

In The Matter Of:
*BEFORE THE ARKANSAS DEPARTMENT OF EDUCATION
STATE BOARD OF EDUCATION*

January 11, 2018

*Sharon Hill Court Reporting
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BEFORE THE ARKANSAS DEPARTMENT OF EDUCATION
STATE BOARD OF EDUCATION

January 11, 2018
10:00 A.M.

A P P E A R A N C E S

BOARD MEMBERS:

Mr. Johnny Key	Commissioner/Non-Voting
Dr. Jay Barth	Chairman
Mr. Joe Black	Vice Chairman
Ms. Mireya Reith	Board Member
Ms. Diane Zook	Board Member
Ms. Charisse Dean	Board Member
Ms. Susan Chambers	Board Member
Mr. R. Brett Williamson	Board Member
Ms. Ouida Newton	Board Member
Dr. Fitzgerald Hill	Board Member
Ms. Courtney Cochran	Teacher of the Year/ Non-Voting Member

ADE LEGAL COUNSEL:

Ms. Lori Freno	ADE General Counsel
Ms. Courtney Salas-Ford	ADE Deputy General Counsel
Ms. Jennifer Dedman	ADE Attorney Supervisor
Ms. Mary Claire Hyatt	ADE Attorney

ALSO PRESENT:

Ms. Kelicia Hollis	ADE Administrative Analyst
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LOCATION:

Arkansas Department of Environmental Quality
- Auditorium
5301 Northshore Drive
North Little Rock, AR 72118

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P R O C E E D I N G S

A-1: CONSIDERATION OF ARKANSAS BETTER CHANCE 2017-2018
REALLOCATION GRANT AWARD

CHAIRMAN BARTH: We now move into our action agenda and our first item up is an Arkansas Better Chance Reallocation Grant Award. And I'll turn it over to Ms. McKinney.

MS. MCKINNEY: Thank you. The last time I brought to you the request about the Melbourne School District and I had intended for a chart to be included within where it indicates that we also try -- any time a program is setting up a new classroom we always try to give them startup funding. And this is a one-time cost provided to them at about \$250 per child.

So I'm requesting you to consider approving an additional \$5,000 to the Melbourne School District to help support the materials and supplies for the district.

MS. ZOOK: So moved.

MR. BLACK: Second.

CHAIRMAN BARTH: All right. Motion by Ms. Zook, second by Mr. Black.

All those in favor say "aye."

(UNANIMOUS CHORUS OF AYES)

1 CHAIRMAN BARTH: Opposed, same sign.

2 Thank you very much.

3 MS. McKINNEY: Thank you.

4 A-2: CONSIDERATION OF THE COMPREHENSIVE 2017-2018 SEMESTER
5 REPORT ON WAIVERS

6 CHAIRMAN BARTH: All right. Next up, Dr. Owoh
7 for the Consideration of the Comprehensive 2017-18
8 Semester Report on Waivers.

9 DR. OWOH: Good morning again. Jeremy Owoh,
10 Educator Effectiveness. Today I would like to offer
11 for your consideration a summary of waiver requests
12 for up until this point, for the 2017-18 school year.
13 We will highlight -- I will highlight 2015-16, 16-17,
14 and of course the fall semester of 17-18 for the
15 ALPs, long-term subs, and Act 1240 licensure waivers.

16 In 2015-16, we had 1511 ALPs; 16-17, 1430;
17 currently, up until January 1st, we're at 1294. That
18 may seem like a large number but consider -- I would
19 like for you to consider the fact that most of the
20 ALPs are filed in the fall. And so we felt like that
21 this is right on target and not anything of concern
22 because of the number that's usually filed in the
23 fall semester instead of the spring semester of the
24 school year. Also note that there have been 442
25 special education ALPs approved of the 1294 ALPS that

1 were issued.

2 In reference to the long-term substitute waiver
3 request, currently, for the fall semester we have 440
4 unique positions -- "unique" meaning the actual
5 position that the long-term sub is filling. And
6 then, 181 of those long-term subs began the school
7 year statewide as the teacher-of-record -- or not as
8 the teacher-of-record, because we didn't have a
9 teacher-of-record.

10 Act 1240 waiver requests: as of December 31,
11 2017, 52 districts in the state have been granted a
12 waiver of licensure. And of those districts, the
13 districts support 402 licensure waivers, individual
14 license waivers.

15 I wanted to show you this map that anyone can
16 access through My School Info, just to show you where
17 the larger number of requests have been made or
18 granted. As you notice in reference to ALPs, in
19 central Arkansas, that area, and then of course
20 northwest Arkansas in the green, and then the yellow
21 is mid-range, and then red are the lower numbers of
22 waivers that have been granted.

23 The same with long-term subs, as you will notice
24 that in the Pine Bluff area that's where the larger
25 number of waiver applications have been granted, with

1 central Arkansas and the Delta area being mid-level
2 requests.

3 With Act 1240, Forrest City area, Helena-West
4 Helena area have -- that area has the largest number
5 of Act 1240 licensure waiver requests and granted
6 applications.

7 In response to Mrs. Newton's request last month,
8 I also wanted to share with you as it pertains to
9 ALPs. In order to track -- I think Mrs. Newton's
10 question was do we track or note the completed ALPs
11 of applicants or teachers who actually complete the
12 ALP plans. So just some context with that, teachers
13 are -- they have three years to complete. And under
14 the new licensure rules of course that was changed to
15 six semesters, but they have three years to complete
16 their additional licensure plans. So in order for us
17 to give you an accurate number we looked at the
18 cohort for 2014-2015 school year, and of the total
19 additional licensure plans that were granted, 1539,
20 1006 of those teachers actually completed the
21 licensure plan and added that area to their license;
22 so roughly about 65, almost to 66% grade for that.

23 Mrs. Zook, I would add that out of those --out
24 of that cohort there were about 249 special ed.
25 instructional specialists granted. Out of that

1 number 169 were granted or added that area. And then
2 in the special ed. instructional specialists for
3 elementary 155 were granted and 111 actually added
4 that area.

5 MS. ZOOK: Thank you.

6 DR. OWOH: Yes, ma'am.

7 I'll entertain any questions that you have.

8 CHAIRMAN BARTH: I have a couple, but I'll start
9 over here.

10 Ms. Cochran, did you have anything?

11 MS. COCHRAN: No.

12 CHAIRMAN BARTH: Okay. Ms. Newton?

13 MS. NEWTON: Thank you very much for doing that.
14 This was great, a great help. Is there any way we
15 can get a copy of this PowerPoint?

16 DR. OWOH: Yes, ma'am. I'll send it to Kelicia
17 and ask her to send it out to you all.

18 MS. NEWTON: Okay. Because that was very, very
19 helpful information. And I appreciate your diligence
20 and your hard work on this and I don't want to make
21 more work on you, but here's a question that I have:
22 every month we get these lists of schools that have
23 ALPs or long-term subs and you're pulling together
24 data for us on different subject areas. But you
25 heard what Ms. Zook had done; she'd gone back last

1 month and counted Little Rock's and then come back
2 this month and counted Little Rock's and tried to put
3 things together. Instead of just giving us a list of
4 all that, is there any way that we can maybe get it
5 organized and maybe get some counts on -- you know,
6 the list is great, but then also maybe take it a step
7 further and maybe give us a count of districts, you
8 know, how many ALPs, how many long-term subs that
9 they have to date, and that would be helpful. And
10 the one thing I also want to point out that was
11 helpful, on your long-term subs you had started
12 putting whether it was a teacher-of-record missing or
13 whether it was just, you know, somebody going on
14 leave. And so that was helpful also, so I
15 appreciated you doing that. Because I think the
16 reports are getting better, getting more informative.
17 But I think -- you know, because it takes time for us
18 to go back and, you know, one, two -- you know, we're
19 doing all this counting. I'm sure yours is on an
20 Excel spreadsheet of some sort that you can maybe
21 pull that together quickly, maybe?

22 DR. OWOH: I have it right in front of me, so
23 I'll send that to Kelicia as well --

24 MS. NEWTON: Okay.

25 DR. OWOH: -- and so that you'll have that

1 information by districts.

2 MS. NEWTON: Yes, if we could get that by
3 districts also.

4 DR. OWOH: I also have it by subject area too.

5 MS. NEWTON: That would be perfect. Wonderful.
6 Thank you. You read my mind.

7 DR. OWOH: Good.

8 CHAIRMAN BARTH: Any questions, Dr. Hill? Mr.
9 Williamson? Ms. Chambers? Anyone over there?

10 I have one -- oh, I'm sorry, Ms. Reith.

11 MS. REITH: No, no worries, no worries.

12 CHAIRMAN BARTH: I'm sorry.

13 MS. ZOOK: He just wanted to know if you had any
14 questions.

15 MS. REITH: No.

16 CHAIRMAN BARTH: Now you may ask a question.

17 MS. REITH: Knowing Dr. Barth, he's probably
18 reading my mind and would ask my question more
19 eloquently than I could anyway. But, no, thank you
20 so much, Dr. Owoh, for that. I apologize, the camera
21 is kind of positioned where I know sometimes I have a
22 little hard time seeing speakers.

