

Earle School District
REGULAR BOARD MEETING
Central Office Boardroom
July 24, 2014
5:00 PM

The Earle School Board of Directors held their regular monthly meeting Thursday, July 24, 2014, at the Central Office Boardroom.

(Board President, Mr. E. Cox, called the meeting to order and a quorum was established with these members present: Mr. E. Cox, Mr. A. Berry, Mrs. S. Johnson, Mrs. A. Weatherspoon. Also present were Mr. Nicks, Superintendent and Mr. Hicks, Business Manager.

Mr. E. Cox: “We have a quorum. Has everyone had an opportunity to review the minutes from our last meeting to see if there were any additions or corrections to be made? *(There were no questions or additions).*”

Mr. E. Cox: “If there aren't any questions, we will have the financial report from Mr. Hicks.”

Mr. Hicks: “We ended the month of June and the year 2013-14 with a legal balance of one million, eighteen thousand dollars.”

Mr. E. Cox: “Does anybody have any questions for Mr. Hicks?” *(There were no questions concerning the financial report).*

Mr. E. Cox: “The remainder of the topics for discussion will be brought to you by Mr. Nicks.”

Mr. Nicks: “You should have in your packets a list of items we'll go over – starting with the sale of the old sixth grade building at the Dunbar campus. Let me tell you the history of that building and why it has to go.” “Last fall a State insurance adjuster came by here and went around and looked at our buildings. At that time, it became known that that building is no longer able to be insured, which means that we are now in possession of a building that has no coverage, no liability protection at all. So, we have to tear it down or sell it.” “My recommendation is that we sell it. If we don't sell it, we're going to incur the expense of tearing it down and hauling it off.” *(There was a brief discussion of the advisability of selling the building. The Board agreed with the Superintendent's recommendation to put the building up for sale. Mr. E. Cox called for a motion to solicit bids for the sale of the old 6th grade building. Mrs. A. Weatherspoon motioned and Mrs. Johnson seconded the motion. The motion carried unanimously to accept bids for the sale).*

Mr. Nicks: “We have one resignation to accept at this time – Tamecha Littlejohn. Ms. Littlejohn handed in her resignation last week, so we need to go ahead and accept it.” *(Mr. A. Berry motioned and Mrs. Johnson seconded the motion. The motion carried unanimously.)*”

Mr. Nicks: “We have located an art teacher for the elementary. Nikki Tacker will fill that position. We still have a third grade position to hire.” *(Mrs. Weatherspoon motioned and Mrs. Johnson seconded the motion to hire Mrs. Tacker. The motion passed unanimously.)*

Mr. Nicks: “I’ll issue a contract on whomever the third grade teacher is next week.”

Mr. Nicks: “The next thing is the Parent Notification System. We’re finally trying to come out of the dark ages. This is an automatic phone dialing/text messaging communication system.” *(Mr. Nicks shared with Board members how the system would send notifications, school-related information, closing updates, etc. to parents and stated that the cost would only be \$1500 for one year. He further discussed the advantages of not having to call parents individually whenever there was a need to convey information. Mr. E. Cox asked for a motion to approve the notification system. Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion was unanimously approved.)*

Mr. Nicks: “The next item is our student/faculty identification system. We’ve played around for a couple of years with some type of way of tracking our students.... the way it will work is that we’ll put all of our information on a single card that can be scanned so that the schools will have controlled access; we’ll be able to track exactly who is coming and going. It’s not complicated. I’ve been told that we can also tie in with our E-School, and download additional information. *(Mr. Nicks gave further details of how the identification system would operate. He asked that the Board approve implementing the system. Mr. E. Cox called for a motion to approve. Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried unanimously.)*

Mr. Nicks: “This next item is just informational. Teachers will come back on the eleventh (8/11/14), all those who are not eleven and twelve-month people. The students will come back on the 18th, a day earlier than last year. So, we’re fired up and we’ll have a week of in-service starting on the 11th; we’ll have a couple of days of information during that week.” “Are there any questions about back to school?” *(There were no questions or concerns from Board members.)*

Mr. Nicks: “The final thing is those district transfers we talked about. I will be sending out letters to those individuals tomorrow via certified mail so that they can be where they need to be.” “So, that’s basically all I have.”

