

Earle School District
Call Board Meeting
February 6, 2010

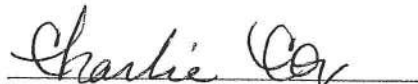
The Earle School Board Directors met for a called board meeting on February 6, 2010 at 5:00p.m at the Earle High School Cafeteria. Members in attendance were Charlie Cox, President; Arthur Berry Vice-President; Rev. Eric Cox, Secretary; Sarah Johnson and Larry Mathis, members; J.B. Crumbly Superintendent.

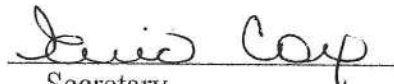
Declaration of Quorum

A motion was made to go into executive session by Larry Mathis and second by Sarah Johnson to discuss personnel.

Board members returned out of session. A motion was made by Rev. Eric Cox to suspend Superintendent Jack Crumbly with pay effective immediately. The motion was second by Larry Mathis. The vote was four to one with Arthur Berry voting against.

Larry Mathis motion to adjourn the meeting and Sarah Johnson second. *Motion 5-0*


Board President


Secretary


Date

Earle School District
Call Board Meeting
February 7, 2010

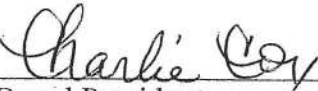
The Earle School Board Directors met for a called board meeting on February 7, 2010 at 5:00p.m at the Earle High School Cafeteria. Members in attendance were Charlie Cox, President; Arthur Berry Vice-President; Rev. Eric Cox, Secretary; Sarah Johnson and Larry Mathis, members.

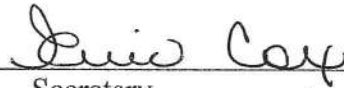
Declaration of Quorum

A motion was made to go into executive session by Rev. Eric Cox and second by Arthur Berry to discuss personnel.

Board members returned out of session. A motion was made by Rev. Eric Cox to appoint Rickey Nicks to Interim Superintendent of Earle Schools effective immediately. The motion was second by Arthur Berry. The vote was three to two with Charlie Cox, Rev. Cox and Arthur Berry FOR and Sarah Johnson, Larry Mathis voting AGAINST.

Rev. Eric Cox motion to adjourn and Arthur Berry second and the motion was approved 5-0.


Board President


Secretary

2/12/10

Date

**Earle School Board
Call Meeting
February 11, 2010**

The Earle School Board of Directors met of a called board meeting on February 11, 2010 in the Administrative Office. The following members were in attendance- Charlie Cox, President; Arthur Berry; Vice-President: Rev. Eric Cox, Secretary; Sarah Johnson, members. Interim Superintendent Rickey Nicks was also in attendance. Larry Mathis was absent.

President Cox noted that the meeting was called to discuss urgent business concerning the financial report, Audit Status, Line of Credit, Contracts and transfers. It was explained that the meeting is to discuss the changes that has occurred at the last board meeting concerning the suspension of Superintendent Jack Crumbly.

Interim Superintendent Rickey Nicks: "Adolphus Hicks will update the financial report and have it ready for the board to review at the next regular board meeting. He hasn't had time to review and analyze a detailed report for the board at this time."

President Cox: "Where do we stand with the audit at this time?"

Interim Superintendent Nicks: "The auditors will continue as is through Mr. Crumbly's tenure with the Earle School District. The auditors will continue but of course it will cost at a higher premium. They are familiar with the changes. I will contact you when they present me with the premium. Also, I would like to discuss the line of credit proposal for which I would like to read to you at this time.
(See Attached)

This document is typed for your signatures. We will establish a line of credit with Regions Bank from February 2010 until February 2011 that we will be able to access at anytime if needed without having to contact the board. This will also give me the power as Interim Superintendent to ask for a transfer of funds are you okay with this?

It was a unanimous agreement to this proposal of line of credit.

I also would like to discuss contracts as we discussed previously an addendum for myself has been typed for the adjustment in my contract for the remainder of the 2009-2010 fiscal year. We will need approval from the Board President and Secretary and your signatures.

Lastly, I would like to discuss the transfers. As the board has requested I will make transfers as needed. I will need Board approval to do so.

Earle School District
Regular Board Meeting
March 13, 2010

The Earle Board of Directors met on March 13, 2010, in the Earle High School cafeteria/auditorium. The following members were in attendance: Charlie Cox, President; Eric Cox, Secretary, Arthur Berry, Vice-President; Sarah Johnson; Larry Mathis; and Rickey Nicks, Interim Superintendent.

The meeting was called to order by Charlie Cox. There was a declaration of a quorum by Charlie Cox, Larry Mathis, Sarah Johnson and Eric Cox. Eric Cox motioned that the previous meeting's minutes would be approved and accepted. Arthur Berry seconded this motion and the motion carried. Mr. Mathis questioned whether there had been a "roll call." The issue was resolved.

Interim Superintendent, Mr. Nicks: "We will now proceed with the financial report. The report itself is self-explanatory. Mr. Hicks has prepared the financial report as it stands through March 2, 2010, and it includes everything we have. Expenses have depleted much of what was in the bank. Our legal balance in the bank currently is around \$60,000. Clearly, we could not make it to year's end with this amount. That's where we are."

Eric Cox: "What about the revenue from 7/1/09 to present?"

Mr. Nicks: "Yes, that's included, and a number of other things have come up. It's critical that we make the \$500,000 loan. Everything we have has been made available to you. You can pick up the phone and call the State Department of Education and they will tell you the same thing"

A brief discussion ensued further on this topic.

- **Acceptance of Classified Policy**

Mr. Nicks: "The Classified Policy is the one that has been in effect for the last three years. It needs approval or we will be out of compliance. If not, it can be amended. My recommendation is that we approve the policy and move forward."

Mr. Berry: "I move to accept the policy."

