

MINUTES OF THE NOVEMBER 19, 2024 BOARD OF EDUCATION  
CABOT SCHOOL BOARD

Board President Joe Trusty called the meeting to order at 6:05 p.m. Those in attendance were school board members Pam Clem, Sarah Owen, Corey Williams, James Hertzog, Marvin Jones, and Kevin Tipton. Also, in attendance were Dr. Tony Thurman, Michael Byrd, directors, and community members.

The Pledge of Allegiance and moment of silence were led by Southside Elementary student Alex Saenz.

**CONSENT AGENDA**

Minutes from the regular October 17th meeting and special called November 13<sup>th</sup> meetings were approved as presented. October financials were approved as presented. Motion by Corey Williams, second by James Hertzog; passed 7-0.

**RECOGNITION**

***National Merit Semifinalists*** - Aaron Randolph recognized the following students for being named 2024 National Merit Semifinalists:

Zane Caldwell	Liliana Clark
Patrick Esau	Ryan Krown

***Student Spotlight*** – Alex Saenz was recognized from Southside Elementary for embodying all characteristics of Paw Pride. Alex helps in the cafeteria every day by opening milks for other students and sweeping the floor. He leads with his actions and has a servant's heart as he meets the needs of others.

Dawson Ehlers was recognized from Eastside Elementary as a true example of collaboration. He did not always love coming to school, but they have now determined what Dawson needs to be successful at school and he is doing wonderful things.

***PLC Building Recognition*** – Melinda Washburn, cafeteria manager at Southside Elementary, was recognized for her hard work and dedication to the students. Every day she volunteers to come back after her work day is over and help with dismissal. She participates in all of the school events and make connections with the students and their families. Ms. Melinda was described as the heartbeat of the school.

Rachel Thurman, 2<sup>nd</sup> grade teacher, and Mary Rebidue, music teacher, were recognized from Eastside Elementary as leaders in the school. Ms. Thurman is extremely organized and always has all the supplies to make things happen. She organizes the STEM nights for the school and collaborates on model lessons. Mrs. Rebidue volunteers to call cars for afternoon

dismissal and sponsors the K-Kids group in service projects.

#### SUPERINTENDENT'S REPORT

**Security Funding** – Michael Byrd shared that the district is in full compliance for all priority 1 areas designated by the Safe Schools Commission. In the spring of 2023, the district received \$506,800 designated for priority 1 security areas. Additional funds were allocated this fall, and Cabot was awarded \$839,878, which will be used for intercom upgrades and fencing. Mr. Byrd reviewed some of the security related items that are currently in the budget and shared an estimate of how much it would cost to add and equip an additional eight security personnel. Tina Wiley reviewed the current millage for the district, which is 39.5 with 25 being for M&O and 14.5 for debt service. Cabot has the second lowest millage rate in our area. Mr. Byrd presented a millage proposal for a 2.5 dedicated millage to safety and security that would generate just over \$2.1 million at a 90% collection rate. This special millage election would be held in May of 2025.

**K-6 Charter Options** – Aaron Randolph presented a timeline for the K-6 charter school proposal. Public comment would be held in December or January with a letter of intent to be submitted in February. This would be a modified traditional school set up that would potentially open in the fall of 2026.

**Child Development Center Report** – Suzie Kelley and Lyndsie Odle shared that the Child Development Center opened on August 12, 2024, and all staff members have completed their required professional development. The center started with two classrooms with a total of nine kids. Since opening, they have added a new class and teacher. The district plans to open a P3 room for the 2025-2026 school year.

**Legal Transfer Approvals** – Dr. Thurman reported that 3 outgoing legal transfers were approved and 5 incoming legal transfers were approved.

**Buildings and Grounds Report** – Michael Byrd reported the district has received the certificate of occupancy for the multi-purpose pavilion. The video board in Panther Arena is also complete. Both of the pre-k metal buildings are going up, and the Fine Arts carpet removal is about 75% complete. The carpet will be removed at CAO over spring break, and the special programs addition will begin next week.

