

MINUTES OF THE NOVEMBER 14, 2023 BOARD OF EDUCATION
CABOT SCHOOL DISTRICT

Dr. Tony Thurman presented the annual Report to the Public and Public Facilities Report at 5:35 p.m. The floor was opened for questions or comments from attendees, and there were no questions or comments.

Board President Sarah Owen called the meeting to order at 5:58 p.m. Those in attendance were school board members Corey Williams, Pam Clem, Joe Trusty, 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 Cabot Panther Academy senior Trista Campbell.

CONSENT AGENDA

Minutes from the regular October 17 meeting were approved as presented. October financials were approved as presented.

Motion by Marvin Jones, second by Joe Trusty; passed 7-0.

RECOGNITION

Student Spotlight – Alex Fleming from Ward Central Elementary was recognized for mastering all of his standards and for working hard and never giving up. Trista Campbell from Cabot Panther Academy was recognized for her resiliency and completing all of her courses.

PLC Building Recognition – Maitland Webb from Ward Central Elementary was recognized for her contributions in the PLC process and supporting the seven new teachers at Ward Central. Austin Taylor from Cabot Panther Academy was recognized for serving on CPA's guiding coalition and leading intervention groups.

CURRICULUM REPORT

PLC/Student Academic Performance Report – Aaron Randolph reported that the district leadership team met with Phillip Page from Solution Tree to map out PLC processes for the next couple of years. Mr. Randolph also shared that last year Southside Elementary had 57 kindergarten students and 29 first grade students receiving interventions. As those students moved up this year, only 13 in first grade and 8 in second grade are receiving interventions.

Special Services – Behavioral Protocols – Special Programs Director Haley Beavert

provided information regarding students with individualized education plans (IEP) and how they are covered under the Individuals with Disabilities Education Act (IDEA). IEPs are created by an IEP committee for students whose disabilities adversely affects the student's education. If there is a behavior issue for a student with an IEP, then a manifestation determination review (MDR) is completed that determines if the behavior is directly related or caused by the student's disability.

SUPERINTENDENT'S REPORT

Buildings and Grounds Report – Michael Byrd reported that we will receive the punch list for the Cabot Learning Academy tomorrow. The new Middle School North drive is scheduled to open in January, and they will be pouring curb and gutter tomorrow. The student drop off drive will be closed November 17 to allow for cutting the curb for the new drive. An alternate drop off plan will be sent to parents of students at MSN. We have received the punch list for the fine arts auditorium renovations, and they hosted their first show in the newly renovated auditorium last week. Inclusive playground installations should begin November 25.

District Daycare Planning – Suzie Kelley reported that a survey has been developed to send to district staff to collect data for daycare needs of our staff members. The open days for the daycare will follow the 190 day contract calendar. Parents will provide lunch for their children, and the daycare will provide breakfast and snacks.

Legal Transfer Approvals – Dr. Thurman reported that 8 students were approved for incoming legal transfers and 1 student was approved for an outgoing legal transfer.

Current Enrollment – For information.

Free and Reduced Lunch Percentages – For information.

SUPERINTENDENT PRE-ACTION REPORTS

2025-2026 Proposed Budget of Expenditures – A proposed budget is required to be published in the paper prior to the spring election. This is an estimated budget which shows an increase of 5% in each area over the proposed 2024-2025 budget, other than the bonded debt payment line and building fund expense line.

Absences Policy (4.7) Update – The proposed policy update changes the elementary arrival and departures times to count as a half day absence. It also adds a statement that a student must be present for three consecutive hours to be counted as a half day.

Technology Equipment Recycle/Disposal – A list of technology items that are ready for disposal or recycling was presented for approval to remove from inventory.

Construction Trades Items for Sale – A list of construction trades items were presented to be sold and removed from district inventory.

ACTION

The board voted to approve the proposed budget of expenditures for the 2025-2026 school year.

Motion by Joe Trusty, second by Kevin Tipton; passed 7-0.

