



**DIVISION OF ELEMENTARY
& SECONDARY EDUCATION**

Act 1240 District Waiver Request

District:	El Dorado School District
LEA Number:	7001000
Superintendent:	Jim Tucker
Email:	jim.tucker@esd-15.org
Contact for Waiver:	Melissa Powell (Assistant Superintendent)
Contact Email:	melissa.powell@esd-15.org
Contact Phone:	870-864-5006
Date Received by DESE:	

The following documents must be submitted with the waiver request:

- 1. School Board Resolution approving the waiver request**
- 2. Evidence of stakeholder involvement, including teachers and student families**

Waiver Request

Topic:	Act 1240 Waiver Request
Standards/Statutes/Rules:	DESE Rules Governing Class Size and Teaching Load, Ark. Code Ann. 6-17-812, Standard for Accreditation 1-A.5 (class size), and Standard for Accreditation 1-A.6 (teaching load)
Duration Requested:	Fall Semester 2022
Name of Open-Enrollment Charter Holding the Waiver	NA
Schools, Grades or Classes the Waiver Will Apply To	Washington Middle School Barton Junior High School
Purpose of the Waiver (Must check at least one)	<input type="checkbox"/> Enhance Learning Opportunities <input type="checkbox"/> Promote Innovation <input checked="" type="checkbox"/> Increase Equitable Access to Effective Teachers

1. Provide a detailed rationale explaining how the waiver will enhance student learning opportunities, promote innovation or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.

South Arkansas has been and continues to be resolute in recruiting efforts. We have attended every job fair in the state this year and many in Mississippi and Louisiana as well. We have continued to aggressively target ads on social media platforms to attract teachers to South Arkansas while paying \$2000 - \$4000 signing bonus depending on the position and a \$700 relocation bonus for the 2022 - 2023 school year. In addition, the El Dorado School District will be offering the PreEducator Program of Study as a means to "grow our own" teachers for the future.

In spite of all of our efforts, we still do not have applicants for several of the positions open in the district. Three critical positions are two science positions at Barton Junior High School and one literacy position at Washington Middle School. At this time we are having to consider placing a long term substitute teacher in these positions, but we believe our students would be better served by placing student interns in those positions who have completed all pedagogy at Southern Arkansas University and only have the internship semester left.

2. Provide a detailed explanation of how the services being waived will be provided for students.

At this time we do not have any applicants for many of the positions we have open and we have contacted each person who is becoming alternatively certified. Allowing us to enter into a contract with an internship candidate ensures that our students have the most qualified person we can find in the position. After interviewing these candidates with administrators from SAU, we believe that this is the best option for our students because this allows us to place a student intern in the classroom who has the educational background to create a successful learning environment often making them more qualified than a person with a bachelor's degree seeking alternative certification. Each of these three interns have worked in our schools volunteering for our STEAM days at Washington Middle School and they all have experience with children away from school. We feel confident that they will be a better solution to our teacher shortage than a substitute teacher will be since they have an educational philosophy and understand the importance of student engagement and cohesive instruction.

In addition, these three student interns meet the following qualifications of an Arkansas qualified teacher except for possessing a bachelor's degree:

- Passed a content area assessment approved by the State Board of Education for the subject/content/grade level the educator will teach and
- Has a minimum of 18 college credit hours in the content area.

Furthermore, Southern Arkansas University has determined that each of these applicants have met required grades in all pedagogy/content areas, each is free of dispositional concerns, has been rated as effective in dispositions from fieldwork classes, and has the recommendation from the college advisor for the position.

3. Provide a detailed explanation of how the district will monitor and evaluate the effectiveness of the waiver.

If we are allowed to place these candidates in classrooms, they will each have the support of a mentor on campus. Through the intense mentoring program, all teachers in the El Dorado School District are in a continuous coaching cycle with a paid mentor who has dedicated time weekly to help develop the novice teacher.

Logistically, the mentor will serve as the teacher of record for the class although the student intern will be providing the actual instruction. For example, a mentor

teacher (who will be paid an additional stipend for their services) will plan and collaborate with the student intern, model lessons for the student intern, and observe and provide feedback to the student intern. However, the student interns will be responsible for the daily operation of her classroom. They will be expected to use the lessons and assessments which were collaboratively planned. They will be expected to follow the model lessons which she observed. They will be expected to accept feedback and participate in a continuous cycle of inquiry (plan, do, check). Most importantly, the student interns will be provided the support they need to be successful with the support of mentors.

