

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 Blind and Visually Impaired and the Arkansas School for the Deaf met for a special meeting on September 28, 2021 at World Services for the Blind.

**Present:** Dr. John McAllister, Chair; Dr. Samuel Atcherson, Vice-Chair; Susan Pack, Board Member; Robert Fagan, Board Member; James Caton, ASBVI Superintendent; Dr. Janet Dickinson, ASD Superintendent; Holley Mott, ASD Parent Representative; Jonathan Smith and Will Gorum, Interpreters; Members of the Deaf Community; Members of the Blind Community.  
**Absent:** Faith McLaughlin, Secretary

Chair Dr. John McAllister called the meeting to order at 5:00.

**Joint Agenda**

**Shared Services Concerns**

Dr. McAllister said they have heard good things and bad things. He said he wanted them to understand it has to work – either we make it work or it will be made to work for us. As administrators and individuals who are all about the children, egos have to be put aside and worry about what is good for the children. He would prefer that the people that work at the schools make it work. At this point, individuals will have the opportunity to speak about shared services starting with James Caton.

Mr. Caton stated as said in past meetings when you look at areas that are shared, he thinks it is working. It doesn't mean there aren't issues to work through. He sees the superintendents' responsibility is to work with the teams and make adjustments that need to be made to get better at what they are doing in terms of shared services. He thinks the biggest challenge is Health Services. He has said before that it is complex and very involved trying to merge two services together. Both schools are accustomed to different expectations. ASB has tried to be patient and tolerant. If he felt that there was no way for it to work, he would bring to the board. There will be everyday operational issues that are not necessary to take to the board - he and Janet need to work on those issues, coming up with better ways of doing things. He has trusted that they have had a good working relationship since they have been working together over the years and do not hesitate to go to each other when there is an issue in a particular area that impacts them both. That's what they have always done. He hopes that they would do the same thing no matter what it involves. A working relationship is built on trust and is very important.

Dr. Dickinson said she agrees with James that it is important to collaborate together. One of the things she really appreciates the hard work that shared service leaders have done. It has not been easy. They are trying very hard to build a team to work together with both schools. She thinks it is important for both campuses. As mentioned previously, their cultures are their own. They feel bonded and now have the shared services to work through. She said she means the blind school is working through their part of shared services and collaborating equally with the deaf school. She is looking forward to hearing from each shared services leader and thinks it is important that the board leads the initiative to provide opportunities for the leaders to speak.

Dr. McAllister said they would begin with Health Services.

Vicki Crump said she had been a nurse for a long time and believes that shared services is the best thing for the kids. There is more nursing support. The acuities of the kids are a lot higher than they used to be. Vicki said the deaf side pays for an athletic trainer and there have been injuries at the blind school which benefitted from that. In June, 2020 when they first had a shared services meeting with Dr. Dickinson and Mr. Caton, they were all at the table and said from the beginning it all has to be the same because they can't try to do how this side does something and this side over here has always done it. She said they have to come together somewhere in the middle where it is kind of the same. It is more tiring if you have to think about which way you are supposed to be doing something. She said that is what they were aiming for and she wasn't putting blame on anyone, it just didn't happen. She thinks they got behind the eight ball when they were preparing to move in and get set up to be shared services. The Infirmary wasn't ready for them and wasn't working like it should. It would be 95 degrees in there and they couldn't work in there with no air. Different things like that and time passed. The 10-month staff is off and she is a 12-month employee. ASB had vacancies for their 12-month and the other ASD 12-month staff were off so they couldn't get a lot done. Next the staff came back, ASD had a sports camp so there were kids and they made a make-shift office at the deaf school. The blind school was having registration and the parents have to come to see the nurse at the Learning Center. Then it is August 15<sup>th</sup> and school starts. They have both sets of kids. They had filled an RN position but they left for another opportunity. She said the more you started working it was busy because they were short a nurse on days and short a nurse on evenings. Basically, they doubled their student population load and doubled their staff load. They were trying to accommodate the kids. All the kids come to the Infirmary in the morning for meds and a nurse goes to ASD at lunch to give meds and one to ASB to give lunch meds. She said it was like a big snowball effect. All you are doing is running. She gave a visual of meds. There are meds that have to be given every day. Someone has to get that medicine and administer and document it. It is very time consuming. When you get in a hurry, that is when mistakes are made. She is very confident that if someone made a mistake and someone did make a mistake that they shared it. At lunch time it is very chaotic and busy. That doesn't count the ones that are sick, kids that get hurt, etc. that they are taking care of. They use an electronic health care record called Snap. Both schools have it and the data bases were able to be merged. Every student's record is in hand and can be accessed. This make it much easier. The data is stored on a secure server.

