

**Earle School District**  
**REGULAR BOARD MEETING**  
**Central Office Boardroom**  
**Saturday, October 22, 2016**  
**5:00 PM**

The Earle School Board of Directors conducted their regular monthly meeting Saturday, October 22, 2016, at 5:00 PM in the Central Office Boardroom/Parent Center. Members present were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. A. Weatherspoon, and Mrs. S. Johnson. *(Mr. E. Cox established a quorum).*

**Mr. E. Cox:** "The first order of business is the re-organization of our Board. The offices of Board President, Vice-president, Secretary. And if we all want it to remain the same as it is, I guess we can get a motion to cover that, or if anybody wants to do anything different." *(Mr. Berry motioned that the current positions held be retained as is. Mrs. Weatherspoon seconded and the motion carried unanimously).*

**Mr. E. Cox:** "The minutes from the last meeting; has everyone had the opportunity to review those?" *(Board members continued reviewing the previous minutes).* "Are there any additions or corrections that need to be made? If you haven't finished reviewing them, we can always make the necessary adjustments if we come across any during the meeting. If there are none, we will have the financial report from Mr. Hicks." *(Mr. E. Cox asked for a motion to approve the minutes. Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion carried unanimously).*

**Mr. Hicks:** "We have a projected ending balance for the month of October of \$310,401." *(For the next several minutes, Mr. Hicks provided Board members with detailed budget information, with which Mr. Nicks interjected questions and clarifications. Board members were afforded the opportunity to question the specifics and questions were answered by Mr. Hicks).*

**Mr. E. Cox:** "So when you start in November, that's actually the ending balance from October?"

**Mr. Hicks:** "Yes."

**Mr. E. Cox:** "So at the top where it's projected for June, it's saying that you're going to start June with a projection of a million and sixty-one thousand, but you hope to end June with \$842,000?"

**Mr. Nicks:** "There's going to be a big debt service that will be paid during that time; and we got the payroll for the teachers that roll over into August, so we will owe them payroll that will take them over into the next school year. Well, we have to settle up with them at the end of June, so all that money comes out of the projected balance."

**Mr. E. Cox:** “So when it comes out we'll still end up with \$842,00?”

**Mr. Nicks:** “Yes, even when that comes out. They made us list every possible expense that we could have. The only thing that would blow that up is if we have a lot of crazy overtime and stuff like that, or expenses for trips, hotels and things like that, that we haven't budgeted for; or we have some major repairs like, we've got a bus that's going to cost us around \$27,000 to repair, those kinds of things you can't foresee. But you do understand that you can't put in \$842,000 and the difference is, they're going to make us verify those kinds of expenses. It won't be a matter of saying, well, we're off two hundred thousand dollars and oh, well. They're going to monitor us month by month.”

**Mr. E. Cox:** “So, is it safe to say that when school starts in August next year we may start off with half a million dollars before the first foundation aid check comes?”

**Mr. Hicks:** “Yes, that is the goal.”

**Mr. E. Cox:** “Well, if that happened, it would be a rather exceptional (increase).”

**Mr. Nicks:** “But we've worked to get to this point, we've had some major hiccups I understand, but we've worked to get to the point where we don't have to have to take a cash flow loan out waiting on our tax money to come in, and we're there. We're there as of today. And I think that if we hold the reins pretty tight, don't get crazy with spending and the things that we can control, control those, we'll be okay. “No” has become our favorite saying around this place – ‘no.’” “Because we want to end strong – if we don't end strong, we're going to go into fiscal distress, it's as simple as that. And we've got a strong enough budget this time; and I think that for the first time we're going to see it as far as an actual budget.” “We don't have anything major hanging out from last year that ran over into this year that we've got to take care of. So that's where we are.” *(Mrs. Weatherspoon raised a question concerning the September salaries and benefits as to why it was higher than the others. Mr. Nicks replied that one reason was the fact that there were three payrolls during that month. Additionally, for the month of August, teachers are paid forward. Mr. E. Cox queried on the issue of the recent payroll problems incurred the previous pay period. He asked how that could be prevented, despite the fact that errors happen, there is a critical need to have the payroll processed in an accurate and timely manner. Mr. E. Cox further stated the repercussions that were entailed and reiterated the importance of payroll expectations by staff who have direct deposit. Mrs. Weatherspoon asked if the system allowed for an earlier input of direct deposit in the event that mistakes are made in the future. Mr. Hicks responded to board members questions and Mr. Nicks added that he would get it set up where he could also get notifications to verify that the direct deposit of payroll has cleared going forward).*

**Mr. Nicks:** (Continuing from the financial report discussion): “We've gotten beaten up severely over that. We went through a full scale week of it, and that's the next thing I'm going to talk about. Our early intervention category – we're going to move on into that.

We have gone through last week – we went down for our annual fiscal distress review. We went down with everything that we had along the lines of this budget – all the things we needed to have as to where we should be. We left there and those people were satisfied. They were called, from every indication, even though we made sure that they got paid. Now, from Monday to Friday afternoon we went through a full scale double review. We have had bank statements, utility bills, credit card statements, payroll ledgers, you name it – we've had to do it all – to prove that we are where we say we are.” “This is it; this is everything, and they believe it, which includes our bank balance. So we've weathered that storm. They may put us in an early phase intervention process to make sure that we monitor this situation.” *(Board members discussed the notifications that had been mailed to them advising that, based upon the audit findings, the district may be facing probationary/fiscal distress status and to be sure that the topic is covered at the next board meeting).*

**Mr. Nicks:** “I knew that letter was coming. I think we're pretty strong now. I think we've satisfied them to the point that I knew they would send that letter instead of trying to put us in fiscal distress. So we've met those obligations and we're going to continue to meet those obligations. So, I'll bring the letter back to the next board meeting to ensure that you've all gotten those and you'll know what it's talking about.”

**Mrs. Weatherspoon:** “So what you've given us – the financial projection and the financial statement – this is our checklist?”

**Mr. Nicks:** “Yes, and we'll follow this through month by month, and each month when we finish, if we're not hitting those projections, then there should be some serious questions as to what's going on. Now, if we're fifty, sixty, or seventy thousand dollars off, then I need to see what's going on.” “We've made some strides, you all, I know it's been a struggle, but we've made some strides. And to have that kind of scrutiny from ADE and survive it with where we were, I think we're okay.” *(Mr. E. Cox asked again for clarification that both both Mr. Hicks and Mr. Nicks would get confirmations for direct deposit going forward. Mr. Nicks assured him they would).*

**Mr. Nicks:** “Next Thursday on the 27<sup>th</sup> at 6:00 pm, we'll have our Annual Report to the Public. I'll have the principals and school improvement specialist present their data and Mr. Hicks will have the finances as to where we are and I'll have an overall briefing of what's going on in the District.”

**Mr. Nicks:** “We are having a follow-up of the AdvancED Review that we went through last year. So we've got a crew coming in on the eighth of December to do a follow-up. We are accredited – they accredited us – and they just want to come back and do a review so we'll do that on that day. They'll probably want to talk to you all at some point on that day. So be sure that you're available on December 8<sup>th</sup>.”

**Mr. Nicks:** “The Standards Review – every year we go through a standards review but on the fourth year, that review is actually done on-site where they come in and check everything from teacher certification, attendance, course offerings, board policies, everything. It's November 30<sup>th</sup>. They'll come into the district – one will go to the elementary and one will go to the high school and then they'll come back and visit with us here and give us an idea of where we are. Then they'll send their preliminary review of where we are and let us know what our status is. In the past few years we've done pretty well. But this is the first time that on the fourth year and we're having it on-site but we're preparing for that every day. Just wanted to make you aware of that.”

**Mr. Nicks:** “Our school improvement is going on – we're working on ACSIP; that's a weekly thing so every week we meet on both campuses, as well as twice a month we meet here at the district office and continue to develop our ACSIP Plan. Just wanted you to be aware that those district leadership teams are meeting regularly if you all want to come by and check out those, we'd welcome you to come by and do that.”

