

OFFICIAL MINUTES FROM THE BOARD OF TRUSTEES MEETING OF THE
ARKANSAS SCHOOL FOR THE DEAF
ARKANSAS SCHOOL FOR THE BLIND AND VISUALLY IMPAIRED

The Board of Trustees for the Arkansas School for the Deaf and the Arkansas School for the Blind and Visually Impaired met for their monthly meeting on July 21, 2020.

Present: Roy DePriest, Chairperson; Dr. John McAllister (Absent), Vice-Chairperson; Dr. Samuel Atcherson, Secretary; Faith McLaughlin (Absent), Board Member; Susan Pack, Board Member; James Caton, ASBVI Superintendent; Dr. Janet Dickinson, ASD Superintendent; Dr. Priya Gupta, ASB Parent Representative; Holley Mott, ASD Parent Representative; Beth Smith and Amanda Firth, Interpreters; Members of the Deaf Community; Members of the Blind Community, Hillcrest Residents

Mr. DePriest called the meeting to order at 5:05 pm. Mr. DePriest stated there was a quorum present. The next meeting was scheduled for August 18th.

20-J-014 Motion to Approve Minutes

Mr. DePriest asked for a motion to approve the minutes from June 9th, 16th and 23rd meetings. Mrs. Pack made a motion to approve the minutes from the monthly meeting (June 16th) and the two special meetings (9th & 23rd). Dr. Atcherson seconded the motion. The motion passed.

Action Items

None

Discussion Items

Mandatory Reporting Training

Mr. DePriest said this came up in Executive Session. He said for his clarification, he wanted to know how it works and what it is. He said he knew training was offered during the in-service week at the beginning of school. He asked who was able to report, what they report, and to whom it is reported. Mr. Caton said he assumed he was referring to the Child Maltreatment. Mr. Caton said by law all educators are mandatory reporters. He said the ASB policy was that all district employees are mandatory reporters. Mr. DePriest said so all staff and faculty, not just teachers. Mr. Caton answered right. Mr. Caton said they do the training every year. He said what they have found is that they need to put more emphasis on the staff beyond the educational staff with the training and showing the importance of it. He said they can report also and he expects them to report. He said when he says report he means making a call to the Child Maltreatment Hotline for the state in which they take the report and that fulfills the obligation of reporting.

Mr. DePriest said if one feels compelled to make a report they have the necessary information and number. He said they know they can make the call directly and there is not a chain of command that has to be navigated. Mr. Caton said right, a mandated report is a mandated report. Mr. Caton said he couldn't as superintendent mandate something different. Dr. Atcherson asked who provides the training as it is very specific. He said he thought a Title IX person would provide that training. Mr. Caton said that is what they use, it is not training they come up with. It is training that is provided and typically it is during the in-service week. He said in the coming school year they are going to put more emphasis on the training for the rest of the staff. He said they think because they are not educational staff they cannot report, but they are expected to report. Mr. DePriest said that is something you will reiterate in the upcoming training. Mr. Caton said if you work for the school you have that responsibility. Mrs. Pack said she thought the main thing is that they realize that it is their responsibility and not necessary for them to go to their supervisor first. Dr. Atcherson said that is part of the training and there is discussion about what is the best way to handle it. He said if you have an instinct then they need to call first and then there are other steps that can be taken. He said that training is really important. Mr. Caton said it is not up to them to make a judgment call, it is their responsibility to report. Mr. DePriest asked if the training is presented by someone on staff. Mr. Caton said they usually use the counselor. Mrs. Pack asked Dr. Dickinson who they use to present the training. Dr. Dickinson asked Vicki. Vicki said they use the counselor and the mental health therapist. Mr. DePriest asked her if ASD would be conducting the same training. Dr. Dickinson said yes always. She said the important part is that every person is required to report if they have concerns. They can be in trouble if they do not report. She said it is illegal for them to establish a hierarchy system of people they have to go up the chain of command before it is reported. She said sometimes the staff feels they need to do some investigating first but that is not their responsibility. Mr. DePriest said everyone understands they are immune from any retribution by supervisors for reporting even if it turns out to be a non-issue. Dr. Dickinson said in her experience she has never had anyone tell her or indicate that there was any kind of fear of retribution. She said they focus on kids first. She said sometimes a student will say something that you feel you know it is not true but you have to report it anyway then through investigation it is not substantiated. Mrs. Pack said it is the same that something happened on campus as them coming and saying something happened at home. Mr. DePriest said that is reportable as well. Mrs. Pack said yes. Dr. Atcherson said by law if you are a reporter it does not matter where you are (school, home, shopping). Mr. DePriest said he has a better understanding of how it works.