Mrs. Pack asked how many nurses are you short right now. Vicki said two and they have not had any applicants for the 3-11 or 4-12 positions. She has interviewed 3 nurses for the open RN position. She said one thing she finds when talking to applicants is that when they find it is a 12-month position – they think it is a 10-month position because school nurses do not work 12 months. A supervisor will work 12 months. They are on the Medical Professional pay scale for the state. The speech therapist and audiologist are on the same pay scale but work the same schedule as the teachers. She said she doesn't know if it can be changed but that is some of the feedback she is getting. She said they have been so busy taking care of kids they haven't had the time to sit down and talk about how things have been done and see what will work for both schools. She thinks they use their time wisely – it is just busy. Dr. Dickinson said just to give you an idea, one year ago before shared services was started, they sent five people to ASB's infirmary. There were 4 nurses and 1 Medicaid billing specialist. She asked Vicki how many she had now and Vicki said 6. Up until this summer they had 5 people who were taking care of all of the deaf students plus doing Medicaid billing. One concern now is that Medicaid billing has really gone down so they have nothing happening because that team is completely overwhelmed right now because they have two times the population to serve between both campuses. Mrs. Pack said that there are so many medical fragile kids now. Vicki said the kids are getting medicated correctly, they are doing what they need to do. She has hearing screening to do but cannot do in that building. She is going to go to the Learning Center Friday and get the kids screened. Mrs. Pack asked why the audiologist can't do the hearing screenings. Vicki said she thought it had to do with the billing. ASD has a mental health clinic and very fortunate that they have a fluent ASL psychiatrist. She said that clinic is every Wednesday from 12-3 and she is the nurse for that clinic. She said if you have not been in the infirmary, they have a great medication room but because of COVID you have to watch the amount of kids you have in there at one time.

Mr. Williams said his main concern comes from the policies that were enacted at the last board meeting – students having to be transported to the infirmary, no one can be checked out from the infirmary and every department head has to report to their supervisor. He said just as the infirmary is short staffed, ASB's staff is short as well. They do not have the personnel at times to transport students back and forth whether it is for timed medication or injuries. He said once the policy came about, the staff would try anything to make it work. He said from the teachers' point of view, there are more nurses during the day but the kids are not getting the quality of care they are used to. He said one day in particular a para was told she had to stay with the student in the infirmary and she was covering for a teacher. It is either all the kids have to go to take one student or make do somehow. He thinks there should have been some discussion before the policy was enacted to see how it would impact everyone. Students not checking out from the infirmary-does that mean if a student is in the infirmary are they coming to front office to be checked out. Need clarification in that respect. Thirdly, everyone reporting to their superintendent-he sees the need but there needs to be checks and balances. That being a blanket rule creates a problem as far as protocol. (Feeling like there is no voice to be had.) Ms. Pack said as far as reporting it was a unanimous feeling that all shared services department heads would report to the superintendents only. The buck stops with them and they are the ones needing to know. They can do it jointly or if it is a problem with ASB go to James or ASD go to Janet. The two of them can collaborate.

