests were approved for the 2012-13 school year:
  - a. Motion by Jeanette Nance and seconded by Ronda Plant to approve the School Choice Transfer request by Christina Arechiga on behalf of her son Gavin Izeah Smith [K] from Hope to Spring Hill. Vote 4 – 0 to approve.



- b. Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer request by Michael Braddock on behalf of his son Carson M. Braddock [K] from Hope to Spring Hill. Vote 4 – 0 to approve.
  - c. Motion by Ronda Plant and seconded by Jeanette Nance to approve the School Choice Transfer request by Jana Anderson on behalf of her daughter Aubrey B. Anderson [K] from Hope to Spring Hill. Vote 4 – 0 to approve.
  - d. Motion by Ronda Plant and seconded by Jeanette Nance to approve the School Choice Transfer request by Crystal Crews on behalf of her son Riley James Crews [K] from Hope to Spring Hill. Vote 4 – 0 to approve.
  - e. Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer request by Josie Carlton on behalf of her daughter Karleigh Brooke Carlton [K] from Nevada County School District to Spring Hill. Vote 4 – 0 to approve.
  - f. Motion by Ronda Plant and seconded by Jeanette Nance to approve the School Choice Transfer request by Valarie McRaven on behalf of her daughter Sailor Elizabeth McRaven from Hope to Spring Hill. Vote 4 – 0 to approve.
9. Motion by Jeanette Nance and seconded by Heath Moore to increase the homebound instruction pay from \$25.00/hr to \$40,00/hr retroactive to August 20, 2011. Vote 4 – 0 to approve.
10. Motion by Jeanette Nance and seconded by Heath Moore to have the 2012 Homecoming at the football stadium. Vote 4 – 0 to approve.
11. Motion by Jeanette Nance and seconded by Heath Moore to approve a 2012-13 Professional Services Agreement with Liles Therapy Inc to provide OT and COTA services. Vote 4 – 0 to approve.
12. Motion by Jeanette Nance and seconded by Ronda Plant to approve an overtime payment to Janice Kidd in the amount of \$1,986.75 for overtime worked during 2009-10 [\$726.42], 2010-11 [\$675.87] and through the month of March of 2011-12 [\$584.46]. Vote 4 – 0 to approve.
13. Motion by Ronda Plant and seconded by Heath Moore to approve the attached Certificate of Appointment naming Angie Raney as Ex Officio Financial Secretary of Spring Hill School District effective on July 1, 2012. Vote 4 – 0 to approve.
14. Motion by Heath Moore and seconded by Jeanette Nance to remove the name of Dickie Williams from the school district's bank signature card effective on June

30, 2012 and to add the name of Angie Raney to the signature card effective on July 1, 2012. Vote 4 – 0 to approve.

15. Dickie Williams reported that the 2011 Abstract of Assessments – Taxes Paid in 2012 is a total of \$12,952,808. This is an increase of \$371,423 over the 2010 assessments of \$12,581,385.
16. Mrs. Raney reviewed summer work projects. She also brought to the attention of board members the need for several part-time workers during the summer that will be paid hourly with time being recorded on time sheets.
17. Dickie Williams reviewed the summer work schedule. We are again requesting a four [4] day work week with Monday, Tuesday, and Wednesday being 9 hr days and Thursday being an 8 hour day for a total of 35 hours per week.

The summer schedule will begin the week of Memorial Day. We will not be working on Memorial Day [May 28]. We will also not work on the Fourth of July [Wednesday] and return to work on July 5. We are encouraging our employees to either take a vacation or a personal day on July 5.

18. Motion by Jeanette Nance and seconded by Heath Moore to hire one [1] person to work ½ time as a cafeteria worker and ½ time as a custodian. Vote 4 – 0 to approve.
19. Enrollment today was 569 with 291 at the elementary school and 278 at the high school.
20. Mr. Britton reported that our FFA Chapter was recently recognized by the National FFA Organization as a FFA Chapter Challenger winner. Our local chapter received a \$1,250 certificate of credit with the National FFA accounting team. Uses of these funds include purchasing any FFA merchandise, Washington Leadership Conference registration, and National Convention registration.