Since the mentor will be listed as the teacher of record, the El Dorado School District is requesting a waiver on class size. While the mentor will potentially be assigned more than 150 students in eSchool, the reality is that the mentor teacher will regularly be teaching less than 150 students. The additional students are the ones who will be receiving regular, daily instruction from the student intern.

It is our intention to place Emily Owens and Allye Wright in the two science positions at Barton Junior High School. The mentors for those positions will be a veteran teacher, Tammy McCloy, who is a former Teacher of the Year and Carolyn Smith, the District Science Chair. These two mentors have served in this capacity for a number of years and have the skills necessary to develop these two educators into outstanding teachers. Mrs. Smith's schedule allows more flexibility so she will be available for both of these women throughout the day and she can cover Mrs. McCloy's classroom as needed so she can give support at times that are not her conference period. Jessica Whatley will have Melissa Upchurch as her mentor who is the Literacy Instructional Facilitator on that campus. Her schedule is also flexible and will allow her to provide support for Jessica beyond the period designated for mentoring each day. Mrs. Upchurch is a veteran teacher as well and has had numerous interns under her since coming to our district.

All teachers under this waiver are treated like every traditionally trained teacher. All new teachers, regardless of their formal training, attend orientation and ongoing professional development throughout the year designed for novice teachers. A three-day institute is held in early August to help them prepare for the upcoming school year. Topics covered include creating effective lesson plans, establishing effective procedures, developing a communication plan with stakeholders, and exploring resources available. Upon completion of the institute novice teachers create their own lesson plans and classroom management plan to help ensure they start the school year in an effective manner.

The El Dorado School District has a multi-year contract with Solution Tree that provides a coach at every campus as well as at the district level to help all teachers implement the PLC process. The PLC process offers a tremendous support to novice teachers as it deepens their understanding of planning instruction to allow for scaffolding and evaluation. Teachers under this waiver will be involved in this process every Wednesday for 2-3 hours.

Observations by building administrators will occur at least two times formally during the first semester and informally weekly. Administrators will provide actionable feedback to the novice teacher and more support will be given if needed. If there is an area of concern that is not improving the issue will be addressed with the teacher and immediately brought to the attention of administration at SAU. At that point we would move to hire a long-term substitute teacher to complete the remainder of the semester and a traditional internship will occur at that point.

Having teachers who have a passion for the profession and a strong desire to teach is the best solution to the scarcity of available candidates. We are confident that we will provide enough support to make each of these candidates effective teachers that we hope to retain for years to come.

Minutes of Regular Meeting of the El Dorado School Board
July 18, 2022

The directors of the board met on the above date at 5:00 p.m. in the Fairfield Bay Conference Center located in Fairfield Bay, Arkansas with Susan Turbeville presiding. Other directors present were Vicky Dobson, Renee Skinner, Kenneth Clemons, Wayne Gibson, Keith Smith, and Todd Whatley. Also in attendance were Melissa Powell, Shelley Pruitt and Taylon Steele. Superintendent Jim Tucker attended the meeting via phone.

Mrs. Turbeville asked if there were corrections or additions to the minutes of the meeting held June 13, 2022. On a motion by Vicky Dobson, a second by Kenneth Clemons, and carried on a 7-0 vote the minutes were approved and are on file in the superintendent's office.

The board reviewed the monthly bills. After a time of discussion and on a motion by Wayne Gibson, seconded by Vicky Dobson, and carried on a 7-0 vote, the minutes were approved and are on file in the superintendent's office.