23 But, no, thank you. I want to reiterate with
24 everyone we appreciate you pulling that together. I
25 think the question that emerged for me looking at

1 this is: are we going in the right direction, right,
2 with these numbers? And so I don't know if we have
3 this data over a course of time, right, just as this
4 last data-point that you're offering, right, that
5 we're looking at a three-year time period. Are we
6 doing that with all of the different categories?

7 And then I know with the changes that we're
8 expecting putting into place right now do we feel
9 that we're going in the right direction with these
10 numbers?

11 DR. OWOH: We feel so, that we are headed in the
12 right direction. One case in point, with the
13 additional licensure areas in special ed. for
14 resource, for content areas such as math, language,
15 arts, we've seen an increase of students enrolling in
16 those programs. And so we feel that as those numbers
17 increase in the education preparation programs the
18 requests for ALPs will -- or long-term subs will
19 decrease. We also hope that once the new licensure
20 rules are approved with those new licensure
21 exceptions we'll see -- we'll also see a decrease in
22 the ALP and long-term sub requests as well, and maybe
23 even Act 1240 requests.

24 MS. REITH: And should you happen to have
25 information from alternative years, previous years,

1 just that would be helpful as well. Thank you.

2 DR. OWOH: I'll make a note. Thank you.

3 CHAIRMAN BARTH: So I have a very picky
4 question, then I have actually a bigger question for
5 Ms. Freno. And I apologize for not giving you a
6 heads-up but I just thought of it.

7 So on the hyper-technical question: so with the
8 new -- this I think maybe touches on the question Ms.
9 Reith just asked. As the new law changes, which
10 we're obviously working through the rule-making
11 process now, there are going to be some waivers that
12 were -- 1240 waivers that were requested that will no
13 longer be needed; right?

14 DR. OWOH: That's correct. Yes.

15 CHAIRMAN BARTH: And so what are you
16 anticipating doing with the data across time as those
17 waivers in essence become moot?

18 DR. OWOH: Well, what we have done is when we
19 have started to see or when we notice that a district
20 has requested Act 1240 waivers we -- and for a number
21 of years, for instance three or five years, with the
22 pending licensure rules -- we've notified them of
23 those licensure exceptions that are in the new or the
24 pending licensure rules, so that they may decide to
25 lower the number of years requested in their Act 1240

1 waiver application, anticipating that the licensure
2 -- the new licensure rules would be approved and in
3 place so that they could take advantage of those
4 licensure exceptions.

5 CHAIRMAN BARTH: Thank you.

6 DR. OWOH: Yes, sir.

7 CHAIRMAN BARTH: And for Ms. Freno kind of a big
8 question here. As I look at some of these maps, you
9 know, I think back to the Lake View decision and the
10 importance of high-quality teachers being available
11 to students as kind of the heart and soul of high-
12 quality education in that ruling. And when I look at
13 some of these maps and I start to see some of these
14 patterns develop across the state it raises for me
15 the question of are we moving to a point where there
16 are some equity issues emerging around the quality of
17 the teaching that is available to students in certain
18 parts of the state, and whether our waivers are
19 perpetuating inequities.

20 And I guess my question is: would there be a
21 point where we would get some warning that we are
22 getting into dangerous turf with some of the patterns
23 that are emerging? Not individual cases that may
24 make lots of sense for a given case, but when we
25 start to see some patterns we start to see some

1 inequities emerging in terms of the quality of the
2 teaching that students in certain parts of the state
3 are getting? Does that make sense?

4 MS. FRENO: I understand. Commissioner, did you
5 want to make --

6 COMMISSIONER KEY: Well, I was just going to say
7 I think -- you know, Lori is certainly welcome to
8 answer from a legal standpoint. But back to the ESSA
9 conversation, that's one of the areas of
10 clarification that they had asked for, that Dr. Owoh
11 spent a lot of time last night putting together some
12 data as far as how the state will -- it really
13 extends back to our equitable access plan that we had
14 submitted previously. So he may want to expound on
15 some of what we are going to be looking at to make
16 sure that we do see patterns and work with districts
17 to make sure that they are -- that they have plans in
18 place or are developing plans to address those
19 inequities.

20 MS. FRENO: And, Dr. Barth, that's exactly what
21 I was going to say. But probably Dr. Owoh would be
22 best suited to talk about the equity labs that are
23 going on right now.

24 DR. OWOH: Thank you. Yes. As mentioned, in
25 order to address the equity gaps or the inequities we

1 are providing that support to all of our districts
2 throughout the state in examining -- having the
3 opportunity to sit down with the equity network,
4 equity lab to examine those inequities. So
5 inequities then in effect teachers -- inequities may
6 be experienced teachers out of field. And so we're
7 going to actually start the equity labs late spring
8 and then provide -- continue providing that support
9 throughout the state. Currently -- well, as of this
10 morning we've added the high poverty/high minority
11 report to our web page under workforce data, under
12 the educator effectiveness web page on the Arkansas
13 Department of Ed. website for people -- for anyone in
14 the community to be able to see the school district,
15 their percentage of inexperienced, out of field --
16 inexperienced, out of field -- the third --
17 ineffective, and then the teacher attrition
18 percentage, and how those four components relate to
19 their workforce stability index; so you can currently
20 pull that report. In fact, I can add that to the
21 list of reports to send to Kelicia so that you will
22 have that. But that's part of the report that we
23 submitted with our ESSA. And we'll continue
24 providing support to the districts by providing that
25 report, as well as the workforce stability index

1 information and other meaningful data as it pertains
2 to those particular schools or districts through My
3 School Info so that districts are able -- district-
4 level administrators and officials, as well as school
5 educators, are able to sit down with community
6 members and partners and actually look at their data
7 as it pertains to their setting and make effective
8 decisions.

9 One of the requirements for any school or
10 district that shows the inequities, they would be
11 required to develop a local equitable access plan.
12 So those will be their next steps on how they're
13 going to address those inequities within their
14 setting.

15 CHAIRMAN BARTH: And that all sounds great and I
16 appreciate the data and the consciousness towards
17 this issue. I just -- you know, I think we have to
18 recognize -- you know, we need to be careful about
19 pushing these things too much back to the district
20 level, the local level; that we're not giving up our
21 state responsibility to be sure that equitable
22 patterns exist across the state. And that's just I
23 think something we have a responsibility,
24 constitutional responsibility to be conscious of as
25 we, you know, engage in waiver work. So --

1 DR. OWOH: And we'll continue to monitor on our
2 end from the State level and then provide that
3 support for the districts to make sure that those
4 inequities are addressed.

5 CHAIRMAN BARTH: Okay. Anything else? Ms.
6 Reith, I'm seeing --

7 Okay. All right. I will entertain a motion to
8 approve this report or accept this report.

9 MS. DEAN: So moved.

10 MS. ZOOK: Second.

11 CHAIRMAN BARTH: All right. Motion by Ms. Dean,
12 second by Ms. Zook.

13 All those in favor say "aye."

14 (UNANIMOUS CHORUS OF AYES)

15 CHAIRMAN BARTH: Opposed, same sign.

16 Okay. Thank you so much. All right.

17 A-3: CONSIDERATION OF CHARTER AUTHORIZING PANEL'S DECISIONS

18 CHAIRMAN BARTH: Okay. Now we have a big chunk
19 of Charter Authorizing Panel decisions that we need
20 to decide whether to review or not to review. And so
21 I'll turn it over to Ms. Boyd to talk us through our
22 procedure and these individual cases.

23 MS. BOYD: Thank you, Dr. Barth. Alexandra
24 Boyd, Director of the Charter Unit. So for the next
25 -- I believe it's seven decisions, eight decisions,

1 these were decisions that were made by the Charter
2 Authorizing Panel last month on renewal applications.
3 Your discussions and votes today should lead you to
4 review or not review the decisions that were made by
5 the Panel.

6 Representatives from each of the charters are
7 either here in person or on the phone should you have
8 questions.

9 Do you have any questions before we get started?

10 MS. ZOOK: I don't have a question but I will
11 make a comment. I live-streamed the meeting that
12 they had and every school that was being considered
13 had been visited by one or more of the Charter Panel
14 members. So I was pleased for them to see that and
15 pleased for the others so they could speak
16 specifically and directly based on their experience.

17 MS. BOYD: Thank you, Ms. Zook. We definitely
18 appreciate the Panel Members taking the time out to
19 get that done. Yeah, I think it did make the
20 proceedings go smooth.