Mrs. Pack said they all felt strongly that was maybe one of the issues that there were too many layers of people to report to. Mr. Williams said he understands but he feels both of the superintendents should be involved if it is shared services. Mrs. Pack said that is what we are doing tonight getting those misunderstandings cleared up. Mr. Caton said he appreciated that clarification. He left the last meeting thinking every department head but now he is hearing shared services department heads. He said if it is shared services it really doesn't matter who the department head is directly under, it is a shared supervision between the two superintendents. That is the only way it will work. Dr. Dickinson said the two of them meet every other Monday and that is the time they talk about those kinds of things. They meet with shared services with everyone there. Mrs. Pack asked if it were true that the nurses were told they reported to someone else. Mr. Caton said no. When they started combining Health Services to a shared service and he shares supervision with Dr. Dickinson. Dr. McAllister said he thinks Susan was asking prior to the board making the decision was the nurse told to report to someone other than you. Mrs. Pack said Tyrone or Teresa. Mr. Caton said no. He said as far as his principals go as administrators, he does expect them to be involved in health services just as any other of the shared services because it impacts kids and they have to be involved but as far as supervision that is for him. Mrs. Pack said so as of today, if Vicki has a problem who does she report to. Mr. Caton said if it is on our end she would come to him. Dr. Dickinson said also this is related to the two schools having different cultures. She said she could only talk about the deaf school. She supervises 16 or 17 people but Vicki is considered an administrator and she makes all of the decisions in regard to the health center and doesn't have to run that through anyone else. Dr. Atcherson said he thought what he was hearing was a respect of the position and title that is held. You wouldn't want a superintendent making medical decisions. That is not what we are talking about here. If that is happening that is a concern. The nurse should be the one making medical decisions. If she can't perform her job or the team can't perform their jobs, then that is when the superintendent should get involved. Dr. McAlister said when they made the decision about having shared services department heads report to the superintendent, they were not saying that the superintendent didn't talk to the other superintendent because the service is shared. What they are trying to do is streamlined where and to who individuals report to. They need to go straight to the superintendent and then that superintendent should communicate with the other superintendent. Both superintendents understand that they have to work together in order to make this work so that the state doesn't come in and tell them how to make it work. Mrs. Pack said in no way did they say sick children wouldn't be checked out of the infirmary. At some point, other children have been checked out through the infirmary. Mr. Caton said last year the kids in the Learning Center checked out through the infirmary that was in that building to keep them from walking to the front office (with the front office knowing about it). He said he learned that some parents would bring their kids in without the front office knowing about it. Mrs. Pack said the issue of para's or someone taking the children to the infirmary. She said there is a spread-out campus now and ASD had to bring children there. She said when she was there today one teacher and one para came with children. Her feeling is that if they can come all the way from that end of the campus surely it can be worked out for someone to take children to the infirmary. They do not have enough people to go get children. Mr. Caton said if you have a para out and right now ASB has one that has been out on long-term leave and will continue to be. You may have a para covering for a teacher that is out so you can't always take a para out of a classroom. That one instance, the para was sitting with the child two hours. Mrs. Pack said you don't have to just sit there & wait, you can take the child and go back. She asked Vicki if that was how it works.