Mr. E. Cox: "I second the motion."

Mr. C. Cox called for an individual vote on the motion. The vote was unanimous to accept the policy as is. The motion carried and the Classified Policy was approved.

Mr. Nicks: "I want to make you aware that the basketball team won the State championship Thursday. They did an excellent job and represented us well. Mrs.

Stanley has requested a celebratory dance for next Friday night (3/19/10) and I am in agreement. Is it okay?"

Mr. Berry: "I move to give Mrs. Stanley permission to have the dance."

Mr. C. Cox: "It has been moved to give Mrs. Stanley permission to have the dance. Do we have a second?"

E. Cox: "I second the motion."

The motion to grant permission for the high school victory dance carried.

Mr. Nicks: "The next matter is the make-up days. I have passed around the proposal for making up the days missed, which was seven days. We cannot make up all seven days after the end of school. Since that would push us into the second week in June, our only option is to use Good Friday, two Saturdays, and the last four days at the end of the school year. This is the recommendation of the Personnel Policy and it is also my recommendation."

C. Cox: "I move that the superintendent's proposal to make up the inclement weather days be accepted."

E. Cox: "I second the motion to accept the proposal."

The motion to accept the superintendent's recommendation with regard to make-up days was carried.

- **ARRA Funds**

Mr. Nicks: "The following needs the Board's action. I have passed out a breakdown on the ARRA funds that we're approved for."

A discussion of the proposed distribution and allocation of ARRA funds was held. Mr. Nicks advised the Board that every last cent must be utilized. Stabilized funding would take place in two parts; with the first year being guaranteed (67%) and the final third, not guaranteed. \$545,000 would be built into salaries. "We are hoping for approval, and I checked as of yesterday (3/12/10), and it is still pending," Mr. Nicks said.

Mr. Nicks: "There is no action required on the part of the Board at this time. I just wanted to let you know that money has been applied for."

Mr. L. Mathis: *(Questioned the proposed consolidation with Turrell. Asked for clarification as to "why we changed our minds." Mr. E. Cox spoke up and volunteered to clarify with the Superintendent's permission.*

Mr. Cox: “When Mr. Crumbly asked about the consolidation, we all agreed. But, later we found out some things that we had not agreed upon. For instance, the elementary campus (Turrell’s) would be kept open, one bookkeeper’s position would be eliminated and other things. My understanding was that we’d take Turrell on a voluntary basis and what they were taking to the State was something different. I have a copy, Mr. Mathis, and you all can look at it.”

Mr. Nicks: “An informal poll by the State Board of Education showed there were only two votes “yes” for the merger. We would go down there and they’d say “no” again. They would look at our test scores and other factors. Remember, Turrell pulled out of the second agreement last fall. Mr. Crumbly had aligned some votes and Turrell withdrew.”

Mr. Nicks further explained why the consolidation petition had been withdrawn.

- ***Master Plan***

Mr. Nicks: “Next, our ten-year Master Plan, which is required by the State, was due on February 21, 2010. Since we missed the deadline, we’ve asked for an extension. The only thing in here that affects us right away is that we have to use some of the ARRA funds. We need a fire alarm system for the elementary campus and we have to enter a partnership with the State to do so. The State will put in 77%, but we have to come up with the remaining 23% and you see what our balance is.” “As for the roof on the old high school building, they won’t give us a dime on that. We will have to do something about the elementary building itself. It has passed its life cycle. We will need to go to the public with a millage increase to build an elementary school. Anything we put into the Plan can be postponed, but anything not put in we can’t come back and ask for it.” “Currently, we have 763 K-12. The State projects the next 10-year figure by 2020 to be 651 students. Our population has stabilized. If we can maintain 700, we’ll be in good shape.” “The high school is in pretty good shape. The elementary and Dunbar are at the very end of their life cycle. What I need from the Board today is a resolution to submit the Master Plan. They are going to put us in “facility distress”, which is another situation where they can take you over.”

Mr. E. Cox: “I move to accept and submit the Master Plan with a Resolution.”

Mr. A. Berry: “I second.”

It was unanimously voted upon to accept and submit the Master Plan.

- ***Tornado Damage/Insurance***

Mr. Nicks: “On the tornado damage – in your packets, you have a print-out of the Alliance Insurance information containing the overall damages and expenditures, over \$3,000,000. The paid out amount is over 2.6 million.” *(Further discussion ensued about the tornado damage and related issues).*

Audience member, Mr. Johnson: *(Questioned the Earle School Board meeting schedule and asked why it was not being held on the third Thursday, as previously stated. He further asked why the public was not notified about dates for meetings and the outcome of the meetings).*

Superintendent Nicks: “Notification is always made to the public. We are required by law to notify the newspapers.”

Mr. E. Cox: “The meeting in question is a meeting we had to have as a called meeting. We got clearance to have it. The District was in chaos and we had to move quickly.”

Mr. Mathis: “We have not met any Thursday since we set that day.”

Mr. C. Cox: “That will be changed.”

Mr. Mathis: “We need to get back to a regular schedule.”

Mr. Johnson, audience member: “After y’all have the meeting, y’all don’t share the information. Nobody knows anything about it.”

E. Cox: “I called everybody about the meeting. Mrs. Johnson was out-of-town, Mr. Mathis couldn’t make it. *(Mr. E. Cox queried Mrs. Johnson as to whether she had been called). She responded, “yes.”*

Mr. Mathis: “Nobody told me. I didn’t have a clue.”

The meeting went into Executive Session

Mr. E. Cox: “I move that Mr. Nicks be named acting Superintendent, with a three (3)-year contract and a 2.9 index.”

Mr. Berry: “I second.”

Mr. C. Cox called for a vote for the motion of naming Mr. Nicks as acting superintendent.