21 CHAIRMAN BARTH: All right. Any other questions
22 on procedures?

23 (a) BLYTHVILLE HIGH SCHOOL, A NEW TECH SCHOOL - BLYTHEVILLE

24 CHAIRMAN BARTH: Okay. Then we will turn to the
25 first case, which is the Blytheville New Tech School.

1 And I think Robin Sneed is here?

2 MS. BOYD: Representatives from Blytheville
3 should be on the phone.

4 CHAIRMAN BARTH: Okay. They're all on the
5 phone. Okay. I had thought that one was here.

6 Anybody from Blytheville on the phone?

7 SUPT. ASHLEY: Yes.

8 CHAIRMAN BARTH: All right. If you could just
9 identify yourself?

10 SUPT. ASHLEY: Bobby Ashley.

11 CHAIRMAN BARTH: All right. Mr. Ashley, Bobby
12 Ashley. Anybody else there just for the record?

13 MS. COOK: Sally Cooke.

14 MS. SNEED: Robin Sneed.

15 CHAIRMAN BARTH: All right. Thank you. Thanks
16 for the three of y'all.

17 Okay. Any -- you have the materials. I'll just
18 start with Ms. Reith; any questions on this case?

19 MS. REITH: No.

20 CHAIRMAN BARTH: Okay. Ms. Zook? Mr. Black?
21 Any questions on the Blytheville case?

22 I do have a general question; it actually
23 applied to several of these. And I know in the ESSA
24 plan we obviously have new targets -- we have new
25 targets now for achievement across time. And there

1 was reference in some of the votes by Charter
2 Authorizing Panel that those -- the targets in some
3 of these proposals might need to be changed if the
4 ESSA plan was approved. And my question is: how will
5 that happen? Will they have to come back for a
6 waiver or --

7 MS. BOYD: Right.

8 CHAIRMAN BARTH: -- how will that play out?

9 MS. BOYD: That's a great question, Dr. Barth.
10 So once the ESSA plans are firmed up I plan on having
11 -- providing technical assistance to all charter
12 schools to talk about their goals and how their goals
13 may or may not need to be adjusted according -- to
14 correspond with what's in ESSA. So I plan to
15 facilitate a few workshops after talking to people in
16 Accountability and people in the Division of Learning
17 Services and with Legal about how -- what
18 recommendations we should make to them about how to
19 change those. If they do choose to change their
20 goals, it will occur through an amendment request
21 process. And I believe that if the Panel has
22 specifically noted that they want the school to
23 change their goals or update their goals and they've
24 neglected to do that I imagine that the Panel will
25 call the school in.

1 CHAIRMAN BARTH: Okay. All right. Thank you.
2 All right. I will invite a motion either to
3 review or to not review.

4 MS. CHAMBERS: I move to not review.

5 MR. WILLIAMSON: Second.

6 CHAIRMAN BARTH: All right. Motion by Ms.
7 Chambers not to review, seconded by Mr. Williamson.
8 Any discussion?

9 All those in favor say "aye."

10 (UNANIMOUS CHORUS OF AYES)

11 CHAIRMAN BARTH: Opposed, same sign.

12 All right. Thank you, Ms. Boyd. And thanks to
13 everyone from Blytheville on the phone. We
14 appreciate it.

15 MS. BOYD: All right. The Miner Academy --

16 MR. ASHLEY: Thank you very much.

17 CHAIRMAN BARTH: Uh-huh.

18 (b) MINER ACADEMY - BAUXITE

19 MS. BOYD: The Miner Academy representatives are
20 here. We have Josh Harrison, who's the principal,
21 and Lee Ann Pinkerton, who is the director of the
22 Miner Academy.

23 CHAIRMAN BARTH: All right. Okay. I'll start
24 down here. Ms. Cochran, any questions? Ms. Newton?
25 Dr. Hill, any questions? Mr. Black? Ms. Zook,

1 anything?

2 All right. Okay. I will entertain a motion
3 either to review or not to review this proposal.

4 MS. REITH: I move not to review.

5 MS. CHAMBERS: Second.

6 CHAIRMAN BARTH: All right. Motion not to
7 review by Ms. Reith, seconded by Ms. Chambers.

8 All those in favor say "aye."

9 (UNANIMOUS CHORUS OF AYES)

10 CHAIRMAN BARTH: Opposed, same sign.

11 Okay. Thank you, folks from Bauxite. Thanks
12 for being here.

13 (c) ROGERS NEW TECHNOLOGY HIGH SCHOOL - ROGERS

14 CHAIRMAN BARTH: We now move to the third
15 proposal which is the Rogers New Tech High School
16 proposal.

17 MS. BOYD: Yes. Rogers New Tech has -- renewal
18 was approved for five years. I've not been in touch
19 with Dr. Arbuckle this morning, which is kind of out
20 of the ordinary. So I don't know if you have
21 questions; we'll see how we need to proceed if you do
22 have questions.

23 CHAIRMAN BARTH: Okay. All right. Do we have
24 questions? I'll start with Ms. Dean. Ms. Zook, Ms.
25 Reith, anything over there? All right. Any

1 questions?

2 Okay. No questions on the Rogers proposal. Ms.
3 Newton? Oh, I thought you were -- I saw you grabbing
4 --

5 MS. NEWTON: I move to approve -- or not review.
6 Sorry.

7 CHAIRMAN BARTH: Okay. Motion not to review.
8 Is there a second?

9 MS. REITH: Second.

10 CHAIRMAN BARTH: All right. Second by Ms.
11 Reith.

12 All those in favor say "aye."

13 (UNANIMOUS CHORUS OF AYES)

14 CHAIRMAN BARTH: Opposed, same sign.

15 All right.

16 (d) WASHINGTON ACADEMY - TEXARKANA

17 CHAIRMAN BARTH: Next up, the Washington Academy
18 in Texarkana.

19 MS. BOYD: For Washington Academy in Texarkana,
20 the principal of the Academy, Terry Taylor, is
21 present should you have questions.

22 CHAIRMAN BARTH: Great. Thank you,
23 Superintendent Taylor.

24 Any questions? Anyone over on this side?

25 Anyone on this side?

1 All right. I'll entertain a motion on the
2 Washington Academy decision.

3 MS. DEAN: I move to not review.

4 MS. CHAMBERS: Second.

5 CHAIRMAN BARTH: Motion by Ms. Dean not to
6 review, second by Ms. Chambers.

7 All those in favor say "aye."

8 (UNANIMOUS CHORUS OF AYES)

9 CHAIRMAN BARTH: Opposed, same sign.
10 Okay. All right.

11 (e) ARKANSAS ARTS ACADEMY - ROGERS

12 CHAIRMAN BARTH: And next up, the Arkansas Arts
13 Academy. I know that Superintendent Mary Ley is on
14 the phone for this one. So I'll turn it over to Ms.
15 Boyd.

16 MS. BOYD: Arkansas Arts Academy was renewed for
17 10 years. If you have any questions, Ms. Ley is on
18 the phone to answer those.

19 CHAIRMAN BARTH: Okay. And this is just a
20 straight extension?

21 MS. BOYD: Yeah, this is a 10-year renewal.
22 Previously, I believe it was a month or two ago, they
23 came and asked to move some grades from one building
24 to another because they're building a larger building
25 at their high school. So they will be making that

1 change, but that's really all it is is a shift of
2 students.

3 CHAIRMAN BARTH: All right. Okay. Any
4 questions? Mr. Black, Ms. Chambers? Okay. Anyone
5 else on this side? Anyone over here? Ms. Zook?

6 MS. ZOOK: I know in this particular case there
7 was some concern expressed by the Panel about how --
8 what they were going to do to shore up their K-3 and
9 they had very specific and objective type ways that
10 they were going to do that. So the Panel did
11 recognize that they needed to do that and that
12 question was asked.

13 CHAIRMAN BARTH: Okay.

14 MS. ZOOK: I move that we -- were you finished?

15 CHAIRMAN BARTH: No, go ahead.

16 MS. ZOOK: Okay. I move that we not review.

17 MR. WILLIAMSON: Second.

18 CHAIRMAN BARTH: All right. Motion by Ms. Zook,
19 seconded by Mr. Williamson.

20 All those in favor say "aye."

21 (UNANIMOUS CHORUS OF AYES)

22 CHAIRMAN BARTH: Opposed, same sign.

23 All right. Thank you, Ms. Ley, for being on the
24 call this morning. Congratulations.

25 (f) NORTHWEST ARKANSAS CLASSICAL ACADEMY - BENTONVILLE

1 MS. BOYD: All right. Next we have Northwest
2 Arkansas Classical Academy. Superintendent Steven
3 Gast is here in person should you have questions.

4 CHAIRMAN BARTH: All right. And this is for --

5 MS. BOYD: A 10-year renewal. Thank you.

6 CHAIRMAN BARTH: And a cap change, as well;
7 correct?

8 MS. BOYD: That's correct. They did ask for a
9 cap increase.

10 CHAIRMAN BARTH: Okay. My question: there was
11 no opposition from local districts on this proposal?

12 MS. BOYD: No, Dr. Barth, we did not receive any
13 opposition.

14 CHAIRMAN BARTH: Thank you.

15 MS. CHAMBERS: I move to not review.

16 CHAIRMAN BARTH: Okay. Motion by Ms. Chambers.

17 MS. REITH: Second.

18 CHAIRMAN BARTH: Second by Ms. Reith.

19 Any further discussion?

20 MS. ZOOK: I have no -- just to make a comment:
21 they lead the state in a lot of their areas and
22 they're already using the science of teaching reading
23 with their children. They're not waiting around for
24 their turn; they're jumping in. And I was pleased to
25 hear that because we want innovation in the schools

1 and that at this point, unfortunately, in Arkansas is
2 innovative.