Progress Report for Shared Services

Dr. Dickinson said she thinks they have a good start. They met with each department and had lots of discussion on the playbook. They talked about that they are now in both families (ASD & ASB) and what is involved moving forward. They are taking it slowly.


Mr. Caton said the meetings they had with each area were positive and productive meetings. He said hopefully they will continue that progress. He thinks they are still very early in the process. He said their focus lately has been on getting ready to come back to school. He thinks they are off to a good start but there is still a lot of logistics and the finer details to work through. He said everyone in the meetings were doing their best to be positive and embrace change and trying to figure out how they can do this together. He said they placed emphasis that they are a team, not one school or the other. He said they needed to keep having the discussions they need to have and take actions to make it happen while ensuring the needs of both schools continue to be met. Mr. DePriest asked if they had set any tentative dates for putting the departments into practice. Mr. Caton said it is already happening in some ways. He said they talked about August 1st. Dr. Dickinson said their goal is August 1st to have the departments merged and working together. They want it to happen before school starts so hopefully it is all running smoothly by then. It will be a process and she thinks one of the challenges is that no matter which department they are discussing that there is a little bit of bare bones on both sides so they are already at a shortage. She said they will see the benefits of working together/supporting each other and having a bigger pool of people in those departments. She said she is confident that it will be positive. Mr. Caton said he thought a good example is the custodial – both schools were really short of what is adequate especially for addressing the needs of coming back to school with COVID-19. He said putting those teams together is still very inadequate in terms of the actual need. He said hopefully it will work out where they will be able to contract some additional custodial help. He said they have been looking into that possibility. He said it was a good example of where you brought them together as a team but it does not necessarily create the actual efficiency of resources that are needed. He said this now is all in the context of COVID-19 situation. He said under normal circumstances it still wouldn't be enough but it would be easier. Dr. Dickinson said they are looking at a cleaning contract because she feels like they have to do that. She said they cannot rely on the six people that they have for everything on both campuses. She said ASD had a cleaning contract last year and she feels like they need to increase it this year. Mr. DePriest said COVID-19 is requiring a lot of extra cleaning so that is an additional burden on top of being short staffed. He said he knows there will be bugs to work out and it will continue to be a work in progress until everything is worked out and encounter whatever speed bumps there are. Mrs. Pack said she knew ADE asked them to send something on where they are at and asked if they had had any feedback. Dr. Dickinson said they asked them for an organizational chart and that was sent to them. Mr. DePriest asked if it was just for shared services and she said yes. Mr. Caton said moving forward what additional input they will get from ADE. He said he was sure they had their ideas as to what it should look like. He said it was not necessarily creating more work for people but more efficiencies and resources. He said he thought in some cases people were going to be doing more work in sharing services.

Mr. Caton said you can take Business/HR and ask them to take on another entire agency but it doesn't mean there is going to be additional compensation. He said he thinks that presents some issues and doesn't know how that will eventually work out. Mr. DePriest said it clearly requires more staff. If there is still a void as far as staffing that is the solution. He said he knew there was a hiring freeze. Mr. Caton said the hiring freeze has been lifted. Mrs. Pack asked for all jobs or just teaching jobs. Mr. Caton said for all jobs but there were some exceptions like the ability to rehire a retiree. Dr. Dickinson said she was told that they still need to submit a freeze request to ADE for every position but it does not have to go to the Governor. Mr. Caton asked Bonita Nash to speak to what ASB has been sending in. Ms. Nash said they still send the Hiring Freeze form along with the Job Requisition form to ADE even though they do not have to send the Hiring Freeze Exception form. Mr. Caton said our requests have to be sent to ADE even though there is not a hiring freeze. Mr. DePriest said so you are waiting on approval of these forms. Mr. Caton said he knew that ASB has several non-instructional positions that they are waiting for approval to advertise. He said there will be another teacher position also.

There being no further Joint business, the agenda moved to the Arkansas School for the Deaf.



Roy DePriest, Chair



Dr. Samuel Atcherson, Secretary

OFFICIAL MINUTES FROM THE BOARD OF TRUSTEES MEETING OF THE
ARKANSAS SCHOOL FOR THE DEAF

The Board of Trustees for the Arkansas School for the Deaf met for their monthly meeting on July 21, 2020.