Vicki said they can't see in the rooms and sometimes there is not a nurse in there. Mrs. Pack asked if there were any dorm staff in the dorms during the day. Dr. Dickinson said no. Mrs. Pack said she has seen secretaries and principals take them to the infirmary. It seems that is something that could be worked out. Maybe if you hire two more people it will help also. Mr. Williams said Teresa would like to speak. Mrs. Doan said she was sorry she couldn't be there – having Chemo. She said what she was getting from the teachers are that kids aren't feeling well, coughing, runny noses and just not feeling well-they have historically sent them to the infirmary. The infirmary accesses and either keep the child or send them back to the classroom or para picks them up. The teachers are saying that kids are being sent back to the classroom. Mr. Caton has always allowed administrators to speak because if you have a child that is coughing so hard they throw up then why would they be brought back to the classroom when we have the infirmary. She understands that there is not ??? to sit with a student. She said when they had a meeting that she thought was very respectful with Nurse Vicki, Tyrone, Mr. Caton. She thought they came up with some good ideas but it continues to happen. A student was sent back to class and she ended up not fainting but falling out in the library. An administrator had bumped into her outside and said she was disoriented and didn't know where she was going and thirty minutes later she collapsed. She said she wasn't superintendent but her job as principal is to ensure the integrity of the education that all the kids at the School for the Blind receive and to keep them as safe as they can. She said she was not attempting to step on anyone's toes or harass anyone simply by asking that the kids are being taken care of. Mr. Caton said Mrs. Doan's remarks sums up what I expect of my principals within the supervision context. That is what he meant earlier when he said he expected them to be involved whether shared services or not because decisions are impacting kids. If they see something then he wouldn't have an issue with them giving some direction – in a lot of cases it could be a learning experience about the kids and some of their special needs are. If the situation was totally reversed ASB would have to be learning a whole lot about kids with hearing impairments and what their specialties were. He appreciates the challenge that is there – having two populations coming together and there are things related to blindness and particular eye conditions. He said they have to take what is given to them medically and weigh what is best for the child. Mrs. Pack said they are not trying to point the finger at anybody. John wanted to do this. What if you, Janet and Vicki sat down and came up with procedures that would be followed. She asked if they would be willing to do that. Mr. Caton said yesterday in their meeting with shared services that they still had to get the list of procedures and processes. It is very difficult to move forward when having these differences in the procedures of the two schools. He said somewhere it has to come together. He said he respects the challenge that is there but at the end of the day have to figure out how to get the kids taken care on both campuses and do it with quality. Dr. Dickinson said she supported that. She said is there anyway to reduce the chaotic feelings that are going on in the office that would be positive. She said she didn't want to add to the chaos but might have to because of the errors. She said they want to be able to focus and thinks it is important. She wants to support Vicki but also doesn't see everything. She is not sure how to help. This is the only department that moved so it is hard for her to see what is happening. She wants to support the nurses and she thinks that the cultures between campuses are very different. Both are going to have to change. Both superintendents have said they can't keep everything the way it has always been. She said on their side they have never dropped off the kids-have always sent someone with them so the nurses don't have to babysit while taking care of other people. She said they have different kinds of staffing as well.

Dr. McAllister said Lori Cole was next. Mrs. Cole is a teacher supervisor at ASB. Her concern with the situation is that she doesn't see a lot of the voices from the School for the Blind being heard. They want the children taken care of – they are not wanting babysitters. When you look at the School for the Blind it has an infirmary, a 24-hour facility. It is different from how the Deaf School has run their nursing stations. She said she understands there are a lot of challenges and obstacles to work out between the superintendents. She said she thinks maybe we got to this point because Nurse Vicki and staff were overwhelmed and they wanted their concerns brought to you. However, the children are the reason we are here. She there are concerns for the children with severe medically fragile and have to get eye drops and have not had the time to get that resolved. She asked if medical records were in the infirmary yet. Dr. McAllister said all medical records had been integrated recently. She would like a COVID 19 protocol. She said she had asked and was not given an answer. Dr. McAllister said that was something James and Janet were going to have to come up with and nursing will be involved. He said he understands the frustration by not having a universal protocol. Dr. Dickinson said they have to follow state law. Vicki has done hours of training as Point of Contact and has to follow the Dept. of Health and ADE guidelines. Mrs. Cole said in the past hearing screenings were done by the nurse. Nurse Vicki said she wanted to clarify on the incident about the student that passed out. The nurse practitioner saw her both times. She is the one that sent her back to school and also went when she passed out. She can diagnosis some stuff. The kids going back to class – she said they do not know the kids but one thing you learn as a school nurse is that you want to keep your kids in school. They try their best to keep the kids in school. If they don't see or hear or whatever something to send them home then they think they can still be in school. That's what they try to do, but on the other side of the story since they do not know the blind children what if the teacher would say they are not able to learn to their potential today. If they know that to start with then they can call someone to come get the child. She said she doesn't have a problem sending a child home if they are not learning. The whole point is for them to learn to their potential. She said they would be glad to do that. Mr. Caton said he thought what they were looking at is for example the student that was tested and was negative and was sent back to class. She was still coughing and very symptomatic – that was brought to him and he made the decision – the school's policy during COVID has been if they are symptomatic to send them home. That is one reason ASB kept their cases low and want this year to be the same. He said he does not want to send kids home just to be sending them home. If they are not working or having a productive day then there may be another reason other than medical. Dr. McAllister said both of you are professionals. It's all about the children and at some point the responsibility to the children overlaps. For instance, if a kid goes to Ms. Vicki and they were coughing, sneezing and exhibiting signs of COVID (or whatever), she tested him and he did not have COVID and says it is okay for them to go back to class but when they return to class and still are coughing, sneezing and have the potential to be infectious to other students and the teacher, then at that point it becomes an educational decision for the teacher and the administrator to say send the kid home. Do not think about egos but what is best for the child and other children. It might appear that someone is stepping on toes but would you want your child in a classroom with someone who is coughing and sneezing all over the place. With things going the way they are with COVID even though he/she tested negative, they were still exhibiting behaviors that could be infectious to others. If an administrative decision was made to send the child home, he doesn't see that as a problem.