3 CHAIRMAN BARTH: All right.

4 Any other comments?

5 Okay. We have a motion and a second.

6 All those in favor say "aye."

7 (UNANIMOUS CHORUS OF AYES)

8 CHAIRMAN BARTH: Opposed, same sign.

9 All right. Thank you.

10 (g) PREMIER HIGH SCHOOL OF LITTLE ROCK

11 CHAIRMAN BARTH: And, finally, we have Premier
12 High School.

13 MS. BOYD: Premier High School was renewed for
14 five years. And Steven Gast is also the
15 superintendent for this school. He's here should you
16 have questions.

17 CHAIRMAN BARTH: Okay. Ms. Reith, anything?
18 Ms. Dean? Ms. Zook? Mr. Black? Ms. Chambers? Mr.
19 Williamson? Dr. Hill? Ms. Newton?

20 MS. NEWTON: I just had a question. I saw this
21 charter renewal was for five years and we had another
22 renewal that had similar academics and similar need
23 to rewrite goals, but it was only renewed for three
24 years.

25 MS. BOYD: Uh-huh.

1 MS. NEWTON: So why was this one given five and
2 the other one was only given three?

3 MS. BOYD: Right. I have two responses for
4 that. So in the first, the one that received three
5 years asked for three years. And for the second, the
6 one that asked -- they asked for five years and they
7 received five years.

8 Another difference between these two schools is
9 that the second one that received five years has a
10 specific mission for recovering students. So their
11 goal is to work with students who otherwise may not
12 graduate.

13 MS. NEWTON: Thank you.

14 CHAIRMAN BARTH: Okay. Yeah, Dr. Hill.

15 DR. HILL: And I'm very familiar with that; that
16 was a school that we've been a part of for the
17 community outreach that's really serving an
18 underserved need. And really it was brought to us as
19 really a dropout prevention program, that's a charter
20 school that's specializing in dropouts on the college
21 campus.

22 MS. BOYD: Thank you, Dr. Hill.

23 CHAIRMAN BARTH: Okay. All right. I would
24 entertain a motion on this proposal or this decision
25 by the Charter Authorizing Panel.

1 MS. CHAMBERS: Move not to review.

2 CHAIRMAN BARTH: Move to -- motion not to review
3 the Panel's decision.

4 DR. HILL: Second.

5 CHAIRMAN BARTH: Okay. Motion by Ms. Chambers,
6 second by Dr. Hill.

7 All those in favor say "aye."

8 (UNANIMOUS CHORUS OF AYES)

9 CHAIRMAN BARTH: Opposed, same sign.

10 All right. Okay. Everybody good? Need a
11 break? Need a -- okay. We do need a quick break and
12 so we'll take a 10-minute break. We'll be back at
13 11:20.

14 (BREAK: 11:10 - 11:24 A.M.)

15 A-4: DISTRICT REQUEST FOR WAIVERS GRANTED TO OPEN-ENROLLMENT
16 CHARTERS

17 CHAIRMAN BARTH: All right. I'm going to call
18 us back to order. And on the 1240 waivers we are
19 going to rearrange those just a little bit because
20 two of them do have to do with school start date and
21 that's an issue we've dealt with before. And so
22 we'll deal with the Little Rock and Pulaski County
23 requests first, although we will deal with them
24 separately. So we'll go b, d, a, c, if you're
25 following at home.

1 So, Ms. Boyd, do you want to walk us through
2 procedure?

3 MS. BOYD: Right. Okay. So with the Act 1240
4 waiver requests these -- Act 1240 of 2015 allows
5 school districts to petition the State Board for all
6 or some of the waivers granted to an open-enrollment
7 public charter school that serves students who reside
8 in the school district. The Board may grant or deny
9 any of these requests in whole or in part.

10 The procedure that we will use is that the
11 applicant district will have 20 minutes to present
12 their request and then if anybody opposes that, they
13 have 20 minutes, and then there's a 5-minute rebuttal
14 to the opposition. After that we'll go into
15 question-and-answers and then you all will decide
16 whether or not to grant the request in whole or in
17 part.

18 Do y'all have any questions about that?

19 Okay.

20 (b) LITTLE ROCK SCHOOL DISTRICT

21 MS. BOYD: All right. So the first one is the
22 Little Rock School District. You're familiar with
23 the waiver that they're requesting; it's the school
24 year start date waiver. They're requesting it for
25 one year. And from the Little Rock School District

1 we have Rhonda Benton, who's the director of Human
2 Services, and Eric Walker, who's the staff attorney.
3 And, Dr. Barth, you will need to swear them in.

4 CHAIRMAN BARTH: All right. For those of you
5 who are not attorneys, if you'll raise your right
6 hand.

7 Do you want to --

8 COMMISSIONER KEY: Yeah. Let me say, I want to
9 make sure everybody knows Mr. Kane Webb is here
10 today. He is going to be speaking on it, and so I
11 don't know that, Kane, if I would characterize what
12 your comments are going to be as in opposition; you
13 really want to just talk on this issue?

14 MR. WEBB: Yeah.

15 COMMISSIONER KEY: So --

16 MR. WEBB: From the industry side.

17 COMMISSIONER KEY: Yeah. So from the
18 perspective of our procedure it probably fits in the
19 20 minutes that we've allotted for opposition, but
20 just wanted to preface by saying he's really just
21 bringing information and perspective. Okay. So I
22 don't know if that means he needs to be sworn in? He
23 would? Okay. All right. So, Kane, we'll --

24 CHAIRMAN BARTH: Mr. Webb, if you would also
25 raise your right hand just so that we don't have to

1 do it later.

2 Do you swear or affirm that the testimony you're
3 about to give shall be the truth, the whole truth and
4 nothing but the truth?

5 (ALL SPEAKERS ANSWERED AFFIRMATIVELY)

6 CHAIRMAN BARTH: All right. And so we start
7 with 20 minutes for the district, and obviously you
8 don't have to spend that -- all that time. We have
9 some familiarity with the issue.

10 MS. BENTON: Good morning. My name is Rhonda
11 Langrell Benton, director of Human Resources. I'm
12 happy to be here with you this morning. Good
13 morning, Commissioner Key, Chairman Barth, Members of
14 the Board, and Media that are here.

15 You have in front of you a copy of the
16 district's waiver request form. We are asking for a
17 1240 waiver to change the start date for our school
18 year for only one school year, the next school year,
19 the upcoming school year. If we are granted this
20 waiver, there are several advantages for us. We
21 would be asking for a start date of August 13th. If
22 we are not granted the waiver, we'll have a start
23 date of August 20th. In the year that we're
24 currently in, school year, our first day of school
25 was August 14th. So in fact while this looks like a

1 big change it would really be a minimal change to us
2 as far as the start of the school year. It will help
3 us, we believe, balance our fall semester and our
4 spring semester as far as what the requirements are
5 for students. What we want to avoid is having
6 instruction time and semester tests that would be
7 pushed back past the winter break; we don't think
8 that's good for any of our students. Otherwise, we
9 would have to be cutting into sometime during the
10 Thanksgiving break or the winter break, the Christmas
11 holiday break, in order to get everything done, all
12 of the instruction and the exams finished by the time
13 we break for the winter break. Those would not be
14 popular with our families that we serve. If we do
15 not have inclement weather -- and it's hard to know
16 what Arkansas is going to bring -- but if we have the
17 start date of August 13th we would finish school by
18 Memorial Day of the following spring. So I believe
19 that we have some opposition as far as cutting into
20 the summer by moving the start date from what would
21 be August 20th, if the waiver is not granted, to
22 August 13th. But I would counter that then we
23 actually have more summer on the back-end from
24 Memorial Day on. Because if we're not granted the
25 waiver the possibility of inclement weather means

1 that we would be having school into June. That has
2 happened to Little Rock School District before, that
3 we have had school instruction days going well beyond
4 Memorial Day, and many of you probably know those are
5 not days that are even well attended.

6 CHAIRMAN BARTH: All right. Anything else? Is
7 that it?

8 Okay. All right. So I'll turn it over -- first
9 off, is there any other opposition to this?

10 Okay. Then I'll turn it over to Mr. Webb for
11 his comments. And you do have up to 20 minutes.

12 MR. WEBB: Well, I'll take my time.

13 [laughter]

14 MR. WEBB: Thank you, Dr. Barth. Thank you.
15 Yeah, and like Commissioner Key said, this really
16 isn't in opposition; it's just kind of some
17 information, perspective and concern from our private
18 industry partners.