All voted "Yes", with the exception of Mrs. Johnson and Mr. Mathis, whose votes were "No." The motion carried to install Mr. Nicks as Superintendent of Earle Public Schools.

Mr. Nicks: "I wish to recommend that Mr. Hicks be hired as Business Manager for the Earle School District."

The motion carried with all in favor.

Mr. Nicks: "I move that Mr. Luckett be moved from a nine-month to an eleven-month contract."

The motion was seconded and carried unanimously.

There was a motion to adjourn. It was seconded. The Earle School Board meeting adjourned at 6:38 PM.

Earle School District
Regular Board Meeting
April 24, 2010

The Earle Board of Directors met on April 24, 2010, in the Earle Vocational Training Center. The following members were in attendance: Arthur Berry, Vice-president; Eric Cox, Secretary; Sarah Johnson; Larry Mathis; and Rickey Nicks, Acting Superintendent.

The meeting was called to order by Mr. Berry. There was a declaration of a quorum by Eric Cox, Larry Mathis, Sarah Johnson and Arthur Berry. Eric Cox motioned that the previous meeting's minutes would be approved and accepted. Arthur Berry seconded this motion and the motion carried.

Superintendent, Mr. Nicks: (on the financial report) “As of 4/20/10, our total is over 6.5 million. We have exhausted literally over 5.2 million, paid our debt service of \$495,000. We project to finish with a balance of \$600,000, which includes the \$500,000 loan and \$300,000 in insurance also coming in. We've paid \$42,000 on the field house.” “In addition, \$51,000 in facilities money applied for in 2006. In Executive Session, we will address some things going on with personnel that will help our budget as well. The only way to save money is to cut salaries. We are trying to make adjustments each month to save money.”

Eric Cox: “I'm not sure what 'debt service' is.”

After Mr. Nicks explained the term, Mr. Berry asked if there were other questions.

- ***School Calendar***

Arthur Berry: “Next on the agenda is the school calendar.”

Mr. Nicks: “The District's corrected calendar shows that students will start on August 19, 2010, and teachers begin on 8/12/10. We have included five days for inclement weather, if they are not used we will take them off at the end of the year. Otherwise, June 7, 2011 will be the last day for students. These additional days will not affect the days we normally take off. I recommend that we accept the calendar.”

Mr. Mathis made the motion to accept the school calendar and Mrs. Johnson seconded. The motion passed and the calendar was accepted.

- ***State Board Meeting***

Mr. Nicks: “On the matter of the State Board meeting, some of you already have your hours, others do not. The meeting is scheduled for May 11th – go if you can. I have

already made reservations. They can be canceled if you can't go. If you haven't got your hours, go. We don't need to act on this. It's just for your information.”

- *Construction Updates*

Mr. Nicks: “As for our construction update; we're in the final stages of getting our bids in (next week). We are in compliance and plan to send it in on Monday. All information is put in the newspapers, etc. Our construction manager handles all the details. We should be about a month out from beginning construction.

- *Update on Insurance*

Mr. Nicks: “This is the update of the final settlement of insurance with the Allianz Insurance Company. We begged and pleaded and ended up with \$365,000.00, which is \$220,000 over what they wanted to give us in January. The young lady came out and saw where we needed help, so we're making progress. We will start construction on the parent center and central office, the agri. building. We hope to finish strong with regard to finances. We want to have all projects completed by August”

- *Purchases*

Mr. Nicks: “There are two areas of concern. We have a crisis on transportation. We're still using a van and we can't continue to do that. There is a used 21-passenger bus for \$6,500, 45000 miles. I want to get it if it becomes available. I need approval to get it. Also, I need a vehicle. I sat on the side of the road today.... Mrs. Johnson can attest to it. We can do a monthly payment for now and a balloon note at the end.

Mrs. Johnson: “Are you trading something for it?”

Mr. Mathis: “A vehicle over 5 years old, you need to sell it and get whatever you can.”

Mr. Nicks: “Ross Ford has submitted a reasonable bid, we need to act on this purchase.”

Mr. Mathis moved to accept the recommendation to purchase the vehicles and Mrs. Johnson seconded. The motion passed unanimously to make the purchases. Mr. Nicks further stated on the vehicles that we would pay for it over twelve (12) months and then a balloon note. “We want to get rid of all those old vehicles. Disputes arise over them and they're more trouble than they're worth. We can go to a surplus and get some run-around vehicles.”

- *Testing (Updates)*

Mr. Nicks: We've finished testing on all campuses and we'll meet our requirements. We're in good shape, our test scores should be good.”

- **Graduation**

Mr. Nicks: Graduation is May 21st at 7:00 PM on the football field. We have the gymnasium on standby. I've asked that it be no longer than 45 minutes to an hour. The elementary is still debating on whether to have a fourth grade graduation since they won't be going to Dunbar.”

The Board members went into Executive Session

(Mr. Mathis moved that all staff be rehired with the exception of those affected by the RIF policy. Mr. Eric Cox seconded the motion. The motion carried unanimously.

Mr. Berry called for any other business and motioned that the meeting be adjourned. Mr. Cox seconded the motion and meeting adjourned at 5:55 PM.

Mr. Mathis: “This is off the subject, but I will be running for mayor of Jeanette on November 2nd and I'd appreciate any help you might be able to give me.
(Mr. Nicks wished Mr. Mathis well in his political endeavors).

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
5/22/ 2010

The Earle Board of Directors met on May 22, 2010, in the Earle Vocational Training Center. The following members were in attendance: Charlie Cox, President, Arthur Berry, Vice-president; Eric Cox, Secretary; Sarah Johnson; Larry Mathis; and Rickey Nicks, Acting Superintendent.

The meeting was called to order by Mr Charlie Cox. There was a declaration of a quorum. (all members present). Mr. Cox asked for a motion that the previous minutes be accepted. Mr. Berry motioned to accept the minutes and Mr. Eric Cox seconded. The motion to accept the minutes carried.