**Mr. Nicks:** “And the final thing that I have is the private audit. We used a private audit; we wanted to go to a legislative audit but this is not the year to do that. We had to change because the guys who had been doing our audit no longer do school audits, so I suggest that we accept the proposal of the new auditing firm. And I think that when we get through this year, we'll be able to move on to the legislative audit which won't cost us anything except a whole lot more time and effort and I'll need a motion for that.”  
*(Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried unanimously to accept the auditors proposal in the amount of \$18,000).*

**Mr. Nicks:** “Is there anything else? That's all I have.” *(There was no more business and Mr. E. Cox called for a motion to adjourn the meeting. Mr. Berry motioned and Mr. C. Cox seconded. The motion carried and the meeting adjourned).*

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 Board President

  
 Board Secretary

10/26/16  
 Date

**Earle School District**  
**REGULAR BOARD MEETING**  
**Central Office Boardroom**  
**Saturday, November 19, 2016**  
**5:00 PM**

The Earle School Board of Directors conducted their regular monthly meeting Saturday, November 19, at 5:00 PM in the Central Office Boardroom/Parent Center. Members present were: Mr. E. Cox, Mr. A. Berry, and Mrs. S. Johnson. *(Mr. E. Cox established a quorum).*

**Mr. E. Cox:** “Has everyone had a chance to review the minutes from the last meeting? If so, are there any questions or changes that need to be made?” *(There were no questions or additions to the minutes. Mr. E. Cox asked for a motion to accept the minutes. Mr. A. Berry motioned and Mr. E. Cox seconded. The motion carried unanimously).*

**Mr. E. Cox:** “Now we will have the financial report from Mr. Hicks.”

**Mr. Hicks:** “I’ve got a package that is projecting where we will be for the month.”

**Mr. Nicks:** “So our actuals for November will be picking up from October?”

**Mr. Hicks:** “Yes, we had originally projected \$425,000 for November.”

**Mr. Nicks:** “So, it looks like we’re going to be okay.” *(Further discussion and details were provided with regard to the finances, the budget and the impact of incoming tax revenue. Mr. Hicks answered board members’ questions, as well as Mr. Nicks, and the meeting moved forward).*

**Mr. E. Cox:** “The remaining topics will be brought by Mr. Nicks.”

**Mr. Nicks:** “Okay, we’ve got a few just basically informational things that we want to bring to your attention.” “We’re trying very desperately to bring the high school up to par with our school improvement.”

**Mr. E. Cox:** “So at the top where it’s projected for June, it’s saying that you’re going to start June with a projection of a million and sixty-one thousand, but you hope to end June with \$842,000?”

**Mr. Nicks:** “There’s going to be a big debt service that will be paid during that time; and we got the payroll for the teachers that roll over into August, so we will owe them payroll that will take them over into the next school year. Well, we have to settle up with them at the end of June, so all that money comes out of the projected balance.”



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**Mr. Hicks:** “Yes, that is the goal.”

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**Mr. Nicks:** “But we've worked to get to this point, we've had some major hiccups I understand, but we've worked to get to the point where we don't have to have to take a cash flow loan out waiting on our tax money to come in, and we're there. We're there as of today. And I think that if we hold the reins pretty tight, don't get crazy with spending and the things that we can control, control those, we'll be okay. “No” has become our favorite saying around this place – 'no.’” “Because we want to end strong – if we don't end strong, we're going to go into fiscal distress, it's as simple as that. And we've got a strong enough budget this time; and I think that for the first time we're going to see it as far as an actual budget.” “We don't have anything major hanging out from last year that ran over into this year that we've got to take care of. So that's where we are.” *(Mrs. Weatherspoon raised a question concerning the September salaries and benefits as to why it was higher than the others. Mr. Nicks replied that one reason was the fact that there were three payrolls during that month. Additionally, for the month of August, teachers are paid forward. Mr. E. Cox queried on the issue of the recent payroll problems incurred the previous pay period. He asked how that could be prevented, despite the fact that errors happen, there is a critical need to have the payroll processed in an accurate and timely manner. Mr. E. Cox further stated the repercussions that were entailed and reiterated the importance of payroll expectations by staff who have direct deposit. Mrs. Weatherspoon asked if the system allowed for an earlier input of direct deposit in the event that mistakes are made in the future. Mr. Hicks responded to board members questions and Mr. Nicks added that he would get it set up where he could also get notifications to verify that the direct deposit of payroll has cleared going forward).*

**Mr. Nicks:** (Continuing from the financial report discussion): “We've gotten beaten up severely over that. We went through a full scale week of it, and that's the next thing I'm going to talk about. Our early intervention category – we're going to move on into that.

We have gone through last week – we went down for our annual fiscal distress review. We went down with everything that we had along the lines of this budget – all the things we needed to have as to where we should be. We left there and those people were satisfied. They were called, from every indication, even though we made sure that they got paid. Now, from Monday to Friday afternoon we went through a full scale double review. We have had bank statements, utility bills, credit card statements, payroll ledgers, you name it – we've had to do it all – to prove that we are where we say we are.” “This is it; this is everything, and they believe it, which includes our bank balance. So we've weathered that storm. They may put us in an early phase intervention process to make sure that we monitor this situation.” *(Board members discussed the notifications that had been mailed to them advising that, based upon the audit findings, the district may be facing probationary/fiscal distress status and to be sure that the topic is covered at the next board meeting).*

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**Mrs. Weatherspoon:** “So what you've given us – the financial projection and the financial statement – this is our checklist?”

**Mr. Nicks:** “Yes, and we'll follow this through month by month, and each month when we finish, if we're not hitting those projections, then there should be some serious questions as to what's going on. Now, if we're fifty, sixty, or seventy thousand dollars off, then I need to see what's going on.” “We've made some strides, you all, I know it's been a struggle, but we've made some strides. And to have that kind of scrutiny from ADE and survive it with where we were, I think we're okay.” *(Mr. E. Cox asked again for clarification that both both Mr. Hicks and Mr. Nicks would get confirmations for direct deposit going forward. Mr. Nicks assured him they would).*

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**Mr. Nicks:** "The Standards Review – every year we go through a standards review but on the fourth year, that review is actually done on-site where they come in and check everything from teacher certification, attendance, course offerings, board policies, everything. It's November 30<sup>th</sup>. They'll come into the district – one will go to the elementary and one will go to the high school and then they'll come back and visit with us here and give us an idea of where we are. Then they'll send their preliminary review of where we are and let us know what our status is. In the past few years we've done pretty well. But this is the first time that on the fourth year and we're having it on-site but we're preparing for that every day. Just wanted to make you aware of that."


**Mr. Nicks:** "Our school improvement is going on – we're working on ACSIP; that's a weekly thing so every week we meet on both campuses, as well as twice a month we meet here at the district office and continue to develop our ACSIP Plan. Just wanted you to be aware that those district leadership teams are meeting regularly if you all want to come by and check out those, we'd welcome you to come by and do that."

**Mr. Nicks:** "And the final thing that I have is the private audit. We used a private audit; we wanted to go to a legislative audit but this is not the year to do that. We had to change because the guys who had been doing our audit no longer do school audits, so I suggest that we accept the proposal of the new auditing firm. And I think that when we get through this year, we'll be able to move on to the legislative audit which won't cost us anything except a whole lot more time and effort and I'll need a motion for that."