19 My name is Kane Webb; I am the director of the
20 Parks and Tourism Department for the State of
21 Arkansas, and we do work closely with private
22 industries and small businesses in the hospitality
23 and tourism industry. And one thing they have become
24 concerned with over the last few years is this kind
25 of an early creep of the school start calendar; it

1 has slowly eroded their summers. August used to be
2 one of the -- really the best month of the summer for
3 some of these small operators from an economic
4 standpoint; now it has practically disappeared as the
5 school year starts earlier. If we start August 13th
6 that means a lot of extracurricular activities start
7 even earlier; parents and students start thinking
8 about going back to school after 4th of July. And
9 I've heard anecdotal evidence from many tourism
10 operators that after 4th of July they start to see
11 their business drop off. They also have a hard time
12 keeping employees because many of these use part-time
13 student help during the summer months.

14 There has been a couple of studies on this done
15 by the Arkansas Hospitality Association. I want to
16 pass along some of those numbers that they've found
17 since the school year start has been earlier and
18 earlier: roughly a loss of about \$200 million
19 annually in travel expenditures, loss of \$10 million
20 annually in state tax revenues, loss of \$3.7 million
21 annually in local taxes as we see fewer family
22 vacations occur in August and early September. A
23 couple of studies I found recently: one out of the
24 University of Minnesota looked at five states that
25 went from the early school start, in August, to post-

1 Labor Day or near-Labor Day starts and they found a
2 50% increase in those states in the number of family
3 vacations in August and early September -- family
4 vacations being defined as two or three overnight
5 stays 50 miles or more away from the residence. So
6 that's a real vacation, putting money back into the
7 economy. Michigan is kind of a test case for what's
8 happened. They moved back -- school back -- the
9 calendar back toward Labor Day; they did that about a
10 decade ago and they've seen about a \$20 million
11 increase in annual travel expenditures.

12 But, again, it has as much to do with family
13 time as it does with the economics of the industry.
14 Their concern is because with this slow creep it's
15 causing them to kind of rearrange their schedule and
16 their calendar. They're not making it up in June
17 because you've got camps, you've got school
18 activities almost right after the school year ends,
19 and it's just becoming tougher on them.

20 CHAIRMAN BARTH: Mr. Webb, I guess I'm just --
21 I'm not surprised by your comments. But I guess I am
22 a little curious why -- we've been dealing with this
23 issue for several months now, and why have we not
24 heard from this perspective kind of several months
25 ago?

1 MR. WEBB: Yeah, that's a very fair question. I
2 think that the industry understands the law and that
3 it would have to take some sort of legislative tweak
4 perhaps in 2019. There was some confusion as to the
5 length of the school waivers. I think we thought
6 they were a year and didn't realize it was a five-
7 year waiver, and that it would kind of blanket the
8 state like that. So a couple of those things come
9 into play. Yes, sir.

10 COMMISSIONER KEY: And just to clarify, the
11 waivers that had been requested from the co-ops were
12 five-year waivers. And Little Rock is coming,
13 they're just asking for one year. I'm not sure about
14 Pulaski.

15 MR. WEBB: Yeah.

16 CHAIRMAN BARTH: And just to clarify, the reason
17 we're getting these separately, of course, is that
18 these are not members of co-ops.

19 All right. Ms. Boyd.

20 Thank you, Mr. Webb.

21 MR. WEBB: Thank you.

22 MS. BOYD: I was just going to confirm that
23 you're correct, and Pulaski County in just a moment
24 will ask for five years as well.

25 CHAIRMAN BARTH: All right. I'll just go

1 around. I'll start with Ms. Reith and see if you
2 have questions for --

3 Do we have a -- do they have time to respond?

4 MS. BOYD: They have five minutes, should they
5 choose to.

6 CHAIRMAN BARTH: Okay. So five minutes to close
7 for the district, if y'all want to respond to
8 anything that's been said.

9 MR. WALKER: I'm just going to mention briefly
10 in regard to kind of the way the calendar looks, this
11 request is really just going to significantly mirror
12 the way the calendar looks this year with the start
13 of school being August 13th, per our request. This
14 year's start was August 14th. So it doesn't change
15 or creep into the summer in this particular instance.
16 As well as, you know, I think in the materials
17 there's mention of, you know, athletics and that kind
18 of thing; all of that will be going on at the normal
19 time period anyway, depending -- no matter when the
20 actual start of school is. So I don't think that
21 that will be a factor in deciding, I guess, when the
22 school year should start because the athletics and
23 programs and that kind of thing will continue the way
24 they normally would. And wanted you to know that,
25 you know, there are other schools within the county

1 and the central Arkansas area that's literally
2 starting during that week as well. And so I don't
3 believe that there would be a significant impact if
4 approved.

5 CHAIRMAN BARTH: Thank you.

6 Mr. Webb, did you have any additional comments?

7 MR. WEBB: No, sir.

8 CHAIRMAN BARTH: Okay. All right. So, Ms.
9 Boyd, we can move to questions and discussion?

10 MS. BOYD: Yes, sir.

11 CHAIRMAN BARTH: Great. Okay. I'll start with
12 Ms. Reith.

13 MS. REITH: Thank you. I just have a brief
14 question for ADE. Because I missed last month, what
15 was the justification for the districts that wanted a
16 five-year request? I understood the issue of this
17 specific calendar year, and so I understand the one-
18 year request. But for those that requested five --
19 and I know that's not specific to Little Rock, so it
20 really is a question more for ADE.

21 MS. ZOOK: Because for the next five years the
22 19th will fall in a different week than the typical
23 start of the second week of August; because next year
24 the 19th will be a Monday and then, you know, like
25 that. So they looked at the full calendar.

1 MS. REITH: So they were looking for -- so that
2 they wouldn't have to come back. Okay.

3 MS. ZOOK: Right.

4 CHAIRMAN BARTH: Commissioner, anything?

5 MS. REITH: Thank you.

6 COMMISSIONER KEY: No. I mean just to say that
7 that issue of the five years has -- Mr. Webb
8 referenced that -- that that has generated some
9 additional discussion after last month, and I've been
10 in contact with folks who have expressed some concern
11 about that. And, you know, the other thing that was
12 specific to the co-ops' waiver request was that they
13 said that they would not start school any earlier
14 than the 13th, which was a detail that -- I don't
15 recall that we really talked a lot about that in our
16 discussion here at the Board. But Ms. Zook was right
17 as far as, you know, their justification for why they
18 asked for five years.

19 One of the things to keep in mind -- and I think
20 Mr. Webb mentioned it -- is we don't know what the
21 2019 legislative session is going to bring. School
22 start-date is something that -- it's kind of like
23 kindergarten start-date; every few years there's --
24 there are bills that come and, you know, tweaks made
25 to it. And so I think where -- you know, I

1 appreciate Little Rock being willing to ask for it to
2 be one year; so by the 18-19 school year, in the '19
3 session, we will kind of see where things are lining
4 up and then the Board could address it again later.
5 But those were not really components of the
6 conversation last month when we had the previous
7 requests.

8 CHAIRMAN BARTH: I guess I do worry, you know,
9 the legislative session -- obviously they need to --
10 districts have to get their calendars set as early as
11 possible and, you know, I assume that the legislature
12 will probably not be able to act on this until into
13 the session. And so I mean it's just a -- as I kind
14 of pointed out last month, I mean this has just kind
15 of turned into a messy situation with a lot of
16 different parts moving at different speeds. So, even
17 the legislative action in 2019 may not fully solve
18 this problem in time; right?

19 COMMISSIONER KEY: Maybe. But I'm just pointing
20 back to the -- when this really started, the most
21 recent iteration of looking at the start date was the
22 2013 session, I believe, and that's -- the changes
23 that were made in 2013 applied to the 13-14 school
24 year.

25 CHAIRMAN BARTH: Yeah.

1 COMMISSIONER KEY: So it was done early enough
2 that schools were able to change. But in that case
3 schools were wanting it, they were asking for it; so
4 they were ready to make modifications at the time.
5 So I don't think that would be as big an issue as we
6 might think based on history.

7 CHAIRMAN BARTH: Okay.

8 MS. ZOOK: Did all of the co-ops request that or
9 state that they wouldn't ever start before the 13th?

10 COMMISSIONER KEY: That would be a question for
11 Ms. Boyd.

12 MS. BOYD: In Mr. -- Dr. Cudney represented all
13 the co-ops and in his testimony he did say that, and
14 so it does apply to all the co-ops.

15 MS. ZOOK: Thank you.

16 CHAIRMAN BARTH: Okay. Ms. Reith?

17 MS. REITH: No.

18 CHAIRMAN BARTH: Okay. Ms. Dean, any comments
19 or questions? Ms. Zook, comments or questions?

20 MS. ZOOK: No. I just wondered if there was a
21 reason they just asked for one year instead of five?

22 MS. BOYD: Unfortunately Mr. Poore is not here,
23 but that was a request that he specifically made was
24 just for one year.