Mr. Charlie Cox: “Now we will proceed to the Financial Report.”

Superintendent, Mr. Nicks: *(on the financial report):*

“Thankfully, things are looking a little better. You should have a copy of the financial report in your packets. I think we have a little better news to report and the reason for that is , of course the loan that we made awhile back is in that, but Look at the beginning balance. It shows that we are approaching \$1,000,000. Now we've got some loan money in there and we've got some insurance money in there, but our biggest item to talk about is our stimulus money, our ARRA money has come through, and what we've been able to do is address that through our legal balance. That money will be deposited into the accounted and posted each month so we're going to be in fairly decent shape. We're getting ready to hit the dry run, and we won't have any revenue coming in, so we need to carry over about \$700,000 and we won't have to borrow any money right away or anything like that, so we're sitting pretty well right now. We're curbing expenses wherever we can and trying to make sure we don't get crazy here right before school is out. That was as of the eighteenth of May.

Mr. Charlie Cox: “Mr. Nicks, I just wanted to say I think you're doing an awesome job, thank you for the effort that you have put into it.”

Mr. Mathis: “I just want to say that, that's what I was looking for... and that's *all* I was asking for, and I will support you and I'm going to stay with you

Mr. Nicks: I understand, and I appreciate that.

Mr. Mathis: And I want to see the revenue go up and I want to see progress and to not lose the district and that's all I want.”

Mr. Nicks: “We're going to make sure that doesn't happen. We've got a good team in place. The folks at central office, Mr. Hicks, Mrs. Chase, and Mrs. McGee, they all work at hard at trying to keep up with all the expenditures we have. We've got a good team and we work well together. I appreciate your support, I appreciate it.

Mr. Nicks: “The next thing is board action... I need board action on this resolution. This is a resolution that the Board approved back in March. We borrowed \$400,000 and the way it's worded, it can't be used for certain things. Do The way it's worded, it's illegal. I want you all to look at it and vote on it so it will be available to spend on these projects. We're still paying on this money. We went ahead and paid BSI. We need to adopt this resolution.

Mr. Charlie Cox: The acting superintendent's recommendation is that we vote on the resolution.

Mr. Berry motioned that the resolution be adopted. Mr. Berry seconded. All were in favor of the resolution and it passed. The page was signed by each member.

Superintendent Nicks: “I will try to bring resolutions in this manner so that everyone is on the same page.

ARRA

Mr. Nicks: “We should have an answer sheet in your packet. Look at the first line It was accepted. We've worked hard and pursued this money, so we've got this taken of. It does not require Board action.

RACE TO THE TOP

Mr. Nicks: “This is the new educational initiative. This is O'bama's plan. It makes changes to the No Child Left Behind initiative, but does not replace it. There will be two and a half million over the next five years that the federal government will give us. This requires a lot of additional work to get it. A stipend is tied to it. We've signed our MOU that we will participate. I have 142 page application that you can come by and read. I just wanted you to know that we've agreed to participate. The chances are that we will have a lot of vendors.

BUILDING CONSTRUCTION

Mr. Nicks: “We've listed ads for construction on the Parent Center and Agri. Building. Bids should be in by 6/10/2010. We will have a called meeting to advise you of the decision.” “Also, we've let bids out on the agri. Building

BIDS ON EXPEDITION

Mr. Nicks: “Sherman Smith won the bid at \$951.00. We're happy with that.”

RESIGNATIONS

Superintendent Nicks: “There are three people resigning that we need to accept resignations for. These are: Mrs. Crockett, Spanish, Mrs. Lane, Vocational and Kitanda Moore, an instructional assistant.

Mr. Mathis moved that these resignations be accepted. Mrs. Sarah Johnson seconded, and the motion passed unanimously. The board president called for questions and comments. There were none. Mr. C. Cox declared that the Board would now go into Executive Session.

The Board members went into Executive Session

After Executive Session, Mr. Charlie Cox, Board President, asked for further business. The Board approved the hiring of Courtney Wicklund as a Spanish teacher. Mr. Nicks asked for the authority to issue contracts. Mr. Mathis moved that the Board approve the issuance of contracts, and the classified salary schedule. Mrs. Johnson seconded and the motion passed. All items discussed in Executive Session were accepted.

The meeting was adjourned at 5:42 PM.

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
6/19/ 2010

The Earle Board of Directors met on June 19, 2010, in the Earle Vocational Training Center. The following members were in attendance: Mrs. Sarah Johnson, Mr. Arthur Berry, Vice-President, Mr. Eric Cox, Secretary and Mr. Rickey Nicks, Superintendent.

The meeting was called to order at 5:05 PM by Mr. Berry. A quorum was declared.. Mr. Cox asked for a motion that the previous minutes be accepted. Mr. Berry seconded the motion and all were in favor to accept the previous Board minutes.

Mr. Berry: “We will now hear the financial report.”

Superintendent, Mr. Nicks: *(on the financial report):*

“You have in your packet on the second page the legal balance. I think we're in pretty good shape. The amount includes the \$500,000 loan which we haven't dipped into yet. We're okay. This gives us the opportunity to continue during the summer. All teachers have been paid for contracts through the remainder of this year – some have already gotten their remaining checks. It will be tight, I'm not going to lie, we'll have to deny some things. I think we're okay.”

Mrs. Johnson: “I move that we accept the financial report.” *The motion was seconded and all were in favor of accepting the financial report.*

- **Bond Issue**

Mr. Nicks: “I'll make this quick. It's a pretty simple process. We refinance the bonds, the reason being that the interest rates have dropped tremendously. We'll save money by using the option to refinance. We're looking at two issues for next year. On one, we'll save over \$162,000. Now our biggest savings comes next year. But when do we need it? Now. For next year alone, the payment will be reduced. This is money the district doesn't have to spend. Over the life of the loan, we'll save \$330,000. This does allow us to save money. Next year and the following year. All I need from the Board is permission to do this. I want to be clear, we're not borrowing any money. It's just common sense that this will give us a little more operating room. Anytime we can save money we need to do that.”