Mr. E. Cox: “Does anyone have any questions or concerns for Mr. Nicks?” *(There were no further concerns to be addressed. Mr. E. Cox asked for a motion to adjourn the meeting. Mrs. Weatherspoon motioned and Mr. A. Berry seconded. The motion carried and the meeting adjourned.)*

(*A parent with an issue was present but was not on the Board agenda to present her concern. She was advised to request to be scheduled on the next meeting's agenda).


Board President


Board Secretary

7-29-14
Date

Earle School District
REGULAR BOARD MEETING
Central Office Boardroom
August 23, 2014
5:00 PM

The Earle School Board of Directors held their regular monthly meeting Thursday, August 23, 2014, at the Central Office Boardroom.

(Board President, Mr. E. Cox, called the meeting to order and a quorum was established with these members present: Mr. E. Cox, Mr. A. Berry, Mr. C. Cox, Mrs. S. Johnson, Mrs. A. Weatherspoon. Also present were Mr. Nicks, Superintendent and Mr. Hicks, Business Manager.

Mr. E. Cox: “We have a quorum. Has everyone had an opportunity to review the minutes from our last meeting to see if there were any additions or corrections to be made? *(There were no questions or additions).*”

Mr. E. Cox: “If not, we will have the financial report from Mr. Hicks.”

Mr. Hicks: “ At our last meeting, we talked about having a legal balance of right at one million, 18,000. That is just about where we are now.”

Mr. E. Cox: “The next items for discussion will be brought by Mr. Nicks, the superintendent.”

Mr. Nicks: “Quickly, there are a couple of resignations we need to accept and one that's retiring. Mrs. Lonez Barker is retiring – we need to accept hers and we will try to have something for her in the fall, just to let her know we wish her well and appreciate her many years with the District.” *(Mr. E. Cox called for a motion to accept Mrs. Barker's resignation. Mr. Berry motioned and Mrs. Johnson seconded. The motion carried unanimously).*

Mr. Nicks: “The second resignation is that of Ms. Angela Starks-Jones.” “We also have one to hire, Ms. Dawn Wilson for seventh grade science at the high school.” *(Mr. E. Cox called for a motion to act on the resignation of Ms. Starks-Jones and the permanent hiring of Ms. Dawn Wilson. Mrs. Weatherspoon motioned and Mr. Berry seconded. The motion carried unanimously).*

Mr. Nicks: “On the data presentation – we're going to hold off until September on that. We're really confident that we can come out of school improvement. We'll do a bit more in-depth at open house. Something I'd like to get implemented is a permanent employee incentive program. This will serve a two-fold purpose; that of academic and attendance. We hope to set and accomplish measurable goals. I'm proposing this incentive program for both school-wide and individually. On the attendance side, if an individual teacher

maintains a 98% attendance for the year, he or she could receive a cash bonus at the end of the year. I'll have the numbers for you at the next board meeting. The entire group could achieve a bonus if out of 178 student contact days, the teacher misses no more than four (4) days. This would be an incentive - bonus or monthly incentive - for teachers and staff to be here." (Mr. E. Cox commented that this is a good idea and a brief discussion ensued among board members).

Mr. Nicks: "I would like to present this to teachers. The only exemption would be if you're hospitalized or attend a State-mandated professional development session. Leisure professional development days won't count." (Mr. E. Cox asked for a motion for the proposal to be presented to employees. Mr. Berry motioned and Mr. C. Cox seconded. The motion carried unanimously).

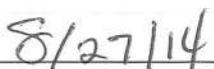
Mr. Nicks: "The next thing I have is the bid for the circular drive at the high school. I'm applying for a grant. Our construction company, Nabholz, will do the work. The only way we can do it is if they fund it." "So, I'd like to proceed with that." (Mrs. Johnson motioned and Mrs. Weatherspoon seconded. The motion carried unanimously).

