

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION

Regular Meeting

April 13, 2015

6:00 p.m.

Present: James Baker, Sylvester Belcher, Randy Carney, Terry Cole, Michael Ephlin, Shannon Sullivan and Denise Williams

Absent: None

Others present: Michael Cox, Superintendent
Alfred Hogan, Assistant Superintendent
Jeremy Thomas, Board Attorney
Teri Borton with Siemens Energy and Environmental Solutions
Dan Lovelady and Edmond Hurst with Crews & Associates
Jeanette Walker, Board Recorder
Sandra Brand, Osceola Times

1. Shannon Sullivan called the meeting to order at 6:00 p.m.
2. James Baker offered invocation.
3. Mr. Cox opened the Public Hearing concerning the financing of renovations at the Middle School Campus. Teri Borton handed out the Scope of the Project and explained the work that will be done in the main building, the old band hall, the gymnasium, science lab/maintenance warehouse and maintenance building. She stated that new HVAC units will provide ventilation for the buildings. Basically the entire building will be renovated and lighting will be standardized across the district by using the same contractor. The additional Project Scope is for the energy management control system that will be placed in the ninth grade building at High School, the STEM library and the back building at North Elementary. The total cost is \$2, 635,000. \$1,761,000 plus construction interest will be financed over 17 years. Equipment and furnishings estimated at \$470,500 will be paid by the district.

Mr. Cox stated that he explained to the Board that this is a decision they have to make. He stated that we have partnership money now and there will be no more partnership money and we will not have this low interest rate again. We will be outfitting the cafeteria, classrooms and putting in a surveillance system. If we decided to open this building back up it will free up a lot of room and all this for \$156,500 a year. He stated we should receive a million dollars once Big River Steel comes online. Mr. Cox stated that our electrical usage is being monitored so if a large usage is detected we get a call and we check it out and our LED lighting is top notch.

Mr. Hurst provided information on the energy bonds and Teri Borton went over the Project Timeline stating that we will need board approval tonight to proceed. Terry Cole stated that this building is salvageable at this time but if we wait then it may not be salvageable. Randy Carney stated that Mr. Cox is right in that if we are going to do it then now is the time to do it.

There being no other comments, Shannon Sullivan closed the Public Hearing at 6:34 p.m.

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4. Mr. Hurst handed out the Financing Resolution and stated that the interest rate in there is a higher taxable rate but the subsidized amount brings it down way lower so the rates will be a little under 2.5 percent. The part that qualifies for incentive financing will be less than two percent so it looks like you will get a better rate today then you got in 2013.

Motion made by Randy Carney to accept Mr. Cox's recommendation for the remodeling and revamping of the Middle School Building as we've seen the project outlined tonight. The motion was seconded by Terry Cole. Motion passed 7-0.

Mr. Cox then introduced the Financing Resolution. Jeremy Thomas stated that he has looked over the Resolution and did not find any legal issues.

Motion made by Sylvester Belcher to accept the Resolution that our attorney has approved to get this project done. Motion seconded by Denise Williams. Motion passed 7-0.

5. Motion Michael Ephlin, seconded by Denise Williams to approve the March 9, Regular Minutes Motion passed 7-0.
6. Mr. Cox reviewed the 2013-2014 audit and explained that when Woodridge Behavioral Center was up here they would apply for Title II grants and we had what was called pass through money, we would get the money here and they would send us invoices. He stated they had their budget and it was hard for us to monitor exactly what they were doing when all we were doing was reacting to the invoices. They spent more money out of a category than they were supposed to and we didn't know it at the time and didn't have a lot of control over it either. Mr. Cox stated that we have already responded to the audit and it was a good audit.
7. Mr. Cox stated presented the 2015-2016 school calendar and stated that the teachers were given two options. Option A had a week off for Thanksgiving and Option B had three days off for Thanksgiving which would end the school year two days earlier. He stated the majority of teachers chose Option A. Motion Terry Cole, seconded by Michael Ephlin to approve the 2015-2016 school calendar Option A. Motion passed 7-0.
8. Mr. Cox stated that with the new School Choice Law, school choice applications are due to nonresident districts by May 1 and the determination has to be done by July 1.
9. Mr. Cox handed out a new perfect attendance policy, a new employee sick leave policy and a policy to offer incentives for new teacher recruitment and retention in district shortage areas. Mr. Cox stated that he met with the Personnel Policy Committees and they approved these new policies. He stated that for perfect attendance we pay \$125 at the end of each semester and this new policy will pay \$100 each month of service for perfect attendance. He stated that Donn Mixon wrote these policies and the money can be taken from Title II funds and NSLA.