Michael Cobb, C. P. A. with Cobb and Suskie, Ltd. gave the district annual report through teleconference. He noted that he was pleased to present the report to the board of a clean opinion, no negative findings, and no management issues. The federal and state regulatory entities rely on the findings being a fair comparison and Mr. Cobb said he is happy to report that. Each board member had a copy of his Regulatory Basis Financial Statements and Supplementary Information before them. He covered fund balances in the General Fund, Special Revenue Fund, Other Governmental Funds and Total Governmental Funds. He noted the General Fund balance of \$7,653,351 at the end of the year with expenditures and other uses being \$1,539,872. The expenditures are in accordance with evaluating appropriateness. Mr. Cobb said there is no bad news to report and the district is complying with state and federal guidelines. In questions by the board Wayne Gibson asked how many months would the district be able to operate if we received no further revenues. Mr. Cobb said the days of operation would be 71.7. He said that although that number is down, it is a very good number and higher than many districts that he has worked with and is a good healthy statistic for us. Mr. Gibson then asked what percentage of our operating funds would be salaries. Shelley stated that she would be able to answer that and stated we have a lot of money that we pay in contracted labor that is in addition to salaries and benefits and that number is around 83% and some of that is still restricted money. On a motion by Vicky Dobson, a second by Wayne Gibson and carried on a 7-0 vote it was:

RESOLVED that they board hereby accepts the District Annual Audit Report for the school year ending June 2021.

Kim Newman stated that as with many other businesses there have been experiencing shortages in food products and paper goods. She said that has helped them with their creativity but have been quite a challenge. Mr. Tucker had been looking for ways to assist them this year. He found a management company that they have been looking into. She said that they have been careful and strategic in what they were requesting as they do not want a managing company, they are interested in a consulting company.

In June, Becky Haynes, Estelle Fox and Kim Newman, reviewed and scored 3 RFP's for a food management consulting company. The rubric for the scoresheet was pre-determined by the template provided from the Department of Education. The companies that submitted proposals were K-12, School Eats and Elior. The best score was School Eats. I am recommending School Eats as a consulting company to the El Dorado School board for the next school year. School Eats is a branch of Chartwells, one of the largest school cafeteria management companies in the US. This smaller branch specializes in consulting to support the needs of districts who want to have the benefits of using a larger food management company while allowing the district to maintain full control over staff, menus, and student experience. SchoolEats will allow the district to use their purchasing power to reduce food shortages of certain products. In addition the district will benefit from rebates given by certain food vendors. They also have a full-time chef who consults with the Child Nutrition Director to plan menus, assist with ordering and train the staff on new menu items. Their annual fee is \$100,000 which we are projected to recoup in rebates on the food we purchase throughout the year. The rebates will also help the food service department gross between \$80,000 and \$100,000. The contract is year to year. <https://www.school eatsconsulting.com/>. She stated that the two most important things we would like to utilize this program is for the broader purchasing options, and for the rebates that would be available to us.

Mr. Tucker said that this is something that has been extensively researched. They have worked with several other schools and met every and exceeded every goal that had been set.. He also stated that Texarkana and Strong are two schools who have used this company.

Mr. Tucker recommended we use SchoolEats as our consultation company for the 2022-2023 school year in the El Dorado School District. On a motion by Wayne Gibson, second by Renee Skinner and carried on a 7-0 vote it was:

RESOLVED that they board hereby approves to use SchoolEats as a consultation company for the 2022-2023 school year at

I am recommending the purchase of a minivan for the food service department. The purpose of the van is to provide transportation for the cafeteria staff to and from the food truck. The van will also be used to transport smaller items between schools. 3 quotes were requested from local car dealerships. Billy Wood submitted a quote for a 2020 Toyota Sanata at \$41,142, Karl Malone submitted a quote for a 2022 Honda Odyssey at \$48,625. Trotter did not respond. The best quote is from Karl Malone for a 2022 Honda Odyssey as it is a newer model and has fewer miles. The van would be purchased with food service funds. The food service fund can afford this purchase.

Mr. Tucker stated that Mrs. Newman always operates in the black. She often has money that she must spend by the end of the year. The funds to purchase this van fall into that category and she must spend these funds by the end of the year. He stated that we can definitely afford this van and he recommends that we make this purchase. On a motion by Renee Skinner, a second by Vicky Dobson and carried on a 7-0 vote it was:

RESOLVED that the board hereby approves the purchase of a 2022 Honda Odyssey from Karl Malone in the amount of 48,625.00 to be used by the Food Service Department.