Dr. Dickinson said she didn't think so. She said she thought that is a good approach because it also allows the superintendents to have a different approach and at ASD they try to keep the kids in the classes as much as possible because if they go home they are not learning. If they are really sick, they will be sent home but many of the kids are dorm kids. That is a different situation between the blind school and the deaf school. She thinks that would give them flexibility to approach things differently. Dr. Atcherson said he has heard several times about hearing screenings. He is an audiologist but no one owns hearing screenings. There was a concern that some rooms are noisy – that is a valid concern. He thinks the two superintendents to figure out how this is going to be done campus-wide; who is going to be in charge of hearing screenings. It doesn't have to be an audiologist, it can be a qualified trained individual who can do it and produce valid result. Dr. McAllister said he agreed with what Dr. Atcherson said. Dr. McAllister said as far as scheduling doctor's appointments, he thinks both of them have been able to operate with some amenity in the past as two separate entities and now you are coming together. He thinks that they have to understand whose campus it deals with as it pertains to scheduling medical appointments, doctors that you prefer and try to come to an understanding about how to get things scheduled, who does the scheduling and what the preference is because it is important. You want to take people where they are comfortable. These are things the board is talking about that should be happening as far as shared services go. There should be things in place or being put in place so there are no issues with scheduling appointments, hearing screenings, vision screenings or whatever it is. He said he knows they are both very thorough people especially as it pertains to nepotism and hiring people. If you are using someone they have been screened and the superintendent has done its due diligence to go through the proper channels to make sure it is not nepotism on either side. He doesn't want to see a situation where they are not coming together making good sound decisions together. He reiterated the fact that shared services is happening, can't divorce from it, there is no going back to the way it used to be. If you do not do it, it will be done for you. He said that is the most important thing you should know. It behooves everyone at both schools to come together and work together. Dr. Gupta spoke but could not hear her. Dr. McAllister said ASB is down 2 nurses. He said it would help if those positions could be filled. Interviews are being held. Dr. McAllister said Dr. Gupta asked why it is so difficult to fill positions. Nurse Vicki said most applicants think it is a 10-month position like the teachers work and when they find out it isn't then they want to work like the teachers. She said money talks and they walk. Mr. Caton said salary wise it is very difficult especially with the LPN position. Ms. Mott said she wanted to say something as a parent of a deaf student at ASD. She said she has never seen nurses that were on a campus that had to go all over the place no matter the weather. She knows from personal experience that their intentions are pure and good. She hopes that as a team that everyone works together to support them. Ms. Smith said she works in the Low Vision Clinic and is also a parent of a child at ASB. She thinks the frustration ASB feels is shared service nurses are familiar with working with deaf/hard of hearing students but may not be familiar and have not to her knowledge undergone any further training to understand the conditions of the blind and visually impaired children. She is concerned as a parent that they may not understand all the intricacies that come with that.