The board voted to approve the revised Absence Policy (4.7) in the student handbook to update the check-in and check-out times for elementary students when determining half day absences and to add a statement that a student must be present for at least three consecutive hours of instruction to be considered present for a half day, and to make this policy retroactive to the first day of the 2023-2024 school year.

Motion by Corey Williams, second by James Hertzog; passed 7-0.

The board voted to authorize the Cabot School District to dispose of/recycle the broken and/or obsolete technology equipment on the presented list and remove it from the Cabot Public Schools inventory.

Motion by James Hertzog, second by Corey Williams; passed 7-0.

The board voted to approve the sale of the construction trades equipment on the presented list with proceeds to be placed in the high school construction trades account and removed from the Cabot Public Schools inventory.

Motion by Corey Williams, second by James Hertzog; passed 7-0.

PUBLIC COMMENT

None

The board voted to approve personnel as presented.

Motion Joe Trusty, second by Corey Williams; passed 7-0.

The meeting adjourned at 8:25 p.m.



President



Vice President



CABOT PUBLIC SCHOOLS

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

CABOT SCHOOL BOARD OF EDUCATION PERSONNEL RECOMMENDATIONS 11/14/23

CERTIFIED RETIREMENTS

| NAME | LOCATION | POSITION | DATE |
|---------------|-------------|-----------|-----------|
| Henry Hawkins | High School | Principal | 6/30/2024 |

CERTIFIED RESIGNATIONS

| NAME | LOCATION | POSITION | DATE |
|---------------|-------------|------------------------------|------------|
| Shannon Davis | Central | Special Education Teacher | 12/15/2023 |
| Carson Moore | High School | Math Teacher | 11/3/2023 |

CERTIFIED NEW HIRES

| NAME | LOCATION | POSITION |
|---------------|-------------|------------------------------|
| Emma McDonald | High School | Special Education Teacher |

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 PUBLIC SCHOOLS

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CABOT SCHOOL BOARD OF EDUCATION PERSONNEL RECOMMENDATIONS 11/14/23

CLASSIFIED RESIGNATIONS

| NAME | LOCATION | POSITION | DATE |
|------------------|---------------------|---------------------------------------|------------|
| Heather Aylett | Middle School South | Secretary | 10/24/2023 |
| Ellen Barnett | Transportation | Bus Driver | 11/17/2023 |
| Deborah Dinges | Transportation | Bus Driver | 9/29/2023 |
| Mary Green | Junior High North | Food Service | 10/25/2023 |
| Sarah House | Middle School North | Dyslexia Paraprofessional | 11/3/2023 |
| Emily Johnston | Middle School North | Custodian | 11/9/2023 |
| Susan Sheppard | Ward Central | Special Education Paraprofessional | 11/9/2023 |
| Christen Skinner | High School | Special Education Paraprofessional | 11/3/2023 |

CLASSIFIED ONE SEMESTER LEAVE OF ABSENCE

| | | |
|----------------|--------------------------|-----------------------------------|
| Elizabeth Oaks | Cabot Panther Academy | Instructional Paraprofessional |
|----------------|--------------------------|-----------------------------------|

CLASSIFIED TRANSFERS/ REASSIGNMENTS

| NAME | LOCATION | POSITION |
|---------------|---------------------|---------------------------------------|
| Audrey Brown | Middle School South | Secretary |
| Crystal Gates | High School | Special Education Paraprofessional |

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|----------------|---------------------|------------------------------|
| Rebekah Styron | Middle School North | Dyslexia Paraprofessional |
|----------------|---------------------|------------------------------|

CLASSIFIED NEW HIRES

| NAME | LOCATION | POSITION |
|------------------|---------------------|---------------------------------------|
| Stacy Cates | Transportation | Bus Aide P/T |
| Micah Coats | Middle School North | Special Education Paraprofessional |
| Angela Evatt | Mountain Springs | Duty Paraprofessional |
| Misty Fitzgerald | Middle School South | Office Assistant |
| Todd Franks | High School | Custodial Response Team I |
| Shawn O'Dell | Jr. High North | Building Reset Team I |
| Florence Pierce | Stagecoach | Special Education Paraprofessional |
| Seora Robinzine | Transportation | Bus Aide |

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