

In The Matter Of:
ARKANSAS STATE BOARD OF EDUCATION

November 15, 2019

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ARKANSAS DIVISION OF
ELEMENTARY AND SECONDARY EDUCATION
STATE BOARD OF EDUCATION

NOVEMBER 15, 2019
9:00 A.M.

A P P E A R A N C E S

BOARD MEMBERS:

MS. DIANE ZOOK, Chairman
MS. CHARISSE DEAN, Vice Chairman
MS. OUIDA NEWTON
DR. FITZGERALD HILL
DR. SARAH MOORE
MS. KATHY McFETRIDGE
MS. SUSAN CHAMBERS (via telephone)
MR. BRETT WILLIAMSON (via telephone)
MR. CHAD PEKRON (via telephone)

NON-VOTING BOARD MEMBERS:

MR. JOHNNY KEY, Secretary of Education
MS. STACEY McADOO, Arkansas Teacher of the Year

DESE LEGAL COUNSEL:

MS. LORI FRENO General Counsel
MS. COURTNEY SALAS-FORD Deputy General Counsel
MS. MARY CLAIRE HYATT Attorney

LOCATION:

ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION
- Auditorium
#4 Capitol Mall
Little Rock, AR 72201

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P R O C E E D I N G S

CHAIRMAN ZOOK: The Friday State Board meeting for November will come to order.

We will stand and say the --

Okay, sorry. We'll stand and say the Pledge.

(WHEREUPON, everyone stood and said the Pledge of Allegiance.)

CHAIRMAN ZOOK: Okay. Before we adjourned yesterday, we moved a couple of -- or moved for further discussion of item 13 regarding different parts of the reconstitution for Little Rock School District to today.

And I don't know -- is Mr. Pekron on the line? Do we know yet? I was going to have him talk a little bit more about some of the comments he made regarding the MOU. But since he's not here we can wait and talk with him about that during a work session.

PERSONAL POLICY COMMITTEE (PPC)

CHAIRMAN ZOOK: The other thing was Ms. McFetridge had brought up about the PPC. And so we will -- if you're ready to talk about that, Ms. McFetridge, the PPC?

MS. McFETRIDGE: Okay, yes. I just wanted to share my feelings on having a teacher representative

1 at each building level for the PPC. I really feel
2 like to have one person specifically in each building
3 with a voice to be able to come back to the District
4 in a PPC meeting and share their feelings it would be
5 very important to do that.

6 CHAIRMAN ZOOK: Okay.

7 MS. McFETRIDGE: To have one member per
8 building.

9 CHAIRMAN ZOOK: And you had that experience at
10 the district where you were on the local board?

11 MS. McFETRIDGE: I did. And it worked very well
12 in our district. They met --

13 CHAIRMAN ZOOK: And it was a large district?

14 MS. McFETRIDGE: Yes, the largest district in
15 the state, honestly. And there are 30 buildings in
16 Springdale and each building had a representative,
17 and it worked very well, and I feel like the teachers
18 felt like every building had a voice. You know,
19 every building is a little different, every building
20 has a different culture, and I felt like they felt
21 like they were represented.

22 CHAIRMAN ZOOK: Okay.

23 MS. McFETRIDGE: So every building --

24 CHAIRMAN ZOOK: So it would be like we were
25 talking about the uniqueness of a community school is

1 per building, because teachers don't always know
2 people in other buildings.

3 MS. McFETRIDGE: Right. Well, and the district
4 is large and it's spread over a, you know, pretty
5 large area; so it really did work very well. They
6 met monthly and were able to bring back -- the
7 teacher at that representative meeting was able to
8 bring back ideas and thoughts back to their
9 buildings. And then when their teacher meetings at
10 the local building level met they were able to share
11 with the rest of the staff; the staff could then
12 share their opinion with this one member, and that
13 member could go back to the full committee and share
14 that.

15 CHAIRMAN ZOOK: Okay. Did that take place
16 initially in the -- when you were talking about the
17 bylaws for the PPC and -- or has -- and y'all have a
18 very active teachers' association there too, don't
19 you?

20 MS. McFETRIDGE: We do, and that worked very
21 well; both groups worked very well together. The PPC
22 always shared their minutes with the local school
23 board, and the local school board always had the SEA
24 representative at our school board meetings. So they
25 would report every meeting at our school board

1 meeting; they'd give us a report on what was
2 happening in Springdale with the teachers. So the
3 SEA always had a piece on the agenda on the
4 Springdale School Board, and it worked very well.
5 People felt like they had a voice continually, so --

6 MS. McADOO (via phone): I have a question. I
7 don't quite know how --

8 CHAIRMAN ZOOK: Who is this?

9 MS. McADOO: -- to do this being on the phone.

10 CHAIRMAN ZOOK: Who is that? Can you identify
11 yourself?

12 MS. McADOO: Yes. This is Stacey McAdoo.

13 CHAIRMAN ZOOK: Oh, Ms. McAdoo. Okay.

14 MS. McADOO: Yes.

15 CHAIRMAN ZOOK: Thank you for calling in. Yes,
16 please.

17 MS. McADOO: My question is, as it stands right
18 now at Little Rock School District we have building
19 reps already at every school. So what role -- what
20 will become of the building reps that are not
21 necessarily connected with LREA? There are typically
22 building reps at every school right now that do
23 regular things for the PPC. So will those -- yeah,
24 what is your plan or your vision for the people that
25 are already in place as building reps?

1 CHAIRMAN ZOOK: So you're saying there are
2 building reps that are union and non-union members?

3 MS. McADOO: Each building -- we have a PPC --
4 or they've changed it to PIC, I believe, now. But,
5 yes, every building has representatives that are --
6 [phone cut out] can give objections, concerns that
7 our principals then respond to. And we have minutes
8 and all of that right now.

9 CHAIRMAN ZOOK: I think that that would be a
10 building and a superintendent working with you all
11 and the CAB to come up with does that person just put
12 their name in the hat to be elected the building rep
13 for the PPC or is that a building rep that reports
14 and works with LREA. So I don't think that's
15 something that the State Board -- I think that would
16 go into the local control ideas, not the State Board
17 ideas.

18 MS. McADOO: Okay. So, and you just said put
19 their hat -- name in the hat. We've already had
20 nominations for a PPC.

21 CHAIRMAN ZOOK: I'm sorry; I'm having trouble
22 understanding you. Can you say that again, please?

23 MS. McADOO: [phone cut out] on the PPC. And
24 I'm saying we've already had nominations. Like you
25 already -- you guys set a date for the nominations

1 for the PPC. So that part has expired; correct?

2 CHAIRMAN ZOOK: Right. We did not set that
3 date. We were not aware that a date had been set.

4 MS. McADOO: Yes. When -- last month when we
5 met and there was a date that was given where the
6 election had to be held for the new PPC, a date was
7 set and you guys said that you were going to use an
8 external organization to do the voting and all of
9 that. So that stuff has been in motion and rolled
10 out to the District and names have been submitted.

11 CHAIRMAN ZOOK: I think my recall is that Ms.
12 McFetridge mentioned at that time one per building.
13 We were not aware that that didn't go forward. And
14 when we became aware that's why it is being brought
15 up again at this meeting.

16 DR. MOORE: I would echo that as well. I also
17 stated that in the last meeting and I thought that
18 was the -- that could be the plan moving forward.
19 And since it wasn't, that is why I would support the
20 motion to make this decision at this point in time.
21 I think, one, the diversity of the District being so
22 large this will help with communication in every
23 school. And also the sheer amount of work that needs
24 to go into the PPC at this point in time, having
25 building representation will help with the work and

1 the culture of that work with the policy -- personnel
2 policy handbook that needs to be created to move
3 forward. I would have made the motion last month --
4 I think Kathy probably would have too -- if I knew it
5 wasn't going to be that. I did watch the CAB meeting
6 where this was discussed and multiple members talked
7 about having either a building rep or clusters by
8 city. But I think it's unfair to have a small number
9 in such a large district. Those eight people could
10 not get to every school to communicate with all
11 teachers; therefore, having someone in every school
12 is of vital importance.