Mr. Berry: Is there any motion on this bond issue?

Mr. E. Cox: “We'll just call these “Item I and Item II – I make a motion to *(reads entire statement).*” *Mrs. Johnson seconded the motion to accept “Item I” as read.*

Mr. E. Cox: "I move that we – (reads 'Item II' of Bond Issue document). Mrs. Johnson seconded the motion to go forward with the Superintendent's recommendation with regard to the Bond Issue. The motion carried.

- **Building Projects**

Mr. Nicks: This concerns the elementary music room, counselor's office and the parent center. They should move trucks in starting tomorrow. We will publish bids. Hopefully, by 8/1/10, we'll break ground. Hopefully, the music room will be started by the middle of July. They assure me that within 90 days, they should be finished. Only the other minor construction on the elementary campus will cost us some but with the closing of Dunbar, it will be worth it. (No motion required).

The Board went into Executive Session

Open Board meeting reconvened at 5:32 PM. Mr. Berry called for a motion to hire G. Turner as a high school Social Studies teacher and to reassign Jeff Spaletta as 7th and 8th grade Social Studies teacher and SIP Coordinator. Mr. E. Cox made the motion and Mrs. Sarah Johnson seconded. The motion carried.

With no further business at hand, Mr. Berry called for a motion to adjourn the Board meeting. Mr. E. Cox motioned that the meeting be adjourned and Mrs. S. Johnson seconded. The Earle School Board meeting adjourned at 5:38 PM.

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
7/29/ 2010

The Earle Board of Directors held its regular meeting on July 29, 2010, in the Earle Vocational Training Center. The meeting convened at 5:00 PM. Board members in attendance were Mrs. Sarah Johnson, Mr. E. Cox, Mr. Arthur Berry, and Mr. Larry Mathis.

The meeting was called to order at 5:00 PM by Mr. Berry. A quorum was declared. The previous minutes were reviewed and Mr. E. Cox asked for a motion that the previous minutes be accepted. Mr. Berry seconded the motion and all were in favor to accept the previous Board minutes.

Mr. Berry: “We will now hear the financial report.”

Superintendent, Mr. Nicks, superintendent discussed in detail the financial report). Mr. Arthur Berry asked if there were any questions about the report. There were no questions and the motion was made to accept the financial report and it carried.

Mr. Nicks: “You should have in your packet a copy of the letter on the 21st Century Grant application completed back in May. We were fortunate to get the \$500,000 over the next five years, with \$150,000 the first year. This will help to pay teachers and tutors in the after school... we're making progress slowly but surely.

Bids

Mr. Nicks: “The bids were opened yesterday afternoon and sent back, way over \$438,000 (budgeted amount). \$550,000 bid. We're trying to be cost effective and still not give too much less of a building. This item requires no action.”

Probationary Status

Some of you probably have ... I saw in the paper that we're closing. Let me show you why have the current status. I've included all the information in your packet. This is the report they send you telling you that you have trouble. We had until May 15, 2010 to make our corrections. You'll see in the pencil copy all the corrections have been made this year. Every school had problems. We ended with two things we couldn't correct. We corrected everything but two and we have since corrected those. In March or April of next year we shouldn't have these. We can't have any violations next year. We're being very careful. We're matching certificates with contracts.

Mrs. Johnson: “ We'll be able to see it, too?”

Mr. Nicks: Absolutely! The State will want to see it as well.

Mrs. Johnson raised questions about specific teachers (White and Gardner). Mr. Nicks explained the circumstances pertaining to their status.

Mr. Nicks: The elementary accreditation was cited. The Dunbar campus was cleaned up so we'll be fully accredited. The high school is on probation due to course schedules.

Mr. Cox paraphrased what had been put in the newspaper and Mr. Nicks responded that it was not true.

Mr. Nicks: We removed Spaletta from high school social studies to 7th and 8th grade social studies; he's fully certified. Everyone we hire will be fully certified.

***** Executive Session *****

Mr. Nicks: "We need to accept the milk and bread bids. One bid came in. It's pretty simple, there's only one milk processor in the State of Arkansas, whether it's Coleman or whatever. Milk has gone up from 25 cents to 27 cents.

Mrs. Johnson moved to accept the milk and bread bids and Mr. E, Cox seconded. All were in favor and the motion carried.

Mr. Nicks further addressed the figures regarding the bonds. The breakdown was included in Board members' packets. A motion was made to accept the information as presented and the motion carried.

Mr. Berry asked is there were any questions. There were no questions and the motion to adjourn was made and seconded.

The Board meeting adjourned at 5:55 PM

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
8/28/ 2010

The Earle Board of Directors convened for their regular meeting on Saturday, August 28, 2010, in the Earle Vocational Training Center at 5:00 PM. Board members present were Mrs. Sarah Johnson, Mr. Charlie Cox, Mr. Eric Cox, and Mr. Arthur Berry..

The meeting was called to order at 5:00 PM. A quorum was declared. The previous minutes were reviewed and Mr. C. Cox asked for a motion that the previous minutes be accepted. Mrs. Johnson moved that the minutes be accepted and Mr. E. Cox seconded the motion and all were in favor to accept the previous Board minutes. Mr. C. Cox called for the next item on the agenda, the financial report.

Financial Report

Mr. Nicks: “The legal balance up through August 27th is a little over \$700,000, and there has been no money in from the State. We met the first big payroll and haven't bounced any checks. Our goal is to clear out the negative cash flow problems. The bond should help. This time next year, we'll have a little money in the bank.”