Mrs. Newman also explained that she wrote and received a grant for \$57,000 to purchase a van and equipment to transport hot food between Retta Brown to Murmill. She said that the van has a ramp where you can roll in the hot carts and lock them in for transportation. They have also been able to use that to deliver hot meals during the summer as well. The board expressed their thanks to Mrs. Newman on her hard work and her great ideas!

Mrs. Newman said that they have had the opportunity to make extra purchases to spruce up the cafeterias in the schools. Hugh Goodwin's kitchen is currently being renovated as well as the kitchen at Barton. She said that they have extra money because the district is getting reimbursed at a higher rate for meals due to covid and she is trying to take advantage of that while we have the extra funds. We had the money to purchase 15 new outdoor tables for EHS. WMS will also be receiving more outdoor seating as well as umbrellas for those tables. They have also updated the serving line at NorthWest on top up updating some of their equipment. Yocum's serving line has also been updated and they are also getting a new work table. They were also able to purchase brand new milk coolers for each of the schools.

Mr. Gibson asked what we do with excess food that we have left over at the end of the day. Mrs. Newman said that they have the option to serve it as left overs the next day, teachers might purchase it. If it has been held properly they serve it as leftovers or add it into another meal. The only time they throw food out is if it was not held properly or if it was out of date.

Geni Smith presented the board and District Policies and Student Handbook. She asked if they had questions prior to their considerations for approval. On a motion by Wayne Gibson, a second by Kenneth Clemons, and carried on a 7-0 vote it was:

RESOLVED that the board hereby approves the Board and District Policies and Student Handbook for the 2022-2023 school year.

John Jameson reminded everyone that as per the board meeting on May 9, 2022 a Cell Phone Policy committee was formed. This committee was made up of Mr. Whatley, John Jameson EHS-AP, Andria Gleghorn BJH-AP, along with a teacher from EHS and BJH, a parent from EHS and BJH and a student from EHS. After multiple meetings, discussions and consulting with other teachers, parents and students this committee has crafted a Cell Phone Policy they are recommending for the El Dorado School District. Mr. Jameson presented the policy to the board. After some discussion and on a recommendation by Mr. Tucker, there was a motion by Kenneth Clemons, a second by Vicky Dobson and carried on a 7-0 vote it was:

RESOLVED that the board hereby approves the Cell Phone Policy for the 2022-2023 school year as presented. This policy will be on file in the superintendent's office.

Mrs. Powell stated the need for a 1240 waiver. She would like to request another 1240 Waiver from the state board so we can request an exemption from a certain rule. This particular 1240 Waiver would be a c. This particular waiver would allow us to hire three interns, who are student teachers from SAU. These students would be placed in the classroom as the teacher. She said that we could hire a long term substitute, but we believe that it would be better to place someone who has gone to school to become a teacher, and are only lacking their semester of student teaching. These three applicants have already been in this district and volunteered at STEAM day and it has always been our intention to hire them when they graduate. They will be great teachers, they have just not received their bachelor's degree because they have not completed that final semester student teaching. Two would teach science and would have close supervision under Carolyn Smith who is our Science Chair, and Tammy McCloy. The other will teach literacy and will be directly under Melissa Upchurch's supervision. They would have more support behind them than the average beginning teacher. Mrs. Powell stated that she had already spoken with SAU leadership as well as principals with the understanding that they will be provided all of the support necessary for their success. This waiver will be for the Fall 2022 semester, and at the conclusion of that semester these students will be awarded their bachelor degree and will receive a teacher's contract for the Spring 2023 semester. After some discussion, Mr. Tucker recommended approving the 1240 Waiver to hire these teachers for the Fall 2022 semester. On a motion by Renee Skinner, a second by Kenneth Clemons and carried on a 7-0 vote it was:

RESOLVED that the board hereby approves the 1240 waiver for Licensure Exceptions/Waivers from Licensure Rules or Laws Class Size Waiver for the Fall Semester 2022 for Washington Middle School and Barton Junior High School.