Present: Roy DePriest, Chairperson; Dr. John McAllister (Absent), Vice-Chair; Dr. Samuel Atcherson, Secretary; Faith McLaughlin (Absent), Board Member; Susan Pack, Board Member; Dr. Priya Gupta, ASB Parent Representative; Holley Mott, ASD Parent Representative; James Caton, ASBVI Superintendent; Dr. Janet Dickinson, ASD Superintendent; Beth Smith and Amanda Firth, Interpreters; Members of the Deaf Community; Members of the Blind Community, Hillcrest Residents

20-D-007 Motion to Approve Consent Items

Mr. DePriest asked for a motion to approve the consent items to include the minutes, financial statement and personnel items. Dr. Atcherson made a motion to approve the consent items and Mrs. Pack seconded the motion. The motion passed.

Action Items

Mr. DePriest said they needed to approve the Student Handbook and Employee Handbook and Personnel Policies & Salary Schedule (needs Chair signature). Dr. Dickinson said they are going to hold off on their handbooks because she received an email from ADE asking them not to present to the board without first being vetted by ADE. She said there is a board meeting right before school starts and ASD will request handbook approval at that meeting. Mrs. Pack said they both told her even with the board approving the handbooks that there is an escape clause from ADE. Mr. Caton said there should be the understanding that if there is a policy that is a state policy or ADE policy it would supersede our Student or Employee Handbook (whether now or in the future). He said he had noted that for the board. He said the example that was given was the state approved a new grievance policy. He said if ASB had a different policy in the handbook that policy would supersede it.

Dr. Dickinson said the Governor announced that school would start August 24th. She said because of this they had to find 5 additional student contact days on the calendar.

Dr. Dickinson said they worked diligently as did ASB on the calendar and they have different opinions. She said she and James discussed it and they decided the difference of opinion on the calendar doesn't bother them because it does not impact anything. She said she thought it would be okay. If the board is okay with it their calendars are not exactly the same. She said they found 5 days that they will use as virtual learning days with their professional development days. She said that would take care of 4 of the 5 days. She said the last day they are using President's Day and it will be a virtual learning day for the students/staff. She said that way they do not have to extend the school year which she thinks is important for their community. She said they need to submit the calendar to their families and upload to the website so she is asking for board approval for the revised school calendar. Mrs. Pack said she has heard talk that what schools may do is send children home for Thanksgiving and not bring them back until the first of the year – would those be virtual days. Dr. Dickinson said yes. Mrs. Pack asked Mr. Caton is that what he understood. Mr. Caton said yes other than the Thanksgiving break itself. He said they were still looking at the calendar. He said he has an Admin Dept. meeting tomorrow and they would talk about it further whether they want to do the same as ASD or come back after Memorial Day for the first week in June. He said the calendar could be posted as is and have a revision later.

20-D-008 Motion to Approve ASD's School Calendar

Mrs. Pack made a motion to accept ASD's calendar as is and it can be sent to parents and posted on website. Dr. Atcherson seconded the motion. The motion passed.

Discussion Items Ready to Learn Plan

Dr. Dickinson said she has a Ready to Learn Plan and she showed the board what it looked like. She said there were a lot of people that worked on this plan. She said this was their plan to come back during COVID-19 Handbook. She guided them through the plan. She said on page 6 it states this year ASD will have classes Monday through Thursday. Fridays will be Virtual Learning days. She said they will send their students home on Thursday after school. She said she and James have had some preliminary discussions about sending kids home on Thursday. She said she did not know what ASB plans to do. She said ASD's goal is to send kids home on Thursday afternoons. She said that way the dorms could be cleaned on Thursday evenings and teachers could clean on Fridays and be ready for the following week. Mr. DePriest said if ASD is sending kids home on Thursday and ASB does not send their kids-how will that impact the busing and transportation. Mr. Caton said ASB would be doing the same thing. He said Monday through Thursday and Friday remote is what both are going to do. Dr. Dickinson said they were originally worried about kids arriving home late in the evening but Steve has worked through this and all the kids should be home by 8:00 pm. That is doable.

