

MINUTES OF THE MAY 20, 2025 BOARD OF EDUCATION
CABOT SCHOOL BOARD

Board Vice President Marvin Jones called the meeting to order at 6:00 p.m. Those in attendance were school board members Pam Clem, Corey Williams, James Hertzog, Kevin Tipton and Sarah Owen. Also, in attendance were Dr. Tony Thurman, Michael Byrd, directors, and community members. Board member Joe Trusty was absent.

The Pledge of Allegiance and moment of silence were led by Mountain Springs Elementary student Audrey Shearer.

CONSENT AGENDA

Minutes from the regular April 15th meeting were approved as presented. April financials were approved as presented.

Motion by Corey Williams, second by James Hertzog; passed 6-0.

RECOGNITION

All-State Swim – Swim Coach Justin Acree recognized the following students for qualifying to compete at the Arkansas All-State Swim meet:

Rocco Overton
Joel Bailey
Caden Niece
Jacob Hertzog
Brayden Howard

VEX State Tournament Champions – Robotics Team Sponsor Dylan Glover recognized Team Invasion for being the first Cabot team to win the VEX State Tournament for robotics. This team also competed in the world competition and finished in 23rd place. The following students make up Team Invasion:

Nathan Kemp
Layke Bennett
Caleb Pifer
Jackson Lee

Scholastic Art Award – Art Teacher Helen Goodman recognized Ethan David for receiving the Gold Key Award from Scholastic Art for his piece entitled "Time is a Sandwich." He also received two Silver Key awards and one Honorable Mention.

Student Spotlight – Audrey Shearer, student at Mountain Springs Elementary, was recognized for being an exceptional young leader. It was reported by her teachers and peers

that she inspires others, shares kindness, has a positive attitude, is supportive, and is a great friend.

Sayler Stinnett, student at Northside Elementary, was recognized for his infectious smile and incredible work ethic. Sayler believes in himself and set a goal to increase his ATLAS scores, and he was successful in obtaining that goal. He helps other students on the bus and is a leader at school.

PLC Building Recognition – Chloe Ruple, teacher at Mountain Springs Elementary, strives to get the more difficult students placed in her class so she can help address their specific needs. She serves on the guiding coalition and works on district and state level curriculum teams.

Sherry Voegelé, reading interventionist at Northside Elementary, came to the district with a math background, but quickly transitioned to a reading focus. She has an amazing work ethic, and studied hard to learn all of the important teaching techniques for reading. She also started a math spiral review for 3rd and 4th grade students.

CURRICULUM REPORT

On-Site Student Data Review – Aaron Randolph shared the following student data from the last three years:

School Year	2022-2023	2023-2024	2024-2025
Total Behavior Referrals	11,095	10,613	10,375
Annual Attendance Rate for Students in Grades K-12	92.06%	92.42%	92.44%

SUPERINTENDENT'S REPORT

Legal Transfer Approvals - Dr. Thurman reported that 1 outgoing legal transfer and 1 incoming legal transfer were approved.

Buildings and Grounds Report – Michael Byrd reported that the parking lot has been poured for the special programs annex. They are installing the doors, completing the painting, and working on electric components. They are pouring concrete aprons for Pre-K North and Pre-K South, and will be working on the asphalt parking lots.

Free and Reduced Lunch Percentages – For information.

Current Enrollment – For information.

Upcoming Events – For information.

SUPERINTENDENT PRE-ACTION REPORTS

Employee Disclosure – Dr. Thurman read the disclosure for Samantha Dardenne, teacher at Northside Elementary.

Resolution Granting Easement – First Electric Cooperative – Michael Byrd read a resolution to grant an easement to First Electric Cooperative for Pre-K North.

Resolution to Sell District Property – 710 North Lincoln – Michael Byrd read a resolution to sell the physical house located at 710 North Lincoln.

Resolution to Purchase Property – 12 Lillie Street – Michael Byrd read a resolution to purchase a piece of property located at 12 Lillie Street.

2025-2026 Supplemental Salaries – Michael Byrd presented the 2025-2026 Supplemental Salary changes for approval. This includes reducing the National Board Certified Teacher amount to \$1,000, and adding the High School Auditorium Manager position at \$4,000.