*(Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried unanimously to accept the auditors proposal in the amount of \$18,000).*

**Mr. Nicks:** "Is there anything else? That's all I have." *(There was no more business and Mr. E. Cox called for a motion to adjourn the meeting. Mr. Berry motioned and Mr. C. Cox seconded. The motion carried and the meeting adjourned).*

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Board President

  
Board Secretary

11-28-16  
Date



**Earle School District**  
**REGULAR BOARD MEETING**  
**Central Office Boardroom**  
**Saturday, December 17, 2016**  
**5:00 PM**

The Earle School Board of Directors conducted their regular monthly meeting Saturday, December 17, at 5:00 PM in the Central Office Boardroom/Parent Center. Members present were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, and Mrs. S. Johnson. *(Mr. E. Cox established a quorum).*

**Mr. E. Cox:** “Has everyone had an opportunity to review the minutes from the last meeting?” If so, are there any questions or changes that need to be made? If there aren't any, can we get a motion to accept?” *(There were no questions or additions to the minutes. Mr. A. Berry motioned and Mr. E. Cox seconded. The motion carried unanimously).*

**Mr. E. Cox:** “Now we will have the financial report from Mr. Hicks.”

**Mr. Hicks:** “We ended with \$861,000, which is about where we projected to be. You have all the details in your packets.” *(Board members briefly discussed the contents of the financial report packet. Mr. E. Cox asked if there were any questions for Mr. Hicks. There were no questions).*

**Mr. E. Cox:** “If not there are a couple of suggestions I want to make, Mr. Hicks, or we can address it in Executive Session. Can we get a motion to go into Executive Session?”

**Mr. Nicks:** “Let me just get these few items out of the way; it won't take long, I don't have much.” *(It was agreed to hear the other topics for discussion before going into Executive Session).*

**Mr. Nicks:** “I gave you some additional supplemental information to go into your packets. One of them is concerning our On-site Standards Review that they did back on November 30<sup>th</sup>. I told you they were coming; every four years they come onto the campuses to review the material on the website and that type of thing. They came and they left. And we had a very good review. I put a copy of that letter in there and you can see on the second page, we needed a couple of corrections. One of them was something that was needed on the website, and the other two items were required in the Student Handbook that we've done but were not included in the book. The first one is saying that we've already approved the Parental Involvement Plan for this year; so we have to send a statement home to parents saying that they can review the Parental Involvement Plan on the website. “The next thing is the Smart Core Curriculum. We have Smart Core in the Handbook, but the problem is that it's been updated a couple of times. One of things, for example, is that you have to have a technology course at the high school. So we need to update it so that it will be in the handbook effective this year.” “And then the last thing is

that the Student Handbook must include guidelines for the chrome books we've got out at the high school. They cost about \$200 a piece and they students will have access to them all day. We're not allowing them to take them home right now, ; eventually we will get to letting them take them home overnight. I want you to read through that technology handbook and I just need a motion to approve it." "No students are behind, we have all this in place, we just hadn't updated the handbook.." (*Mrs. Johnson motioned and Mr. C. Cox seconded. The motion carried unanimously*).

**Mr. Nicks:** "At the AdvancED review, they came but we have not heard back from them. But we've done extremely well. They were really pleased with what we're trying to do at the elementary and they were impressed with what we've done with updating the curriculum, so I'm pretty sure they'll give us a final report on that deal. So that went well but when I get the final feedback from them, I'll let you know."

**Mr. Nicks:** And then the last thing is the Master Plan. Every year we have to update it. The only two projects that we have in there – we're asking for funding on one and that is the elementary school building; and the other thing that I put in is the elementary driveway and the parking lot at the high school. We'll do our part of the funding as soon as we're able to. So, that's all I have for you all."

**Mr. E. Cox:** "Does anyone have any questions for Mr. Nicks?" "If not, we'll get a motion to go into Executive Session." (*Mr. Johnson motioned and Mr. Berry seconded. The motion carried and the Board went into Executive Session*).

\*\*\*\*EXECUTIVE SESSION\*\*\*\*

**Mr. E. Cox:** 'We're now out of Executive Session. Going forward, we want a detailed report, a financial report. Not just an ending balance and a beginning balance. Every check that's written by the District in sequence. We want a detailed report – who the vendor was, the amount spent, whether it's purchases, expenditures, whatever it is, we want a detailed report. No contracts will be generated by computer anymore. We're going to sign every contract as issued. " "Even on the payroll, we can't change the payroll because it's direct deposit, but we want to be able to even look at the payroll; how it went out. If this is 'John Smith' every two weeks, we want to be able to match it in detail. We want to be able to see every nickel that leaves out of here and every nickel that comes in. Every one of them. Mr. Nicks is going to provide you with a list of vendors that we pay because if we have – what did you say our balance was - \$861,000? There is nobody that should not be paid. Nobody should be paid late and we shouldn't have any outstanding balances because if we've got \$861,000, we shouldn't have anyone saying that they haven't been paid." (*Mr. Hicks asked who had said they haven't been paid*) "Well, All American hasn't been paid."

**Mr. Hicks:** "Someone is going to sign off on these invoices."

**Mr. E. Cox:** "Mr. Nicks will do that – that's his job to sign the invoices. He authorizes the purchases. We just want a detailed report prior to every meeting." "Does anybody else have anything that you want to add or say?"

**Mr. E. Cox:** "Alright, can we get a motion to adjourn?" *(Mr. Berry motioned and Mr. C. Cox seconded. The motion carried and the meeting adjourned)*



  
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Board President

  
\_\_\_\_\_  
Board Secretary

1-10-17  
Date

**Earle School District**  
**REGULAR BOARD MEETING**  
**Central Office Boardroom**  
**Saturday, January 28, 2017**  
**5:00 PM**

The Earle School Board of Directors conducted their regular monthly meeting Saturday, January 28, 2017, at 5:00 PM in the Central Office Boardroom/Parent Center. Members present were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. S. Johnson and Mrs. A. Weatherspoon. *(A quorum was established by board president, Mr. E. Cox).*

**Mr. E. Cox:** "Has everyone had an opportunity to review the minutes from the last meeting to check to see whether there are any corrections or additions?" If there aren't any, can we get a motion to accept?" *(There were no questions or additions to the minutes. Mr. A. Berry motioned and Mrs. S. Johnson seconded. The motion carried unanimously).*

**Mr. E. Cox:** "Our financial report will be brought by Mr. Hicks."

**Mr. Hicks:** "In your packets, it shows all of the past month's revenues and expenditures. So, we ended the month of December with a legal balance of \$937,000.00." *(Board members took several minutes to consider the contents of the financial packets. Mr. Nicks suggested that, should they determine a need for further clarifications, they could always call and ask Mr. Hicks. Mr. E. Cox asked if there were any questions for Mr. Hicks. There were no questions).*

**Mr. E. Cox:** "If no one has any questions for Mr. Hicks, the next items will be brought by the superintendent."

**Mr. Nicks:** "I have a few things I need to bring to your attention. First, I'd like to give you an update as to where we are on the elementary school and the project at the high school. I talked with the facilities folks in Little Rock on Thursday. Of course, they're not going to make any decisions until the legislative session and the budget is approved. So we're in a holding pattern. We're in three approval phases. We've had two of them and we're waiting for the final one." "It will go before the legislative session, and hopefully it will be approved. But if you get an opportunity to talk with your State representative or your State senator, or call the governor, or call ADE and talk to Johnny Key. You might call them up and remind them that we need some help over here. That's just the way it works; it's politics. So that's where we are." "No action is required, just kind of wanted to bring you up to date. But do call and have your folks call, have anybody that you know call their legislators and have them put some pressure on them so that we can be sure to have our fair cut of that facilities money. Are there any questions on the facilities update?" *(There were no questions).*

**Mr. Nicks:** “Alright, Legislative Session – and I brought you quite a bit of material to look at. There is one bill that is going to be of major concern to us; and that is the so-called “Voucher Bill.” “Call your reps, your State senators, your governor and tell them that we want no part of that.” “All that does is privatize education. You may start out with 1500 students; they’ll get vouchers to go to private schools and that will be just the beginning. I brought you the whole package so you can read over those; if you have questions, give me a call back. But I’m telling you that it’s imperative that we get proactive. We need to call our legislators and let them know how we stand because if we sit back and allow them to do the things that they’re doing, I assure you, we’re going to lose.”