13 CHAIRMAN ZOOK: And I would think if the
14 District does decide to have community schools that
15 that would serve -- those members could also serve as
16 a conduit to bring back ideas, "Here's what we're
17 doing in my school." And, you know, the more people
18 that get involved in the community school, it would
19 seem to me, if they decided to have them, the more
20 benefit to children.

21 DR. MOORE: Yeah. And I certainly know there
22 are challenges to having a larger number of people.
23 But I think you can be strategic with subcommittees
24 and different things so that you don't -- you know,
25 and communication, be it electronic and other ways,

1 to make it run smoothly, just as you would with a
2 smaller number of people. But I think at the onset,
3 right now, this board is important; they will create
4 the bylaws for what that looks like. And then moving
5 forward in the future, if that needs to be smaller it
6 can. But I think at the onset, right now, it's
7 really important to have building representation.

8 CHAIRMAN ZOOK: Okay. Any comments over here?

9 Does -- oh, Commissioner -- Secretary. Sorry.

10 SECRETARY KEY: I just want it to be made clear
11 that the information was on the board agenda in the
12 October meeting. There was the draft of the PPC
13 proposal dated October 2, 2019. It's still linked
14 there now. And in that it says the PPC will have
15 eight certified members, three administrator members.
16 So that information was available. It did get
17 discussed. It did get discussed in the Community
18 Advisory Board. However, there was no vote taken to
19 send a recommendation to me from the Community
20 Advisory Board. There were discussions. I think
21 there were four members present that day, but there
22 were no votes taken to say "we're recommending this
23 to have one from each building." As such, and the
24 conversation that we had internally at the Department
25 with people whom I trust that have experience outside

1 of -- in other school districts, said that an eight
2 and three member PPC would be appropriate and would
3 be workable.

4 So I know a lot of conversations have taken
5 place since then. I just want to make sure that I'm
6 on record with you all as to where I am on this.

7 I know Mr. Poore told me that today we would
8 have information, and I don't know if he has that
9 yet. But that probably would be appropriate for him
10 to share, if he has information about the
11 nominations. But that's up to y'all, if y'all want
12 to hear that.

13 CHAIRMAN ZOOK: Well, we were going to take
14 public comment at the end. But if you're asking him
15 to come, then that would be a point of privilege for
16 you.

17 SECRETARY KEY: I think it would be -- if that's
18 the case, then I would ask him to come and share the
19 information that he has.

20 SUPT. POORE: Thank you. I appreciate it. Good
21 morning. I'm Mike Poore, superintendent of Little
22 Rock School District.

23 We did move forward with a recommendation and
24 submitted our proposal to the Commissioner for
25 approval which outlined exactly what was stated with

1 the eight-person PPC. The action has already been
2 put in motion, and so we have had the nomination
3 round already completed by the company. Remember
4 that the company does that totally independently and
5 then works within the teacher group to get
6 nominations.

7 Currently, we have a slate of -- it's somewhere
8 between 250 to 300 applicants for being a part of
9 that PPC. And the -- it is scheduled, by the way
10 we've set up this contract, that at 11:00 today those
11 names get released to be then shared as the folks
12 that are wanting to run for the PPC. Eventually then
13 that comes to a vote where we would have all those
14 members in place by the middle of December. There
15 are 82 classified employees that have also applied to
16 be a part of the PPC.

17 So the amount of interest in this has been very
18 positive in terms of people stepping up to say that
19 they'd like to participate. We also know that if we
20 go and amend the contract right now you also are
21 looking at an additional expense. And you also are
22 looking at the reality that we will not have a PPC in
23 place to start in January, because we would have to
24 go back and start the process all over again with the
25 company and re-engage to do the elections in a whole

1 different way. Which, you know, we'll pay whatever
2 we pay for services up to this point and then would
3 have to negotiate a whole new contract to be put in
4 place for a different type of set-up.

5 DR. MOORE: Can I --

6 CHAIRMAN ZOOK: The timeline actually is -- for
7 the end of the five years is January 28th; so there
8 would be time --

9 SUPT. POORE: Well, what we had talked about --

10 CHAIRMAN ZOOK: -- from our point of view.

11 SUPT. POORE: Yeah, and -- but what we talked
12 about in the presentations and the discussion prior
13 to I think was that we'd always intended to try to
14 have a PPC in place by January. That's how I
15 remember our conversation in this room.

16 CHAIRMAN ZOOK: Right.

17 DR. MOORE: Well, I mean I certainly respect
18 your opinion and I don't want to be contrary to you.
19 But it seems like if there are 250 nominations
20 potentially there's already a nomination from every
21 school. If you open it -- open up the nominations
22 for a few more days, maybe Monday at 11:00, or
23 Tuesday, make sure there has been nominations per
24 school and move forward, only pushing it back a
25 couple of days. Again, not to speak against it, but

1 I -- again, if I would've thought through it -- and
2 maybe it was my ignorance, but I would've made the
3 motion last month if I knew it took a motion to
4 change that. So I apologize for not doing that. But
5 it sounds like potentially we could make it work.
6 That 250 number is so encouraging that those teachers
7 want to be involved. Why not take a few extra days
8 to make sure we have a clear line of communication to
9 every teacher in the District?

10 MS. McADOO: With all due respect -- this is
11 Stacey McAdoo again -- this is what the community was
12 just talking about is about how it feels like the
13 rules and the goalpost keeps moving. We've moved
14 forward based on last month's agenda, based on what
15 happened. And so, if you do this -- if you vote or
16 motion or go to [inaudible] this in, this is sort of
17 evidence of the distrust that the community has with
18 the Board.

19 SUPT. POORE: If I could, Ms. Moore, could I
20 comment on --

21 DR. MOORE: Uh-huh.

22 SUPT. POORE: -- one of the things that you
23 shared?

24 I think that it would cause -- I don't think it
25 may be as simple -- I mean we could look at it, but

1 it may be more complex than just saying we're going
2 to open it up for five days. Because you kind of --
3 one of the things that the company takes pride in in
4 terms of operating as a third independent party is
5 to, you know, provide the information to say "here's
6 the structure, here's the process." And so my guess
7 is that they would say, to be fair, that you'd have
8 to open the whole thing up again, go through the
9 entire process all over again, which -- and then
10 again to redraw the contract probably.

11 (COURT REPORTER'S NOTE: Ms. McAdoo arrived at
12 the board meeting, at 9:18 a.m.)

13 DR. HILL: Superintendent, do you feel that with
14 the current structure that you have full
15 representation for the whole district in what you
16 have, what you started working with?

17 SUPT. POORE: Well, as stated, I'm encouraged by
18 the number of people that are seeking to participate.

19 DR. HILL: I understand the numbers, the eight
20 and the way it is now versus going to have
21 representation from every building. Do you feel like
22 you will get full representation with that smaller
23 number?

24 SUPT. POORE: I do. I think it's a really good
25 starting point. And so as the Commissioner said,

1 there were conversations both within Little Rock
2 School District and then with the Department to feel
3 like that was the best recommendation.

4 DR. MOORE: I think I, again, want to focus on
5 the communication aspect of it and input. You know,
6 if there's eight teachers and, you know, two
7 elementary schools, but we have elementary schools
8 miles apart, you might email that person. But having
9 a face in your building to talk to about these
10 issues, whether that be -- I think that is powerful.
11 And I think you can still get representation, but the
12 communication aspect is sort of my perspective for
13 how do we do that. And like I said before, the
14 amount of work that needs to go into it and those
15 decisions, being able to communicate to someone in
16 your building is so important.