Our high school has been recognized again this year by U.S. News & World Report. The previous three [3] years we were recognized as Bronze winners. This year the designation improved to a Silver winner. Spring Hill High School was also recognized as the 20<sup>th</sup> Most Connected Classrooms in the U.S.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 8:23 P.M. FOR THE PURPOSE OF DISCUSSING PERSONNEL.**

**THE BOARD RETURNED TO REGULAR SESSION AT 8:55 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

21. Motion by Heath Moore and seconded by Jeanette Nance to adjourn. Vote 4 – 0 to approve.

**TIME: 8:56 P.M.**

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President

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Secretary

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Superintendent

MEETING OF THE BOARD OF EDUCATION OF SPRING HILL SCHOOL  
DISTRICT NO. 10

**MINUTES OF BOARD OF EDUCATION**

**REGULAR MEETING      ELEMENTARY CONFERENCE ROOM      6:15 P.M.      06/11 /12**

**MEMBERS PRESENT:**                      KEITH BARHAM                      TOMMY COLLINS  
   HEATH MOORE                      RONDA PLANT  
   JEANETTE NANCE

1. Meeting called to order by Keith Barham at 6:15 P.M.
2. Prayer by Tommy Collins.
3. Glen Spears [Engineer] made a report concerning the status of the new wastewater treatment facility. Advertising should be the first two [2] weekends in July. Bid opening should be on Thursday, July 19. If this goes per plan, the board will meet on Monday, July 23 to award the bid. Construction should be completed in October or November, with the plant being fully operational by the first of the year. Construction will not interfere with normal school operations.
4. Motion by Jeanette Nance and seconded by Heath Moore to approve the minutes of the May 14 regular meeting. Vote 5 – 0 to approve.
5. Motion by Jeanette Nance and seconded by Heath Moore to approve the May financial reports. Vote 5 – 0 to approve.
6. Dickie Williams reported that the Arkansas School Choice Act [A.C.A 6-18-206] had been declared unconstitutional by a Federal Judge on Friday, June 8. Instructions have not been received concerning transfer petitions that have been approved for the 2012-13 school year nor those petitions received that are pending approval. Instructions will be forthcoming at some point in the future. Two [2] petitions will be presented during this meeting. Mr. Williams recommended the approval of both petitions with a statement attached explaining the above information and that the approval could be reversed once instructions are received.

Motion by Ronda Plant and seconded by Heath Moore to approve the School Choice Transfer petition by Ashokkumar K. Thakar on behalf of his 7<sup>th</sup> grade son, Ashokkumar P. Thaker, from Hope School District with the understanding that approval could be reversed pending final instructions concerning the Arkansas School Choice act being declared unconstitutional by a Federal Judge on June 8, 2012. Vote 5 – 0 to approve.

- a. Motion by Ronda Plant and seconded by Tommy Collins to approve the School Choice Transfer petition by Jessica Bain on behalf of her 3<sup>rd</sup> grade daughter, Emma “Katie” Bain, from Hope School District with the understanding that approval could be reversed pending final instructions concerning the Arkansas School Choice act being declared unconstitutional by a Federal Judge on June 8, 2012. Vote 5 – 0 to approve.
7. Motion by Jeanette Nance and seconded by Tommy Collins to pay summer part-time workers \$8.23/hr. Vote 5 – 0 to approve.

**TOMMY COLLINS EXCUSED HIMSELF FROM THE MEETING AT 7:35 P.M.**

8. Criteria for athletic lettering was discussed. The consensus of board members indicated that our athletic awards policy should contain written criteria for lettering in each sport. It was also discussed that the written criteria should be more objective and less subjective. Keith Barham appointed a committee to bring a recommendation back to the board during the July meeting. The appointed committee members are Tommy Poole, Laura Kidd, Angie Raney, and Steve Britton.
9. The consensus of board members was to allow Angie Raney to develop plans to sell season tickets and to develop plans for selling reserve seating at football games.
10. The consensus of board members was to allow Mrs. Raney to have a new ticket booth constructed at the ball field with the cost being between \$1,500 and \$2,000.

**TOMMY COLLINS RETURNED TO THE MEETING AT 8:00 P.M. AND STATED THAT HE WAS ILL AND NEEDED TO LEAVE THE MEETING.**

11. Motion by Jeanette Nance and seconded by Heath Moore to approve the 2012-13 ASBA Risk Management quote in the total amount of \$28,193 [Property Insurance - \$24,467; Vehicle Insurance - \$3,355; Mobile Equipment Insurance - \$371]. Vote 4 – 0 to approve.
12. Motion by Ronda Plant and seconded by Jeanette Nance to approve the following list of four [4] non-personnel policies changes and one [1] new non-personnel policy. Vote 4 – 0 to approve.