**Mr. Nicks:** “The next item is the food service outsourcing program. Mr. Hicks and I have been looking at outsourcing food service for over a year. We’re in the process of going through and seeing if it’s going to be feasible for us to outsource versus hiring cafeteria workers, food service director, and all that.” “We don’t have the complete data yet, but we just wanted to make you aware that we’re looking. And the reason we’re looking at it is for the possible cost-savings in food service. Additionally, it may bring in a wider variety of lunches for the students. And I think if we can do that, it will help. So we’re in the process – I think we have to have final approval in by the end of April to go that way. So, I’ll be bringing some more information on that in the next couple of board meetings so you can kind of see where we’re going with food services. That may be a big step for us. We’ll see if we can serve better meals at a lower cost.” “Those employees will be hired by the company and it will be up to them to maintain their job status. So, it’s something that we’re looking at and we’re looking hard at it.” *(A brief discussion on this topic ensued before Mr. Nicks resumed with the remaining topics. There was no required motion or action, only an acknowledgment of what the superintendent is considering with regard to food services).*

**Mr. Nicks:** “After school program – we’re getting ready to start up the first of February on both campuses; three days a week – Tuesday, Wednesday and Thursday; no Mondays, no Fridays. Those are ‘give-a-way’ days. If you have it on those days, you can forget it. So we’re going to try to get the maximum out of those three days a week. We’re going to run it anywhere from four to six weeks; it depends on success. If we’re having successful participation, we’ll continue. If not, we’ll cut it back pretty quickly. We’ll start around the first week of February, or on the first Tuesday. I just wanted to bring you that.”

**Mr. Nicks:** “The next thing is something I wanted to bring before you so that you’d be aware. Our 2015-16 audit is due March 31<sup>st</sup>. We’re not going to make the deadline. We employed a private auditor back in October. The company that had done it for the past twelve years were no longer going to audit. So we put out bids and the lowest company that came in is the one we hired.” “We got into three digits with them in about a period of a month and a half. I got a phone call on Friday the 13<sup>th</sup> of January saying that they were going to pull out and no longer do the audit. Now the problem with that is that we had to go out and find someone or turn it over to the legislative audit.



The legislative audit wouldn't have time; so we have to hire a private auditor. I'm going to have to call you once I get the memorandum of understanding and the agreement from the new auditors. We've always paid around thirty thousand dollars for an audit. And I knew that when they agreed that they may have been taking on more than they realized. I think they thought they'd come in real quick because we're a small school – but we have just as much to audit as a big school; the numbers just aren't as big. “So, with that in mind, we are asking ADE for an extension. It's critical that we get all this information in place, so as soon as I get the information, I will be calling you to get a vote based on what we have.” *(Mr. Nicks gave further explanation of the audit issue and stressed the critical importance of getting our audit submitted).* “So, that's where we are with that; just wanted to make you aware of that. And that puts us on a pretty tight time frame. We've already filed and asked for the extension. Are there any other questions about that?” *(There were no questions).*

**Mr. Nicks:** “That's really all I have except for my contract extension. It's the time of year for it; if you need to go into Executive Session, that's fine.”

*(The board voted to go into Executive Session to discuss the extension of the Superintendent's contract with Mr. Berry motioning and Mr. C. Cox seconding).*

**Mr. E. Cox:** “We are now out of Executive Session. We need a motion to extend Mr. Nicks' contract, effective July 1, 2017 through June 30, 2020.” *(Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried unanimously. Mr. E. Cox asked for a motion to adjourn the meeting. Mr. Berry motioned and Mr. C. Cox seconded. The motion carried unanimously and the meeting adjourned).*

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Board President

  
Board Secretary

2/2/2017  
Date

**Earle School District**  
**REGULAR BOARD MEETING**  
**Central Office Boardroom**  
**Monday, February 27, 2017**  
**5:00 PM**

The Earle School Board of Directors conducted their regular monthly meeting 2017, Monday, February 27, 2017 at 5:00 PM in the Central Office Boardroom/Parent Center. Members present were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. S. Johnson and Mrs. A. Weatherspoon. *(A quorum was established by board president, Mr. E. Cox).*

**Mr. E. Cox:** “Has everyone had a chance to review the minutes from the last meeting?” “If there are no corrections or additions, we can get a motion to accept?” *(There were no questions or additions to the minutes. Mrs. A. Weatherspoon motioned and Mr. Berry seconded. The motion carried unanimously).*

**Mr. E. Cox:** “Mr. Hicks is not here, so we'll let Mr. Nicks brief us on the financial report.”

**Mr. Nicks:** “You should have a copy of the bank statements, expenditure reports, etc. for the month of January. We have an actual ending balance of \$937,017.00, which is right on target with our projections. You should also have in your packets the printouts of the expenditures, checks, and all that. If you have any questions, you can call us. We're slowly inching along.”

**Mrs. Johnson:** “Are all our bills paid?”

**Mr. Nicks:** “Yes, other than those invoices that we sometimes pay 45 days out.” *(Mrs. Weatherspoon raised questions concerning a couple of employees' salary amounts that appeared to differ month to month. Mr. Nicks explained the reasons why the amounts may seem inconsistent; that long-term subs often showed different salary amounts in their checks. Mrs. Weatherspoon further inquired about an employee's apparent overtime payment, to which Mr. Nicks assured her that it would be looked into).*

**Mr. E. Cox:** “Are there any more questions regarding finances? If not, the next topics will be brought by Mr. Nicks.”

**Mr. Nicks:** “The biggest thing we have going on is that on the seventh of March, we will accept bids for food service. We talked about it at our last meeting. We'll have six vendors to come out, go to the cafeteria and look at our food service operation, then come back and make bids. Just wanted to make you aware that on that day, that's going to happen. Maybe some of you will be around and you'll be able to ask them specific questions while they're here.”

“They will come in probably most of the day, watching the service in the cafeteria.” *(Mr. Nicks further elaborated on the bidding process that the six vendors would need to observe).* “Our goal is to save money – we don't know exactly how much money until we get the bids in and see where we are. But we're hoping to save around a hundred thousand dollars. And the biggest thing is that we hope to get more participation in the food program; that's what this is all about.”

**Mr. Nicks:** “We have let out intent forms; in fact we sent those out last week and they're due back by the tenth of March. Also, we've had our first Job Fair. With out intent forms out, we'll know a little more about how many we've got coming back. I think the majority of the elementary want to come back. We may have a little bit more of a turnover at the high school.”

**Mr. Nicks;** “We will need a motion to purchase liability insurance for the school board members. It's a liability insurance that runs about \$6,700 a year and it protects us in case of a lawsuit and the whole nine yards of that. I'll just need a motion to go ahead and purchase that.” *(Mrs. Weatherspoon motioned and Mr. C. Cox seconded. The motion carried unanimously).*

**Mr. Nicks:** “I haven't done anything with the cleaning contract in the last two or three years. I put it on there just to mention it to you because of your level of concern about the cleaning services. Do you think we need to open that contract for bids for this year, or what?” “We've been operating the same way for two years now. We use Bonus and if we need to, we can talk to him and have his crew tighten up a little more.” “Right now, our contract is month to month.” *(Brief discussion was held regarding the cleaning contract. No action was needed).*

**Mr. Nicks:** “You should have received in the mail the results of the legislative spot audit. Did you all get that in the mail? Just wanted to make sure that you got it, if not I'll make sure you get a copy. There were not a lot of issues. That's all I wanted to make you aware of. And if you need a copy, I'll provide you with a copy.”