25 CHAIRMAN BARTH: Okay. Mr. Black? Ms.

1 Chambers? Mr. Williamson? Ms. Newton? Ms. Cochran?

2 Okay. All right. So we are ready for a motion
3 in either direction.

4 MS. REITH: I move to grant the Little Rock
5 School District's waiver request.

6 MS. DEAN: Second.

7 CHAIRMAN BARTH: Okay. So a motion by Ms.
8 Reith, second by Ms. Dean.

9 Is there further discussion?

10 Okay. All those in favor say "aye."

11 (UNANIMOUS CHORUS OF AYES)

12 CHAIRMAN BARTH: Any opposed?

13 All right. Congratulations to you. And thanks,
14 Mr. Webb, for your comments and you can obviously
15 reiterate them if you wish on this next item.

16 (d) PULASKI COUNTY SPECIAL SCHOOL DISTRICT

17 CHAIRMAN BARTH: And so we now move to the
18 Pulaski County case, same issue but slightly
19 different details.

20 MS. BOYD: Dr. Warren, the superintendent of
21 Pulaski County Special School District, is here to
22 request the same waiver for a five-year period. And,
23 again, she'll have 20 -- we'll do the 20/20/5 again.
24 So, Dr. Warren.

25 CHAIRMAN BARTH: All right. And thank you, Dr.

1 Warren. I will swear you in. Do you swear or affirm
2 that the testimony you're about to give shall be the
3 truth, the whole truth and nothing but the truth?

4 SUPT. WARREN: I do.

5 CHAIRMAN BARTH: Thank you. And you may proceed
6 for 20 minutes.

7 SUPT. WARREN: I'm Janice Warren, interim
8 superintendent for the Pulaski County Special School
9 District. Let me say to you first, thank you for the
10 privilege of presenting before you this morning to
11 offer this request for the allowable first start-to-
12 school day. So thank you, Commissioner and all of
13 you Members of the Board.

14 I won't need 20 minutes because basically what
15 you heard I could say ditto to the majority of the
16 evidence that the Little Rock School District
17 presented.

18 I would say to you our calendar request for the
19 August 13th start mirrors exactly the calendar that
20 we have followed in Pulaski County for the last
21 umpteen years. However, if we would have to start
22 school for the 18-19 school year on the 20th our
23 first and second semester would be considerably
24 different, a difference of about 16 days, which would
25 throw off our first semester calendar. We like to

1 give our students the first semester exam before we
2 part in December, which is always better.

3 Another thing I want to point out is that
4 allowing us the August 13th start date would give us
5 more instructional days leading up to the spring
6 testing, which is something we always need.

7 We prefer not to go to school after Memorial
8 Day; attendance is not always best -- student
9 attendance -- when we return to school or have to
10 after Memorial Day, particularly when we've had some
11 weather issues.

12 For those reasons I am requesting a five-year
13 waiver. We are requesting five years so we won't
14 have to come before you again, because the August
15 19th issue is for the next five school years.
16 However, as Commissioner Key alluded, if there is a
17 change in the legislation we will gladly come back
18 before you. But as of now, we've already recognized
19 for the next five years that the August 19th start
20 date will be a problem for us for these reasons.

21 One other reason I want to state before you:
22 keep in mind -- and you're probably aware, but the
23 schools in central Arkansas -- Little Rock, North
24 Little Rock, Pulaski County and now the Jacksonville
25 North Pulaski School District -- we always like to

1 have our start date -- we coordinate, all the
2 superintendents, with when school would start so we
3 will have very similar calendars. And Jacksonville
4 and North Little Rock School Districts, through their
5 co-ops, have already been approved for the August
6 13th school date, as well as Cabot, Conway, Benton
7 and Bryant. We coordinate with those school
8 districts as well when we're dismissing school, when
9 the weather is bad, on those kinds of things. So for
10 those reasons I present this request to you.

11 CHAIRMAN BARTH: Thank you, Dr. Warren.

12 All right. Mr. Webb, do you want to make any
13 comments?

14 MR. WEBB: No, thank you.

15 CHAIRMAN BARTH: Okay. All right.

16 Okay. Questions, Ms. Cochran? Ms. Newton? All
17 right. Ms. Zook?

18 MS. ZOOK: I'd rather wait till she sits down so
19 she doesn't think I'm picking on her.

20 CHAIRMAN BARTH: Yeah.

21 SUPT. WARREN: I'm done.

22 CHAIRMAN BARTH: All right. Thank you, Dr.
23 Warren.

24 Ms. Zook?

25 MS. ZOOK: I think to the points that were being

1 made by the Parks and Tourism and to the points about
2 children and the number of days and all that, there
3 are actually between the start date and Memorial Day
4 like 200 days. But because we get out so many days
5 during those times for -- and I didn't count the week
6 of Thanksgiving and the two weeks at Christmas, but
7 teachers could be going earlier and students not.

8 Now I realize teachers have lives and families and
9 vacations too. But some of this is brought on by the
10 fact that the school districts are making decisions
11 about starting the kids early, letting them out, and
12 then working in the PD and all of that. And you all
13 know that I'm real big on PD before kids come and PD
14 after kids leave, not so much during the year unless
15 it's like an emergency or some new law is passed and
16 you have to get the information out at that time. So
17 we could easily take the interest of students and the
18 interest of the families and Parks and Tourism into
19 account if we had control over all of that other.
20 But we don't. So therefore, we have to make a choice
21 between kids and Parks and Tourism.

22 CHAIRMAN BARTH: Any other comments, questions?

23 All right. So you know the issue before us. I
24 guess the motion is to approve the waiver or deny the
25 waiver request.

1 Mr. Williamson.

2 MR. WILLIAMSON: I move to grant the waiver.

3 MS. CHAMBERS: Second.

4 CHAIRMAN BARTH: All right. Motion by Mr.
5 Williamson, second by Ms. Chambers.

6 All those in favor say "aye."

7 (UNANIMOUS CHORUS OF AYES)

8 CHAIRMAN BARTH: Opposed, same sign.

9 Okay. Congratulations, Dr. Warren.

10 All right. So I think -- are we done with that
11 issue for good, for this year?

12 (a) HILLCREST SCHOOL DISTRICT

13 CHAIRMAN BARTH: All right. So we have a
14 different 1240 waiver request from the Hillcrest
15 School District.

16 MS. BOYD: That's correct, Dr. Barth.
17 Superintendent Crabtree is here to request a waiver
18 for Teacher Licensure for five years. I would like
19 to make a note that if this waiver is granted we need
20 to add a waiver of 6-17-919 to fully effectuate the
21 request. Mr. Crabtree is here to present the request
22 to the Panel -- I mean to the Board. Thank you.

23 CHAIRMAN BARTH: All right. Mr. Crabtree, if
24 you'll raise your right hand. Do you swear or affirm
25 that the testimony you're about to give shall be the

1 truth, the whole truth and nothing but the truth?

2 SUPT. CRABTREE: I do.

3 CHAIRMAN BARTH: All right. You may proceed for
4 up to 20 minutes.

5 SUPT. CRABTREE: My name is Greg Crabtree; I'm
6 superintendent of the Hillcrest School District. I
7 was born and raised in that school district,
8 graduated from there, and I've been employed there
9 for 25-and-a-half years, a little over a quarter of a
10 century. I first of all want to thank you for this
11 opportunity to present this waiver. I thank
12 Commissioner Key and the ADE for the way that they've
13 worked for us. Probably not many go -- weeks go by
14 without a call from Hillcrest asking a question,
15 clarification. So thank you for all your support.

16 We're in a rural isolated location and
17 Commissioner Key doesn't want to hear my eight-point
18 sermon after two legislative sessions about how
19 isolated we are. But to put it in perspective, we
20 have 1.4 students per square mile. There's three
21 districts that have that in the state. So you can't
22 get there from here. I'm going to try tonight when
23 we get done, but not a lot of industry in the area.

24 Teacher shortage, that's the only reason I'm
25 here. We've reached a critical level. You know it,

1 I know it. ADE is working hard to revamp the
2 licensure. They've promised their help; it's coming.
3 I know it is. They help us daily. One example real
4 quick: my daughter is in the mid-level education
5 program at Arkansas State University; she's a junior.
6 When the semester started in August there were 13
7 mid-level in the program. When the semester ended at
8 Christmas they're down to 11. That's the second
9 largest university in the state of Arkansas, or used
10 to be -- I think it still is -- that services a lot
11 of our area. That area is growing. Brookland,
12 Valley View, we're 60 miles from there. It's hard to
13 compete with that. What we're trying to do is an old
14 terminology "grow your own," and we have some local
15 people who went to college; they have bachelor
16 degrees. We advertised for certified positions in a
17 lot of different areas. Those applications just
18 stopped coming, especially in the high school area.
19 But you've heard the numbers of the mid-level; you
20 see that that's reaching a critical stage. So we
21 currently have three APPLE people working; they have
22 bachelor degrees, they're working on certification.
23 But we also have two long-term substitutes.