- Policy 1.16 DUTIES OF BOARD DISBURSING OFFICER
- Policy 1.2 BOARD ORGANIZATION
- Policy 7.14 USE OF DISTRICT CELL PHONES AND COMPUTERS
- Policy 7.20 ELECTRONIC FUND TRANSFERS **[NEW]**
- Policy 7.7 CASH IN CLASSROOMS

13. Motion by Heath Moore and seconded by Ronda Plant to approve the 2013-14 Proposed Budget of Expenditures with Tax Levy as presented. Vote 4 – 0 to approve.
14. Steve Britton presented an estimate for Literature and Grammar textbooks [Grades 7 -12] of \$60,000. He and Angie Raney will review this request and present at the next board meeting.
15. Angie Raney advised board members that she had been pricing used cars for purchase. She indicated that probably the best option would be to purchase a new 2013 Chevrolet Impala through the State Purchasing contract. The price is relatively close to the used car prices that she has found. This item will be brought back to the board at a later date.
16. Motion by Jeanette Nance and seconded by Ronda Plant to purchase a Toshiba copier from VANCO in the amount of \$3,995 to be placed at the elementary school. Vote 4 – 0 to approve.

*NOTE: A quote of \$3,850 for a Canon copier was received from DATAMAX.*

17. The consensus of board members was to replace the carpet in Mrs. Huckabee's classroom with the cost being approximately \$1,200.
18. The consensus of board members was to replace the floor tile in the hallway of the old elementary building [yellow metal] with the cost being approximately \$3,000. Angie Raney will make sure that the current quote of \$2,960 is the best quote.

**THE BOARD TOOK A BREAK AT 8:47 P.M. AND RE-CONVENED AT 9:17 P.M. WITH KEITH BARHAM DECLARING AN EXECUTIVE SESSION FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO REGULAR SESSION AT 11:25 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

19. Motion by Jeanette Nance and seconded by Ronda Plant to move Suzanne Plyler from a Title 1 Para-Professional [Classified] position to a 1<sup>st</sup> grade certified teacher position. Vote 4 – 0 to approve.

*NOTE: Angie Vickers was moved from 2<sup>nd</sup> grade to 3<sup>rd</sup> grade.  
Brooke Fisher was moved from K to 2<sup>nd</sup> grade.*

20. Motion by Heath Moore and seconded by Ronda Plant to give Angie Raney authority to negotiate [length of contract and stipends] a contract with Rusty Winfield within the parameters as set by the board. Vote 4 – 0 to approve.
21. Motion by Jeanette Nance and seconded by Ronda Plant to give Dickie Williams a \$4,200 retirement bonus. Vote 3 – 1 to approve with Heath Moore voting NAY.
22. Motion by Heath Moore and seconded by Jeanette Nance to adjourn. Vote 4 – 0 to approve.

TIME: 11:27 P.M.

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President

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Secretary

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Superintendent [Outgoing]

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Superintendent Elect

MEETING OF THE BOARD OF EDUCATION OF SPRING HILL SCHOOL  
DISTRICT NO. 10

**MINUTES OF BOARD OF EDUCATION**

**SPECIAL BOARD MEETING      ELEMENTARY CONFERENCE ROOM      6:15 P.M. 06/26 /12**

**MEMBERS PRESENT:**              KEITH BARHAM                      TOMMY COLLINS  
   HEATH MOORE                      RONDA PLANT  
   JEANETTE NANCE

1. Meeting called to order by Keith Barham at 6:21 P.M.
2. Prayer by Heath Moore.
3. Motion by Tommy Collins and seconded by Heath Moore to approve the minutes of the June 11, 2012 regular meeting. Vote 5 – 0 to approve.
4. Dickie Williams reported that the Federal Judge who declared the Arkansas School Choice law unconstitutional on June 8, issued a STAY of his order on June 22. The STAY will remain in effect until at least the appeals process is completed. Therefore, transfers under the Arkansas School Choice law are legal at this time.

Motion by Heath Moore and seconded by Ronda Plant to approve the School Choice Transfer petitions by James and Klorisa Withers on behalf of their children, MyKayla Withers [8<sup>th</sup>] and Andrew Withers [5<sup>th</sup>], from Hope School District. Vote 5 – 0 to approve.

5. Motion by Heath Moore and seconded by Jeanette Nance to accept the resignation of Kelly Dice as Library Media Specialist. Vote 5 – 0 to approve.
6. Motion by Heath Moore and seconded by Ronda Plant to accept the resignation of Tommy Poole as Head Football Coach, Athletic Director, Head Baseball Coach and P.E./Health Teacher. Vote 5 – 0 to approve.