Mrs. Turbeville stated that he had received the following petition for transfer request forms from three families. Yunakit Millage resides in the El Dorado School District and would like to transfer her student, Bryton Welch, age 12, to the Parkers Chapel School District. Raven Scott resides in the El Dorado School district and would like to transfer her students, Gabrielle Moses Scott, age 16, and Jonathan Xavier Scott, age 12, to the Parkers Chapel School District. Haley Silmon resides in the Smackover-Norphlet School District and would like to transfer her student, Beau Williams, age 5, to the El Dorado School District. Mr. Tucker recommended these legal transfers. On a motion by Rene Skinner, a second by Wayne Gibson and carried on a 7-0 vote it was:

RESOLVED that the board hereby approves the transfers as presented by the superintendent.

Mrs. Turbeville announced that Opening Session for Licensed Staff will be Aug 15, 2022 in the EHS Arena. The time will be determined at a later date.

The meeting adjourned to an executive session to discuss personnel matters. The board reconvened to an open meeting and on a motion by Wayne Gibson, a second by Renee Skinner, and carried on a 7-0 vote at 6:18 p.m. it was:

RESOLVED that the board hereby approves the superintendent's recommendation concerning the acceptance of resignations and the employment of new personnel.



Susan Turbeville, School Board President



Melissia Passmore, Secretary to the Board


Date

	Stakeholder input via survey sent out to community.
Timestamp	Please include your feedback below.
7/25/2022 12:04:18	I support
7/25/2022 12:12:12	This is a great thing that has produced many excellent teachers!
7/25/2022 12:23:16	Absolutely it should be allowed
7/25/2022 12:24:53	Yes
7/25/2022 13:19:28	I say go ahead and get someone the classroom experience and paycheck
7/25/2022 13:55:42	If applicants are qualified in their field of study to the extent the district would feel confident in their ability to teach; if they do, indeed, receive strategic mentoring and coaching; and if they are closely evaluated on their efforts, I support the district in helping staff the schools in this manner.
7/25/2022 19:07:47	I feel that this is an excellent way of meeting the needs of schools during the teacher shortage and helping the teachers get even more preparation for their career.
7/26/2022 20:26:11	I believe this is a great idea. Being a teacher during these times is not an easy task. Many teachers are leaving the classroom behind. If there is a person who wants to be in the classroom, teach students, and create a positive and welcoming environment during this crisis- please let them. However means possible. Our children need teachers who WANT to be there. This waiver is very much needed.
7/27/2022 16:10:59	Approve the usage of teachers in their internship program phase

Memorandum of Understanding: Teacher of Record Support Role

This Memorandum of Understanding (MOU) details the mutual understanding between **Southern Arkansas University (SAU)** and the **partner schools** where College of Education and Human Performance (CEHP) candidates are employed by a partner school district and placed in that same school for their student teaching experience.

A *partner school* is a school district that agrees to work with the SAU CEHP to build mutually beneficial relationships that provide placement sites and supervisory assistance for candidates enrolled in the SAU Educator Preparation Program (EPP). The MOU was created and agreed upon by members of the SAU Teacher Education Faculty, the Admissions Field Experience and Licensure Office, and school partners. This document is revised as necessary to reflect changes in SAU policy, Arkansas Division of Elementary and Secondary Education (DESE) guidelines, or the needs of partner schools. This MOU will remain in effect until revised or terminated, which can be initiated by either party by providing notice to the other.

Mission

Candidates in undergraduate Elementary Education (K-6), Middle Childhood Education (4-8), Secondary Education (7 – 12), and Broad Range Education (K-12), if eligible, will have the option to complete their licensure program as a teacher of record support role. This track allows partner districts to apply for an ACT 1240 class size waiver through the Arkansas Division of Elementary and Secondary Education (DESE) with a LEAD teacher as the main support for student teacher candidates. As well, the partner district will have extra support in place, and SAU will provide a site coordinator to support the candidates. Candidates should have a classroom schedule reflective of their intended licensure area and be provided with a LEAD mentor teacher by the district to provide additional support and development throughout the experience. The mentor will provide equivalent support to that of a cooperating teacher assigned in conventional student teacher placements. Please visit this [link](#) to review teacher of support policies, procedures, and requirements.

University Responsibilities

The SAU CEHP is committed to collaborating with partner schools to create optimum learning opportunities for K-12 students and for its educator preparation candidates. To this end, and in support of the candidate(s), SAU faculty will:

- Provide trained supervisors to work with partner school mentors and personnel.
- Be available to mentors, candidates, and schools to solve problems as they arise.