17 CHAIRMAN ZOOK: Do I have a motion?

18 DR. HILL: I have one other question.

19 CHAIRMAN ZOOK: Okay, sure.

20 DR. HILL: How were -- as you're working with
21 your -- to put this together, was everybody
22 encouraged by the process which you were doing to
23 this point?

24 SUPT. POORE: I have not had one negative email,
25 one negative phone call from any staff person about

1 the set-up in the District right now. And so the
2 process, which I was a little apprehensive about
3 because this is new for us to go this route, I have
4 not had one concern that's been brought to me from
5 teachers, administrators, classified employees about
6 the process, or asking, you know, why couldn't we
7 have gone to a bigger group. So within the Little
8 Rock District, at least communication to me directly,
9 I have not received anything.

10 DR. HILL: Have we received anything?

11 CHAIRMAN ZOOK: I have.

12 DR. HILL: Okay.

13 CHAIRMAN ZOOK: I don't know if any others have
14 or not.

15 DR. MOORE: I have as well. And, again, I think
16 the number of 250 is so encouraging that -- again,
17 for that direct line of communication why not open it
18 up more? I can't see people arguing against that
19 when you have that many people interested in serving.

20 CHAIRMAN ZOOK: Ms. Dean.

21 MS. DEAN: If we were to move forward with the
22 eight and the -- what is the three?

23 CHAIRMAN ZOOK: Administrators.

24 MS. DEAN: Administrators.

25 SECRETARY KEY: Yeah, the three administrators

1 are appointed by Mr. Poore.

2 MS. DEAN: Okay.

3 SECRETARY KEY: And then the eight, the way it
4 breaks down is three elementary, two middle school,
5 and two high school members.

6 MS. DEAN: Okay. And --

7 CHAIRMAN ZOOK: Plus one at-large kind of
8 person, like a speech therapist or occupational
9 therapist.

10 MS. DEAN: Okay. If for some reason there is an
11 issue or there's complaints or it doesn't seem to be
12 working well, what are the options after that? Like
13 when is the new -- when is the re-up or -- you
14 understand what I'm saying? When is there an
15 opportunity to make some adjustments or tweaks if
16 there's a need that arises?

17 SUPT. POORE: It's my understanding and my
18 belief -- and I've talked to Fort Smith in terms of
19 how they've executed it, and actually I've talked to
20 Fort Smith about having them come in and just share a
21 little bit of how they moved forward on their model
22 and what are some of the kind of priorities that they
23 took in terms of development of their PPC. Because
24 they're the ones that most closely resemble us in
25 terms of having to make the transition into this

1 model.

2 And so the -- to directly answer your question
3 is that they -- that group would develop then what
4 are those next things in terms of saying we want to
5 have this be a larger scale.

6 MS. DEAN: Right.

7 SUPT. POORE: They would develop that during the
8 course of the spring in terms of developing their own
9 bylaws.

10 MS. DEAN: Okay.

11 MS. McADOO: And just for me to jump in there,
12 since every school already has building reps, then
13 those building reps could talk to the people that
14 you're referring to, the ones that are appointed to
15 -- well, not appointed -- elected or however the
16 process is -- the building reps that are currently in
17 place could go directly to the PPC people with the
18 issues and concerns from their buildings.

19 SUPT. POORE: And if I could, I'll just
20 compliment a little bit of that, is that that is
21 probably a little bit of a unique model in terms of
22 what I've seen in the Little Rock School District
23 compared to previous districts, is that every school
24 typically has some sort of leadership team, but there
25 also is a -- that are made up of department heads and

1 the principal. But in Little Rock they also have
2 another form of organization that allows teachers to
3 -- and they call it CIC -- to be able to kind of look
4 at all sorts of things that are a little bit more
5 global. And so there is that component that is in
6 place in the District.

7 CHAIRMAN ZOOK: I guess my question would be why
8 are those of you who only want eight pushing so hard
9 not to have a voice from every person, a person in
10 every building?

11 SUPT. POORE: My personal thing is when you look
12 at just governance and trying to move forward in
13 terms of the work that is going to have to be done to
14 develop the bylaws -- to develop the bylaws, salary
15 conversations, policy, that I think this a good group
16 to start off with in terms of a representative form
17 of government. If you look at it in terms of a
18 representative form of government, you know, that's
19 -- you see that in all sorts of different layers and
20 fashions within any setting, state level, community
21 levels that you rely on -- you know, representatives
22 that then go out and reach towards their
23 constituents; so -- and that there is the vehicle
24 then to tie in towards those building level groups
25 too.

1 DR. HILL: Well, and if I understood Ms. McAdoo,
2 there is representation from that.

3 MS. McADOO: Yes.

4 DR. HILL: Is that correct?

5 DR. MOORE: But is that voted on by every
6 teacher?

7 MS. McADOO: Yes.

8 DR. MOORE: So every teacher, no matter --

9 MS. McADOO: Yes, every teacher has the
10 opportunity to vote on who's on the CIC. And as Mr.
11 Poore just mentioned, even in addition to the CIC we
12 have a campus leadership team that consists of
13 classroom teachers and department heads, counselors,
14 everybody. So part of the frustration, when you ask
15 why are people continuously pushing back, it's truly
16 because we are in this community, we are in this
17 district, and we see it; we know how it's working. I
18 don't know who these people are that are contacting
19 you all, but there are thousands of other people who
20 may not be contacting you. So you're -- I don't
21 know. I don't know. But I know that every teacher
22 has an opportunity to have their voice heard in the
23 Little Rock School District.

24 DR. HILL: And the --

25 DR. MOORE: And then if that's working, then

1 let's do it for the PPC. I mean --

2 MS. NEWTON: Ms. Zook, can I make some comments?

3 As a teacher, I can see both sides of this. You
4 know, I can see where representation from a building
5 would be good, and I can also see where having a
6 smaller group to work through these initial bylaws
7 and decisions that are going to have to be made would
8 be probably easier with a smaller group. I guess my
9 thoughts right now, if we had done this last month
10 and decided to have one person in each building then,
11 before the process had started, I would've been more
12 likely to go along with it than now, because I like
13 the idea of one person in each building. But since
14 we've already got the process started and teachers
15 are already coming onboard, and to me sounds like
16 they're excited about the Personnel Policy Committee,
17 I think to make a change now would just -- if we can
18 get them excited about anything, that's great. And I
19 don't want to -- I don't want to destroy that
20 excitement that they have about being a part of the
21 Personnel Policy Committee and being a member of
22 that. So, you know, I think the timing issue is what
23 my problem is with it right now.

24 DR. HILL: Do you have a preference?

25 SUPT. POORE: My recommendation would stand

1 still with the eight.

2 CHAIRMAN ZOOK: I think in my conversation with
3 the superintendent in Bentonville and the
4 superintendent in Springdale they were both saying
5 that it worked well for communication purposes, and
6 they also have the different things that y'all are
7 talking about. I know Springdale has 34 on their
8 committee, and I forgot to ask Dr. Jones how many
9 they have. But anyway, they were -- they really
10 encouraged me, is the reason that I'm leaning toward
11 that, because it is working; those districts are
12 doing well for their children, you know. And that
13 influenced me, both of them, because I know them very
14 well and I trust their opinion, just like I trust
15 yours. But they said that there was no issue having
16 a larger group and setting up the bylaws. And then
17 every year when -- or every time they did, they --
18 you know, do you want to do this, do you want to
19 change, those kind of things, and those changes can
20 be made.

21 Dr. Moore.

22 DR. MOORE: Yes. I'm looking at the handout
23 that was given to us last month -- and, again, I
24 would have made the motion then if not for my
25 ignorance. But it says that the final ballot should

1 be on November 5th, so that has -- that timeline has
2 changed, which I understand things happen and you
3 need longer; I'd rather take longer and do it well
4 than do it in a hurry. But what we approved here is
5 not what's being done, so we could -- that leads me
6 to believe that we could still change it and push it
7 back a week.

