

Minutes of Regular Meeting of the El Dorado School Board
September 11, 2023

The directors of the board met on the above date at 6:00 p.m. in the Central Office Board Room, 200 West Oak St, El Dorado, Arkansas with Susan Turbeville presiding. Other directors present were Vicky Dobson, Renee Skinner, Kenneth Clemons, Wayne Gibson, Keith Smith and Todd Whatley. Also in attendance were Jim Tucker, Melissa Powell, Sherry Floss, Shelley Pruitt, and Missy Passmore

Mrs. Dobson asked if there were corrections or additions to the minutes of the meeting held August 10, 2023. On a motion by Wayne Gibson, a second by Vicky Dobson, and carried on a 7-0 vote the minutes were approved and are on file in the superintendent's office.

The board reviewed the monthly bills. After a time of discussion and on a motion by Todd Whatley, seconded by Keith Smith, and carried on a 7-0 vote, the minutes were approved and are on file in the superintendent's office.

El Dorado High School's Student of the Month is Riley Dumas. EHS could not have made a better choice! Riley is the son of Jamie and Lisa Dumas. He is a senior with a 4.08 GPA, a member of the cross country and track teams, a member of National Honor Society, Beta Club and Student Council. Riley plans to follow his sister to college, but he is leaning towards a different college...Louisiana Tech.

His teacher who nominated him said: He is the perfect student in my eyes! He is the most respectful student I have ever taught, along with his sister whom I taught several years ago!

Mrs. Hill said: Riley is a wonderful student. He comes from precious people who have made their children their priority and it shows. Riley is kind, funny, and involved. He has always been helpful in the office, and to teachers and students alike. You can always count on Riley to model the Wildcat Way to the younger students. He perseveres through challenges and never gives up on the task at hand. We are thrilled that he was selected student of the month as he is a fabulous representation of El Dorado High School!

Riley thanked the School Board, his parents, grandparents, principals and teachers for everything they have done to help him. He also thanked them for the opportunity to be recognized.

El Dorado High School's Classified Employee of the Month is Hailey Hall. EHS is pretty happy about that! Hailey was born & raised in El Dorado, is an EHS graduate, a Promise recipient, & attended college at Arkansas State University in Jonesboro, AR, where she was a cheerleader & college ambassador. She moved back home & spent 2 years as a paraprofessional at Yocum Elementary, 3 years as the secretary at Yocum Primary & is currently enjoying her 3rd year as Mrs. Hill's secretary at EHS! Hailey says the El Dorado School District is the best of the best & she loves learning & working here. In her free time she likes to teach private gymnastics lessons, play with her 2 golden-doodles & soak up every second being a first time aunt to her 2 week old niece, Ella! She is very thankful & honored to be recognized as the Classified Employee of the Month!

Co workers said: Hailey is very dedicated in making sure our staff and students succeed. She really cares about everyone in the school. She works hard behind the scenes and is a friendly face anytime you enter the office.

Mrs Hill says: I have known Hailey since she was a little redheaded spitfire playing basketball and soccer at the Boys and Girls club! She has always had a lot of spirit and energy with everything she does. She willingly moved from a small school to the big high school and has brought a new energy to the office area. She is a favorite of students and staff alike. I appreciate that she is willing to do whatever is asked of her and never complains. EHS is thrilled that Hailey Hall was selected Classified Employee of the Month!

Hailey stated that she is very blessed to work for El Dorado School District.

EHS's Teacher of the month is Heather Craig. She was absent and will be recognized at the next board meeting.

Blake Dunn with CADM then stated that we had received even really good prospects for the Construction Manager position. He said the board had done a really great job on their homework of rating the applicants, but we would need to pare the selection down to three or four applicants for the interviews. Mr. Dunn stated that he and Mr. Tucker had called all of the references to ensure due diligence on those we will interview. He stated that if we decide on four candidates to interview those will be split into two night, two candidates per night. They determined that there would be a set list of questions that would be used at all of the interviews to ensure that each candidate have the opportunity to answer the same questions.

Mr. Tucker then stated that there were seven really good candidates, but there were four that fit our district best and he recommended that we interview those four: Clark, CDI, Crawford, and Ideal. Each candidate is capable of the bond required for such a large project. Interviews are to be scheduled on October 4 and October 5 at 5:15 and 7:15 each night. The interview panel will consist of the ESD School Board, Mr. Tucker, Justin Small, and Blake Dunn. After a time of discussion, on a motion by Todd Whatley, a second by Kenneth Clemons and carried on a 7-0 vote it was

RESOLVED that the board hereby approves Clark, CDI, Crawford, and Ideal for the interview process to take place On October 4&5 at 5:15 and 7:15.