**KEITH BARHAM DECLARD AN EXECUTIVE SESSION AT 6:25 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BAORD RETURNED TO REGULAR OPEN SESSION AT 7:05 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

7. Dickie Williams recommended the following personnel actions on behalf of Angie Raney, Superintendent Elect.
  - a. Motion by Heath Moore and seconded by Tommy Collins to employ Susan Butler as Library Media Specialist [K – 6 & 7 – 12] pending her contract release from Hope School District. Vote 5 – 0 to approve.
  - b. Motion by Ronda Plant and seconded by Heath Moore to employ Rusty Winfield on a 210 day contract to teach High School Math,



Assistant Football Coach [Sr. High, Jr. High, 7<sup>th</sup> Grade], and Head Baseball Coach. Vote 5 – 0 to approve.

- c. Motion by Ronda Plant and seconded by Tommy Collins to employ Russell Carter on a 240 day contract as Head Football Coach [Sr. High, Jr. High, 7<sup>th</sup> Grade], Athletic Director and to continue teaching Civics and coach track. Vote 5 – 0 to approve.

- 8. Dickie Williams reported his conversation today with Lloyd Turner concerning the construction of a pipe fence between the elementary building and his bull pen.

Mr. Turner met with the board on November 20, 2007 to discuss the property line between the new building and his bull pen. He agreed the property line should be straight, but he did not want to have a survey. He suggested that sufficient clearance would be determined and then a pipe fence constructed. He also suggested that if the school would provide the materials that he would provide a welder to construct the fence.

The board did not take a formal vote but there was no negative comments toward the request. Russell Womack [Board Member] said he would donate thirty [30] links [approximately 900 ft] of 3” pipe for the project. Russell delivered the pipe and the pipe is currently in Mr. Turner’s possession.

Mr. Turner wanted me to inform the board that he has not been able to locate the succor rod that is needed to complete the fence. Mr. Turner does intend to complete the project.

- 9. Motion by Heath Moore and seconded by Jeanette Nance to adjourn. Vote 5 – 0 to approve.

**TIME: 7:16 P.M.**

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President

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Secretary

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Superintendent

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Superintendent [Retired 6/30/12]



8. Angie Raney made a recommendation to approve payment to Russell Glass for reimbursement of his Math Praxis test due to the fact that the administration asked him to teach a subject out of his certification and something that he was not originally hired to do. Motion made by Heath Moore and seconded by Ronda Plant. Vote 4-0 to approve.
9. Angie Raney made a recommendation to approve Lacy Britt's Family Medical Leave Act request due to the fact that she qualifies for this leave under "Because of the birth of a son or daughter of the employee and in order to care for such son or daughter." Motion made by Ronda Plant and seconded by Heath Moore. Vote 4-0 to approve.
10. Angie Raney stated that no Physical Therapy Services were being rendered to students at this time so there was no need for a contract agreement.
11. Angie Raney recommended the Occupational Therapy Contract Agreement with Liles Therapy for the 2012-13 school year based on discussion from Angela Winfield, LEA Supervisor. Motion was made by Jeanette Nance and seconded by Heath Moore. Vote 4-0 to approve.
12. Angie Raney presented the election ballot provided by the Hempstead County Election Commission. Motion to approve the ballot was made by Ronda Plant and seconded by Heath Moore. Vote 4-0 to approve.
13. Angie Raney presented the Notice of Election to be published in the Hope Star per *Arkansas Code Ann. 6-14-109*. Motion to approve the Notice of Election was made by Heath Moore and seconded by Jeanette Nance. Vote 4-0 to approve.
14. Angie Raney presented changes in the Homecoming Rules as submitted to her by Tammy Glass, Homecoming Coordinator. There was discussion of the rules along with a concern of students not being able to vote on certain things that affect them such as Mr. and Miss Spring Hill. Angie Raney said that she would talk to the student council advisor about these issues and allow students to go through the proper process for their voice to be heard. A motion to approve the Homecoming Rules was made by Jeanette Nance and seconded by Ronda Plant. Vote 4-0 to approve.
15. Angie Raney recommended approving the 2012-13 licensed salary schedule that showed 0.5 years experience in order to reflect current policy allowing licensed staff to be paid with 0.5 years experience. There were NO CHANGES in the salary schedule amounts. Motion was made by Heath Moore and seconded by Jeanette Nance. Vote 4-0 to approve.
16. Angie Raney recommended approving the 2012-13 classified salary schedule noting the only changes being those that reflect the new federally required

minimum wage rate of \$8.02 for clerical, non-instructional, and distance learning facilitator. Motion was made by Heath Moore and seconded by Ronda Plant. Vote 4-0 to approve.