She understands from a teacher's point of view that they sent a kid over complaining of a headache per eye fatigue and the child was sent back to class. That is a common thing for low vision children and she doesn't know if the nursing staff have been trained in that. As parent that concerns her and she is also concerned about some of the kids with very guarded conditions such as glaucoma, she is not sure that there is a solid understanding of the base line of what the measurements of what the interocular pressures should be and how they should handle if they do rise suddenly and that is a condition that can arise very quickly. As a mother it concerns her but also as a professional working with the staff. There have been attempts to try streamline the services and the scheduling in the Low Vision Clinic. If the reports and documents have all been uploaded to databases, it should be a quick easy process to pull the information and print it off. If that is not available, a lot of our students see the optometrist team at ACH and Vicki could pull the reports from there. If that is not something she could do, could the night nurse or someone else be trained to do that so that they are able to do their job to the highest level and best practice. There are multiple students with recent eye surgeries come to the Low Vision Clinic and they did not have the most recent eye report from their surgery. She said all of the shared services supervisors are from the School for the Deaf and she as well as others do not feel that ASB has much of say. Dr. McAllister asked her what made her feel that way. She said when they ask for certain things and it is not met with even a response in an email or verbal to a request when it concerns the well being of a child is where she is concerned. Mrs. Pack asked who she asked and Mrs. Smith responded Vicki. Mrs. Pack said she thought they needed to hear from some of the other departments.

Dr. McAllister asked Roy if he had anything to say. Mr. DePriest said he came from a unique position in that he has sat where the board members are sitting and have had discussions about transformation. He said he can assure what you have now is much better than what existed before when it was abolished in 2015. He said to see the positive and be grateful that there are two wonderful people are working together willingly. He said he has been really busy. He tries to spend as much time as he can on both campuses equally. He is getting to meet more and more of the staff at ASB and ASD. Roy has only been at ASD since April. His experiences have been good. He said he had a concern in the September 8<sup>th</sup> ASB Administration meeting and immediately after the meeting, Mr. Caton sent out an email establishing Roy as the person to contact via email or phone call. He has made his number available to both schools. He said he may not be able to answer your call right but he would call you back.

Steve Partridge said he is the Transportation Director and comes from a large family of education. He said part of transformation and stuff he has never seen it so chaotic in his life. He said he has talked to Dr. Dickinson, Mr. Caton and Vicki and we ????? work. He said yes, we came from the deaf side and most don't that he is an ASB employee now. Mr. Caton signs his paycheck. He said he works for both superintendents. Transportation got tossed into this with a big aspect because the blind side has not had any transportation in two years. Tim Elam retired and never replaced. He talked about ASB's vehicles and how they have not been taken care of and the money he is spending on them. He said this is the kind of chaos he has come across. Monday – Thursday has an excellent transportation loading the lower students. Fridays turn into a major chaos. He said he was an outside the box thinker.



He said he likes to stop outside the box and find out what the realm of something is going to be. This is where they messed up as two schools. When shared services got tossed into a mix, protocols were not looked at. What decisions needed to be made were not talked about. Before anything happened in shared services, transportation should have had protocols as well as medical, janitorial and maintenance. It is chaotic from every standpoint. Mr. McAllister said that what he has been saying – need to come together, sit down and have policies and procedures put in place so everyone is operating the same. He said they have to come together, putting attitudes and egos to the side, and do what is best for the children. He said they also needed to take some input from the department heads who spoke about what is not working and try to make them work so the chaos is alleviated for everyone. He said they didn't need a toxic work environment for anyone on the campuses. They want everyone on both campuses to feel welcome. One thing that has to stop is it isn't a deaf school or blind school anymore, it is us or we. Stop thinking in the mindset of blind school or deaf school. Like it or not – it is a team at this point. Mrs. Pack said she would like to ask Lori why she feels like they don't have any input. Ms. Cole said she feels like shared services is coming to the board before going to the superintendents. She feels like Vicki or Steve could have ask about the blind school procedures so that they would have an opportunity to share. Mrs. Pack said no they are to go to their superintendents.