2025-2026 Administrative Salary Schedule – Michael Byrd presented the 2025-2026 Administrative Salary Schedule changes. This includes an option to add a behavior coordinator, if needed, the addition of a pre-k assistant principal position, and the addition of a 240-day assistant athletic director position.

2025-2026 School Board Policies – Michael Byrd presented the following school board policies for approval:

- Section 1: School Board Operations
- Section 2: Administration
- Section 3: Licensed Personnel
- Section 5: Curriculum and Instruction
- Section 6: School, Home and Community Relations
- Section 7: Business and Finance - including the Cyber Security Policy
- Section 8: Classified Personnel

ACTION

The board voted to approve the disclosure for Samantha Dardenne, a teacher, for the 2024-2025 school year.

Motion by Corey Williams, second by James Hertzog; passed 6-0.

The board voted to approve the resolution to grant a 15-foot easement to First Electric Cooperative for Pre-K North.

Motion by James Hertzog, second by Pam Clem; passed 6-0.

The board voted to approve the resolution to sell the physical structure at 710 North Lincoln Street, with the lot remaining the property of the District, for a minimum price of \$1,000 and removing this structure from Cabot inventory. This resolution also grants Dr. Tony Thurman, superintendent; Michael Byrd, deputy superintendent; or their designee to represent and sign on behalf of the District on any and all documents to effect the sale of this structure.

Motion by Sarah Owen, second by James Hertzog; passed 6-0.

The board voted to approve the resolution to purchase the property at 12 Lillie Street for the amount of \$200,000 plus closing costs and fees on the condition that the appraisal values the property at \$200,000 or more, and authorizing Dr. Thurman, Michael Byrd, or their designee to represent and sign on behalf of the Cabot School District all document necessary for the purchase.

Motion by Corey Williams, second by Sarah Owen; passed 6-0.

The board voted approve the 2025-2026 Supplemental Salary changes as presented, as well as the attached Supplement Salary schedule.

Motion by Sarah Owen, second by James Hertzog; passed 6-0.

The board voted approve the 2025-2026 Administrative Salary Schedule changes as presented, as well as the 2025-2026 Administrative Salary Schedule as presented.

Motion by Sarah Owen, second by Pam Clem; passed 6-0.

The board voted to approve the changes as presented to the following sections of the 2025-2026 school board policies:

Section 1: School Board Operations

Section 2: Administration

Section 3: Licensed Personnel

Section 5: Curriculum and Instruction

Section 6: School, Home and Community Relations

Section 7: Business and Finance - including the Cyber Security Policy

Section 8: Classified Personnel

Motion by Sarah Owen, second by James Hertzog; passed 6-0.

PUBLIC COMMENT

None

SPECIAL RECOGNITION

A special recognition was held to honor School Board Member Corey Williams and his 16

years of dedicated service to our students, staff, and community while serving on the board.

The board voted to approve personnel as presented.

Motion by Corey Williams, second by Sarah Owen; passed 6-0.

The meeting adjourned at 9:05 p.m.



Vice President



Secretary

CABOT SCHOOL BOARD OF EDUCATION PERSONNEL RECOMMENDATIONS

05/20/2025

CERTIFIED RETIREMENTS

NAME	LOCATION	POSITION	DATE
De Collie	Westside	Teacher	06/30/2025

CERTIFIED RESIGNATIONS

NAME	LOCATION	POSITION	DATE
Victoria Atchley	Junior High South	PE/Health/JH Head Girls Basketball Coach	06/30/2025
Terry Ball	Freshman Academy	Construction Trades Teacher	06/03/2025
Emily Banks	Junior High North	Special Education Teacher/HS Assistant Boy's Soccer Coach	06/03/2025
Jennifer Bryant	Freshman Academy	Special Education Teacher	06/03/2025
Madison Dasher	Stagecoach	Speech Pathologist	06/03/2025
Jamie DiFlorio	Middle School North	Teacher	06/03/2025
Sherry France	Magness Creek	Special Education Teacher	06/03/2025
Lane Gilchrist	Freshman Academy	Special Education	05/20/2025
Frankie Glover	Westside	Principal	06/30/2025
Elizabeth Harrell	Northside	Speech Pathologist	05/30/2025
Christal Keisler	Central	Teacher	06/30/2025
Kendall Kirchhoff	Junior High South	PE Teacher/Asst. Girls Basketball Coach	06/30/2025
Mikayla Mallison	Eastside	Teacher	06/30/2025