Dr. Dickinson said she wanted the board to be aware under General Information on page 8 talks about screenings for our staff and students. Students will be screened before they get on the bus and arrive on campus. In the dorms every morning and after school they will have their temperature checked. It explains what will happen if students have an abnormal temperature. For staff currently, Vicki and her team are doing a fantastic job screening everyone daily. She said the staff will be doing self-screenings and will report that through an app or an email to Health Services. Page 9 talks about disinfecting, page 10 talks about masks (all staff and students will wear masks/face coverings) developmentally appropriate in accordance with the Arkansas Public Health and CDC guidelines. She said they will also be providing masks and face shields, explaining social distancing, use of the elevators will be limited to 2 people at a time, stairwells in the building – one will be for ascending and the other for descending. She said they will also limit cross contact in the halls. Page 12 says all students will have the option to either join Virtual Learning or in-class instruction. They sent out a survey to their families and 75% wanted children to come back to campus and about 15% wanted to continue virtual learning and there were a few unable to be contacted. She said it is a requirement of the state to provide both options to parents. She said there are two big platforms they are using for virtual learning. One is Google Classroom and the other is Lincoln Learning Solutions, a statewide learning resource that ADE has provided. Also there will be a distance learning facilitator that will contact students remotely working with the virtual learning students to make sure they are keeping up with their class work. They will be in contact with the students on a regular basis and will also be responsible to help solve any technology issues. Page 17 talks about social distancing in the dorms and cleaning in the dorms. She said page 18 talks about statewide services. Typically they go into the homes to work with the children. She said they will be using tele-therapy. Seth has networked well with food service directors in a variety of schools. He has measured that 36 students can be in the cafeteria eating at one time, 2 students at each table. Lower school will be eating at the Lower school in the Multi-Purpose room. Middle School/High School will be in the cafeteria and have staggered lunch times. She said they will not have visitors or volunteers in the cafeteria. She said they will not allow parents and visitors in the school buildings. She said instead of parents coming in they will take the student outside. She said Vicki has done a great job with Health Services. She said they will have a separate space for children that are healthy/medication distribution and a separate space for sick children (they will be in separate buildings). Page 25 talks about athletics. They cancelled the sports camp, football, volleyball and GPSD tournaments. Page 27 talks about transportation. It talks about chaperones on the bus, screening, face coverings, etc. She said that was a quick walk through of their Ready to Learn Plan. She said she would be happy to respond to any questions or concerns. Mr. DePriest said it looked very thorough and comprehensive. Mrs. Pack said there would probably be other things that you decide as you go through this. Does the board need to approve since the schedule is being changed. Mrs. Pack said yes.

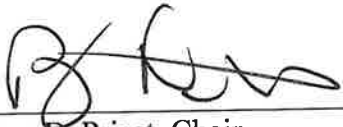
20-D-009 Motion to Approve ASD's Ready to Learn Plan

Mrs. Pack made a motion to approve the Ready to Learn Plan and Dr. Atcherson seconded the motion. The motion passed.

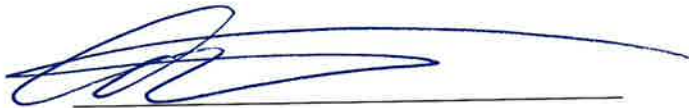
Superintendent Report

Dr. Dickinson said they received the ANCRC Award for \$422,270 for Parnell renovations to renovate the gymnasium area. She said they got a grant for \$13,000 for video production equipment for the museum from Arkansas Humanities Council. The Health Services staff finished their contact tracing course through John Hopkins University.

There being no further business for Arkansas School for the Deaf, the agenda moved to the Arkansas School for the Blind.



Roy DePriest, Chair



Dr. Samuel Atcherson, Secretary

OFFICIAL MINUTES FROM THE BOARD OF TRUSTEES MEETING OF THE
ARKANSAS SCHOOL FOR THE BLIND AND VISUALLY IMPAIRED

The Board of Trustees for the Arkansas School for the Blind and Visually Impaired met for their monthly meeting on July 21, 2020.

Present: Roy DePriest, Chairperson; Dr. John McAllister, Vice-Chairperson; Dr. Samuel Atcherson, Secretary; Faith McLaughlin, Board Member; Susan Pack, Board Member; Dr. Priya Gupta, ASB Parent Representative; Holley Mott, ASD Parent Representative; James Caton, ASB Superintendent; Dr. Janet Dickinson, ASD Superintendent; Beth Smith and Amanda Firth, Interpreters; Members of the Deaf Community; Members of the Blind Community; Hillcrest Residents

20-B-008 Motion to Approve Consent Items

Mr. DePriest asked for a motion to approve the consent items to include the minutes, financial statement and personnel items. Mrs. Pack made a motion to approve the consent items and Dr. Atcherson seconded the motion. The motion passed.