Mr. Nicks: "Regarding the first week's attendance; we're almost where we were last year, 604. It's getting to be a battle every year, but we're staying close. There are some old school holdouts who will come after Labor Day. Otherwise, that's where we are with the enrollment."

Mr. Nicks: "The final thing is the settlement with Autry. Our portion will amount to \$10,000." (Mr. Nicks briefly elaborated on the details of the settlement). "That's all I have unless you all have something for me." (There was no further business. Mr. Berry motioned that the meeting be adjourned. Mrs. Weatherspoon seconded. The meeting adjourned at 5:40 pm.)


Board President


Board Secretary


Date

Earle School District
REGULAR BOARD MEETING
Central Office Boardroom
September 27, 2014
5:00 PM

The Earle School Board of Directors held their regular monthly meeting Saturday, September 27, 2014, at the Central Office Boardroom.

(Board President, Mr. E. Cox, called the meeting to order and a quorum was established with all members present: Mr. E. Cox, Mr. A. Berry, Mr. C. Cox, Mrs. S. Johnson, and Mrs. A. Weatherspoon. Also present were Mr. Nicks, Superintendent and Mr. Hicks, Business Manager. For the purpose of Board re-organization, Mr. E. Cox briefly turned the meeting over to Mr. Nicks. All positions were declared vacant. Then, in successive order of positions, the Board members accepted motions and unanimously voted to have positions remain occupied by current members that hold them. The meeting was then returned to Mr. E. Cox to continue presiding).

Mr. E. Cox: “Now that we have completed our Board re-structuring and established a quorum, has everyone had an opportunity to review the minutes from our last meeting to see if there were any corrections to be made, or does anyone have any questions? *(There were no questions or additions).*”

Mr. E. Cox: “If not, we will have the financial report from Mr. Hicks.”

Mr. Hicks: “We are projecting a year-end balance of around \$800,000.”

Mr. Nicks: “There has been a massive loss of revenue due to declining enrollment. We don't want to project over a million and then come up short. We don't want to turn in an amount to the State Department and not have it accurate.” “Right now, we're at 616 K-12. We're in good shape if we can stay there. We'll try to improve as school goes on.”

Mr. E. Cox: “Are there any questions for Mr. Hicks?” “For the sake of our guests, I don't know if you're aware of how our revenue works, but there are certain times of the year when we get certain funding, so that's reflected in our balances.”

Mr. E. Cox: “The next topics for discussion will be brought by Mr. Nicks, the superintendent.”

Mr. Nicks: “We're working to get our budget submitted by the 30th, so first thing Monday we'll have that ready to go.”

Mr. Nicks: “Another thing is the sale of the 6th grade building. We have one bid from Mt. Beulah Church in the amount of \$5,000. I recommend that we accept it and I'll need a motion to do so.” *(Mrs. Johnson motioned and Mr. Berry seconded. The motion*

carried unanimously – with Mr. E. Cox abstaining – and the bid from Mt. Beulah Church was accepted for the sale of the old Dunbar 6th grade building).

Mr. Nicks: “The final thing is Homecoming. There will be no parade. We're still in school improvement at the high school. We don't want the hassle of trying to get the State Department to approve getting out to have a parade. There's also a safety hassle. We can't get assurance of keeping cars from entering at any point in the route. We'll have Homecoming activities that Friday with dignitaries, parents and visitors in attendance. So, that's how we'll handle that.” That's all I have unless you have something further.”

(At this point, the Board President deferred to Ms. Brenda Morris and Ms. Carolyn Jones to present their justification for having a parade. A discussion ensued with regard to the possibility of having a Homecoming Parade this year. Ms. Morris stated that the parade was an event looked forward to by the community and suggested that everyone collaborate to come up with a viable solution so that the parade could be continued annually. Ms. Jones concurred with Ms. Morris' sentiments. Mr. Nicks replied with reasons why, at this time, it is not feasible for the school to host a parade. He remarked that perhaps next year we'll be farther along in our improvement status and the situation might lend itself to change. The decision to not hold a parade stood).