**Mr. Nicks:** “Other than that, that's about all I have except for the fact that the boys and girls both won the regional tournaments on Saturday and we play on Thursday at 4:30 and 5:30 at Quitman, AR; it's about thirty-five minutes from Searcy. It's not a bad drive.” “Other than that, that's all I have for you, unless you all have something.” *(Mrs. Weatherspoon inquired as to whether there had been an update on the audit).*

**Mr. Nicks:** “Yes, as a matter of fact, I got a letter from this year's audit company.” *(Mr. Nicks provided details of the current state of the District's audit and what is expected to take place with the subsequent follow up. There was no further business to address and Mr. E. Cox asked for a motion to adjourn. Mr. Berry motioned and Mr. C. Cox seconded. The meeting adjourned).*

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*Eric Ok*

Board President

*Arthur Boyd*

Board Secretary

*3/3/2017*

Date

**Earle School District**  
**REGULAR BOARD MEETING**  
**Central Office Boardroom**  
**Saturday, March 18, 2017**  
**5:00 PM**

The Earle School Board of Directors held their regular monthly meeting Saturday, March 18, 2017 at 5:00 PM in the Central Office Boardroom/Parent Center. Members present were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. S. Johnson and Mrs. A. Weatherspoon. *(A quorum was established by board president, Mr. E. Cox).*

**Mr. E. Cox:** "Has everyone had a chance to review the minutes from the last meeting?" "If there are no corrections or additions, we can get a motion to accept?" *(There were no questions or additions to the minutes. Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion carried unanimously).*

**Mr. E. Cox:** "We will now have the financial report from Mr. Hicks."

**Mr. Hicks:** "We ended the month of February with \$1,054,000. That means that we have a little over \$700,000 in the bank."

**Mrs. Johnson:** "Has everybody been paid?"

**Mr. Hicks:** "Yes. Do you know of any that haven't been paid?"

**Mrs. Johnson:** "No."

**Mr. C. Cox:** "Are there any questions for Mr. Hicks?" *(There were no questions for Mr. Hicks regarding the financial report).*

**Mr. E. Cox:** "If there are none, the next topics for discussion will be brought by Mr. Nicks."

**Mr. Nicks:** "We have a few items to run through tonight; specifically two things that we've got going on. They're in the process. I wanted to bring you what we're looking at when it comes to our copiers. We've got two bids and I wanted to bring you both of them. But we're looking at replacing some of the copiers that we've had for the past five to ten years. We need probably four or five color copiers. We're paying about \$5,000 a month, so whichever bid comes in that is the most advantageous for the District, I need your permission the best bid. It may not be the lowest, but it may provide more advantages for us and I've only had two companies to inquire, so whichever one works for us is the one we'll go with." *(Mr. E. Cox called for a motion on the copier bids. Mrs. Johnson motioned, Mr. C. Cox seconded and the motion carried unanimously).*

**Mr. Nicks:** "The next item is food service bids. We had two companies to come out on March 9<sup>th</sup> to look at the program, access all the food service records and information to see what kind of proposal they could make. They have until April 4<sup>th</sup> to submit their bids and we'll open those bids on April 5<sup>th</sup> at 10:00 AM here. Whichever one is the most advantageous for the District is the one we'll accept. So, I will need you all here at that point, if you can be here that day, and we'll open those bids and decide whether or not we want to go forward with outsourcing our food service. Now, one thing that is before



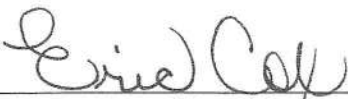
the legislature about outsourcing, It will affect us if we do it but not to any great degree. Arkansas Teacher Retirement is complaining because they're losing so many people due to outsourcing from the teacher retirement contribution rolls, and therefore, reducing the amount of money that is coming into the district; because we pay like 14% matching on everybody that works here to ATR whether they are contributory or not. So, when we pull those people off the roll, then teacher retirement loses that 14%. They're not worried about the smaller districts. They're worried about ones like Pulaski County, etc., because that's a massive number of people that's exiting. Now, what I think is going to happen is that the Legislature is going to agree with teacher retirement and hit you with a surcharge of 5% of whatever your agreement is." "Like with Bonus, we're paying them a hundred thousand a year, so they would charge us 5%. Just wanted you to know that's out there. It's not going to affect us a whole lot. So, we'll see how that works. And that may not pass, but anyway, we'll open those bids on the fifth of April. I don't need anything on that. Those of you who can that day, try to be on hand, and if we need to, we'll wait until the April board meeting to open the bids, compare them and see whether it's going to be beneficial or not."

**Mr. Nicks:** "The next thing is the National School Board Association meeting. I know a couple of us are going. I'll be in town until Thursday. Also you know we started spring break this week, just wanted to remind you of that."

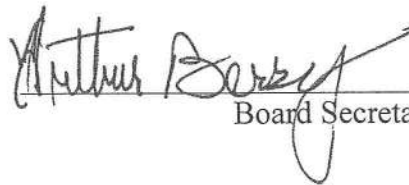
**Mr. Nicks:** The last thing is the leasing of buses. That is another thing that we need to look at. We may be able to lease buses for three or four years. We could get rid of all our existing buses and that would eliminate all our maintenance requirements.; we won't be turning screws on anything. *(There was further discussion of the feasibility of leasing school buses).*

**Mr. Nicks:** "The final thing – we're still in a holding pattern on our building plans. We're trying to move the school election to the general election day.. I don't know if it came up for a vote Friday or not. We're in the same boat with others. But I'm very optimistic that we'll get funded. We're going to make that push to get our elementary school. So, that's where we are." *Board members and Mr. Nicks briefly discussed the Voucher Bill HB 1222. Additionally, mention was made of the millage and other potential ways of funding the high school paving project. There was no further business and Mr. E. Cox asked for a motion to adjourn. Mr. A. Berry motioned and Mrs. A. Weatherspoon seconded. The meeting adjourned).*

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Board President



Board Secretary

3/23/17  
Date

**Earle School District**  
**REGULAR BOARD MEETING**  
Central Office Boardroom/Parent Center  
Saturday, April 22, 2017

The Earle School Board of Directors conducted their regular monthly meeting Saturday, April 22, 2017 in the Central Office Boardroom/Parent Center. Members in attendance were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. S. Johnson and Mrs. A. Weatherspoon. *(A quorum was established by board president, Mr. E. Cox).*

**Mr. E. Cox:** “Has everyone had an opportunity to review the minutes from the last month's meeting?” “If there are no corrections or additions, can I get a motion to accept?” *(There were no questions or additions to the minutes. Mr. E. Cox asked for a motion to accept the board minutes. Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion carried unanimously).*

**Mr. E. Cox:** “ We will now have the financial report brought by Mr. Nicks in Mr. Hicks' absence.”

**Mr. Nicks:** “You have in your packets the financial report. We had an ending balance of \$923,991.00, which doesn't exactly reflect our balance because we'll have a big chunk coming out for the April bond payment. So, roughly it will be around \$600,000, the way it looks.” “We should be okay. If you have any specific questions, let us know. Mr. Hicks will be happy to explain.”

**Mrs. Weatherspoon:** “Are we on track except whatever may come up unexpectedly?”

**Mr. Nicks:** “Yes. Gasoline hit us harder and due to the recent storms, we've had repairs that needed to be done. We've just had some things to crop up here and there. These things are going to happen. In our transportation department, we're down to the small van. It's going to be thin, real thin, but we'll manage.”

**Mr. E. Cox:** “Mr. Nicks, you can just keep rolling with the remaining topics for discussion.”

**Mr. Nicks:** “You each have a copy of the school calendar. I don't have a problem with it. As you can see, it's in a different format this time.” *(The superintendent and board members briefly discussed the calendar and pertinent dates therein).*

**Mr. Nicks:** “It's basically the same as this year's. I'll need a motion to approve it.” *(Mr. E. Cox called for the motion to approve the 2017-2018 Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried unanimously to approve the 2017-18 school calendar).*

**Mr. Nicks:** “The next thing is the food service bids. We had two bids that came in. The only thing we're considering is the pricing. You can look through those. *(The board and superintendent considered the pros and cons between the two food service companies – Aramark and OPAA to decide which would be most advantageous for the District. Mr. Nicks gave information regarding the savings that would be realized with each company and the benefits of outsourcing the food service program).*

**Mr. Nicks:** “My recommendation is that we hire Aramark and notify OPAA that they did not receive the offer to provide services for us. Once we do that, I will notify our food service staff and let them know that their relationship with the Earle School District is terminated at the end of this school year.”