24 What we're trying to do with these waivers is
25 just get some stability. Whether it's in coaching,

1 whether it's in business, living a semester at a time
2 with the substitute, we're just trying to get some
3 stability for our students and we feel like that's
4 what's best.

5 You heard I've been there a quarter of a
6 century. Both principals have been there over 20
7 years. High school/elementary curriculum ladies are
8 there 25 years plus. We're not throwing these people
9 into the wolves, as the saying goes. We have one
10 situation that occurred eight days prior to school
11 starting; we lost our agri teacher. No applicants.
12 We had a local lady that was art degreed; she filled
13 in as a long-term sub. We have a hometown girl
14 graduate in December; we hired her January 2nd. We
15 have both of them there and we have a retired agri
16 teacher coming in two, three days a week. We're
17 giving them the support they need.

18 So with that, I'll take any questions and try
19 not to take more of your time.

20 CHAIRMAN BARTH: All right. Thank you, Mr.
21 Crabtree.

22 Any opposition?

23 MS. BOYD: (shaking head from side to side.)

24 CHAIRMAN BARTH: Okay. So we're ready to go
25 with questions. Ms. Reith?

1 MS. REITH: Thank you so much for joining us
2 here today and it's a pleasure to hear about what's
3 going on in your district. I was just wondering, to
4 what extent have you had conversations with your
5 teachers in regards to this specific waiver?

6 SUPT. CRABTREE: We're a very small local
7 district. About 90% of our teachers are homegrown,
8 which means I have been their teacher. We talk
9 daily. I'm a fulltime bus driver; I see them on duty
10 of a morning, afternoon. They know the issue is
11 probably them teach more children, and they would be
12 willing to do that, but they also know these
13 applicants that we're talking about, some of them
14 have been their students, some of them classmates.
15 So they're very aware. I have board approval. I
16 brought copies of the board minutes, if you would
17 like to see those. The board is behind this.

18 MS. REITH: And if you could kindly remind me,
19 what is the length of your waiver request -- or are
20 you posing a length of your waiver -- for your waiver
21 request?

22 SUPT. CRABTREE: We put five years on that. But
23 I will assure you, we'll only use that when there's
24 no other option.

25 MS. REITH: Thank you so much.

1 CHAIRMAN BARTH: All right. Ms. Dean? Ms.
2 Zook?

3 MS. ZOOK: I think my only request, not only of
4 you but all of those of you who are having to ask for
5 this waiver, is to keep track of the scores and the
6 classroom management issues, discipline issues for
7 those teachers. Because, you know, first year is the
8 hardest thing in the world you can do in my opinion.
9 But we want the students to have some stability in
10 the teacher, but we also want the students to be
11 getting a quality education.

12 SUPT. CRABTREE: Yes, ma'am. And thank you for
13 those comments. And to go along with that, we do
14 have a mentor teacher assigned to each one of these.
15 We have cameras and microphones in all of our high
16 school classrooms. We utilize the co-op, the ADE,
17 like I say some retired professionals coming in. But
18 thank you, yes, ma'am.

19 CHAIRMAN BARTH: All right. Mr. Black? Ms.
20 Chambers? Mr. Williamson? Dr. Hill? Ms. Newton?

21 MS. NEWTON: Yeah. And this may be for Ms. Boyd
22 or Dr. Owoh. How will the new licensure rules affect
23 what he's asking for?

24 DR. OWOH: Jeremy Owoh, Educator Effectiveness.
25 With three of the -- two of the licensure exceptions

1 it will give districts more flexibility. The permit,
2 teaching permit will -- just requires the bachelor's
3 degree, AQT status. And so -- and it's granted for a
4 year with the potential and option for an additional
5 year. So that teaching permit will also be available
6 once the licensure -- new licensure rules are
7 approved. And then the effective teacher licensure
8 exception would also give the districts flexibility
9 of being able to have a teacher that's already
10 licensed to take on a grade level or teacher grade
11 level above or below their grade level span. So it
12 would add additional flexibility for them.

13 MS. NEWTON: Okay. So potentially it could take
14 care of several of the things that he's asking for?

15 DR. OWOH: That's the plan and we hope so. So
16 once the rules are actually approved then we'll start
17 meeting with school districts and co-ops and
18 explaining the options that they have under --

19 MS. NEWTON: Okay. That was going to be my next
20 question. How aware are districts that this is out
21 there and they can tap into that?

22 DR. OWOH: Yeah. We've already started the
23 conversation about the new rules. I think they're
24 out for the second time for public comment. And so
25 most -- I wouldn't say most, but several educators

1 have come in about the licensure rules. We've had
2 two or three meetings with our advisory groups about
3 the licensure rules. And so the knowledge is out
4 there, but we'll continue to provide that technical
5 assistance and support once the licensure rules are
6 approved for district officials as well as school
7 educators.

8 MS. NEWTON: I would encourage you -- I know
9 summer is coming soon, so as -- I know y'all make the
10 rounds a lot in the summer and this -- I think that
11 would be something that would be of great interest to
12 administrators to kind of explain those new licensure
13 rules and how those exceptions might help them a
14 little bit in their hiring for the summer.

15 DR. OWOH: Duly noted. And we've also met with
16 the teacher organizations, Dr. Linch and Mrs.
17 Koehler. And so we've had ongoing meetings with
18 them, explaining the new licensure rules. And so
19 they're in turn sharing that with their stakeholders
20 and their constituent groups.

21 MS. NEWTON: Thank you.

22 DR. OWOH: Thank you.

23 CHAIRMAN BARTH: Great. Ms. Cochran, questions?

24 Okay. Any -- are y'all ready with a motion on
25 this proposal?

1 All right. Ms. Zook.

2 MS. ZOOK: I move that we grant the waiver.

3 DR. HILL: Second.

4 CHAIRMAN BARTH: All right. Motion by Ms. Zook,
5 second by Dr. Hill.

6 Any further discussion?

7 All those in favor say "aye."

8 (UNANIMOUS CHORUS OF AYES)

9 CHAIRMAN BARTH: Opposed, same sign.

10 All right. Thank you. Thanks for being here,
11 Mr. Crabtree.

12 (c) PALESTINE-WHEATLEY SCHOOL DISTRICT

13 CHAIRMAN BARTH: All right. And, finally, I
14 think we've got time to get this one done this
15 morning, the Palestine-Wheatley waiver proposal.

16 MS. BOYD: Thank you, Dr. Barth. Palestine-
17 Wheatley's superintendent Mr. Estes is here to make a
18 similar request. His request is for the remainder of
19 this year and three years. So the waivers he's
20 requesting, if granted, would end June 30, 2021.

21 CHAIRMAN BARTH: All right.

22 MS. BOYD: Mr. Estes is here.

23 CHAIRMAN BARTH: All right. Mr. Estes, good to
24 see you. If you'd raise your right hand -- do you
25 swear or affirm that the testimony you're about to

1 give shall be the truth, the whole truth and nothing
2 but the truth?

3 SUPT. ESTES: Yes, sir.

4 CHAIRMAN BARTH: All right. You have up to 20
5 minutes.

6 SUPT. ESTES: I won't take it. Y'all will be at
7 lunch on time.

8 I want to start by thanking everyone on the
9 Board. And this is on something else, and it won't
10 be very long -- about four years ago, we had a mother
11 come before the Board, crying for her child to school
12 choice into my district. And because of the
13 political environment and laws at the time she was
14 denied. The next year, second year, she came back,
15 crying for her child to school choice into my
16 district, and for the same reasons she was denied.
17 And I remember Ms. Reith crying because it was such a
18 heart-wrenching deal and a heart-wrenching decision.
19 She came back the third year wanting her child to
20 school choice into our district, and because of some
21 changes she was able to do that. And every morning I
22 see that child -- and he was going through such tough
23 times, such bullying -- I mean just bad, bad, bad
24 situation. And every morning I see that child now
25 and he's out playing with his friends and he's

1 laughing and joking and hanging with his buddies. I
2 go by his classroom, he's sitting in the front where
3 his momma tells him to sit, and he's just doing
4 great. So if you ever want to see the positivity of
5 the fruits of your labor, that's a perfect example
6 for that. So thank y'all on his behalf.

7 I'm here also -- just about everything Mr.
8 Crabtree said you can just put in mine. I'm asking
9 for a waiver. Month-before-last I was up here; I
10 told you I didn't want this waiver. I don't want
11 this waiver, but it's something that is necessary.
12 I've got a math teacher, a guy from Arkansas Teacher
13 Corp teaching math. He's been there all year long
14 and has not been able to pass his math test. He's
15 the best math teacher I've had in four years. He's
16 going to continue to try to pass his math test, but
17 at this point in time he just has not passed it. So
18 specifically that's the reason I need this waiver so
19 I can pay him. I'm paying him as a long-term sub;
20 I'm not going to be able to keep him around paying
21 him as a long-term sub. I need to pay him as a
22 school teacher.