Mr. DePriest said before they move to the Action Items, he asked Mr. Caton about the Teacher Certification for Robert Holley. Mr. Caton said Mr. Holley completed his Vision Certification as a teacher of the visually impaired. Mr. DePriest said to pass along their congratulations and appreciation. Mr. DePriest asked if there had been any updates on the reimbursement for these certifications. Mr. Caton said it has not changed but it is still under discussion on what will be the best way to proceed. He said he would keep them posted.

Action Items

20-B-009 Motion to Approve Community Eligibility Provision (CEP)

Mr. DePriest said he had signed the Community Eligibility Provision. Mr. Caton said they have been participating in the CEP for several years but they have made all students eligible. In the past it was just elementary students that were eligible because they met the percentages but that has been waived so that secondary is now eligible. He said all of ASB students eat free but this keeps the parents from having to complete paperwork and applications. He said many times parents are reluctant to complete the paperwork and then the student cannot be counted as a reimbursable meal for federal dollars. With these changes the school will not have to get the applications. He said the CEP has come up for renewal and will be for the next four years. Mrs. Pack made a motion to approve the Community Eligibility Provision (CEP) and Dr. Atcherson seconded the motion. The motion passed.

20-B-010 Motion to Approve 2020-2021 Student Handbook

Dr. Atcherson made a motion to approve the 2020-2021 Student Handbook and Mrs. Pack seconded the motion. The motion passed.

20-B-011 Motion to Approve 2020-2021 Employee Handbook

Dr. Atcherson made a motion to approve the 2020-2021 Employee Handbook and Mrs. Pack seconded the motion. The motion passed.

20-B-012 Motion to Approve the School Level Improvement Plans

Mr. Caton said this is for the elementary and secondary schools. It was his understanding that they had until September 1st on these when the District Support Plan will be submitted. He said he wanted to get these in place now and it is likely that there will be changes/additions/revisions between now and the August/September meetings. He said he would bring back any changes to the board then. He said he would like for the board to approve now so they can be posted on the website by August 1. Mr. DePriest said he finds it interesting that the board would approve if it is not ready. He said they can approve as it is now and when changes/additions are made they can approve them. Mr. Caton said the school improvement plans were never meant to be fixed plans. He said they are meant to be fluid. He said they are putting a lot of emphasis on as the needs of a school changes so should the plans change throughout the year. He said it does give the board a general direction that the school is headed.

Mrs. Pack made a motion to approve the ASBVI School Level Improvement Plan and Dr. Atcherson seconded the motion. The motion passed.

20-B-013 Motion to Approve the Personnel Policies & Salary Schedule

Mr. DePriest said he had signed the Personnel Policies & Salary Schedule but it needs to be approved. Dr. Atcherson made a motion to approve the Personnel Policies & Salary Schedule and Mrs. Pack seconded the motion. The motion passed.

Discussion Items Ready to Learn Plan

Mr. Caton said they were still developing this plan. He said a lot of things change week to week. He said a lot of ASB's areas are very similar to ASD's plan. He said they had received a lot of guidance for bringing kids back to school. The plan is going to put a lot of emphasis on the blended learning model. ASB opted in as a district to the Ready for Learning Plan that the state has. As part of that they signed off on some assurances.