8 SUPT. POORE: I believe that the ballot was just
9 the initial thing to allow people to go out and share
10 their interest. And so then from that point on we've
11 then had to receive all the names that came in to say
12 they want to be on the ballot, and so there may be
13 linguistic language.

14 DR. MOORE: Yeah. And in that week -- which,
15 again, that's not --

16 SUPT. POORE: And so then --

17 DR. MOORE: -- anyone's fault. I just think
18 that if we have pushed it back a week, why not take
19 one more week to do it well?

20 SUPT. POORE: Well, I'm saying it didn't get
21 pushed back.

22 DR. MOORE: It didn't?

23 SUPT. POORE: No. I'm saying that on November
24 5th that's when everything went out to our teachers
25 to say it's now open in terms of people being able to

1 say they want to be a part of it. Once they all came
2 in, we had to go through a filtering process because
3 some people, when they put their name in it didn't
4 match up then within the -- what we have in the
5 eFinance; because they put their name in and it may
6 be their nickname, Nick, but their real name on the
7 books is Nicholas. And so we had to go match all
8 those things up; we had to match up to make sure that
9 every single person that was nominated was in fact a
10 teacher. And so we had to do a lot of filtering out,
11 which got us to the point of being at today where
12 we're ready to go roll-out the actual nominees, and
13 we are on track. We had to -- we were -- we really
14 wanted to have everything -- the company wanted to
15 have this yesterday, but I -- we -- I pushed them
16 back to say we're going to deliver it today, because
17 we were so busy with everything that was taking place
18 the last two days; so we were on a scramble mode.
19 But they are able to execute their next timeline,
20 which is to release all the nominees, so we're still
21 on track with the timeline set by the contract.

22 DR. MOORE: Okay. And I'm not speaking poorly
23 of them or of you all. It just -- I just saw the
24 November 7th date, and so I said, "Well, if we push
25 it back a month" -- again, I'm in the camp of do it

1 well.

2 SUPT. POORE: Sure.

3 DR. MOORE: And if it takes a little bit longer
4 to have that communication --

5 CHAIRMAN ZOOK: I think the thing --

6 SUPT. POORE: I just want to make sure you
7 understood that we have met the targets so far --

8 DR. MOORE: Okay.

9 SUPT. POORE: -- to this point.

10 DR. MOORE: Okay. Thank you. Sorry.

11 CHAIRMAN ZOOK: I think that's all.

12 SUPT. POORE: Okay.

13 CHAIRMAN ZOOK: I think what prompted the calls
14 that started coming in to me was when LREA sent out
15 their list of people that they wanted their members
16 to vote for and there were no people on the list that
17 were not members of LREA. And then I got calls last
18 night from people that's saying, "We're the people
19 who showed up for work today, we were the ones who
20 had to cross the picket line, and we're not going to
21 have a chance because the members of LREA outnumber
22 those who are not," which is -- you know, that's a
23 choice everybody makes.

24 So I'm just bringing to you the things that the
25 community is saying to me. They are reluctant to

1 come here and they're reluctant to share their names
2 because people attack them on social media -- and I
3 appreciate and understand that. But as a teacher for
4 this many years and as a teacher -- a lot of these
5 people are people that either worked for me or they
6 are the students or the kids of the people who worked
7 for me, so that's why my name and my phone number and
8 all of that is out there and why they can call me. I
9 also get calls from people who are members of LREA,
10 and they have different opinions, and I keep their
11 name out of the public eye as well. But I do value
12 everybody who wants to express their opinion. And if
13 they want to, as we say, "let's reason together," I
14 can give them my point of view, they give me their
15 point of view. Sometimes we hang up and agree, and
16 sometimes we hang up and don't.

17 But I wanted to bring this to the Board. And I
18 agree with you about not letting a timeline or not
19 letting a misunderstanding by this board get in the
20 way of letting all the teachers in the Little Rock
21 School District understand we value all opinions, not
22 just LREA, not just non-LREA, not just beginning
23 teacher or experienced teacher. So --

24 MS. McADOO: And what I have done, I pulled the
25 District email. This went out to everybody in the

1 District on multiple occasions. This particular one
2 right here is dated October 28th. And we as a
3 district received numerous reminders to nominate
4 people that we wanted to be on this committee. It
5 did not go to one group of individuals; it went to
6 the entire district. And when you made the comment
7 about LREA sending out a slate, that's fine; no one
8 can dictate who people vote for.

9 CHAIRMAN ZOOK: Right.

10 MS. McADOO: Just because LREA may have said
11 this is who we want you to vote for doesn't even mean
12 that I personally nominated the people on that list.

13 CHAIRMAN ZOOK: Right.

14 MS. McADOO: So this is what disenfranchisement
15 looks like when you don't trust the people to make
16 the decisions or to make their own choices that was
17 given to us. So whoever did not nominate anybody,
18 whoever has chosen to not be a part of this system,
19 they made that choice.

20 DR. MOORE: I would just add in mine, I don't
21 see this as a union versus non-union issue. If I'm a
22 first- or second-year teacher in the district, I
23 don't know if I'm going to feel comfortable picking
24 up and calling someone across town in a different
25 school, in a different environment to tell them my

1 opinion on a certain personnel policy. But if it's
2 someone that I see every day and I work with and I
3 have that culture with, I will.

4 MS. McADOO: And I'm saying you have that person
5 now.

6 DR. MOORE: But not on the PPC, and I think
7 that's why for me it's important. It's not -- I
8 don't know the 250 people, but 250 people speaks
9 volumes that lots of people want to be involved. So
10 let's let lots of people be involved so it's not --

11 MS. McADOO: Lots of people want to run for
12 different offices in the government; so we restrict
13 that to a certain number. There are lots of people
14 who would have wanted to be on this board, but there
15 was a certain number set for them.

16 CHAIRMAN ZOOK: Okay. I have a message here
17 that Mr. Pekron wants to call in as soon as his
18 flight is on the ground. So we can wait for --

19 Ms. Chambers, are you on the line?

20 MS. CHAMBERS: I am, Madam Chair.

21 CHAIRMAN ZOOK: Okay. Do you --

22 MS. CHAMBERS: Could I make --

23 CHAIRMAN ZOOK: Do you want to weigh in?

24 MS. CHAMBERS: -- my own point of view?

25 CHAIRMAN ZOOK: I'm sorry?

1 MS. CHAMBERS: If I could make just a comment or
2 two?

3 CHAIRMAN ZOOK: Please, yes. Uh-huh.

4 MS. CHAMBERS: So I think an awful lot of this
5 good discussion this morning has been about process
6 and what we thought maybe as a board, as a group, we
7 had discussed in a previous meeting, and I think
8 that's important. But I'd like to kind of hearken
9 back to Mr. Pekron's similar comments yesterday that
10 really start to get at our behavior as it relates to
11 moving towards local control for the District, and I
12 think it's really important how this district feels
13 about this. And if Superintendent Poore feels
14 confident that this is the right thing to do -- not
15 the most expedient thing to do -- I didn't hear him
16 say that he was doing -- he was moving forward
17 because he was on a timeline; I thought he was moving
18 forward because he thought this was the right thing
19 for Little Rock. If I got that wrong, I'd like to
20 hear him correct me. But I think this is part of
21 what we need to look at -- look in the mirror maybe
22 as a board -- how can we continue to hold onto a few
23 things -- I'll use Chad's word "guardrails." There
24 are a few things that I think are very important that
25 were clear that we hold to that have to do with

1 outcomes and what has to happen at the end of the
2 day, the "what." But I think it's really important
3 that increasingly Little Rock determines how they go
4 about it. And sometimes with our good intentions of
5 thinking through things the public has misconstrued
6 that to believe that we're dictating or that we're
7 telling them how to do something that really the
8 district, the community should own, and I think we
9 just have to be careful. We can be well-intentioned
10 and wrong and sometimes overstepping. But at the end
11 of the day there has to continue to be an increasing
12 set of responsibilities that the District takes for
13 itself in how it moves forward.

