

MINUTES OF THE OCTOBER 21, 2025 BOARD OF EDUCATION
CABOT SCHOOL BOARD

The Pledge of Allegiance and moment of silence were led by Cabot Middle School North student Greyson Novenario.

Board President Sarah Owen called the meeting to order at 6:01 p.m. Those in attendance were school board members Sally Beebe, James Hertzog, Marvin Jones, Pam Clem, Joe Trusty, and Kevin Tipton. Also, in attendance were Michael Byrd, Aaron Randolph, Dr. Ben Darley, directors, and community members.

RECOGNITION

National Merit Semifinalists – Aaron Randolph recognized the following students for being named 2025 National Merit Semifinalists:

Hudson Merrick	Nathanael Reedy
Aidan Patten	Shelby Smith

Student Spotlight – Cabot Middle School North Principal Micah House recognized Greyson Novenario for his kind demeanor and respectful attitude. He said Greyson is always thoughtful and is a great example to others, often being caught doing the right thing.

Stagecoach Elementary Principal Carol Skiba recognized Clayton Davis for being a hard worker and showing incredible growth. She said he always has a positive attitude, gives his best, and actively learns.

PLC Building Recognition – Cabot Middle School North Principal Micah House recognized Sharon Hale, special programs teacher. Mrs. Hale serves in as many PLCs as she can and dedicates her time to supporting teachers. Students are her top priority, and she fights for what is best for all students.

Stagecoach Elementary Principal Carol Skiba recognized April Lawson, teacher, as a rising star. Mrs. Lawson is in her second year of teaching and is consistently focused on excellence. Her passion for people is evident in her daily interactions, and she consistently blends creativity with rigor.

PUBLIC COMMENT

None

CONSENT AGENDA

Minutes from the regular September 16th meeting were approved as presented. September

financials were approved as presented.
Motion by James Hertzog, second by Sally Beebe; passed 7-0.

CURRICULUM REPORT

ATLAS Report – Pam Wilson and Aaron Randolph shared information on ATLAS scores from last spring. ATLAS covers kindergarten through College and Career Readiness. The district saw an increase in overall scores from last year and saw significant gains in 5th and 10th grade literacy. Algebra also saw a large improvement, as did 8th grade math. Parents were emailed a code to access the ATLAS portal, and they will use the same code throughout their child's education.

ESSA School Index – Aaron Randolph presented the ESSA School Index grades for the district. Schools are evaluated on 9 different areas, such as achievement, growth, and growth in the lowest quarter. Grade level cut scores are different for elementary, middle and high school levels. Mr. Randolph also recognized several of our schools that received awards from the Office for Education Policy (OEP) at the University of Arkansas.

SUPERINTENDENT'S REPORT

Legal Transfer Approvals – Michael Byrd reported that 4 outgoing legal transfers and 7 incoming legal transfers were approved.

Buildings and Grounds Report – Michael Byrd reported the proposed car rider line at Middle School South has been marked and the contract has been signed to begin construction. The Panther Stadium press box bids are in and a contract should be signed in the next couple of weeks. Lights were installed at the baseball/softball fields, and there are plans to install sound panels in the gyms at the pre-k buildings.

Free and Reduced Lunch Percentage - For information.

Current Enrollment – For information.

SUPERINTENDENT PRE-ACTION REPORTS

Employee Disclosures – Michael Byrd presented disclosures for Amber Walker and The Faithful Poppy and for Jay Cook and Jaycie Cook.

Certified Salary Schedule – Michael Byrd an updated certified salary schedule that proposed a \$1,000 increase to the base. He explained that some certified employees will receive a \$1,000 bonus or combination of a bonus and raise, depending where they fall on the salary schedule. Regardless of the make up of the money, all employees on the certified salary schedule will receive \$1,000. This raise will be retroactive to July 1, 2025.

Classified Salary Schedule – Michael Byrd presented updated classified salary schedules with a 2% increase to the base that would be retroactive to July 1, 2025.

Administrative Salary Schedule– Michael Byrd presented the updated administrative salary schedule with a 2% increase to the minimum and maximum range amounts for each position.

2027-2028 Proposed Budget of Expenditures – Michael Byrd presented the 2027-2028 Proposed Budget of Expenditures for approval. Mr. Luck reported that this is a requirement for the budget to be published prior to an election.

Expulsion – Michael Byrd presented an expulsion for student 7872.

ACTION

The board voted to approve the following employee disclosures for the 2025-2026 school year:

Amber Walker	The Faithful Poppy	Self	\$1,000
Jay Cook	Jaycie Cook	Daughter	\$3,500

Motion by Joe Trusty, second by Pam Clem; passed 7-0.

The board voted to approve the certified salary schedules as presented for the 2025-2026 school year.

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

The board voted to approve a 2% increase to the base of all classified salary schedules as presented and retroactive to July 1, 2025.

Motion by Sally Beebe, second by Joe Trusty; passed 7-0.

The board voted to approve the administrative salary schedule with a 2% increase to the minimum and maximum range amounts for each position.

Motion by James Hertzog, second by Sally Beebe; passed 7-0.

The board voted to approve the proposed budget of expenditures for the 2027-2028 school year.

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

The board voted to uphold the administration's recommendation to expel student 7872 through the end of the 3rd nine weeks of the 2025-2026 school year.

Motion by Joe Trusty, second by James Hertzog; passed 7-0.

The board voted to approve personnel as presented.

Motion by Joe Trusty, second by Sally Beebe; passed 7-0.

The meeting adjourned at 8:51 p.m.

A handwritten signature in cursive script, appearing to read "M. D. Miller", written over a horizontal line.

President

A handwritten signature in cursive script, appearing to read "Pam Clem", written over a horizontal line.

Secretary