Mr. Nicks: “I'd like a brief Executive Session.” *(Mr. E. Cox called for a motion to go into Executive Session. Mrs. Weatherspoon motioned and Mr. C. Cox seconded. The Board went into Executive Session.)*

EXECUTIVE SESSION

Mr. E. Cox: “If there is nothing further, can we get a motion to adjourn?” *(Mrs. Johnson motioned and Mr. Berry seconded. The motion carried unanimously. The Board meeting adjourned at 5:40 PM).*


Board President


Board Secretary

10-3-14
Date

Earle School District
REGULAR BOARD MEETING
Central Office Boardroom
October 25, 2014
5:00 PM

The Earle School Board of Directors held their regular monthly meeting Saturday, October 25, 2014, at the Central Office Boardroom.

(Due to the fact that Mr. E. Cox, Board President had not received notification, Mrs. Sarah Johnson, Board Vice-President, presided over the meeting until Mr. Cox's arrival). Mrs. Johnson established a quorum by having the roll called. Members present were Sarah Johnson, Arthur Berry, Charlie Cox and April Weatherspoon. Mrs. Johnson asked that the minutes be reviewed for corrections or additions. There were no corrections. Mrs. Johnson asked for a motion to accept the minutes. Mrs. Weatherspoon motioned and Mr. Berry seconded. The minutes were approved).

Mrs. Johnson: “Now, we will have the financial report from Mr. Hicks.”

Mr. Hicks: “We ended the month of September with a little over \$600,000. October should be a little better. We'll start getting our funds in from the State and things will pick up.”

Mrs. Johnson: “Are there any questions for Mr. Hicks regarding the financial report?”
(There were no questions from Board members).

Mrs. Johnson: “If not, we'll turn the meeting over to Mr. Nicks for the next topics.”

Mr. Nicks: “There are several things – First, the Parent/Teacher conferences will be held at the high school for both schools.” “ The first nine weeks report cards will be handed out that night. Tuesday is In-Service for staff. Students will be out on Tuesday. Teacher conferences will be held on Monday. If they don't come out, they will be held in the principals' offices. If you get the opportunity, please do a walk-through, meet and greet. They'll serve snacks. *(Mrs. Johnson asked whether school would be dismissed early Monday. Mr. Nicks replied that it would).*

(Mr. E. Cox joined the meeting and assumed his role in presiding over it).

Mr. Nicks: “Really, the conferences are for the parents to get to know teachers. Any students failing, or having a grade below a “C” should have received a progress report. Along with that, we're going to start after school tutoring; targeting specific groups. We may roll over at the end of four weeks and pick up literacy. Both principals are doing a real good job of instructing. They will be glad to answer any questions you have concerning their operations.” *(Mrs. Johnson asked whether tutors hired would be*

students or certified teachers) "According to federal guidelines, we're not allowed to pay students to tutor."

Mr. Nicks: "Every year we're required to give an Annual Report to the Public at a school board meeting. We have signatures from that meeting. Basically what it is, is our status. The high school is currently a priority school; the elementary school needs improvement." "The high school has been designated "priority" for the last three years. They look at our AYP's that go back to 2011. Our scores have gone up and show that the high school should be coming out of school improvement." *(A brief discussion was held concerning the Annual Report).*

Mr. Nicks: "All teachers meet their licensing requirements. We have to offer a minimum of thirty-eight hours of PD; we go way beyond that, including NSLA and Title I. We have an active Parental Involvement program which does a number of things on both campuses." "If you have any questions, you can go to the website under the tab State Required Items. Are there any questions?"