Mr. Caton said they did an application for opting in to the Arkansas Ready for Learning model and the appropriate waivers. He said they may not use all of the waivers but if needed, they would have them. A big part of it is the blended learning aspect because that is going to allow the schools to pivot from onsite instruction to offsite instruction as it becomes necessary during the school year. Another part was the diagnostic assessment that you would have to have in place and ASB chose to go with Renaissance. They opted in to using the Lincoln Learning Management System along with Google Classroom. This will involve a lot of teacher training as they will have to become familiar with the Lincoln Learning Management System. One of the assurances is providing Guaranteed and Viable Curriculum. This is where the Lincoln Learning System comes in because it provides a digital content that is in line with Standards. He said they also have the content that is available through Virtual Arkansas that can be used and content that can be downloaded onto the students' laptops. Technology is going to play a huge part this year. He said they have reached their goal of having a 1:1 device for each student. The staff has been reaching out to the families to find out what they are comfortable with in terms of returning to school. The last count we had there were 55 families sending their students back to school and 22 for remote learning but these could change the closer we get to returning kids to school. Mr. DePriest said Virtual Learning vs. Onsite Learning will be synced so they would be able to change to come on campus and be able to just pick up. Mrs. Pack another reason for doing it that way is there will be some cases where students will have to quarantine and they will be able to sync in to the Virtual Learning. Mr. Caton said it is important to realize that this is very different from AMI days and what was provided to kids when school was closed early. The expectation and assurance that is given is that a full curriculum will be provided and full learning will be taking place regardless of the setting chosen. He said it is a big task when looking at it from a remote standpoint but that is the assurance that has been given and that is what ASB is going to do their best to deliver. Focus has to be given to all the standards not just the basics. ASB is going with the Monday through Thursday onsite and Friday will be Virtual Learning. That will give the teachers a chance to clean and disinfect/sanitize their areas. He said in addressing the health and safety concerns for returning to school they have developed screening procedures and are similar to ASD's and the guidance received from ADE, Department of Health and the CDC. Daily screenings are taking place for staff on campus now. Masks will be worn as appropriate. Classrooms are being divided to create social distancing. Since most classes are small in number it is very doable. They are still discussing how to limit the number of kids in the dormitories. Protocols are being put in place for cleaning and sanitizing with those areas. Cafeteria options are going to be made available to the kids. Mr. DePriest asked if the cafeteria in Huckabee still being used. Mr. Caton said no, it has not been in function for a long time. He said normally the kids would get off the bus and go to cafeteria to wait for the first bell but that cannot happen now. They will be filtered to different areas – mostly in their classroom. The dorm kids will stay in the dorm until the first bell. He said needs are different for different areas and different kids.

Mr. Caton said he had included in their packet a document from ADE, the Response Levels for On-Site Learning. It breaks down how a decision is made if the school or building has to be closed. The school nurse is the designated point of contact for positive cases. She will make the report to the Department of Health.

Superintendent Report

Mr. Caton said he felt the meetings with the Department Level teams of Shared Services were positive.

Mr. Caton said the renovations on the east end of the gymnasium have been started and anticipate that it will take 2-3 months to finish. The Infirmary project is still in the approval phase and they hope to begin the bidding process soon as well as the Cottage project that we received ANCRC funding for. The Infirmary does not have much left and it will be good to get it back up and running so both schools can benefit from it. He said he was hoping to have some additional information on the Spark Fund but he has not received from the ADE. He will keep the board posted. He said it is like a contract in the first phase they will provide preventative maintenance and other services for the HVAC systems on campus. He said they have already been replacing thermostats. He said he was not clear on the budget/financial part of it yet. Mrs. Pack asked if it had been signed. Dr. Dickinson said it has been signed by ADE on their behalf. Mr. Caton said he thought it would be very beneficial for the school especially over time. It is just figuring out how to pay for it.

Dr. Dickinson said when Mr. Caton is finished she would like to go back because there is one item on their agenda they missed. It is #4 The SCPI for Shared Services. She said the shared services for both schools will come together as one department. She said those from ASD are under the SCPI but those from ASB are not. She thinks in the future the board needs to consider what to do about that because she feels like you can't have one team if some are required to learn sign and some are not. She thinks there needs to be some consistency. She said what she was asking for tonight is they have some staff under shared services and their time clock is still running for the SCPI. For example they may have a staff member who was placed on probation or may be terminated but now they are under shared services and she is asking that they hold all of the Deaf School staff SCPI to freeze them until the board makes a decision to regarding shared services. Mrs. Pack said all staff or only the ones that are shared services. Dr. Dickinson said only the staff under the shared services. Dr. Dickinson said she needs something official that she can put these employees on hold. Mr. DePriest said he thought that was only fair.

20-D-010 Motion For ASD Shared Services SCPI Staff to be on Hold

Mrs. Pack made a motion to put the SCPI policy requirements on hold for the ASD employees that moved to shared services until a decision is made on SCPI policy for all shared service employees. Dr. Atcherson seconded the motion. The motion passed.

Dr. Dickinson said one of their beloved members of our community and staff passed away last night. Her name is Lisa Key and she is an Alum of ASD. She worked with Middle School girls. She will be missed. Mr. DePriest asked Dr. Dickinson to send their condolences.

Dr. Dickinson asked if they could go into Executive Session regarding staff issues. Mr. DePriest said yes.

Mr. DePriest said they discussed the termination of an employee and there was no action taken.

Mr. DePriest adjourned the meeting.



Roy DePriest, Chair



Dr. Samuel Atcherson, Secretary