17. Angie Raney recommended approval of the 2011-12 Contract Addendums. Motion was made by Jeanette Nance and seconded by Heath Moore. Vote 4-0 to approve.
18. Angie Raney discussed the new accountability rating system and gave the Board handouts showing AMO targets for the school district. She explained that due to not meeting AMO targets in math, both schools have been labeled as "Needs Improvement." Angie said that she would be going to training about the new process and would share information with the Board at the next meeting.
19. Angie Raney asked the Board to change the September board meeting to September 10, 2012 due to approval deadlines of the new athletic budget and the annual school budget. Motion made by Ronda Plant and seconded by Jeanette Nance. Vote 4-0 to approve.
20. Sandra Hill, Licensed PPC President, presented the following policy to the Board for approval:

#### **Licensed Employee Increments for Sick Leave and Personal Leave**

Sick leave and personal leave must be taken in 0.5 day increments.

In extenuating circumstances, the superintendent may approve sick leave and/or personal leave to be taken in 0.15 day increments. A petition must be made in writing by the employee to superintendent explaining the extenuating circumstance. The superintendent must approve or disapprove the petition in writing.

Approval must be made before .15 increments can be taken. Approvals are valid until the end of the current contract year for the specified situation which will be stated in the approval letter.

This policy takes in to account those with long term illness that may need treatment but can leave school for only a period or so. The employee would not have to be "docked" for the entire ½ day.

Motion was made by Ronda Plant and seconded by Heath Moore. Vote 4-0 to approve.

*It was noted that licensed employees would vote on the policy the next day to determine if the policy would go in to effect retroactive to July 1, 2012 or begin*

*July 1, 2013.*

21. Tina Huckabee, Classified PPC President, presented the following policy to the Board for approval:

**Classified Employee Increments for Sick Leave and Personal Leave**

Sick leave and personal leave must be taken in 0.5 day increments.

In extenuating circumstances, the superintendent may approve sick leave and/or personal leave to be taken in 0.15 day increments. A petition must be made in writing by the employee to superintendent explaining the extenuating circumstance. The superintendent must approve or disapprove the petition in writing.

Approval must be made before .15 increments can be taken. Approvals are valid until the end of the current contract year for the specified situation which will be stated in the approval letter.

This policy takes in to account those with long term illness that may need treatment but can leave school for only a period or so. The employee would not have to be “docked” for the entire ½ day.

Motion was made by Ronda Plant and seconded by Jeanette Nance. Vote 4-0 to approve.

*It was noted that classified employees would vote on the policy the next day to determine if the policy would go in to effect retroactive to July 1, 2012 or begin July 1, 2013.*

**THE BOARD TOOK A BREAK AT 8:00 P.M AND RECONVENED AT 8:34 P.M.**

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 8:35 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO REGULAR OPEN SESSION AT 9:29 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

22. Angie Raney recommended the hiring of Rhonda Tewalt as a kindergarten classroom teacher. Motion was made by Ronda Plant and seconded by Heath Moore. Vote 4-0 to approve.

23. Angie Raney recommended extending Gary Neely's contract from two hours a day to three hours a day due to the added lunch periods this year. Motion made by Heath Moore and seconded by Ronda Plant. Vote 4-0 to approve.

**HEATH MOORE LEFT THE ROOM AT 9:31 P.M.**

24. Angie Raney recommended that Tracey Moore be hired for the K-12 paraprofessional position.
25. Angie Raney recommended that a resolution be passed in order to enter in to a contract with Tracey Moore due to the fact that she is the wife of Board member, Heath Moore, per Arkansas Code 6-2-4-101. The resolution must be sent to the Commissioner's Office via certified mail along with a disclosure form from Heath Moore. No contract will be issued until the school hears back from the Commissioner's Office. Motion was made by Jeanette Nance and seconded by Ronda Plant. Vote 3-0 to approve.

**HEATH MOORE CAME BACK TO THE MEETING AT 9:33 P.M.**

26. Motion by Jeanette Nance and seconded by Heath Moore to adjourn. Vote 4 – 0 to approve.

TIME: 9:35 P.M.

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President

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Secretary

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Superintendent



- d. Monday, January 28
- e. Monday, February 25
- f. Monday, March 25
- g. Monday, April 22
- h. Monday, May 20

Motion made by Jeanette Nance and seconded by Heath Moore. Vote 4-0 to approve.