Mr. Nicks: "The Annual State Conference comes up in December. Keep that in mind." "Additionally, we've had to ban some people from our campuses due to conduct issues." *(A brief discussion was held regarding this decision).*

Mr. Nicks: "If none of you have anything further, that's all I have." *(There was no further business for the Board to discuss and no request for an Executive Session).*

Mr. E. Cox: "If there is nothing further, can we get a motion to adjourn?" *(Mr. Berry motioned and Mr. C. Cox seconded. The motion carried unanimously and the meeting adjourned).*


Board President


Board Secretary

10/30/14
Date

Earle School District
REGULAR BOARD MEETING
Central Office Boardroom
November 22, 2014
5:00 PM

The Earle School Board of Directors held their regular monthly meeting Saturday, November 22, 2014, at the Central Office Boardroom. Mr. E. Cox, Board President, called the meeting to order and established a quorum with the following members in attendance: Mr. E. Cox, Mr. C. Cox, and Mrs. April Weatherspoon. Members were asked if they had reviewed the minutes of the prior meeting and if there were any questions or corrections. There were no questions or additions. Mr. E. Cox asked for a motion to accept the minutes. Mr. C. Cox motioned and Mrs. Weatherspoon seconded. The motion passed unanimously.

Mr. E. Cox: “We will now have the financial report.” *(In Mr. Hicks' absence, Mr. Nicks advised members that the financial report was in their packets. He further stated that Mr. Hicks was out due to a recent surgery and that the district is currently spending its own monies in lieu of funds not yet received from the State and other sources. He clarified that these funds would begin to come in around the first of the year and that the projected year-end balance of around \$900,000 should be still on track. There were no questions for Mr. Nicks concerning the financial report).*

Mr. E. Cox: Now, we will have the remainder of the topics for discussion brought by Mr. Nicks, the Superintendent.”

Mr. Nicks: “Our after school tutoring – The elementary standards will be addressed through this program. We plan on having 8-10 week sessions per semester. At the high school level, we'll do it a little different. They will be doing it in groups, rotating as needed. We have the tutoring off the ground and running. We encourage parents to call the principals for answers to any questions they may have.

Mr. Nicks: “You know the State Board meeting is coming up at the end of the month. We don't want you to miss that opportunity. Give your plans to Ms. Chase and you should be okay.”

Mr. Nicks: “We're still chasing the Grant Improvement funds from the State for our parking lot work. I'm really disappointed that we haven't heard from that yet.”

Mr. Nicks: Our next topic is that we've just purchased 85 desktop computers for the PARCC Assessments. Everybody has to be tested electronically. The elementary should have no excuses. Any given grade has a maximum of 60. We've added at the high school three labs; they're up and running. Two additional labs are planned, also three computers per classroom. We're right at the technological level we need to be.” “I'm looking at going to Chrome books – they're not very expensive. At the high school level, we can

download all textbooks at a cost of about \$15,000. Hopefully, we can look at doing this at the first of the school year.”

Mr. Nicks: “Finally, we have the upcoming Mid-Winter Break. We’ll dismiss early Monday, December 15th and have early dismissal Tuesday through Friday (1:30 PM). That’s all I have unless you have something further.” *(There was no further business and Mr. E. Cox called for a motion to adjourn). Mr. C. Cox motioned and Mrs. Weatherspoon seconded. The motion carried unanimously and the meeting adjourned).*





Board President



Board Secretary



Date

Earle School District
REGULAR BOARD MEETING
Central Office Boardroom
December 16, 2014
10:00 AM

The Earle School Board of Directors conducted their regular monthly meeting Tuesday, December 16, 2014, at 10:00 AM in the Central Office Boardroom. Mr. E. Cox, Board President, called the meeting to order and established a quorum with the following members in attendance: Mr. E. Cox, Mr. C. Cox, Mrs. A. Weatherspoon, and Mr. A. Berry. Members were asked if they had reviewed the minutes of the prior meeting and if there were any questions or corrections. There were no questions or additions. Mr. E. Cox asked for a motion to accept the minutes. Mr. C. Cox motioned and Mrs. Weatherspoon seconded. The motion passed unanimously.

Mr. E. Cox: “We will now have the financial report by Mr. Hicks.”

Mr. Hicks: “We ended the month of November with a legal balance of \$853,00; that is a gain of a little over \$400,000.”

Mr. E. Cox: “Does anyone have any questions for Mr. Hicks? *(There were no questions regarding the financial report)*. “If not, the next topics will be brought by Mr. Nicks.”