14 And so my own point of view on this, unless
15 Superintendent Poore corrects me, is that if this is
16 what the District thinks is right this is what we
17 should allow the District to do. They can change
18 going forward if they feel like representation isn't
19 adequate. Anyway, that's my thought on this point.

20 CHAIRMAN ZOOK: Okay. Thank you very much.

21 I think the reason the State Board is discussing
22 this is because it was the State Board that said that
23 we wanted a PPC because of Act 728 that was passed in
24 the 2019 legislative session. And my purpose of
25 checking with districts that already were using a

1 PPC, in particular in Springdale where they have an
2 active teachers' organization union as well as a PPC,
3 is to get the best approach for someone who had been
4 using this in a district that is equal in size to the
5 district in which we are working. So I think the PPC
6 was -- came from us and that's why we're discussing
7 the steps that we want to do to get as much input
8 from as many different teachers as possible.

9 So I guess we will wait for Mr. Pekron to phone
10 in, and I don't know if he'll have further discussion
11 or not.

12 SECRETARY KEY: If I may, Madam Chair --

13 CHAIRMAN ZOOK: Sure.

14 SECRETARY KEY: -- while we're waiting for Mr.
15 Pekron to call in, I just want to point to another
16 element that I think is informative here with Pulaski
17 County Special School District. You know, the issue
18 with a local union is not new. Back in 2011, I
19 believe it was, when the PACT and PASS were, you
20 know, no longer the negotiating entity in Pulaski
21 County, they established a PPC as well. And just,
22 you know, when we're talking about comparing, their
23 PPC has eight members now and that looks like it
24 includes the administrators. And their policy
25 actually says their PPC will consist of at least five

1 and no more than 14. Off the top of my head, I don't
2 know how many buildings they have, but it's more than
3 eight. But -- and one of those members is Brenda
4 Robinson, one of them is Pam Fitzgibbon. I worked
5 with this PPC and with Dr. Guess, and I will tell you
6 that it was not without some head-butting because the
7 PPC didn't always like what Dr. Guess did and Dr.
8 Guess didn't always like what the PPC did. But I
9 think that's kind of the nature of how that process
10 works. But looking back on that process, we did move
11 forward with some things, policy recommendations, and
12 it was very balanced.

13 So that's -- that is the personal experience
14 that I've had in my time here as Commissioner in
15 working with a state takeover situation and a PPC.
16 And then as that has transitioned after a few years,
17 following return to local control, you know, that is
18 their current PPC now with eight members.

19 So I just present that to you as a set of facts
20 and a set of personal experience to inform a
21 conversation.

22 CHAIRMAN ZOOK: And I know Mr. Acklin -- or is
23 it Dr. or Mr. Acklin? Mr. Acklin told me yesterday
24 they had worked for a few years with just a few
25 people on their PPC and it just wasn't working at all

1 and he was going to expand that. So, you know,
2 circumstances alter cases. I think that's what it
3 is.

4 So we will await Mr. Pekron's coming.

5 COMMUNITY ADVISORY BOARD

6 CHAIRMAN ZOOK: The other thing that we were
7 going to talk about this morning was the CAB, and I
8 didn't know if we wanted to wait and work on that on
9 a -- at a work session or whether we want to move on
10 that today. I think there's difference of opinion
11 about that, and since -- so we -- it is not as time-
12 sensitive as the PPC was; so we can easily wait till
13 a work session and the December meeting if that is
14 the pleasure of this board.

15 MS. NEWTON: Madam Chair, I'd like to wait on
16 the CAB and also the MOU until we could have a work
17 session to discuss those issues.

18 CHAIRMAN ZOOK: Okay. Do I have a second?

19 MS. DEAN: Second.

20 CHAIRMAN ZOOK: Moved by Ms. Newton, second by
21 Ms. Dean.

22 All in favor?

23 DR. MOORE: May I ask a question?

24 CHAIRMAN ZOOK: Dr. Moore.

25 DR. MOORE: So does that -- what does that --

1 where does that leave the District on that?

2 CHAIRMAN ZOOK: Well, they have a CAB.

3 DR. MOORE: So we're waiting on the CAB, not --

4 CHAIRMAN ZOOK: Yeah. So, no, huh-uh. They
5 have a CAB and they have an opening right now. So I
6 guess they'll look for somebody in that zone for
7 sure. The question was going to be whether we --

8 DR. MOORE: Add the two --

9 CHAIRMAN ZOOK: -- agree to expand it to two
10 more members to make it nine, like it will be after
11 the local election, or whether not to. And I thought
12 it was time-sensitive but apparently it's not time-
13 sensitive.

14 DR. MOORE: We'll have a conversation -- we can
15 have more --

16 CHAIRMAN ZOOK: Yes.

17 DR. MOORE: -- conversation about it and then
18 make any future decision.

19 MS. NEWTON: That way all of our members can be
20 here in person to discuss. Because it's hard to
21 discuss when we've got people that are having to call
22 in.

23 CHAIRMAN ZOOK: That's true. That's true, so --

24 SECRETARY KEY: If I may too, Madam Chair, there
25 was some confusion yesterday over that issue because

1 there was concern about those two members being at-
2 large, and I know that's a very sensitive topic. By
3 necessity, they would have to be at-large because
4 there are only seven --

5 (COURT REPORTER'S NOTE: Airline generated
6 comments were coming through the conference phone.)

7 CHAIRMAN ZOOK: Is that Mr. Pekron?

8 SECRETARY KEY: It may be Mr. Pekron's flight
9 attendant or pilot.

10 But the -- so I just want to make it clear that
11 the thought around the two additional members, you
12 can't really put them in a zone, because we don't
13 have zones -- you know, equal number of zones with
14 the people that we'd be adding. So it was just a way
15 to bridge the gap. I mean it came as an adaptation
16 of one of the things the mayor had asked for us to
17 consider, and so that's why I was asking you all to
18 consider that. But I'm fine with it being delayed at
19 this point, and it's probably advisable.

20 CHAIRMAN ZOOK: Yeah. I think that we were just
21 wanting to be sure that there was plenty of time --
22 if it was voted to add that -- so those people had
23 plenty of time to get the training. Because I know
24 everybody, as they were appointed to the CAB, was --
25 I know we probably shouldn't continue to call it a

1 CAB but something else, but -- so they could have
2 some training to know, you know, their
3 responsibilities, the amount of time it's going to
4 take, you know, because it is -- they can tell you it
5 is time-consuming.

6 SECRETARY KEY: Mr. Pekron just told me that he
7 is present and on mute now.

8 (COURT REPORTER'S NOTE: Mr. Pekron joined the
9 meeting via phone at 9:45 a.m.)

10 CHAIRMAN ZOOK: Okay. Mr. Pekron, we were
11 discussing earlier about the -- we've -- the CAB and
12 adding people to the CAB is not time-sensitive; so
13 we're going to deal with that in a work session and
14 if we decide to take action in December.

15 Our other discussion has been around a PPC and
16 having one per building and whether or not we want to
17 extend the previously set timeline for the PPC. No
18 voting has happened yet, but nominations have come
19 in. There was feeling by some members of the Board
20 that one per building opened it up more to the
21 picture that we had in our head when we decided to go
22 with a PPC, as opposed to LREA being the sole
23 bargaining agent. And other people were saying and
24 Mr. Poore was saying that he liked the idea of the
25 eight, and the Commissioner liked the idea of the

1 eight. And others expressed different opinions; some
2 felt one way because it wasn't taken care of in
3 October, and others were sympathetic to the process
4 in general. We discussed different districts. Some
5 have -- and Ms. McFetridge's experience in Springdale
6 was one per building and that worked really well.
7 And I think Dr. Rollins had told me they had a total
8 of 34. Then the Commissioner shared in Pulaski
9 County they have 25 buildings but they have a smaller
10 group; they don't have one per building. And so,
11 anyway, there was discussion back and forth.