**Mr. E. Cox:** “Can we get a motion to accept the superintendent's recommendation to hire Aramark for our food service provider for the 2017-18 school year?” *(Mr. E. Cox called for a motion to accept the bid submitted by Aramark Food Service. Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion to accept Aramark's bid for food service carried unanimously).*

**Mr. Nicks:** “You have a copy of the resignations and retirees as of right now. I need a motion to accept the resignations of Shelby Brown (high school CTE teacher), Beverly Prescott (first grade teacher), and Chardonay Ciscero (cheerleader sponsor). Classified employees resigning are Melissa Pounds (Para-Pro) and Odell Brown, Sr. (mechanic).” *(The board president called for a motion to accept the resignations. Mrs. Johnson motioned and Mr. C. Cox seconded. The motion passed to accept the aforementioned resignations).*

**Mr. Nicks:** “I want to rehire all certified employees, with the exception of those who will be notified of their non-renewal.” *(Mr. E. Cox called for a motion to rehire all certified staff except those whose contracts are not recommended for renewal. Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried unanimously).*

**Mr. Nicks:** “I will bring the classified recommendation to you in May. The reason will be explained in Executive Session.”

**Mr. Nicks:** “The next item is the Legislative Audit. We have to dispense with private audits, so we're requesting the Legislative Audit for fiscal year '17.”

**Weatherspoon:** “What is the cost to the District?”

**Mr. Nicks:** “Zero; nothing. And that's one of the main reasons it's being implemented. So, there will be no more private auditors. I'll need a motion to put this into effect.” *(Board President, Mr. E. Cox asked for a motion to request the Legislative Audit. Mr. Berry motioned and Mr. C. Cox seconded the motion to have the Legislative Audit for the District. The motion carried unanimously).*

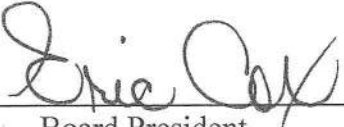
**Mr. Nicks:** “Graduation is May thirteenth at 10:00 AM in the gymnasium. It's a Saturday morning.” *(Brief discussion ensued regarding the graduation date and venue).*

**Mr. Nicks:** “The prom is tonight at 7:00 PM. All of you are welcome to attend.” “Except for an Executive Session, that's all I have.” *(Mr. E. Cox called for a motion to go into Executive Session. Mrs. Johnson motioned and Mrs. Weatherspoon seconded. The meeting went into Executive Session).*

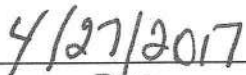
\*\*\*\*\* EXECUTIVE SESSION \*\*\*\*\*

Mr. E. Cox: "We are now out of Executive Session. Can we get a motion to adjourn?" (Mr. C. Cox motioned. Mr. Berry seconded and the meeting adjourned).

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\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Board Secretary

  
\_\_\_\_\_  
Date



**Earle School District**  
**REGULAR BOARD MEETING**  
Central Office Boardroom/Parent Center  
Saturday, May 20, 2017

The Earle School Board of Directors conducted their regular monthly meeting Saturday, May 20, 2017 in the Central Office Boardroom/Parent Center. Members in attendance were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. S. Johnson and Mrs. A. Weatherspoon. *(Mr. C. Cox called the meeting to order and established a quorum with members A. Berry, S. Johnson, A. Weatherspoon. Mr. E. Cox, board president, joined the meeting in progress).*

**Mr. C. Cox:** "Has everyone had the opportunity to review the minutes from the last meeting? *(Board members reviewed the minutes with no additions or corrections. Mrs. Weatherspoon motioned and Mr. Berry seconded the motion to accept the minutes. The motion carried unanimously).*

**Mr. C. Cox:** "We will now have the financial report brought by Mr. Hicks."

**Mr. Hicks:** "We ended the month with a legal balance of \$674,000. In your report, you will notice that we had more expenditures this past month and one reason is because of the debt service we paid."

**Mr. Nicks:** "We're still looking at the projected \$581,000 as our ending balance for the year?"

**Mr. Hicks:** Yes, we should be. Remember, we had three pay periods in March and that accounts for the lower ending balance in April, but we should be right where we projected we would be, if not better."

**Mr. C. Cox:** "If there are no further questions for Mr. Hicks, we will have the remaining topics brought by Mr. Nicks."

**Mr. Nicks:** "We have reached the end of our copier lease. We have two proposals: one from Capital and the other from Konica Minolta. Currently, we're with Konica Minolta. We're paying them thirty eight or thirty-nine thousand a month for all the copiers and this may go up a little." "Looking at Capital, their monthly lease is \$1,560.00. Now that's a long way from \$3,900 and let me tell you why. It's based on the number of copies." "When summer hits and the winter break hits, we don't need that many but we'll be paying for them anyway. I'm recommending that we go with Capital. It's a much better leasing program. We'll get all new machines with lock-out features to ensure that only those authorized to use them will be able to. It also tags the usage to the person using it, so we'll know how many copies they're using. The caveat is that our current leasing program won't end until November. I'd like to make this transition during the summer. That means that we might have to buy out the remaining time on the lease."

**Mrs. Weatherspoon:** "Will Capital assist with the buyout if we go with them?"

**Mr. Nicks:** "No, their company won't allow them do that, but we will save considerably, which will offset whatever we might end up paying." *(Mr. Nicks and board members discussed further the pros and cons of leasing with each copier company. The decision was to move forward with the Superintendent's recommendation).* "So, I'll need a motion to accept the bid from Capital for our copier machines." *(Mrs. Weatherspoon motioned and Mr. Berry seconded).*



*The motion carried unanimously to accept Capital Business Machines as the District's copier vendor).*

**Mr. Nicks:** “The next thing I have is the salary schedule. The reason is that we have to approve it every year. There are some changes.” *(The salary schedule was discussed in detail, with board members asking specific questions. Mrs. Weathespoon noted that the Girls' Track Coach was not listed and Mr. Hicks remarked that this was an oversight – it is being paid, just not listed and that it would need to be listed on the schedule).*

**Mr. Nicks:** “So, with those changes, can I get a motion to accept the salary schedule?” *(Mr. Berry motioned and Mr. C. Cox seconded. The motion carried to accept the 2017-18 salary schedule).*

*(\*\* Mr. Nicks and board members discussed School Dude. Mr. Nicks explained that School Dude is the State-mandated maintenance monitoring system and some of the details of its features. Further, he informed the Board that the system is currently up-to-date).*

**Mr. Nicks:** “We have to approve the Special Ed. budget each year. We get a certain amount of special education funding which we use on teacher salaries, equipment, materials, etc. Basically, we use all of it every year. I just need a motion to approve the budget for the upcoming year.” *(Mr. E. Cox called for a motion to approve the Special Education budget. Mr. C. Cox motioned and Mr. Berry seconded. The motion carried unanimously).*

**Mr. Nicks:** “The elementary project – we're getting ready to start that project. I want you to understand where we are on that. But before we get into how much millage we're going to ask for, there are some things you need to know. Look at the agreement I gave you. The State is going to fund us for four and a half million. We'll have eighteen months to spend it. We've got to come up with over two million of our own; and that doesn't include furnishings, parking lots, etc. When it comes to millage, we'll have to ask for enough to get the job done.” *(Mr. Nicks provided further information with regard to the elementary project funding, how the monies would come in, how they would be utilized, and specifics concerning pursuit of millage increases. Board members offered feedback and asked questions, to which Mr. Nicks gave answers).*

**Mr. Nicks:** “When it comes to the millage, it's best to pass it on the first shot. We need to let the constituents know that this will be stabilizing for the entire community for years to come.” “We're going to release a statement about the old high school building. It will not be torn down. Basically, that's it,” *(regarding the elementary project).* “We've got the money, we've just got to come up with our share. I want the nice marquee out front (Earle Elementary School), and it's going to be nice.” “I'm projecting that the whole project will cost us around six and a half million, so we'll need at least two million, or about ten mils.” *(Mr. Nicks gave further details of monies generated by the current and projected millage, surplus debt service, and a general explanation of the process).* “I think the District will be here for many years to come and apparently the State does, too.” *(Mr. Nicks discussed the architect firms of Pickering and Fisher and the services included in the offers they had submitted. Mr. E. Cox called for a motion to move forward as recommended by the superintendent. Mrs. Johnson motioned and Mr. Berry seconded. The motion carried unanimously).*

**Mr. Nicks:** “Keep in mind, that's money we'll have to spend on the front end. But we'll also recover it.”

**Mr. Nicks:** *(Referring back to the second item on the agenda)* - “We're currently using Crews & Associates. We've been using them for the seven years that I've been here. Stephens and Associates have submitted as well. Based on some issues we've had with Crews, I think it would be in our best interest to move to Stephens. I believe that they can thoroughly explain what they're doing and try to get us the best rates possible. The problem I had with Crews is that they only dealt with a limited number of banks, whereas, Stephens is pretty much a national company. It's a two-year agreement, so if it doesn't work out, we can adjust. Their fees are basically the same.”