Mary Manandhar	Westside/Junior High South	Speech Pathologist	06/03/2025
Chuck Massey	Middle School North/Middle School South/Cabot Learning Academy	Music Teacher	06/03/2025
Rhonda Maxwell	Ward Central	Pre-K Teacher	06/30/2025
Bailey Morgan	Central	Teacher	06/30/2025
Julia Ray	Westside	Teacher	06/03/2025
Jason Rogers	High School	Assistant Football Coach	06/30/2025
Brooke Scogin	High School	Engineering & Data Science Teacher	06/03/2025
Beverly Smiley	High School	Biology Teacher	06/03/2025
Andrea Strube	Eastside	Speech Pathologist	06/03/2025
Shirley Wade	Junior High North	Cheer Coach	06/30/2025

CERTIFIED ONE SEMESTER LEAVE OF ABSENCE

Allison Haile	Central	Teacher	2025/2026
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CERTIFIED TRANSFERS/ REASSIGNMENTS

NAME	LOCATION	POSITION	
Josh Bemus	ALE	Social Studies Teacher (2025/2026)	
Benjamin Brockinton	Middle School South	Assistant Principal/ Instructional Facilitator (2025/2026)	
Joe Bryant	High School	Head Track & Field Coach/Asst. Cross Country (2025/2026)	
Troy Campbell	Freshman Academy/ High School	Health/PE Teacher (2025/2026)	
Crystal Carranco	Ward Central	Assistant Principal/ Instructional Facilitator (2025/2026)	
Traci Chudy	High School	GT/AP Coordinator (2025/2026)	

Colton Counts	High School	Assistant High School Track & Field Coach (2025/2026)
Anna Cullum	Eastside	Teacher (2025/2026)
Reed Fisher	High School	Head Cross Country Coach/Asst. Track (2025/2026)
Kelli Fulton	High School	Special Education Teacher (2025/2026)
Summer Helmbeck	High School	Biology Teacher (2025/2026)
Paula Shirron	Special Programs	Psychological Examiner (2025/2026)
Stephanie Strunk	Westside	Principal (2025/2026)
Hannah Reed Thompson	Junior High North	Science Teacher (2025/2026)
Allan West	Westside	Assistant Principal/ Instructional Facilitator (2025/2026)
Justin Wylie	High School	PE Teacher (2025/2026)

CERTIFIED NEW HIRES

NAME	LOCATION	POSITION
Justin Bigham	Freshman Academy/Junior High North/High School	PE Health Teacher/HS Asst. Football Coach (2025/2026)
Jacey Blackwell	Westside	Teacher (2025/2026)
Dakota Blaydes	Middle School South	Music Teacher (2025/2026)
Leah Carpenter	Central	Teacher (2025/2026)
Jeremy Carson	Junior High South	PE/ Health Teacher/JH Head Girls Basketball Coach (2025/2026)
Katelyn Carter	Westside	Teacher (2025/2026)

Lauren Davis	Middle School North	Teacher (2025/2026)
Gary Ford	High School/Junior High North	Biology Teacher/JH Assistant Football Coach (2025/2026)
Lindsay Harvey	Middle School North	Teacher (2025/2026)
Fallon Hilliard	Middle School North	Teacher (2025/2026)
Lori Lombardi	Pre-K North/South	Pre-K Assistant Principal (2025/2026)
Taylor Marshall	Central	Teacher (2025/2026)
Elizabeth Mason	Stagecoach	Speech Pathologist (2025/2026)
Krystal Perkins	Central	Teacher (2025/2026)
Corey Plumley	Freshman Academy	Special Education Teacher (2025/2026)
Mark Shepherd	High School/Junior High North	English Teacher (2025/2026)
Dillon Swackhammer	High School	Technical Theater/Auditorium Manager (2025/2026)
Bethany Taff	Junior High North	Keycode Teacher (2026/2026)
Morgan Teston	Middle School North	Speech Pathologist (2025/2026)
Gina Whited	Junior High North	Special Education Teacher (2025/2026)

All recommendations and hiring of licensed certified personnel are contingent on applicants completing all licensure requirements, as well as clearing their criminal background check and child maltreatment registry.