Building Project

Mr. C. Cox: “We will now discuss the next item, the building project.”

Mr. Nicks: “On the building project, we were \$75,000 over budget. We put in \$40,000 in overage from ARRA, just in case. We came in at \$525,000, which was way over what we anticipated. We changed some designs, and we're working with the architect, cutting back on the type of building. I think we can get this in. The projection for the music room is around the 1st of October. We're in no big rush to get the central office finished, the projection for that is the middle of October.”

Mrs. Johnson: “What do you plan on doing about Dunbar?”

Mr. Nicks: “We plan to sell everything except the shop and Buildings C and D.

Mrs. Johnson: “Will this be open bids?”

Mr. Nicks: “Yes.” “We're remodeling the 5th grade building; rolling along. As soon as we get the money, we'll have the canopies and sidewalks completed.

Mr. E. Cox: “We may be able to find some outside money, I told Mrs. Guess today, for some playground equipment. I'll pick up the application and get it to you. Our elementary playground is terrible. We have had nothing done in the 21 years I've been here. We need to do something if we get a few dollars ahead before it gets cold, maybe by spring.”

Mr. Nicks: "We've got everyone situated class-wise. Some are not happy about being moved around, but they'll adjust."

Open House

Mr. Nicks: "Open House will be held September 9, 2010, starting at 6:00 PM at the high school. Along with this, we've published in the paper our probationary status. We've rectified all those problems. Our first visit from the State will be the week of 9/7/10, (or that approximate date). So when you see the article, don't panic. We've made sure that every teacher is certified. If we start out with certification and lose one after October 15, we're okay with a long-term sub."

Mrs. Johnson: "What about the cosmetology teacher?"

Mr. Nicks: "She got her certification."

The Board went into Executive Session

After re-convening, Mr. C. Cox briefly re-capped items considered. Mr. Nicks recommended that Mr. Jay Bequette be put on retainer as the school's attorney. All were in favor. Also hired were Ms. Latrice mcLinton and Ms. Paula Bunton. Mr. C. Cox asked for a motion to approve these items. Mr. E. Cox motioned and Mr. Berry seconded. The Motion passed. Mr. Berry then motioned that the meeting be adjourned, it was seconded and the meeting adjourned at 5:36 PM.

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
9/30/ 2010

The Earle School Board of Directors convened for their regular meeting on Saturday, September 30, 2010, in the Earle Vocational Training Center at 6:00 PM. Board members in attendance were: Mrs. Sarah Johnson, Ms. April Nance, Mr. Eric Cox, and Mr. Arthur Berry.

The meeting was called to order at 6:07 PM by Mr. Arthur Berry . A quorum was declared. The previous minutes were reviewed and Mr. Berry asked for a motion that the previous minutes be accepted. Mr. E. Cox moved that the minutes be accepted, Mrs. Johnson seconded the motion, and all were in favor to accept the previous Board minutes. Mr. Berry asked for the next item to be discussed; the financial report.

Financial Report

Mr. Nicks: “ You have a copy in your packets that shows we have \$313,255, which is declining over the past several months. We haven't got any money in, but we're holding steady. The next tax money will come through in November. So, we're trying to ease through the year and not go in the hole. At a 90% collection rate on 750-800 thousand, we'll have enough to operate with; not to say that we won't have to borrow. We're slowly cutting into our debt. It'll be two to three years before we see real positive growth. We'll begin to see our funds grow. We're looking to gain 10-20 thousand a month, barring complications.”

Mrs. Johnson: “How many students have we lost since school started?”

Mr. Nicks: “ \$60,000 at 20 students. Right now, we're around 740. It's critical to reduce staff when we lose students. Next month, we'll have a little bit better balance. We have to buy diesel, gas, milk and bread.

Mrs. Johnson: “Do we have an at-will policy?”

Mr. Nicks: “No, only classified personnel can be dismissed at will. You have to have a hearing for certified people.” “That's it for the financial report. If you have any specific questions, ask Mr. Hicks.”

Certifications

Mr. Nicks: “Included in your packet is a letter about the problems we had with certifications that we received in May. There were 40—50 cited items that we worked diligently to correct. We've corrected every item and we're off probation. The high school was on probation and the elementary school was cited. All that is cleared.”

“This new information requires no action:

- Spaletta had social studies 9-12 and was not endorsed for high school. Also, he worked on ALE – was moved to 7th and 8th grade, fully certified.
- High school was scheduled for Survey of Fine Arts – cited for that. It was remediated and is no longer offered.
- Elementary music – Hired Mrs. Bodry, that was the final piece of that puzzle. That cleared us up. We're proud to see that letter.”

Budget

Mr. Nicks: “We have separate projections, this budget will play out each month as we go through the year. We'll pay teachers, buy buses and we've made minor adjustments. The building fund money is stable. Debt service comes from the State. Millage will generate funds... it will be item by item. Food service federal money numbers are down due to fewer students. I need you to approve the ending balance of \$746,000, based on what we projected.

Mr. Berry asked that the Superintendent's recommendation be accepted. Mr. E. Cox motioned to accept and Mrs. S. Johnson seconded. The motion carried unanimously.

Mr. Nicks: “We need to hire Mrs. Shelia Burgess as the 21st CCLC Coordinator. We could not hire someone within the district. She has vast experience and will be excellent in this position.”

Mrs. Johnson: “Until how long?”

Mr. Nicks: Until school is out. This is a federal program. We enrolled 120 the first day, which is impressive and the way things are going, our target is 140.”

Mr. E. Cox motioned to hire Mrs. Shelia Burgess as Program Director of the ESD-21st CCLC. Mrs. Johnson seconded the motion. All were in favor and the motion carried.

The Board went into Executive Session

After re-convening, it was decided to table the issue of the SES Providers.