- 10. Angie Raney recommended a special meeting for Monday, September 24 to approve the ACSIP plan and FY13 Budget. Motion was made by Heath Moore and seconded by Jeanette Nance. Vote 4-0 to approve.
- 11. Angie Raney recommended that the annual report to the public be conducted during the regular scheduled October school board meeting. Motion made by Heath Moore and seconded by Jeanette Nance. Vote 4-0 to approve.
- 12. The 2013 Athletic Budget and Expenditure report was presented to the Board. Motion made by Heath Moore and seconded by Jeanette Nance. Vote 4-0 to approve.
- 13. Angie Raney gave an update to the Board on their professional development hours needed by December 31, 2012. The decision was made to go to the co-op on one of the two days offered in October to get the remaining professional development needed. Hours needed:  
  

Heath Moore	1 hour
Keith Barham	3 hours
Ronda Plant	3 hours (not required due to appointment)
Jeanette Nance	0 hours
- 14. Angie Raney recommended approving assurances for ARMAC, Medicaid, and Special Education. Motion made by Jeanette Nance and seconded by Heath Moore. Vote 4-0 to approve.
- 15. Angie Raney recommended using Dennis Fuller, Insurance Agent, to provide a student insurance option to all students K-12. This would be at no cost to the school. Motion made by Jeanette Nance and seconded by Ronda Plant. Vote 4-0 to approve.
- 16. Angie Raney recommended entering in to a contract with Shawn Rayburn to provide Speech Therapy for the 2012-13 school year. Motion made by Jeanette Nance and seconded by Ronda Plant. Vote 4-0 to approve.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 7:19 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**



**THE BOARD RETURNED TO REGULAR OPEN SESSION AT 8:47 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

17. Angie Raney recommended the hiring of Jerry Hendrick for a counselor on a 120 day contract. Motion made by Jeanette Nance and seconded by Heath Moore. Vote 4-0 to approve.
18. Angie Raney recommended the hiring of Angie Putman for a K-12 paraprofessional on a contract of 182 days. Motion made by Heath Moore and seconded by Ronda Plant. Vote 4-0 to approve. [Contracted days for the 2012-13 school year will not be retroactive and consist of 163 days.]  
  
Angie Raney stated that Tracey Moore was denied employment for the K-12 paraprofessional position by the Commissioner's Office due to the fact that the situation did not constitute the "unusual and limited" circumstances necessary to grant such exception. This is due to the fact that her husband, Heath Moore, is a school board member.
19. Angie Raney updated the Board about the high school math teachers participating in a research project with University of Arkansas. If the school is chosen they will receive 40 laptops that they can keep once the project is completed.
20. Motion by Jeanette Nance and seconded by Heath Moore to adjourn. Vote 4 – 0 to approve.

TIME: 8:50 P.M.

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President

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Secretary

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Superintendent

MEETING OF THE BOARD OF EDUCATION OF SPRING HILL SCHOOL  
DISTRICT NO. 10

MINUTES OF BOARD OF EDUCATION

REGULAR MEETING      ELEMENTARY CONFERENCE ROOM      6:15 P.M.      09/24 /12

MEMBERS PRESENT: KEITH BARHAM  
RONDA PLANT  
TODD MARTIN

HEATH MOORE  
JEANETTE NANCE

## SPECIAL BOARD MEETING

1. Meeting called to order by Keith Barham at 6:15 P.M.
2. Prayer by Heath Moore.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 6:16 P.M.  
FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO REGULAR OPEN SESSION AT 7:14 P.M.  
WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN  
TAKEN DURING EXECUTIVE SESSION.**

3. An unusually large crowd came to the meeting out of concerns in the district. Keith Barham acknowledged the crowd and told them that he appreciated their concern but due to policy, they would not be able to speak to the Board. He said that personnel issues could not be discussed and that if they would write down their concerns and give to Angie Raney, she would look in to it and report back to the Board. Sandra Hill gave a three-page letter to Angie Raney. After a few comments about how to get on the Board agenda, the meeting continued.
4. Angie Raney presented the ACSIP Plan to the Board for approval. Motion made by Ronda Plant and seconded by Heath Moore. Vote 5-0 to approve.
5. The FY13 Budget was presented to the Board for approval by Angie Raney. A motion was made by Jeanette Nance and seconded by Heath Moore. Vote 5-0 to approve.
6. Angie Raney read a letter of resignation from Marie Yocom for her bus route. Marie had served the district for 32 ½ years. Angie Raney recommended accepting the resignation of Marie Yocom. A motion was made by Heath Moore and seconded by Ronda Plant. Vote 5-0 to approve.
7. Angie Raney discussed with the Board that VISTA Health Services would be the school's health services support group. There is no contract being

exchanged. Keith Barham asked to check to make sure everything would be ok with working with them because his brother is employed by VISTA Health Services. Angie Raney said she would check on this before we proceeded.