**Mr. C. Cox:** “So, Stephens has been around for awhile?”

**“Mr. Nicks:** “Yes, for at least            years.” “I'd like to get a motion to change to the Stephens firm.” *(Mr. E. Cox called for a motion to accept the superintendent's recommendation to employ the Stephens company as our financial agency of record and to approve the contract resolution for this change. Mrs. A. Weatherspoon motioned and Mrs. S. Johnson seconded. The motion carried unanimously).*

**Mr. Nicks:** “At this point, I was going to hire a couple of people but I want to table that until the next meeting. I'm waiting for some more information on them and I'll bring it back to you at the next board meeting; or if I can get your approval, I can go ahead and hire in the interim.” *(Mr. E. Cox called for a motion granting the Superintendent the autonomy to hire qualified candidates prior to the next meeting if the need arises. Mr. A. Berry motioned and Mr. C. Cox seconded. The motion carried unanimously),*

**Mr. Nicks:** “We are in the Crowley's Ridge Co-op. We have such a hard time hiring teachers, and if you're in an area that has charter schools and you're affected by it, you can apply for the same waivers as the charter school. So, we've joined the co-op in asking for a waiver (June 9<sup>th</sup> petition). I'll need a Board resolution for t his.” *(Mrs. Johnson motioned and Mrs. Weatherspoon. The motion carried unanimously).*

**Mr. Nicks:** “We have four cafeteria employees retiring this year. I'll need a motion to accept the resignations of Mrs. Bonnie Callahan, Ms. Dorothy Berry, Ms. Diane Allen and Mrs. Bertha Lathon.” *(Mrs. Weatherspoon motioned and Mr. C. Cox seconded. The motion carried unanimously).*

**Mr. Nicks:** “That's all I have except a brief Executive Session.” *(Mr. E. Cox asked for a motion to go into Executive Session. Mrs. Weatherspoon motioned, Mrs. Johnson seconded, the motion carried and the Board went into Executive Session).*

\*\*\*\*\* EXECUTIVE SESSION \*\*\*\*\*

**Mr. E. Cox:** “We are now out of Executive Session. Can we get a motion to approve the classified salary, with the proper changes?” *(Mrs. Johnson motioned and Mrs. Weatherspoon seconded. The motion carried unanimously).*

**Mr. E. Cox:** “If there is nothing further, can we get a motion to adjourn?” *(Mr. C. Cox motioned and Mr. Berry seconded. The motion carried and the meeting adjourned at 5:57 PM).*

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*Eric Cox*  
Board President

*Arthur Breyer*  
Board Secretary

*5/24/17*  
Date

**Earle School District**  
**CALLED BOARD MEETING**  
**Central Office Boardroom**  
**June 6, 2017**  
**5:00 PM**

*(The Earle School Board of Directors held a called meeting on Tuesday June 6, 2017, at 5:00 PM for the purpose of conducting a hearing requested by Ms. Tonya Brasfield, an employee whose contract has been recommended for non-renewal. Further, the meeting was held to discuss and act on other District business. Members present were Mr. E. Cox, Mr. Arthur Berry, Mr. C. Cox, Mrs. S. Johnson and Mrs. April Weatherspoon. A quorum was established and Mr. Nicks initiated the discussion).*

**Mr. E. Cox:** "We have a quorum. We will now turn the meeting over to Mr. Nicks."

**Mr. Nicks:** "We'll go ahead into Executive Session since Ms. Brasfield hasn't arrived as yet. She requested a private hearing anyway. So, let's just go ahead and get a motion for that." *(Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion carried and the meeting went into Executive Session).*

**Mr. E. Cox:** "We are now out of Executive Session."

**Mr. Nicks:** "I'll need a motion to rehire Ms. Tonya Brasfield with the provisions that we talked about in Executive Session." *(Mrs. Johnson motioned and Mrs. Weatherspoon seconded. The motion carried unanimously).*

**Mr. Nicks:** "Also, I want you to accept my resignation for retirement." *(Mr. Berry motioned and Mrs. Weatherspoon seconded the motion to accept Mr. Nicks' resignation for retirement. The motion carried unanimously).*

**Mr. E. Cox:** "If there is no further business, can we get a motion to adjourn?" *(Mrs. Weatherspoon motioned and Mr. Berry seconded. The motion carried and the meeting adjourned).*

*\* (Ms. Tonya Brasfield did not appear for any of portion of the hearing/board meeting).*

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Board President

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Board Secretary

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6/15/2017  
Date



**Earle School District**  
**CALLED BOARD MEETING**  
**Central Office Boardroom**  
**June 15, 2017**  
**5:00 PM**

*The Earle School Board of Directors held a called meeting on Thursday June 19, 2017, at 5:00 PM for the purpose of hiring new school personnel for the 2017-2018 school year. Members present were: Mr. E. Cox, Mr. Arthur Berry, Mrs. S. Johnson, and Mrs. April Weatherspoon. A quorum was established and Mr. E. Cox recognized Mr. Nicks for the topics on the agenda).*

**Mr. Nicks:** “The purpose of this meeting is to hire teachers. Mrs. Williams and I have really worked hard to find some people. We were getting really close to the wire, but we think we've found some good teachers. I'll be out until next Thursday and we'll have our regular board meeting on the 24<sup>th</sup>, so I wanted to get these in place before that time.” “I want to transfer Mrs. Beard to the elementary school and Mrs. McKenzie to the high school. I also want to hire Crystal White for the central office.”

*(A discussed ensued regarding the recommended transfers and new hires. Mr. Nicks answered questions about the candidates he is recommending for hire individually. The Board members also addressed the need for someone who is qualified to submit the claims for meal reimbursements each month. Mr. Nicks suggested two employees who would be able to prepare and submit claims and discussion was held regarding that feasibility).*

**Mr. Nicks:** “I want to hire Mrs. Clay as the Literacy Specialist; she'll be leaving the library.” “That's the current list *(Referring to the list of new hires)*. “We can do them one at a time or have a motion to approve them all.”

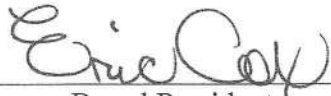
**Mr. E. Cox:** “Can we get a motion to approve the superintendent's recommendations for the new personnel for the 2017-18 school year?” *(Mrs. Weatherspoon motioned and Mrs. Johnson seconded. The motion carried to hire the applicants recommended by the superintendent; and to approve the transfers recommended, as well. The motion carried unanimously).*

**Mr. Nicks:** “That's all I have for now.”

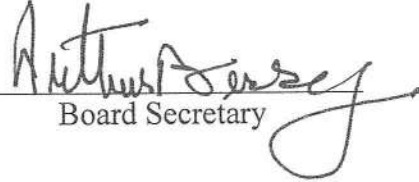
**Mr. E. Cox:** “Can we get a motion to adjourn?” *(Mrs. Weatherspoon motioned and Mr. Berry seconded. The motion carried and the meeting adjourned at 5:23 PM).*



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Board President



Board Secretary

6/19/2017

Date

**Earle School District**  
**CALLED BOARD MEETING**  
**Central Office Boardroom**  
**June 19, 2017**  
**5:00 PM**

The Earle School Board of Directors held a called meeting on Monday June 19, 2017, at 5:00 PM for the purpose of reviewing applications for the position of superintendent of schools for the 2017-2018 school year. *(Mr. E. Cox established a quorum with himself, Mrs. A. Weatherspoon, Mrs. S. Johnson and Mr. Arthur Berry in attendance. The meeting began at 5:43 PM).*