12 And I didn't know if you wanted to discuss
13 something along that line or if you have heard enough
14 from my explanation or if you have specific questions
15 for other members regarding what your thoughts are
16 along that line.

17 MR. PEKRON: My only question right now is what
18 would the total number be?

19 SECRETARY KEY: Ouida's motion.

20 CHAIRMAN ZOOK: Okay. Hold on just a minute.
21 The Commissioner is telling me I have a motion on the
22 floor -- oh, the motion on the -- sorry; the motion
23 on the floor. We'll deal with this first, Mr.
24 Pekron, and then I'll come back to you.

25 Is Mr. Williamson on the line as well?

1 Okay. I thought he was.

2 Anyway, Ms. Newton moved -- and we have a
3 second? No?

4 MS. DEAN: I seconded.

5 CHAIRMAN ZOOK: Oh, Ms. Dean seconded it.

6 We have a motion by Ms. Newton, second by Ms.
7 Dean to deal with the CAB numbers and further
8 discussion of the MOU after we have a work session
9 and get to the December meeting. It was not time-
10 sensitive, which I thought it was when I made the
11 decision to talk about it today. It was not time-
12 sensitive, the Commissioner says, so the motion is to
13 delay that till we've had a work session and a
14 meeting in December.

15 I have the motion by Ms. Newton, second by Ms.
16 Dean. And let me take a voice-vote, and then if I
17 need to we'll go back and take a per-person vote.

18 All in favor?

19 (UNANIMOUS CHORUS OF AYES)

20 CHAIRMAN ZOOK: All opposed?

21 Okay.

22 Mr. Williamson is asking for a call-in number.
23 Who has -- Dan, do you have that? Tiffany?

24 MR. DAN DAVIS: To the conference room, yes,
25 ma'am.

1 CHAIRMAN ZOOK: Okay.

2 SECRETARY KEY: I think Ms. Windle is saying
3 that she sent it to him.

4 CHAIRMAN ZOOK: Okay.

5 SECRETARY KEY: She's taken care of it.

6 CHAIRMAN ZOOK: Okay. So let's wait till he
7 gets on the line and then I'll try to explain that.

8 In the meantime, Mr. Pekron, if you will, wait
9 till Mr. Williamson gets on the line so we don't have
10 to keep repeating ourselves.

11 MR. PEKRON: Okay. Thank you.

12 (A FEW MOMENTS OF SILENCE)

13 MS. ALI NOLAND: Ms. Zook, may I ask, are y'all
14 going to take public comment?

15 CHAIRMAN ZOOK: At the end.

16 MS. ALI NOLAND: Oh, at the end. Before you
17 vote on this item?

18 CHAIRMAN ZOOK: No. We're going to take it at
19 the end today. We heard public comment on the whole
20 item 13 yesterday.

21 MS. ALI NOLAND: That was on the MOU. This is a
22 separate item.

23 CHAIRMAN ZOOK: No, it was on all four items.

24 MS. ALI NOLAND: You hadn't even made a motion
25 on this. We couldn't make public comment on a motion

1 you hadn't yet made.

2 CHAIRMAN ZOOK: We're not taking public comment
3 until the end of the meeting today.

4 MR. WILLIAMSON: Brett Williamson.

5 (COURT REPORTER'S NOTE: Mr. Williamson joined
6 the meeting via phone at 9:51 a.m.)

7 CHAIRMAN ZOOK: Okay. Mr. Williamson, you're on
8 the line?

9 MR. WILLIAMSON: Yes, ma'am.

10 CHAIRMAN ZOOK: Okay. The discussion to this
11 point has been whether to have a PPC with a
12 representative from each building or whether to go
13 with the eight teachers and three administrators.
14 That apparently was in the October agenda item, but
15 some of us didn't realize. Ms. McFetridge has had
16 experience in Springdale with one per building and
17 she says it works really well. The Commissioner
18 asked Mr. Poore to talk about it, and he feels
19 comfortable with the -- only having eight as opposed
20 to one per building. I have talked with the
21 superintendents at Springdale and North Little Rock
22 and Bentonville, and Fort Smith sent word but I
23 didn't actually have a conversation. They -- some of
24 them have one per building and some have smaller --
25 Bentonville and Springdale, which are closer in

1 number to Little Rock, have one per building. They
2 say it has not been an issue.

3 Is there anything I'm missing? I'm not trying
4 to sway anybody's opinion. I want to be sure I've --

5 SECRETARY KEY: Did you mention the 250 people
6 that --

7 CHAIRMAN ZOOK: Oh, yes. The -- so far 250
8 people have put their name out there, which seems
9 like we have a great deal of interest. So some of us
10 are thinking narrowing that to -- eight may not be
11 the best idea since we were hoping to have more
12 voice.

13 MS. McADOO: Also --

14 CHAIRMAN ZOOK: Ms. McAdoo was saying that there
15 already is a person in each building that can carry
16 messages, and so she feels that the eight would be a
17 better idea because they already have something in
18 place for communication. So it just sort of gets
19 down to --

20 MS. McADOO: But there was one more piece.

21 CHAIRMAN ZOOK: Sure, Ms. McAdoo.

22 MS. McADOO: The other piece was that I believe
23 Mr. Poore said at 11:00 today the names that had
24 already been submitted --

25 CHAIRMAN ZOOK: Right.

1 MS. McADOO: -- for nomination are going to be
2 released to the Little Rock School District --

3 CHAIRMAN ZOOK: Okay.

4 MS. McADOO: -- to then vote on --

5 CHAIRMAN ZOOK: Okay. Thank you.

6 MS. McADOO: -- which is --

7 CHAIRMAN ZOOK: Yes, Mister --

8 MS. McADOO: -- an hour from now.

9 CHAIRMAN ZOOK: -- Poore did mention that the
10 timeline that was set in place called for the
11 nominations to have come in and then the third-party
12 to release those today. And so the question on the
13 timeliness of this is if we are going to expand --
14 extend it to one per building then we need to make
15 that decision this morning so that timeline can
16 change. It may involve renegotiating the contract
17 with the third-party person; you know, the logistics
18 could be worked out, in some people's opinion.

19 MR. WILLIAMSON: So what's the motion --

20 CHAIRMAN ZOOK: It would be a pain --

21 MR. WILLIAMSON: -- on the table right now?

22 CHAIRMAN ZOOK: -- in other people's opinion.

23 So Mr. Pekron and you have both phoned in and I will
24 pause now to see if either of you have comments that
25 you would like to make. And somebody's phone is not

1 on mute, so -- Mr. Pekron, will you go first?

2 MR. PEKRON: I'm here. I'm here.

3 CHAIRMAN ZOOK: Okay. Did you have any comment
4 on this, one way or the other, or need any more
5 information?

6 MR. PEKRON: I think the idea of having more
7 representation would be a good plan; so I'm
8 supportive of the plan.

9 CHAIRMAN ZOOK: Okay. Mr. Williamson, did you
10 have any additional input or information you would
11 like to share?

12 MR. WILLIAMSON: No. I think having, you know,
13 one per building is the best way to go.

14 CHAIRMAN ZOOK: Okay. I don't have that motion
15 on the floor right now, but we wanted to be sure all
16 the board members had an opportunity --

17 MR. WILLIAMSON: Yeah.

18 CHAIRMAN ZOOK: -- to express their opinion.
19 And I'll see if we have a motion.

20 MS. McFETRIDGE: I'd like to make the motion
21 that we open up the PPC to have one representative
22 from each building.