**CABOT SCHOOL BOARD OF EDUCATION
 PERSONNEL RECOMMENDATIONS
 5/20/25**

CLASSIFIED RESIGNATIONS

NAME	LOCATION	POSITION	DATE
Hannah Benton	Transportation	Bus Aide	5/30/25
Josephine Burrow	Central	Custodian - Building Reset Team I	4/25/25
Jennifer Cowell	Magness Creek	Special Education Paraprofessional	5/30/25
Brandi Fletcher	Jr. High North	Reading Interventionist Paraprofessional	5/30/25
Barbara Hobby	Transportation	Bus Aide	5/30/25
Terry Hobby	Transportation	Bus Driver	5/30/25
Marion Holland	Jr. High North	Building Reset Team II Custodial	5/14/25
Kathleen Hunter	Central	Duty Paraprofessional	5/30/25
Vivian Jackson	Westside	Building Reset Team II Custodial	4/22/25
Kellie Jones	Westside	Food Service	5/30/25
Twila Kaseberg	Transportation	Bus Aide	5/1/25
Alisha Keown	Southside	Registered Nurse	6/3/25
Jennifer Moore	Northside	Pre-K Paraprofessional	5/30/25
Lissa Russ	Ward Central	Special Education Paraprofessional	5/30/25
Jennifer Smith	Middle School South	Registrar	5/16/25

Ashton Thompson	Westside	Special Education Paraprofessional	6/30/25
Cindy G. Wilson	Transportation	Bus Aide	4/11/25
Laura Yancey	Northside	Special Education Paraprofessional	5/30/25
CLASSIFIED TRANSFERS/ REASSIGNMENTS			
NAME	LOCATION	POSITION	
Allyson Caruthers	Freshman Academy	Educational Interpreter (2025-2026)	
Mary K. Davis	Stagecoach	Special Education Paraprofessional (2025/2026)	
Krystal Garringer	Panther Academy	Instructional Paraprofessional (2025/2026)	
Crystal Gates	Northside	Special Education Paraprofessional (2025-2026)	
Tonya Hefley	Freshman Academy	Academic Acceleration Paraprofessional (2025-2026)	
Gina McDonald	Ward Central	Special Education Paraprofessional (2025-2026)	
Whitney Rook	Middle School North	Special Education Paraprofessional (2025-2026)	
Sandy Weeks	Westside	Food Service Manager (2025-2026)	
Samuel Young	Junior High North	Special Education Paraprofessional (2025-2026)	
CLASSIFIED NEW HIRES			
NAME	LOCATION	POSITION	
Brandy Aycock	Ward Central	PE Paraprofessional (2025/2026)	

Sarah Boggs	Pre-K North	Pre-K Paraprofessional (2025/2026)
Sabryn Cardinal	Child Development Center	Daycare Worker (2025/2026)
Victoria Gentry	Pre-K North	Pre-K Lead Paraprofessional (2025/2026)
Kirsty Haynes	Pre-K South	Pre-K Paraprofessional (2025/2026)
Cindy Lancaster	Panther Academy	Registrar (2025/2026)
Samuel Palmer	Ward Central	Special Education Paraprofessional (2025-2026)
Lori Romero	Cabot Learning Academy	Special Education Paraprofessional (2025-2026)
Amber Walker	Pre-K South	Licensed Practical Nurse (2025/2026)
Aletta Williams	TBD	ESL Paraprofessional (2025/2026)
Cindy G. Wilson	Transportation	Bus Driver (2025/2026)

All recommendations and hiring of classified personnel are contingent on applicants clearing their criminal background check and child maltreatment registry.

The current classified employees listed below have been recommended for employment for the 2025-2026 school year in the same job title, location, and contract days as noted on his/her previous contract. If an employee listed here has previously been approved by the Board to serve in a new position or in a different location for the 2025-2026 school year, he/she will receive a contract reflecting those changes.

BRAY, STEPHANIE

BURKE, MELANIE

CHANDLER, KYLA

MANN, RACHEL

MORGAN, VONDA

WEATHERLEY, DARLENE

WEATHERS, NICOLE

ZIMMERMAN, KIMBERLY