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Motion Terry Cole, seconded by Denise Williams to accept the new Perfect Attendance Policy. Motion passed 7-0.

Mr. Cox stated that the new sick leave policy reads “accumulated sick leave is a total of unused sick leave accrued from previous contract but not used. This is an incentive to keep building sick leave days for retirement.

Motion Terry Cole, seconded by James Baker to accept the changes in the sick leave policy. Motion passed 7-0.

Mr. Cox then stated that with the Incentive Policy, the money for the incentives will come out of NSLA or Title II. Mr. Cox informed the Board that we have problems getting teachers in the district shortage areas and this money will be used to hire and retain teachers in these areas. We have to offer more to attract teachers. Randy Carney asked how are you prepared for the moral problem you will get from teachers who have been here. Mr. Cox stated that they make more than these new teachers will make. Mr. Cox also stated that the biggest problem is attracting teachers. Terry Cole stated that he would prefer a lesser amount after the fourth year of service.

Randy Carney stated that we have valid arguments on both sides and moved to table this policy until the next meeting. Terry Cole seconded the motion. Motion passed 7-0.

10. Motion Terry Cole, seconded by James Baker to adjust the Timed Agenda to 7:34 p.m. Motion passed 7-0.

11. Mr. Cox reviewed the district financial report with the Board. Motion Terry Cole, seconded by Denise Williams to approve the reports as presented. Motion passed 7-0.

12. Mr. Cox reviewed the list of bills with the Board. Motion James Baker, seconded by Denise Williams to pay the bills as listed. Motion passed by 7-0.

13. Mr. Cox updated the Board on the Arkansas School Board Association events in Little Rock on May 5 and 12. Mr. Cox stated that preparations are being made to have graduation outside on the football field. We will use the home side and will have to set up the auditorium if we have rain.

Executive Session was called at 7:40 p.m. to discuss employment and ended at 7:55 p.m. with no action taken.

14. Mr. Cox recommended hiring the Michael Johnson for High School Spanish for the 2015-16 school year. Motion Randy Carney, seconded by Michael Ephlin to accept Mr. Cox’s recommendation. Motion passed 7-0.

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Mr. Cox recommended re-hiring the classified employees as listed for next year. Motion James Baker, seconded by Sylvester Belcher to accept Mr. Cox's recommendation. Motion passed 7-0.

Mr. Cox recommended hiring Rob Parke as Technology Tech-1 effective March 30, 2015. Motion Terry Cole, seconded by Sylvester Belcher to accept Mr. Cox's recommendation. Motion passed 7-0.

Mr. Cox recommended accepting the resignation of Phyllis Cook, North Counselor; Jim Essman, High School Math; Jerry Lynch, Dean at ALE; Justin Lynch, Special Ed. at ALE; Greg Watson, Aide at ALE; Aristides Polio, High School Spanish; Gloria Hailey, Kindergarten Teacher. Motion Terry Cole, seconded by James Baker to accept Mr. Cox's recommendation. Motion passed 7-0.

15. Motion James Baker seconded by Sylvester Belcher to adjourn. Motion passed 7-0. (8:00 pm)

(Signed) Shannon Sullivan, President

(Signed) Michael Ephlin, Secretary