**Free and Reduced Lunch Percentages** – For information.

**Current Enrollment** – For information.

#### SUPERINTENDENT PRE-ACTION REPORTS

**School Choice Policy** – Dr. Thurman read the changes to the School Choice policy.

***Bus Driver Salary Schedule*** – Dr. Thurman presented the change in the bus driver salary schedule to begin January 1, 2025.

***Bus Driver Recruitment Incentive*** – Bob Doty presented information on the bus driver recruitment incentive proposal that would pay \$500 to any current transportation employee that recruited someone to drive once that recruited person accumulates 240 credits within one calendar year period.

***Employee Disclosure*** – Dr. Thurman presented the disclosure for Kelly Spencer and Harrell's LLC.

***Authorization for Superintendent to Approve CV Resolution*** – Dr. Thurman presented the CV resolution for approval.

***Expulsion*** – Dr. Thurman presented the expulsion of student 0147.

***Expulsion*** – Dr. Thurman presented the expulsion of student 0496. Mr. Byrd announced that an appeal will be held for this expulsion.

***Expulsion*** - Dr. Thurman presented the expulsion of student 3184. Mr. Byrd announced that an appeal will be held for this expulsion.

#### **ACTION**

The board voted to approve the updates to the School Choice policy (4.5) for the 2024-2025 school year.

Motion by Sarah Owen, second by Corey Williams; passed 7-0.

The board voted to approve the bus driver salary schedule as presented to begin January 1, 2025.

Motion by James Hertzog, second by Marvin Jones; passed 7-0.

The board voted to approve the 2024-2025 bus driver incentive program as presented with the incentive being active through June 30, 2025.

Motion by Corey Williams, second by Sarah Owen; passed 7-0.

The board voted to approve the employee disclosure for Kelly Spencer and Harrell's LLC for the 2024-2025 school year.

Motion by Marvin Jones, second by Pam Clem; passed 7-0.

The board voted to authorize the superintendent to approve the agreement in 43CV-23-574.

Motion by Sarah Owen, second by Pam Clem; passed 7-0.

The board voted to uphold the administrations recommendation to expel student 0147 for

the remainder of the 2024-2025 school year.  
Motion by Corey Williams, second by Marvin Jones; passed 7-0.

Representatives for student 0496 appealed the expulsion recommendation. They requested a closed appeal hearing. After hearing statements from both sides, the board voted to move into executive session for discussion.  
Motion by Sarah Owen, second by Marvin Jones; passed 7-0.

The board reconvened in public session. The board voted to expel student 0496 for the remainder of the 2024-2025 school year.  
Motion by Marvin Jones, second by James Hertzog; passed 7-0.

Representatives for student 3184 appealed the expulsion recommendation. They requested a closed appeal hearing. After hearing statements from both sides, the board voted to move into executive session for discussion.  
Motion by Corey Williams, second by Marvin Jones; passed 7-0.

The board reconvened in public session. The board voted to expel student 3184 for the remainder of the 2024-2025 school year.  
Motion by James Hertzog, second by Corey Williams; passed 7-0.


**PUBLIC COMMENT**

None

Board member Kevin Tipton left prior to the executive session. The board voted to approve personnel as presented.  
Motion by Sarah Owen, second by Marvin Jones; passed 6-0.

The meeting adjourned at 9:12 p.m.

  
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President

  
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Secretary



# CABOT PUBLIC SCHOOLS

602 North Lincoln Street CABOT, ARKANSAS 72023 (501) 843-3363

## CABOT SCHOOL BOARD OF EDUCATION PERSONNEL RECOMMENDATIONS 11/19/24

### CLASSIFIED RETIREMENTS

NAME	LOCATION	POSITION	DATE
Sherry Blair	Freshman Academy	Secretary	12-31-24

### CLASSIFIED NEW HIRES

NAME	LOCATION	POSITION
Rebecca Aguilar	Jr. High North	Custodial Response Team I
Jaqueline Ambrocio	High School	Food Service

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