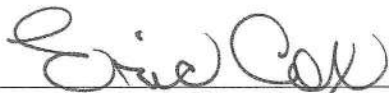
**Mr. E. Cox:** "Can we get a motion to go into Executive Session?" *(Mrs. Weatherspoon motioned and Mrs. Sarah Johnson seconded. The meeting went into Executive Session).*

**Mr. E. Cox:** "We need a motion to come out of Executive Session." *(Mrs. Weatherspoon motioned and Mrs. Johnson seconded the motion to resume the regular meeting. The motion carried unanimously).*

*\*The discussion held in Executive Session included the decision to schedule the three applicants for the superintendent's position for interviews on Saturday, June 24, 2017, at 5:00 PM, at the regularly scheduled board meeting. Each candidate will be allotted fifteen minutes with the first applicant beginning at 5:30 PM. The applicants are: Miss Linda Maples, Mrs. Carlross Guess, and Mr. Zrano Bowles).*

**Mr. E. Cox:** "Can we get a motion to adjourn?" *(Mr. A. Berry motioned and Mrs. S. Johnson seconded. The motion to adjourn carried unanimously and the meeting adjourned at 6:30 PM).*

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Board President

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Board Secretary

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6/24/17  
Date

**Earle School District**  
**REGULAR BOARD MEETING**  
Central Office Boardroom/Parent Center  
Saturday, June 24, 2017

The Earle School Board of Directors held their regular monthly meeting Saturday, June 24, 2017, at 5:00 PM in the Central Office Boardroom/Parent Center. Members in attendance were: Mr. E. Cox, Mr. C. Cox, Mr. A. Berry, Mrs. S. Johnson and Mrs. A. Weatherspoon. *(Mr. C. Cox called the meeting to order and established a quorum).*

**Mr. E. Cox:** “Has everyone had an opportunity to review the minutes from our last meeting?” *(Board members indicated that they had reviewed the prior minutes and had no questions or concerns. Mr. E. Cox called for a motion to accept the minutes and Mr. Berry seconded. The motion carried unanimously).*

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

**Mr. Hicks:** “You have your packets, and we will end the month with a legal balance of \$693,000 for the month of May.”

**Mr. Nicks:** “It's been a tough battle but we're hanging in there.”

**Mr. E. Cox:** “So, we should end with roughly \$600,000?”

**Mr. Nicks:** “We need to keep in mind the number of retirees that we have this year. Some have accumulated quite a number of sick leave days and we've got to pay it out of this fiscal year. That can add up to a substantial amount.” “However, we should pick up \$100,000, and for our lease agreement, another \$100,000; so we'll pick up some additional funding.” *(A discussion ensued regarding the expected revenue and decreased expenditures for the 2017-18 school year wherein Mr. Nicks provided detailed explanations. Board members had their questions answered and they moved on to the next topics).*

**Mrs. Weatherspoon:** “How did the copier situation work out?”

**Mr. Nicks:** “We've got that on hold, but we're doing fine with our copiers right now. We should be fine.”

**Mr. E. Cox:** “Are there any more questions? If not, we'll let Mr. Nicks proceed with the next topic.”

**Mr. Nicks:** “I need two resolutions: One is concerning child nutrition.” *(Mr. Nicks laid out the features of the two different program options for the District and the pros and cons of each. At the end of the discussion, Mr. E. Cox asked for a motion to proceed with the superintendent's recommendation to implement the CEP for the upcoming school year. Mrs. Johnson motioned and Mr. C. Cox seconded. The motion carried unanimously).*

**Mr. Nicks:** “The other thing is, I gave you a copy of the Stephens bond agency agreement. Turn to the third page. This gives you an outline of what needs to go in the paper. We're trying to accumulate 3.8 million dollars for our elementary building project.” *(Mr. Nicks went on to present information pertaining to the necessary mills to be requested and the reasoning behind the amount; the proposed utilization of the funds and the importance of putting forth effort to ensure that the millage increase will pass. The 54.8 mills represent an increase of ten mills).*

**Mr. E. Cox:** “So, we'll have one bond payment for the year?”

**Mr. Nicks:** “Yes, we'll have one bond issue with a total amount of \$10,295,000.00 with a 31 year mortgage or bond at 4.15 percent. The number of debt service mills will be ten. Just wanted to clear that up so that there is no mistake or ambiguity about what we're doing.”

**Mr. Nicks:** “If you'll turn over to the next page, you'll see your financial statement. We want to be as accurate as we can. We got this in yesterday and had to get it ready for your packets today.” “Right now, \$6,435,000 is what we owe. That's what we're paying on now.” “We're looking at having roughly a million left over. So, all I'll need is a resolution to submit it to ADE and put it in the paper. It has to run three consecutive times.” *(Mr. E. Cox asked for a motion to submit the proposal to the Department of Education. Mrs. Weatherspoon motioned and Mr. C. Cox seconded. The motion carried unanimously).*

**Mr. Nicks:** “The last thing I have concerns our polling places. Do you want to have one, two, or three places?” *(A brief consideration of polling locations was had. The consensus was to have two polling centers – St. Luke church and the Earle City Hall Annex).*

**Mr. Nicks:** “I don't need a resolution for this. I'll just need to notify the county of our decision.” “That's all I have and you can go into Executive Session for your interviews, which I choose not to participate in.” “I just want to thank all of you for your many considerations over the years. I want you to know that if you need me; if you have any questions; you can call me and I'll be glad to do what I can. I will get with whomever you hire and put them in touch with all the parties relevant to the school project.” “Again, thank you.”

**Mr. E. Cox:** “Can we get a motion to go into Executive Session?” *(Mr. Berry motioned and Mr. C. Cox seconded the motion to go into Executive Session, wherein the Board members interviewed applicants for the Superintendent's position).*

\*\*\*\*\* EXECUTIVE SESSION \*\*\*\*\*

**Mr. E. Cox:** “We are now out of Executive Session. If there is nothing further, can we get a motion to adjourn?” *(Mr. C. Cox motioned and Mr. Berry seconded. The motion carried and the meeting adjourned at 6:58 PM).*

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Eric Cox  
Board President

Arthur Berzof  
Board Secretary

6/29/2017  
Date



**Earle School District**  
**CALLED BOARD MEETING**  
**Central Office Boardroom**  
**June 28, 2017**  
**5:00 PM**

The Earle School Board of Directors held a called meeting on Wednesday June 28, 2017, at 5:00 PM for the purpose of hiring an Acting/Interim Superintendent of Schools. (Mr. E. Cox established a quorum with himself, Mrs. A. Weatherspoon, Mrs. S. Johnson and Mr. Arthur Berry in attendance. The meeting began at 5:00 PM).

**Mr. E. Cox:** "Can we get a motion to go into Executive Session?" (Mr. A. Berry motioned and Mrs. Weatherspoon seconded. The meeting went into Executive Session).

\*\*\*EXECUTIVE SESSION\*\*\*

**Mr. E. Cox:** "We need a motion to come out of Executive Session." (Mrs. Johnson motioned and Mrs. Weatherspoon seconded the motion to resume the regular meeting. The motion carried unanimously).

*\*The discussion held in Executive Session included the decision to hire Miss Linda Maples as the Acting/Interim Superintendent, with a stipend, to fulfill the duties as prescribed for that position until such time that a fully certified and acceptable applicant can be obtained. Mr. E. Cox called for a motion to this effect. Mr. Berry motioned and Mrs. Weatherspoon seconded. The motion carried unanimously to employ Miss Maples, effective July 1, 2017.*

Mr. E. Cox called for a motion to adjourn. Mrs. Johnson motioned, Mr. Berry seconded and the motion carried unanimously to adjourn the meeting at 5:25 PM.

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Board President

  
Board Secretary

7-6-17  
Date