23 CHAIRMAN ZOOK: Did you all hear that? Ms.
24 McFetridge has --

25 MR. PEKRON: Could you repeat that, please?

1 CHAIRMAN ZOOK: Yes. Ms. McFetridge has moved
2 that we open up and have one PPC member per building.

3 Do I have a second?

4 DR. MOORE: Second.

5 CHAIRMAN ZOOK: Second by --

6 MR. WILLIAMSON: Second.

7 CHAIRMAN ZOOK: -- Dr. Moore.

8 And we'll take a voice-vote.

9 MS. NOLAND: Ms. Zook, you had people sign up on
10 this item.

11 DR. DANFORTH: You did.

12 MS. NOLAND: This item. Look at the sheet.

13 CHAIRMAN ZOOK: Ms. Noland, you're out of order.

14 DR. DANFORD: No, you did. You absolutely did.
15 And you just had a member of your board tell you she
16 didn't think it was a good idea for you to continue
17 to micromanage, and you've got a Teacher of the Year
18 saying it's not a good idea, and you've got the
19 superintendent saying it's not a good idea.

20 MS. FRENO: Ms. Zook -- Lori Freno, Division of
21 Elementary and Secondary Education.

22 It sounds to me like folks are seeking public
23 comment. That is completely up to the Board. There
24 has to be a motion, however, to hear public comment,
25 and then it has to be voted on by the Board. In the

1 absence of a motion then the default is that there
2 will be no public comment on an agenda item. I just
3 wanted to make sure y'all understood that.

4 CHAIRMAN ZOOK: Okay.

5 (A FEW MOMENTS OF SILENCE)

6 CHAIRMAN ZOOK: Having no motion --

7 DR. DANFORTH: I motion that we have public
8 comment.

9 CHAIRMAN ZOOK: I'm sorry.

10 MS. NOLAND: Second.

11 CHAIRMAN ZOOK: You're -- it's not up to you.
12 It's up to a board member.

13 DR. DANFORTH: That has been clear; you've made
14 that so absolutely clear today.

15 CHAIRMAN ZOOK: I have a motion on the floor --

16 DR. DANFORTH: Please don't do this.

17 CHAIRMAN ZOOK: -- to expand to one per --

18 DR. DANFORTH: (inaudible comments)

19 CHAIRMAN ZOOK: Would you ask -- would you
20 please remove her from the room?

21 CAPITOL SECURITY: Which one are you talking
22 about?

23 CHAIRMAN ZOOK: The one sitting here.

24 CAPITOL SECURITY: Ma'am, if you would come with
25 me.

1 DR. DANFORTH: This is so heartbreaking and
2 disappointing that you do not care about input. It's
3 heartbreaking.

4 (COURT REPORTER'S NOTE: Dr. Danforth is
5 escorted out of the room; she continues to make
6 comments to the Board as she is walking out.)

7 CHAIRMAN ZOOK: Okay. We have a motion and a
8 second. And we will have more discussion by board
9 members.

10 Some of the board members that have a slightly
11 different view for their own personal reasons would
12 like for Mr. Williamson and Mr. Pekron to hear their
13 views.

14 Ms. Dean.

15 MS. DEAN: I just wanted to echo what Ms.
16 Chambers and Ms. Newton stated as far as the process
17 and the District being able to move forward, and
18 being that Superintendent Poore feels like this is
19 the best move forward to develop the bylaws and such.
20 Once this initial group develops the bylaws they have
21 an opportunity to write into the bylaws to increase
22 the number of members. I think building level
23 representation is a good thing. I'm glad to hear
24 that Ms. McAdoo said that there is already building
25 level representation there which can work with this

1 11-member group. I think it would be a good idea for
2 us -- for them to -- for there to be an increase of
3 representation at some point perhaps. But being that
4 the process has already been started, and this is
5 what we voted on before, and those names will be
6 released at 11:00 today, which means the process
7 would have to start all the way over, I have an issue
8 with the process of that, of not allowing the
9 District to be able to move forward. I like the idea
10 of building level representation on the PPC, but at
11 this point it feels like it's the best option for
12 Little Rock School District for them -- to allow them
13 just to be able to move forward with what has already
14 been implemented. And Secretary Key also said that
15 his experience with an eight-member PPC with -- I
16 think you said Pulaski County --

17 SECRETARY KEY: Yes.

18 MS. DEAN: -- has been a positive one. So
19 that's all helped to ease my mind, because my mind
20 initially was I think that's great for each building
21 to have its own representation in the PPC. But
22 understanding now that that process has already been
23 started, it's already moved forward, it's already
24 rolling, I think it would be -- it would not be
25 helpful to the Little Rock School District to impede

1 that process. And I feel like if we backtrack I
2 think it'll be impeding the process. So for that
3 reason I am leaning toward -- I'm geared toward
4 leaving it as it is and just letting them move
5 forward.

6 CHAIRMAN ZOOK: Okay. Ms. Newton.

7 MS. NEWTON: Just so that Mr. Williamson and Mr.
8 Pekron can hear what I had said, I will repeat kind
9 of what I had said before. My feelings were I like
10 the idea of one per building. But because the
11 process has already started and we have over 200
12 teachers who have shown interest in serving on the
13 Personnel Policy Committee that shows to me that
14 there is an excitement among the teachers about the
15 Personnel Policy Committee -- and I want teachers
16 excited about anything right now. And if this is
17 something that they are bought into and they're
18 excited about, then I don't want to do anything
19 detrimental to that. And so my issue with the one
20 per building is the timing of this; if we had done it
21 last month, I would've voted for it. But I cannot
22 see us going back and saying no, we're not, and we're
23 going to start all over because I think that, again,
24 would be hurtful to the process that we're trying to
25 do to move Little Rock to full control. I think that

1 would slow down the process. There has been
2 precedent of working with an eight-member board to --
3 or eight-member Personnel Policy Committee to develop
4 bylaws and to work with a district, and so I think
5 this could work and I think it could be a great thing
6 for the Little Rock District. But I don't want to
7 throw any kind of a monkey-wrench into the process
8 that's already been started and that the teachers
9 have already bought into.

10 CHAIRMAN ZOOK: Doctor --

11 MS. McADOO: And I would just like to add to
12 those that are on the call, I don't know how much you
13 heard prior to Madam Chair giving you a recount of
14 what was said. But when Mr. Poore was up speaking to
15 us he mentioned that no one had contacted him via
16 email or otherwise to express a disinterest in the
17 process. And I shared with them that as an employee
18 district I received notification -- I tried to do a
19 quick check on the phone; the one I pulled up was
20 dated October 28th. But I do know that I received at
21 least two -- I really want to say three, but at least
22 two reminder emails to make a nomination and telling
23 me very clearly what the process was. So every
24 person in the district was aware of this process
25 after the last meeting that we -- the last State

1 Board meeting, and the nominations have been made by
2 the Little Rock School District employees.

3 CHAIRMAN ZOOK: Dr. Moore, do you want to share
4 yours with -- since they didn't hear it, rather than
5 them having to hear it from me?

6 DR. MOORE: Yes. I think, again, that the level
7 of interest is high at 250 members. I think that's
8 great. And I think that to have a steady stream of
9 communication and a feedback loop to all teachers at
10 the onset it would be so important to have that big
11 representation. I know it's a logistical struggle to
12 deal with 40 people versus eight, but I think that
13 could be overcome by working -- talking with other
14 districts who also have large PPCs to learn what they
15 do. I do understand this is a new process to the
16 district, and when you do new things there can be
17 hiccups. There's also a process in which maybe
18 teachers didn't know how many people could be on. It
19 is not clear in law; that is set by the district.
20 And so, again, I think that in the future if that
21 number wanted to shrink it could be shrunk. But
22 right now at the onset to set the procedures, to set
23 this new process on a great foot we could have more
24 people. To me, I haven't heard a strong enough
25 justification as to why the timeline would have to be

1 grossly pushed back. You already have 250
2 nominations. I would assume there's one per school,
3 but you can't assume that; you'd have to open up the
4 window for a couple more days. But a lot of that
5 work has already been done. Certainly, that -- I'm
6 not placing fault, but you'd have to talk to the
7 third-party who's doing that. But I don't see
8 justification for why it would take that much longer
9 in that process.