Mrs. Powell then gave the personnel report. She was very excited to announce that our attrition rate was down by 10-15 from the last couple of years. She stated that her research has shown that most people will choose to live close to where they grew up and because of that has started focusing on filling positions with those who are from this area. That being said, there were 51 new hires for certified positions. Of those, we retained eight of the nine student interns from the 22/23 school year. We also retained a student teacher from Henderson. Twelve of our new hires were EHS graduates, ten were from Union County Schools, seven (experienced teachers) were from a two hour radius from Monroe to Fordyce. We had two teachers return to the district, three went from an ESD Paraprofessional to ESD teacher and fifteen were from out of the area, as far as Odessa, Texas.

We have ten new resident interns. Five of those will be year long interns and five of those will graduate in December. We will begin interviews in October for the January Cohort and January interviews will be the last set of resident interns who will be interning for one semester. From then on resident interns will be with us for one year.

She stated that we had hired twenty-one new classified employees. One nurse, nine paraprofessionals, 3 clerical, seven cafeteria workers and one maintenance employee. We still need to hire one paraprofessional at EHS, one at Yocum, one cafeteria sub and one IT specialist.

Mrs. Powell stated that she personally attended seventeen job fairs and as a district we attended a total of twenty job fairs. She stated that she was thankful for the administrators who attended job fairs. She said that they are very competitive due to the national shortage and the principals worked really hard trying to plug them in. There is a school in Texas paying a \$10,000 sign on bonus, so difficult to match. She was very proud to say that when she gets a prospective teacher to visit El Dorado she has a very good chance of getting them to work for the district. She said that El Dorado is a great community and it sells itself. She also stated that we have a small gift for teachers when they come to work for us and they really seem to enjoy it. It is a small thing, but makes a big impact on our new staff and helping them to feel at home.

Mrs. Hill, EHS Principal, stated that Mrs. Powell is a bulldog with a smile and does a really great job of getting prospective teachers to El Dorado.

Mrs. Turbeville stated that we have several transfer requests. Mr. Tucker recommended these legal transfers.

- A student who resides in the El Dorado School district and would like to transfer her student, Antonio White, age 17, to the Strong- Huttig School District. On a motion by Keith Smith, a second by Wayne Gibson and carried on a 7-0 vote it was approved
- Natalie Henry resides in the El Dorado School District and would like to transfer her students, Kacen Blackman, age 7, and Kailyn Blackman, age 5, to the Junction City School District. On a motion by Kenneth Clemons, a second by Vicky Dobson and carried on a 7-0 vote it was approved
- Deneshia Norman resides in the El Dorado School District and would like to transfer her student, Deontae James, age 17, to the Junction City School District. On a motion by Renee Skinner, a second by Keith Smith and carried on a 7-0 vote it was approved
- Camilia Benton resides in the El Dorado School District and would like to transfer her student, Pechone Larry, age 16, to the Junction City School District. On a motion by Kenneth Clemons, a second by Vicky Dobson and carried on a 7-0 vote it was approved
- Alexis Hightower resides in the Smackover Norphlet school district and would like to transfer her student, Copeland Hightower, age 6, to the El Dorado School District. On a motion by Vicky Dobson, a second by Todd Whatley and carried on a 7-0 vote it was approved
- Clevette Reed resides in the El Dorado School District and would like to transfer her student, Kenyatta Sumler, age 14, to the Smackover-Norphlet School District. On a motion by Vicky Dobson, a second by Kenneth Clemons and carried on a 7-0 vote it was approved
- Crystal Minor resides in the El Dorado School District and would like to transfer her student, Christian Minor, age 16, to the Parkers Chapel School District. On a motion by Renee Skinner, a second by Wayne Gibson and carried on a 7-0 vote it was approved

Mrs. Dobson made the following announcements:

- **2023 Central Hybrid Fall Leadership Institute**, Hot Springs Convention Center, September 28, 2023
- **2023 AAEA Fall Conference**, Benton, AR - October 10, 2023
- **Region 13 Meeting** October 24, Magnolia Performing Arts Center; 1473 East Greene Street; Magnolia, AR 71753
- **70th ASBA Annual Conference**, Marriott Hotel & Statehouse Convention Center December 6-8
- **New Board Member Boot Camp**, Marriott Hotel & Statehouse Convention Center December 6

The meeting recessed at 6:53 to an executive session to discuss personnel matters. The board reconvened to an open meeting and on a motion by Todd Whatley, a second by Kenneth Clemons, and carried on a 7-0 vote at 7:26 p.m. it was:

RESOLVED that the board hereby approves the superintendent's recommendation concerning the acceptance of resignations and the employment of new personnel.