8. Angie Raney recommended approving a contract with Datamax Services for a five-year printer service agreement in the amount of \$1,243.42 per month for an annual contract of \$14,921.04. Motion made by Heath Moore and seconded by Jeanette Nance. Vote 5-0 to approve.
9. Angie Raney read the letter received from ADE Child Nutrition about how we had saved \$79,767.90 during last school year. We had a excess carry-over of \$27,722.30 which is more than a three-month average. Angie Raney told the Board that she and Julie Allison, Food Service Director, would meet and create a plan to spend down the money. A letter must be submitted to ADE by October 1.
10. Angie Raney recommended the hiring of Glen Shults for Marie Yocom's bus route. Motion made by Ronda Plant and seconded by Heath Moore. Vote 5-0 to approve.
11. Motion by Jeanette Nance and seconded by Heath Moore to adjourn. Vote 5 – 0 to approve.

TIME: 7:51 P.M.

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President

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Secretary

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Superintendent



this position in the past. Motion made by Heath Moore and seconded by Todd Martin. Vote 5-0 to approve.

9. Angie Raney asked the board to rescind their motion from the September 26, 2012 board meeting to enter in to a service agreement with Datamax. She believes that since the contracted amount is over \$10,000 she will need to receive more bids or get clarification from ADE. Motion made by Heath Moore and seconded by Ronda Plant. Vote 5-0 to approve.
10. Ronda Plant made a motion to remove Tommy Collins from the bank signature card at First Bank and add Todd Martin. Heath Moore seconded the motion. Vote 5-0 to approve.
11. Angie Raney recommended approving the resignation of Angie Putman, paraprofessional. Motion made by Heath Moore and seconded by Jeanette Nance. Vote 5-0 to approve.
12. Angie Raney recommended approving an out-of-state trip for members of FCCLA and their sponsor Mrs. Huckabee to Oklahoma City, OK on November 15-18, 2012. Costs will be paid by the club and it's members. Motion made by Ronda Plant and seconded by Jeanette Nance. Vote 5-0 to approve.
13. Angie Raney recommended the removal off of inventory for a HP Color Printer ID: 600. Motion made by Jeanette Nance and seconded by Todd Martin. Vote 5-0 to approve.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 6:57 P.M. FOR THE PURPOSE OF HIRING PERSONNEL.**

**THE BOARD RETURNED TO REGULAR OPEN SESSION AT 7:27 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

14. Angie Raney recommended the hiring of Brittany Hammond for the K-12 paraprofessional with two hours being spent in distance learning. Motion made by Jeanette Nance and seconded by Todd Martin. Vote 5-0 to approve.
15. Angie Raney recommended reducing Kim Hollis' current contract from seven hours per day to five hours per day. Motion made by Heath Moore and seconded by Ronda Plant. Vote 5-0 to approve.
16. Angie Raney recommended changing Amber Clayton's contract from three hours custodial/three hours cafeteria worker to full time cafeteria worker. Motion made by Jeanette Nance and seconded by Ronda Plant. Vote 5-0 to approve.

17. Ronda Plant nominated Keith Barham as president. Motion was made by Ronda Plant and seconded by Jeanette Nance to elect Keith Barham as School Board President. Vote 5-0 to approve.
18. Keith Barham nominated Heath Moore as vice-president. Motion was made by Keith Barham and seconded by Heath Moore to elect Heath Moore as School Board Vice-President. Vote 5-0 to approve.
19. Ronda Plant nominated Jeanette Nance as secretary. Motion was made by Ronda Plant and seconded by Jeanette Nance to elect Jeanette Nance as School Board Secretary. Vote 5-0 to approve.
20. Todd Martin nominated Jeanette Nance as disbursing officer. Motion was made by Ronda Plant and seconded by Todd Martin to elect Jeanette Nance as Disbursing Officer of the Board. Vote 5-0 to approve. *Note: Per resolution.*
21. Heath more nominated Ronda Plant, Todd Martin, Heath Moore and Keith Barham as alternate disbursing officers. Motion was made by Heath Moore and seconded by Keith Barham to elect Ronda Plant, Todd Martin, Heath Moore and Keith Barham as alternate disbursing officers of the Board. Vote 5-0 to approve. *Note: Per resolution.*
22. Motion by Jeanette Nance and seconded by Heath Moore to adjourn. Vote 5 – 0 to approve.

TIME: 7:32 P.M.

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President

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Secretary

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Superintendent





take place. The amount for this contract will be \$1,200 for the first three months and \$1,000 per month for the remaining of the contract. Motion was made by Ronda Plant and seconded by Heath Moore. Vote 5-0 to approve.