10 CHAIRMAN ZOOK: Okay. Ms. McFetridge.

11 MS. McFETRIDGE: I guess I'm really surprised
12 that this is looked on as a negative. I feel like
13 every building would have representation, and I just
14 think that it's so important to make sure that
15 everybody is sitting at the table and has a vote on
16 the PPC committee. I just feel really strongly about
17 it. It's representation. We heard so much yesterday
18 about representation. This is it. This would be it.
19 Thank you.

20 CHAIRMAN ZOOK: Dr. Hill.

21 DR. HILL: Yeah. I want to say if I understand
22 right there is representation from --

23 CHAIRMAN ZOOK: Not a vote, a -- there's a
24 representative --

25 DR. HILL: Yeah, you're right. Right.

1 CHAIRMAN ZOOK: -- but not a vote.

2 DR. HILL: Yeah.

3 CHAIRMAN ZOOK: Right.

4 DR. HILL: But I think it's so important that we
5 listen to the superintendent and the person in charge
6 of the day-to-day operations being -- when you're
7 trying to lead an organization or institution, the
8 day-to-day operations, the governance, and oversight.
9 And if he sits there and tells me that he wants to go
10 back and do that, you know, for this process purposes
11 I think that's a valid reason. But I'm hearing
12 Superintendent Poore say he is pleased with the
13 process; he's had no negative comments or individuals
14 reaching out to him. And I'm going back to what was
15 discussed yesterday, let's let this process work the
16 way I'm seeing it. If they want to expand it later
17 on -- but we've already started moving, and the day-
18 to-day operations belong to the superintendent of
19 Little Rock School District, Mike Poore. And unless
20 he's -- unless he has -- unless you want to come up
21 and give us your opinion of why it should be changed,
22 then I think we vote to support what he wants.

23 CHAIRMAN ZOOK: Okay.

24 DR. HILL: That's my opinion.

25 CHAIRMAN ZOOK: And I think the reason that it

1 was being discussed by us and having a vote is
2 because we were the ones who initiated having a PPC
3 based on Act 728.

4 Okay. Are we ready for a vote?

5 Dr. Moore, did you have something else?

6 DR. MOORE: Well, again, this is just new
7 territory.

8 CHAIRMAN ZOOK: Right.

9 DR. MOORE: And I understand there has been
10 building reps in the past, but that building rep
11 doesn't have anything to do with this. This is a new
12 process, a different thing. And certainly as a
13 district moves forward there -- just like Springdale,
14 there will be ways to learn how to weave that in
15 together and work that together. But for this new
16 process I just think there's a strong footing with
17 more communication.

18 CHAIRMAN ZOOK: Okay. We have a motion and a
19 second. And we'll take a voice -- a roll-call.
20 Sorry; not a voice-vote.

21 SECRETARY KEY: Okay. Dr. Moore.

22 DR. MOORE: Yes.

23 SECRETARY KEY: Mr. Williamson.

24 MR. WILLIAMSON: Yes.

25 SECRETARY KEY: Ms. McFetridge.

1 MS. McFETRIDGE: Yes.

2 SECRETARY KEY: Ms. Dean.

3 MS. DEAN: No.

4 SECRETARY KEY: Ms. Chambers.

5 MS. CHAMBERS: I'm sorry; did you say Ms.

6 Chambers?

7 SECRETARY KEY: Yes. Ms. Chambers.

8 MS. CHAMBERS: Thank you. No.

9 SECRETARY KEY: Dr. Hill.

10 DR. HILL: No.

11 SECRETARY KEY: Ms. Newton.

12 MS. NEWTON: No.

13 SECRETARY KEY: Mr. Pekron.

14 MR. PEKRON: Yes.

15 SECRETARY KEY: Madam Chair, would you care to

16 vote?

17 CHAIRMAN ZOOK: Yes.

18 SECRETARY KEY: Five votes in favor, four votes

19 against.

20 UNKNOWN FEMALE IN AUDIENCE: Shame.

21 CHAIRMAN ZOOK: Okay.

22 Okay. So we had -- we've had a motion and we're

23 going to delay the discussion about the CAB and the

24 rest of the MOU.

25 I think that was all. I don't have my agenda

1 from yesterday right here in my hand. I think those
2 were the only things.

3 And one of the things on the MOU that -- I think
4 it was listed -- it was listed under the nine board
5 -- when we were showing the nine board positions. So
6 that process right now calls for that to go to the
7 CAB, public comment, and then a recommendation from
8 the CAB to come back to the Commissioner. I would
9 like for that to come back to the Board, so --

10 MS. NEWTON: Madam Chair, can we wait and
11 discuss that after we have a work session?

12 CHAIRMAN ZOOK: Sure.

13 MS. NEWTON: Okay.

14 CHAIRMAN ZOOK: Absolutely. Okay.

15 Agree? Okay.

16 So now we're on to today's agenda. Are there
17 any changes to -- other than the one we just dealt
18 with?

19 Okay. Now we have reports. Any particular
20 visits or committee meetings or things that
21 individual board members did?

22 Ms. Newton, we'll start with you.

23 MS. NEWTON: Okay. I have a couple of things.
24 One thing is --

25 DR. MOORE: May we be clear that there's still

1 public comment at the end?

2 CHAIRMAN ZOOK: Yeah.

3 DR. MOORE: Because that's on our agenda.

4 CHAIRMAN ZOOK: We will have -- yeah, public
5 comment, we will have that at the end just as it is
6 on the agenda.

7 DR. MOORE: Thank you.

8 MS. NEWTON: Do we want to take a short break
9 while people move around or are they through moving
10 or --

11 CHAIRMAN ZOOK: Okay. If you're going to leave,
12 would you do --

13 SECRETARY KEY: Sharon.

14 CHAIRMAN ZOOK: Oh, yeah. Sharon, sorry; I
15 forgot.

16 MS. NEWTON: Yeah, let's take a break and let
17 Sharon leave.

18 CHAIRMAN ZOOK: Okay. We'll take a break and
19 let Ms. Hill gather up her stuff, and then we'll come
20 back. So a brief break; like come back at -- in five
21 minutes?

22 MS. NEWTON: Yeah.

23 CHAIRMAN ZOOK: Okay. Thank you.

24 (The agenda items from the 11-14-19 meeting
25 were concluded at 10:10 a.m.)

C E R T I F I C A T E

STATE OF ARKANSAS)
) ss.
COUNTY OF SALINE)

I, SHARON K. HILL, CCR, a Certified Stenomask Reporter and Notary Public before whom the foregoing proceedings was taken, do hereby certify that the same is a true and correct transcription before the Arkansas Division of Elementary and Secondary Education, State Board of Education, in Little Rock, Arkansas, on November 15, 2019, that the said proceedings was reduced to typewritten form by me or under my direction and supervision; and that the foregoing pages constitute a true and correct transcription of all proceedings had in said matter.

I FURTHER CERTIFY that I am neither counsel for, related to, nor employed by any of the parties to this action.

I FURTHER CERTIFY that I have no contract with any parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original transcript or copies of the transcript before it is certified and delivered to the custodial agency, or that requires me to provide any service not made available to all parties to the action.

WITNESS, MY HAND AND SEAL, THIS DATE: November 27, 2019.

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