Mr. Nicks: “There are two or three things to talk about at the ending of the year. The Life Strategies building – it's in need of major repairs. I'm asking that we renegotiate the lease with us doing the repairs and raising their monthly charge; or with them funding the repairs and their monthly charges staying where they are.” “I'm going to meet with them by the first part of next week and discuss with them, but we'll need about \$20,000-\$25,000 to get the building where they need it to be to meet all the inspections, etc.” “We're currently leasing that building to them at the same rate we started at eleven years ago. So, it's time for an increase in the lease, but we also need to make those improvements. I just need permission to move forward with the Life Strategies project.” *(Mr. E. Cox asked for a motion to move ahead with the proposed Life Strategies lease renegotiation and repair project. Mr. C. Cox motioned and Mr. Berry seconded. The motion carried unanimously)*.

Mr. Nicks: “The next item is not so good news. On the G & K lawsuit is the lawsuit that was filed against the district back in the summer. We canceled the contract with G & K's cleaning service; they provided us with janitorial supplies and that kind of thing. It was an absurd contract anyway, but we lost it and it's going to cost us about \$80,000 to settle it. Now the problem with that is that it's not covered by insurance but I've asked the new attorney, Bequette, to handle the lawsuit for us. I've asked him to contact them to see if we can renegotiate the settlement and get that worked out because it's attached to the District's property and unless we can get that resolved, we can't move any property so

we're at kind of a standstill and we don't want to be held at that from now on. They're not forcing us to pay it, they've just attached. That means that anytime you sell property, or transfer property, then it has to go through them basically before you can do it. So, I've got the attorney working on getting that resolved. Hopefully, we can get out of it with a minimum amount. They don't expect to get anything – but they want to tie it up so we can't do anything unless they're informed. But Bequette is working on it and he's going to see if he can find some resolution. Their lawyer did not even go to summary judgment, which is normally what would have happened. Now, it's a service contract which means that they were not really out of any monetary damages. All they were out of is that they would have made money if they had provided the services and by them not providing the services, they sued and they won. What I'm hoping is that we can negotiate taking them back on as our provider of janitorial supplies if they'll do away with this – if they'll drop this then we'll hire them back and give them another contract. So, that's where we are and I think we're about through with the current company. Maybe we can get them to go for that.”

Mr. Nicks: “The other thing that we've got going on, and I don't need anything done on it, is just information that I think you need to know because of that \$80,000 hanging out there. If we're forced to have to pay it at some point, it'll hit you at the worst time. This contract with them was a 5-year contract and we were six months into it, I believe, when he dropped it. And that's why I think they ended up getting what they got. It's an ugly situation. And there was nothing else we could do; he'd already signed it (current contract) and that means that we had two active contracts. We've already honored that one and we won't ever have a 5-year contract with anyone on anything. Ever. There may be better deals and we'll have the option to get out – even with a three-year contract – we can get out after a year if we choose to, and that's the way all these contracts should be entered into from now on.” “The cleaning service contract that we have right now is written that way. It's a year to year contract where either party can opt out at the end of the year. If they reach the end of the year and decide not to come back, they're not obligated to. And if we get to the end of the year and decide that we want to go back to the old way, or do it differently, we can opt out.”

Mr. Nicks: “The end of the year is coming up, so this week is all semester exams.” “We'll dismiss at 1:30 every day for the rest of the week; I wanted you to be aware of that. So, if you see kids coming home early, you'll know what's going on.” “We've had a good first semester, I think. Our numbers have held good; we're about where we were last year. That's a plus because usually we're down ten or fifteen students. So that will help us next year. We'll come back on the fifth of January. They dismiss Friday and will return on the fifth and I will be around - in and out next week. If you get a chance, stop by on Friday.” “That's all I have. There are some other issues to be addressed.” *(Mr. E. Cox brought the matter in question before the Board. A brief discussion ensued before the Board president asked for a motion to adjourn. Mrs. Weatherspoon motioned and Mr. Berry seconded. The meeting adjourned at 10:45 AM.*

Eric Cox

Board President

Arthur Bovey

Board Secretary

12/19/14

Date