- Provide information, support, and professional assistance (professional development opportunities such as seminars, workshops, meetings, etc.) related to school, university, DESE and other educational initiatives.
- Mentor candidates through multiple observations and provide feedback on coursework to help candidates improve in content and pedagogical knowledge, skills, and dispositions.
- Communicate, at minimum, once per week with candidates and mentors regarding the candidate's knowledge, skills, and dispositions.

District Responsibilities

School administrators and the SAU Director of Field Experience will recommend and/or approve the selection of mentors, considering the guidelines stated in this agreement below.

SAU CEHP candidates should be treated as professionals and, likewise, are expected to follow all rules and regulations established by the school district. The school district has the responsibility to ensure that candidates are aware of all rules and regulations. To this end, and in support of the candidate(s), the district partner(s) will:

- Assign a LEAD mentor teacher to work directly with the candidate daily.
- Schedule a common planning period for the candidate and their mentor.
- When available, assign an instructional facilitator and/or curriculum specialist to spend time weekly with the candidate.
- Allow the candidate to attend all professional development that a new teacher would attend during their first year of teaching.
- Provide additional training and/or support as deemed necessary by SAU and/or school district administrators.
- Assigned mentor will communicate regularly with the SAU Site Coordinator regarding the candidate's knowledge, skills, and dispositions.

Selection of Mentor Teachers

Selection of all mentor teachers is a shared responsibility of the partner school official(s) and the SAU Director of Field Experience. The following are guidelines for making selections of mentor teachers for student teaching. Partner school officials are encouraged to select mentor teachers who demonstrate best practices in serving diverse student populations and who can provide substantive and regular formative observation feedback. Mentors should:

- Possess a bachelor's degree or above and teaches in the area of licensure. Have a LEAD teacher designation, be in a LEAD teacher program, or have the equivalent of this designation.
- Established agreement between the designated school administrator and the Director of Field Experience that the teacher can assume the responsibilities of a collaborating teacher.
- Has clearly demonstrated the ability to be an effective teacher and classroom manager.
- Completed a minimum of three years of teaching experience in the candidates' licensure area.
- Is a willing participant in the student teaching experience.
- Has a positive attitude toward his or her present teaching position and the teaching profession.
- Demonstrates continual professional growth and strong content knowledge base.
- Voluntarily works in collaborative situations as a team member.
- Be fully trained in the TESS-Teacher Excellence and Support System.
- Have received at least an overall proficient rating on their latest TESS performance review.
- Be actively engaged in school and professional communities (e.g., serve on committees, assume leadership roles, serve on ACSIP teams, etc.)
- Agree to provide SAU supervisors and candidate with feedback on a regular basis.

- Be able to complete an orientation seminar (via face to face, webinar or view via recordings provided) at the beginning of the semester.

Qualifications of Site Coordinator

The Director of Field Experience, Chair of Teacher Education, and District patterns will work together to select a qualified site coordinator for the employed candidate. The below criteria will be considered when making the selection.

- Possess a minimum of a master's degree and be a content area and pedagogy expert.
- Hold a current teaching or administration license.
- Completed a minimum of five years of teaching experience in a content licensure area.
- Be fully trained in the TESS-Teacher Excellent and Support System.
- Has a positive attitude toward the teaching profession in general and continuous professional growth.
- Voluntarily works in collaborative situations as a team member.
- Agree to provide SAU Interns, student teachers, Department Chair, and Director of Field Experience with feedback on a regular basis.

University's responsibility for supervised clinical field experience

In addition to the responsibilities listed in this agreement, for those who mentor initial teacher licensure candidates during their supervised clinical practice (Student Teaching), the SAU CEHP will:

- Assist the collaborating teaching and candidate on the completion and submission of assignments and assessments.
- Provide a \$100 stipend to each mentor who has a semester long candidate placement. *Please note: The documents necessary to process the stipend payment must be submitted in a timely manner.*

Acknowledgement

Southern Arkansas University Admissions Field Experience and Licensure along with partnering district agree to the above provisions in the MOU.