Adjournment

The meeting adjourned at 6:40 p.m.

Board President

Board Secretary

Date

Earle School District
Called Board Meeting
October 5, 2010
5:00 PM

The Earle Board of Directors met on October 5, 2010 in the Earle Vo-Tech building. The following members were in attendance: Eric Cox, Arthur Berry, Sarah Johnson, April Nance, and Rickey Nicks, Superintendent.

The meeting was called to order by the board president. There was a declaration of a quorum.

The purpose of the meeting was to consider and act on the resignation letter that was hand-delivered on October 5, 2010 by Mrs. Phylistia F. Stanley, Earle High School principal.

The meeting went into executive session.

Mr. E. Cox: "Upon deliberation of the matter of Mrs. Stanley's resignation, we need to act on whether to accept or decline to accept this resignaiton. We need a motion."

Mr. Berry: "I so move that we accept Mrs. Stanley's resignation, effective today's date (10/5/2010)."

Mrs. Johnson: "I second."

Mr. Cox: "It has been motioned and seconded that the Earle School Board accept the resignation of Mrs. Phylistia F. Stanley from her position as high school principal, effective this date, October 5, 2010. All in favor?" *The vote to accept the resignation of Mrs. Phylistia F. Stanley carried unanimously.*

The meeting adjourned.

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
10/23/ 2010 (corrected copy)

The Earle School Board of Directors convened for their regular meeting on Saturday, October 23, 2010, in the Earle Vocational Training Center at 6:00 PM. Board members in attendance were: Mrs. Sarah Johnson, Ms. April Nance, Mr. Eric Cox, Mr. C. Cox and Mr. Arthur Berry.

The meeting was called to order at 9:15 AM by Mr. Arthur Berry. A quorum was declared.

New Business

The next order of business was to elect new officers. Mr. Nicks commented that this was the first regular Board meeting after school board elections. Open for nominations were president, vice-president and secretary. President, Charlie Cox recommended that Eric Cox be nominated as president. Ms. Nance motioned that Mr. E Cox be elected as president. The motion carried and the vote was unanimous for Mr. E. Cox as Earle School Board president. The next nomination was for vice-president. Mr. C. Cox was nominated by Mr. Arthur Berry as vice-president. Eric Cox called for any further nominations. There were no other nominations and the process closed. Ms. A. Nance motioned that Mr. C. Cox be named vice-president and Mr. Arthur Berry seconded. The motion carried and the vote was in favor of Mr. C. Cox as vice-president. Mr. E. Cox called for nominations for secretary. Ms. Nance nominated Mrs. Johnson and Mr. C. Cox nominated Mr. Berry. It was moved and seconded and the vote was 3-2 in favor of Mr. Berry as secretary.

Board members were given time to review the previous minutes.

Mr. Nicks: “Are there any corrections or adjustments to the minutes?”

There were no questions. Mr. Berry asked for a motion that the previous minutes be accepted. The minutes were accepted.

Mr. Nicks: “In our October called meeting, we had information regarding SES. No action taken on the SES, can we have a motion?” *Ms. Nance motioned and Mr. Berry seconded that no action be taken. The motion carried unanimously.*

Financial Report

Eric Cox: “You have the financial report in front of you. Are there any concerns, corrections that need to be made or questions you need to ask Mr. Hicks? *Mr. Nicks elaborated on how the balance would fluctuate. He stated that we will make payroll and we're cutting expenses each month.*

Mr. Nicks: “We hope to pay back our \$500,000 loan in November. Monies will come in and we'll gradually come out of the hole.

E. Cox: “Are there any questions for Mr. Nicks or Mr. Hicks?” *There were no questions.*

Resolution to Contract a Private Audit Service

Mr. Nicks: “The District has opted to be audited by a State or private service. Since Mr. Crumbly is a member of the Senate, it was necessary to have a private auditing service last year and this year we need a resolution by the Board to hire a private audit firm.

Ms. Nance: “Are we asking for bids?”

Mr. Nicks; “No, it will be the same as last year, Freeman. *Mr. C. Cox motioned that we hire the private audit firm. Mr. Berry seconded and all were in favor to hire the Freeman firm.*

Homecoming

Mr. Nicks: “Homecoming will be Friday, October 29th. We will be out for teacher in-service. We started to wait, but we'll be out the next week, as well, so it's a 'catch-22'.” “We will still have the parade, starting at 2:00 p.m. Only the elementary will have a float. It will be mainly cars and trucks.

AEA

Mr. Nicks: “On the fourth and fifth of November, teachers will go to Little Rock or be here for in-service. It will be optional. They can go to either one.” “That's basically all we have today. We will have the hearing on Tuesday, October 26th, so put it on your calendars.”

SPECIAL EDUCATION BUDGET

Mr. Nicks: “We also need to approve the Special Education Budget Statement of Intent that you have in front of you.” *(Members reviewed the proposed Budget materials).*

Mr. E. Cox: “Can we get a motion to approve the Special Education Budget as recommended by Mr. Nicks?” *(Mr. Berry motioned that the Sp. Ed. Statement of Intent be accepted and Ms. Nance seconded. The motioned passed unanimously).*

Mr. E. Cox: “Does anyone else have any concerns or anything to be brought to Mr. Nicks' attention?” *There was no further business. Ms. Nance motioned that the meeting be adjourned. Mr. Berry seconded. The Earle School Board meeting adjourned at 9:35 AM.*

10/23/2011

(Signature page)

Board President

Board Secretary

Date

Earle School District
Called Board Meeting
October 26, 2010
6:00 PM

The Earle Board of Directors met on October 26, 2010, in the Earle Vocational Training Center. The following members were in attendance: Eric Cox, president, secretary, Arthur Berry, Sarah Johnson, April Nance and Rickey Nicks, Superintendent.