Ernie Northrup said he wished he had prepared a speech for tonight. Everyone is making very good points tonight. He said his people between the two schools seems to be working okay. He said he knows it is going to smooth out and the superintendents are going to get it where everything is smooth as glass. Being open to the feedback and the concerns that people are sharing he has his concerns as well, but both have been open in different ways. He agrees that it needs to be merged and have one way of doing things. At the same time, they have chemicals that they use that he struggles with that some people may have allergies to certain things. That makes scheduling the work load very complicated. He wants to make sure everything is as clean and sanitized as it can possibly be but maybe he needs to look at changing some of the chemicals to meet everyone's needs. He wants to keep everyone safe. He hasn't developed any policies or protocols yet but he thinks it will take time to work through. He said at this time he was good unless they had questions for him.

Dr. Atcherson said to follow-up with that, John you said this is supposed to be like a marriage. If you are in a marriage and you have dependents, no one kid is exactly the same. This is where the analogy can be taken a little further. There are dependents on the blind school side and dependents on the deaf school side and everyone has to be taken care of.

Kevin Lentz is the Control Operations Manager for both schools. He said his emphasis is inventory, keeping account of everything and keeping records, keeping the superintendents from having to go before the Legislature. He is in charge of RAVE. He said at ASD they have people who are hearing and some are deaf. There are differences between deaf and hearing people, you have hearing culture and deaf culture. ASD does Deafness 101 classes where they introduce hearing people to deaf culture and help them understand the concept. They have meetings with all groups for brainstorming and problem-solving sessions then approach with the superintendent.

Dr. McAllister said he thought that was everyone from shared services.

Mr. Fagan said he wanted to make a recommendation, by the board meeting on October 12<sup>th</sup> that both superintendents meet with shared services individually, especially transportation, and come up with some protocols. He didn't like a lot of things he heard about transportation. He said if there are problems with transportation on Fridays, it has to be fixed. Dr. McAllister said that is protocols for all departments. Dr. McAllister said the board expects new policies and procedures be brought to the board to alleviate some of the stress and toxicity that is happening on campuses. Mrs. Pack said as far as not feeling that you are heard, she loves the person that comes and says they have a problem and what is going to be done about it. If you have a problem go to Mr. Caton or Dr. Dickinson and tell them what is bothering you. That is the only way to get a solution. Dr. McAllister said you have to be honest about what is happening, don't sugarcoat it. The problem cannot be fixed if no one knows the truth. Once you say the truth you have to be willing to say it twice because the person you are accusing has to be able to defend themselves.

Mr. Williams said in response to the transportation on Friday – he knows it might not look as smooth as Monday through Thursday but he can guarantee that no kid is getting dragged to get on the bus. He is out there every Friday. He and Steve had the conversation and he told Steve they have a system going.

Dr. Dickinson said she wanted to end on something positive. Two good things happened today. One is that they got a grant for their culinary arts program four or five years ago and today they got permission for the blind school to use all of their culinary arts classroom to develop parallel programs. The other thing (Mr. Caton and she have to investigate this a little more) is that she feels they have students that have vision losses that are not getting everything that they need. They are deaf and they can handle that part but doesn't think they have the expertise necessary to address the vision issues. Also, maybe the blind school has a student that has hearing aids as well as vision issues so a partnership can be developed and collaborate more the kids. They would benefit from the schools working together.

Dr. McAllister said he wants everyone in there to understand they hear what you are saying and understand the way you feel. They are taking it all into consideration because they want everyone to feel comfortable. He said cannot have a us against them attitude. The only ones being shorted every year are the students with disabilities in this state. The most important thing is as a board, staff member, faculty members and superintendents is to understand that they have to be together in the fight to get equality for the students and equal pay for the teachers, can't be divided and expect someone to want to pour into us. First thing that has to be done is to start working together as us.

### **21-J-017 Motion to Adjourn**

Dr. McAllister made a motion to adjourn the meeting, Mr. Fagan seconded. Motion passed.

  
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Dr. John McAllister, Chair

  
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Faith McLaughlin, Secretary

**Board of Trustees Meeting  
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