El Dorado

School District

School Name (if applicable)

Jim Tucker

Partner School Administrator

7/27/22

Date

Jami B. Bayl

SAU Director of Admission, Field
Experience and Licensure

Date

Minutes of Regular Meeting of the El Dorado School Board August 8, 2022

The directors of the board met on the above date at 6:00 p.m. in the Central Office Board Room, 200 West Oak St, El Dorado, Arkansas with Susan Turbeville presiding. Other directors present were Renee Skinner, Kenneth Clemons, Wayne Gibson, Keith Smith, and Todd Whatley. Vice President Vicky Dobson was absent. Also in attendance were Jim Tucker, Melissa Powell, Shelley Pruitt, Taylon Steele and Missy Passmore

Mrs. Turbeville asked if there were corrections or additions to the minutes of the meeting held July 18, 2022. On a motion by Wayne Gibson, a second by Renee Skinner, and carried on a 6-0 vote the minutes were approved and are on file in the superintendent's office.

The board reviewed the monthly bills. After a time of discussion and on a motion by Wayne Gibson, seconded by Todd Whatley, and carried on a 6-0 vote, the minutes were approved and are on file in the superintendent's office.

Mr. Tucker informed the board that it is time to renew our membership with the Arkansas School Board Association, and that will be a \$2,300 renewal fee. He stated that the board had been presented with the ASBA membership benefits information. He went on to explain that they provide our school policies which have been vetted by their attorneys. He also stated that we have access to their legal council and our district has used them often. After some discussion Mr. Tucker recommended that we renew our membership with the ASBA. On a motion by Todd Whatley, a second by Keith Smith and carried on a 6-0 vote it was

RESOLVED that the board hereby approves the renewal of the Arkansas School Board Association Membership for \$2,300.

Debbie McAdams then reported on our School Based Health Center for the 2021-2022 school year. She stated that they had finished their eighth year of offering services. They ended the year with an enrollment of 664 students. 193 were enrolled in the dental program and the other 471 were in the physical health program. That was a 39% increase from last year's enrollment. 329 of those students were for sports physicals. 38 mental health clients enrolled with 409 student encounters for the year. The Union County Health Department administered 816 flu shots to students and staff.

The mental health provider for the district was South Arkansas Regional Health Center, now operating under Newhaven. Integrity Telehealth did not renew their contract with the school district. Chanel Family Health also provided services to our district through telehealth. She stated that for the 2022-2023 school year they hope to improve the use of Chanel's services and add someone to serve our students in person.

She also stated that having CABUN Rural Health Services at the clinic has been great! She said they have been able to offer onsite COVID, flu, strep, and glucose testing. They have also started offering vaccines for students after we returned from spring break in March of 2022. She stated that it has been a huge asset for our students and families. She stated that with a grant they were able to purchase a medical refrigerator and a data logger for vaccines within the Wellness Center.

She let us know that the SBHC received a \$2,000 grant from Union County Community Foundation to purchase supplies and resources for the dental program again this year and expressed her gratitude for this grant. ACH offered screenings and fluoride treatments to our elementary students. They were not allowed to offer cleanings and sealants due to COVID restrictions. She stated that she was thankful for ACH serving our students for fourteen years.

Our District food pantry was stocked by Murphy USA employees and local churches in the 2021-2022 school year. Counselors were able to identify and serve students who were in need of these services. Mr. Alphin has faithfully served as the manager of the pantry as this is a great passion for him. He will be moving this pantry with him to the Retta Brown Campus and will continue to help serve students for the 2022-2023 school year and we are so grateful for his commitment.

El Dorado's SBHC is one of the six priority districts who receive special funding through the CDC. She said that we were chosen to participate in the CDC's Healthy Schools evaluation project. The program will be evaluated over sixteen states and numerous school districts to determine the barriers we experience when implementing health strategies and activities. She also stated that they received a grant through Immunize Arkansas to purchase a medical freezer for proper storage of vaccines.

For the 2021-2022 school year we had a total of 141 positive staff with 23 who were quarantined and we had 548 positive students with 1,077 students who were quarantined. In early February 2022 ADE listed the quarantine mandates allowing students and staff to remain in school unless they presented

with symptoms. We ended the school year with only sending home only those who were sick. They were sent home for five days from the onset of symptoms, or a positive test date. They could return on day 6 if symptoms were resolving and they had been fever free for 24 hours. CDC recommended they wear a mask for the full 10 days if they could not social distance. She also stated that although the ADE is no longer required each district to have a Point of Contact for COVID, she was going to continue as the contact for our district. She ended with explaining that the ADE expects the CDC to release new recommendations as to how they will proceed for the 2022-2023 school year.