The meeting was called to order by Mr Eric Cox. There was a declaration of a quorum.

The meeting was a hearing as requested by Mary Harvey concerning non-renewal of 2009-2010 contract and re-assignment for the 2010-2011 school year.

Jay Bequette, representing the District conducted the hearing and Dion Wilson, represented Mary Harvey. The hearing was conducted with Rickey Nicks and Al Hicks testifying on behalf of the District. Transcripts of the hearing are a part of these minutes and will be approved as such.

A motion was made by Eric Cox to accept the recommendation of the superintendent and seconded by Arthur Berry. The motion passed 4-0. A motion to adjourn was made by Arthur Berry and seconded by Sarah Johnson.

The meeting adjourned.

Board President

Board Secretary

Date

Earle School District
Regular Board Meeting
November 30, 2010
6:00 PM

The Earle Board of Directors met on November 30, 2010, in the Central Office Boardroom. The following members were in attendance: Eric Cox, president, Arthur Berry, secretary, April Nance and Rickey Nicks, Superintendent.

The meeting was called to order by Mr Eric Cox. There was a declaration of a quorum.

Review and Approval of Previous Board Meeting

Ms. Nance noted the need for a correction: In the election of new officers at the October 26th meeting, it was mistakenly recorded that Ms. April Nance nominated Mr. Berry as secretary. Ms. Nance nominated Mrs. Sarah Johnson as secretary and Mr. C. Cox nominated Mr. Berry. The correction was duly noted, made and amended copies the minutes will be distributed to all members and filed. Mr. Arthur Berry motioned to accept as corrected the previous minutes and Ms. Nance seconded. The motion carried.

Financial Report

Mr. Nicks: “The report you have been given brings us current from the first of the month to November 30th. It is important to look at our legal balance. We've been pretty frugal over the past couple of months so our legal balance has risen.” “Keep in mind that includes the \$500,000 loan. We're about \$200,000 ahead of where we were last year. Restructuring our bonds saved \$100,000 in debt service; that helped.” “Overall, we're about \$220,000 better off than this time last year. If we maintain our current level of spending, we're pretty healthy.”

Mr. E. Cox: “Are there any questions about the financial report? None? If not, we'll have a motion to accept the financial report.” *(Mrs. April Nance moved to accept the financial report and Mr. Berry seconded. The motion carried.)*

Delta Leadership Institute – (Mrs. Janelle Gardiner)

Mrs. Gardiner introduced herself and presented information regarding the Delta Leadership Institute, for which she was selected last summer as a delegate. Mrs. Gardiner was the only educator at the conference and stated that Earle was selected for the project because of being a small community with few resources. Mrs. Gardiner provided basic details as to what the project hopes to accomplish for the District and for Earle, as a community. There will be upcoming activities to promote awareness about hypertension, diabetes, asthma, obesity, and other health-related issues. Training will be conducted with the objective of helping asthma sufferers remain calm during an attack and other coping skills from which they could benefit.

Mrs. Gardiner stated that she was enthusiastic about the bringing resources to the town and school district, and that she is asking for the school's support in this effort. She thanked the Board for the opportunity to speak at tonight's meeting.

Mr. Nicks: "Mrs. Gardiner, we would like to thank you for this information and to assure you that the Board will support you in whatever way we can with the school's resources."

Building Projects

Mr. Nicks: "We have had the keys to the Parent Center and Administration Offices turned over to us which means that the project is complete. All the furniture you see in here was already in the District; we've not purchased any new furnishings. We haven't acquired any furnishings for the Music Room. We just wanted to bring you up-to-date ... it's well-constructed, we should get plenty use out of it. Our other building, weather permitting, will be started soon and Nabholz will construct it. That's where we are."

2009-2010 Audit

Mr. Nicks: "Our new private auditor will be here on Monday, December 6th, to start the audit. This will conclude Mr. Crumbly's last year. I just wanted to mention to you that they would be here. This will involve July 1, 2009 to June 30, 2010."

SES Providers

Mr. Nicks: "This wouldn't be on the agenda for discussion except circumstances are as they are. Our providers will start services this week. Every provider that has students has been notified by mail. Only those who have returned their contracts will be allowed to serve students." *(Mr. Nicks stated that he just wanted to update the Board with this information).*

SEMESTER BREAK

Mr. Nicks: "Our semester (or Christmas) break will start on December 17th at 2:00 p.m. It's a little different this year in that the semester doesn't end before the break. We'll come back on January 3rd and wrap up. It's different this year because we had too many days in the second part of the year last year and almost were in violation with the State. Just wanted you to be aware. That's basically where we are."

HIGH SCHOOL PRINCIPAL

Mr. Nicks: “In light of Mrs. Stanley's resignation, we have temporarily assigned Coach McVay to act as principal. My recommendation is that he serve in this capacity for the remainder of the school year, with the provision that he file the necessary documents with ADE for approval.” *It was motioned and seconded that the Superintendent's recommendation be accepted with regard to Coach McVay's assignment as acting principal for Earle High School. The motion passed unanimously.*

Mr. E. Cox: “Are there any questions before we begin the executive session?” *There were no questions and the Board members went into Executive Session.*

Mr. E. Cox: “We're now out of Executive Session. At this time, we have a motion on the table from Mr. Bequette (school district attorney) to vote whether to accept the recommended “Fact” (*attached*) with regard to the Mary Harvey hearing. *Mr. E. Cox moved to vote on Mr. Bequette's recommendation. Mr. Berry seconded and the motion carried unanimously. The Board members affixed their signatures to the prepared document.*

Mr. E. Cox: “If there is no further business, we'll have a motion to adjourn the meeting. *Ms. Nance moved that the meeting be adjourned. Mr. Berry seconded, and the meeting was adjourned at 6:48 PM.*

Board President

Board Secretary

Date