8. Angie Raney discussed the roof bid for the high school and FACS building. Only one bid was submitted at the bid opening on Monday, November 26, 2012. The bid was from RBT Construction for the amount of \$38,477. The Board decided to table the bid in order to give time to check references. A decision will be made at the December meeting whether to accept or deny the bid.
9. Angie Raney made the recommendation to hire Gary Neely for the part time elementary custodian position. This will be a 178 day position per school year. He will finish out the remaining 2012-13 school year of 115 days. A motion was made by Ronda Plant and seconded by Heath Moore. Vote 5-0 to approve.
10. Angie Raney made a recommendation to approve an amended classified salary schedule that would reflect current pay practices for all positions. She explained that some of the current positions had not been included on the schedule such as gate worker, substitute bus driver, etc. In addition, the District Treasurer position pay had not been changed on the schedule to reflect current pay practices that were changed in 2011-12. A motion was made by Jeanette Nance and seconded by Heath Moore. Vote 5-0 to approve.
11. Angie Raney recommended purchasing the ASBA Accidental Death and Dismemberment Policy for the school district and board members. A motion was made by Heath Moore and seconded by Jeanette Nance. Vote 5-0 to approve.
12. Angie Raney recommended retroactively approving Purchase Order #: 13-0462 to Arkansas Land and Water in the amount of \$32,066.10 for the waste water treatment facility work that has been completed thus far. A motion was made by Jeanette Nance and seconded by Todd Martin. Vote 5-0 to approve.
13. Angie Raney discussed with the Board that the district would be purchasing some new distance learning equipment. The amount of the equipment will be approximately \$4,000. This will replace equipment purchased in 2006.
14. Angie Raney discussed with the Board about problems with the gym roof. It was decided that since current leaks have been fixed, the district would wait and make a decision at the end of the school year about repairing part of the roof or the complete roof.

15. Motion by Heath Moore and seconded by Jeanette Nance to adjourn. Vote 5 – 0 to approve.

TIME: 8:48 P.M.

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President

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Secretary

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Superintendent



9. Angie Raney presented a teacher evaluation form that the cheerleader sponsors would like to use during this year's tryouts in order to support the cheerleader constitution regarding good sportsmanship, good manners, mature and responsible behavior, a cooperative attitude, and an awareness of the importance of fulfilling one's obligations. The teacher evaluation will count as 25% of their score. Discussion was brought up about the fact the evaluation said that parents could not see the evaluation. Angie Raney said that she would talk to the sponsors about this provision; otherwise, there was a general consensus with the Board that they were in support of the teacher evaluation being added to the tryout process. Angie Raney noted that the sponsors would most likely come to the Board later with a policy for them to adopt. No action was taken on this matter.
10. Angie Raney explained that she and Jan Rhodes had met with several vendors including Datamax, Office Machines, and Vanco about how to cut printing costs and maximize efficiency with our printers and copiers. The final results from their analysis with the vendors was to take advantage of improved technology and lease network printers that will be placed in strategic locations around the elementary and high school campuses. The printers will be of higher quality and will print at much faster speeds while reducing costs for the district. The potential savings were around \$9,409.00 with Angie Raney stating that these were conservative estimates and she hoped that the district would save even more. After discussion, there was a general consensus with the Board that they were in support of this plan. No action was taken on this matter.
11. Angie Raney gave each member a copy of their annual Statement of Financial Interest that must be filed with the county clerk by January 30, 2013 per A.C.A. 21-8-804.

**KEITH BARHAM DECLARED AN EXECUTIVE SESSION AT 7:02 P.M. FOR THE PURPOSE OF DISCUSSING EMPLOYEMENT OF PERSONNEL.**

**THE BOARD RETURNED TO REGULAR OPEN SESSION AT 8:08 P.M. WITH KEITH BARHAM STATING THAT NO ACTION HAD BEEN TAKEN DURING EXECUTIVE SESSION.**

12. Angie Raney made a recommendation to approve the School Bus Safety Plan presented by Steve Britton. A motion was made by Jeanette Nance and seconded by Todd Martin. Vote 4-0 to approve.

13. Angie Raney gave the board a copy of the superintendent evaluation and told the Board that her evaluation would be done at the next board meeting in January per protocol from previous years.
14. Angie Raney discussed with the board that due to the appeal of residency regarding twenty-two students to the Arkansas Department of Education from the Hope School District, she believed that the school should hire an attorney. After discussion, a motion was made by Todd Martin to give Angie Raney permission to hire an attorney on behalf of the District. The motion was seconded by Jeanette Nance. Vote 4-0 to approve.
15. Motion was made to adjourn by Jeanette Nance and seconded by Keith Barham. Vote 4-0 to approve.

TIME: 8:14 p.m.

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President

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Secretary

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Superintendent