Jennifer Lee then gave the K-12 report on student supplies for the 2022-2023 school year. Mrs. Lee stated that at the end of April she sent out a survey to principals asking requests and suggestions for school supplies. She then adjusted her purchasing list according to those recommendations. Mrs. Lee said that between 90%-95% of supplies will be delivered at the end of this week and the remainder of supplies will be delivered before school begins. She also stated that the total cost should be just shy of \$74,000. Mr. Tucker took a moment to express his gratitude to the board for approving this purchase for the 2022-2023 school year. He stated that it was so exciting that we can offer this assistance to the parents and students of our district as he knows the financial burden this lifts off the shoulders of our community. There was discussion among the board about their excitement of providing this service for the students and parents of El Dorado School District.

Mrs. Lee then expressed her excitement for our EDSD Opening session. She stated that our opening session will be Monday, August 15 at 8:30 in the auditorium. Our keynote speaker will be Kenneth Williams with Solution Tree. There will also be 65 breakout sessions offered and many of those will be conducted by EDSD staff. Lunch will be provided and served by our cafeteria staff.

Melissa Powell then presented the Recruitment and Retention plan for the 2022-2023. We have continued the relocation incentive of \$700, the sign on bonus for certified staff of \$2000, and the sign on bonus of \$4000 for those teaching 7-12 math and science. We had our own job fair at EHS this year and Taylon did a wonderful job getting that set up and making it feel intimate and inviting. We also attended 32 job fairs across the surrounding states. She said that she took several administrators with her to three of the job fairs and they were able to ensure an interview and conducted the interviews after the job fair. We were able to hire several new teachers and will continue to do that this year as well.

Mrs. Powell also stated that she is still very pleased with our mentoring program and our community partnership. It is important to get them connected with fellow educators and to get connected in the community as well. She also stated that when an applicant is coming in from a long distance we put them in a hotel overnight. She will meet with them and give them a tour of El Dorado. She stated that she is the best tour guide, although El Dorado is beautiful and sells itself.

She stated that Taylon has worked hard to get our jobs out there on social media and has worked to best understand the algorithms that will be the most effective for our district. One of the things we have learned is that 80%-90% learned of our job openings from social media! Another staggering statistic is that 72% of people live close to where they grew up. So she has started working on ways to find locals who have a bachelor degree who are interested in teaching. She is working on getting them in a program so we can get them certified to teach.

Another thing they will begin this year is the New Teacher Cadet program at EHS. They have identified students who are interested in pursuing education as a career. Ashlee Curtis will head up this program and has eleven students currently enrolled, and there are twentyseven students who are interested in pursuing this opportunity in the future. After more discussion, on a motion by Wayne Gibson, a second by Todd Whatley and carried on a 6-0 vote it was

RESOLVED that the board hereby approves the Recruitment and Retention Plan for the 2022-2023 school year.

Mrs. Powell said that we needed to further discuss the partnership with SAU to allow the three student interns to teach this semester. She wanted to give clarification on the 1240 Waiver request is for class size and teacher load. Mrs. Powell explained that the class load would change for the teacher who is supporting the intern. With a motion by Todd Whatley, a second by Kenneth Clemons and carried on a 6-0 vote it was

RESOLVED that the board hereby approves the 1240 Waiver request for class size and teacher Load as discussed.

Mrs. Turbeville announced that Opening Session for Licensed Staff will be Aug 15, 2022 in the EHS Arena. The time will be determined at a later date.

The meeting adjourned to an executive session to discuss personnel matters. The board reconvened to an open meeting and on a motion by Wayne Gibson, a second by Todd Whatley, and carried on a 6-0 vote at 6:18 p.m. it was:

RESOLVED that the board hereby approves the superintendent’s recommendation concerning the acceptance of resignations and the employment of new personnel.



Susan Turbeville, Board President



Melissia Passmore, Board Secretary