23 CHAIRMAN BARTH: All right. I'll start over
24 here.

25 I assume no opposition, Ms. Boyd?

1 MS. BOYD: No.

2 CHAIRMAN BARTH: All right. Ms. Cochran? Ms.
3 Newton?

4 MS. NEWTON: Is this waiver specifically for
5 this one teacher or is it a general waiver?

6 MS. BOYD: So in the past I believe we've been
7 able to specify a specific building that a waiver
8 will affect, but I don't think there's a way for us
9 to specify that it will just affect a particular
10 person.

11 MS. NEWTON: So I guess my question is: what are
12 you asking for?

13 SUPT. ESTES: I'm asking for -- in this
14 situation for this one teacher. I also have a lady,
15 a great teacher; she's a licensed special ed.
16 teacher, who is a real good Spanish teacher but she
17 can't pass the Spanish test. So she sits and
18 facilitates virtual classes instead of teaching. So
19 if this waiver is granted I'm going to talk to the
20 high school principal about allowing her to teach
21 Spanish also. So I cannot say -- I'm asking for
22 three-and-a-half years to get these taken care of,
23 and I don't know what will happen in the next few
24 years.

25 MS. NEWTON: So I guess my question is: is your

1 waiver for the district or for the high school?

2 SUPT. ESTES: For the district.

3 MS. NEWTON: Okay. That was my question. Thank
4 you.

5 CHAIRMAN BARTH: Okay. Anything else?

6 MS. NEWTON: (shaking head from side to side.)

7 CHAIRMAN BARTH: Dr. Hill? Mr. Williamson? Mr.
8 Black? Ms. Zook?

9 MS. ZOOK: Is this middle school math or high
10 school?

11 SUPT. ESTES: High school math.

12 MS. ZOOK: Okay. Because I know there had been
13 several people who were having trouble passing middle
14 school math, particularly from a particular
15 institution. So I just didn't know if he got caught
16 up in that as well.

17 SUPT. ESTES: No, ma'am.

18 CHAIRMAN BARTH: Okay. Ms. Reith?

19 MS. REITH: Just confirming, have you -- and you
20 may have mentioned it. I apologize. But the time or
21 have you thought of a timeframe for this waiver
22 request?

23 SUPT. ESTES: Three-and-a-half years.

24 MS. REITH: Three-and-a-half. Okay.

25 SUPT. ESTES: Yes, ma'am. To cover the rest of

1 this year and three more years. The Arkansas Teacher
2 Corp cadets, the candidates, they stay for three
3 years, so this will cover him. But I'm quite sure
4 that he's going to pass his test and I'm quite sure
5 that eventually my girl who takes the Spanish test
6 about every two months is going to pass hers.

7 MS. REITH: Fantastic. And just because I
8 always ask this, but have you discussed this with
9 your teachers?

10 SUPT. ESTES: Yes. My teachers -- I'm like Mr.
11 Crabtree; many of my teachers have children in the
12 district and they want good teachers. They
13 understand good teachers and being able to get them.

14 MS. REITH: Thank you.

15 CHAIRMAN REITH: Okay. I'll just make a quick
16 comment. I mean, you know, I do think -- we've
17 looked at those patterns earlier; I don't want to --
18 we look at these cases on an individual basis, but
19 together they start to create patterns. As a state
20 we have said that the Praxis test is our -- one of
21 our gauges of someone being prepared to teach. And
22 so I just put this out there in terms of undermining,
23 you know, that criteria that we as a state have said
24 is one of the bases for someone being ready for the
25 classroom. I know it's not the only thing. I know

1 there are different issues there. But I just put
2 that out there, so -- but I will on that note
3 entertain a motion.

4 MS. REITH: I move to approve this waiver
5 request.

6 MS. NEWTON: Second.

7 CHAIRMAN BARTH: All right. Motion by Ms.
8 Reith, second by Ms. Newton.

9 All those in favor say "aye."

10 (UNANIMOUS CHORUS OF AYES)

11 CHAIRMAN BARTH: Opposed, same sign.

12 All right. Congratulations, Mr. Estes.

13 All right.

14 SUPT. ESTES: Last thing, Dr. Hill, because of
15 stuff that you've done in the past my oldest son is a
16 Buffalo because of decisions and things that you did,
17 the groundwork and the framework that you laid. I
18 appreciate that. His greatest educational lesson
19 that he'll learn will probably not be in the
20 classroom, and I appreciate you for that.

21 DR. HILL: Yes, sir.

22 CHAIRMAN BARTH: All right.

23 MS. BOYD: That's all from me, Dr. Barth. Thank
24 you.

25 CHAIRMAN BARTH: All right. Good work, Ms.

1 Boyd.

2 With that, we have a break until 1:00 p.m. when
3 we'll pick back up.

4 (LUNCH BREAK: 12:04 - 1:00 p.m.)

5 B-1: REQUEST FOR REINSTATEMENT OF SUCCEED SCHOLARSHIP: MATHIS
6 FAMILY

7 CHAIRMAN BARTH: All right. I'll call us back
8 to order. We have first up this afternoon a new
9 issue, something we have never dealt with before.
10 And so Ms. Salas-Ford is going to need to walk us
11 through what we're looking at with item 1, which is a
12 reinstatement of a Succeed scholarship.

13 MS. SALAS-FORD: Good afternoon, Board, Dr.
14 Barth. Thank you. Courtney Salas-Ford for the
15 Department. Yes, so this is a request for a
16 reinstatement of a Succeed scholarship and this is
17 arising -- as many of you know, in 2015, we had the
18 Succeed scholarship program that began. Students
19 have been awarded a scholarship to attend a private
20 school and receive funding for that. The ADE rules
21 governing the Succeed scholarship program provide
22 that if a student wants to change and attend a
23 different private school midyear that they must get
24 that approved from the State Board. And so we have
25 Ms. Diana Mathis here today and she is requesting

1 that the Board approve the transfer of the
2 scholarship payments from Compass Academy to the
3 Academy at Riverdale. Ms. Mathis is here, if any of
4 you have any questions for her. And I'm available,
5 as well, if you have any questions.

6 CHAIRMAN BARTH: Ms. Ford -- Salas-Ford, do we
7 need to swear her, do you think?

8 MS. SALAS-FORD: If you're going to have any
9 questions, yes, I would recommend swearing her in.

10 CHAIRMAN BARTH: Okay. All right. So why don't
11 we go ahead and have Ms. Mathis -- if you would come
12 up and -- better safe than sorry. So I'll ask you to
13 raise your right hand. Do you swear or affirm that
14 the testimony you're about to give shall be the
15 truth, the whole truth and nothing but the truth?

16 MS. MATHIS: Yes, sir.

17 CHAIRMAN BARTH: Thank you very much. Thanks
18 for being here today.

19 All right. So did you want to make a statement
20 explaining the switch?

21 MS. MATHIS: (nodding head up and down.)

22 CHAIRMAN BARTH: Okay.

23 MS. MATHIS: The reason why I'm trying to do a
24 transfer is at the time when the Succeed scholarship
25 started Compass Academy was accepting it. And

1 Compass Academy is a school for children with special
2 needs. I have a non-verbal 15-year old son with
3 autism. And at the time the Academy at Riverdale did
4 not have a class open, and so the class has become
5 open. And I was driving back and forth from Little
6 Rock to Conway every day and it has something to do
7 with the driving distance and better equipped school
8 for my son.

9 CHAIRMAN BARTH: Great. We'll see if anybody
10 has questions. We'll start over here. Ms. Newton?

11 MS. NEWTON: This is for Ms. Salas-Ford. The
12 student is still eligible; is that correct? And is
13 the school that they're transferring into an eligible
14 school?

15 MS. SALAS-FORD: Yes. The student is still
16 eligible. He had an IEP prior to entering, being
17 approved for the scholarship. And both schools are
18 eligible schools.

19 MS. NEWTON: That was all my questions. Thank
20 you.

21 CHAIRMAN BARTH: Dr. Hill? Mr. Williamson? Ms.
22 Chambers? Mr. Black? Ms. Zook?

23 MS. ZOOK: Ms. Salas-Ford, is this -- I know
24 that some of the wording got changed in the act in
25 '17. Is this one of the ones where it says the State

1 Board shall or does it still say the State Board may?

2 MS. SALAS-FORD: So this provision is actually
3 not in statute; this was something that was simply
4 put in rules. And it states that if a student wishes
5 to transfer to another eligible school within the
6 same school year they shall request a transfer from
7 the State Board. So you do have permissive authority
8 in this case.

9 MS. ZOOK: Okay. Thanks.

10 CHAIRMAN BARTH: Ms. Dean? Ms. Reith?

11 All right. Any other comments, questions?

12 MS. ZOOK: I move that we grant the transfer.

13 MS. DEAN: Second.

14 MS. NEWTON: Second.

15 CHAIRMAN BARTH: All right. Motion by Ms. Zook,
16 second by Ms. Dean.

17 All those in favor say "aye."

18 (UNANIMOUS CHORUS OF AYES)

19 CHAIRMAN BARTH: Opposed, same sign.

20 Okay. Thank you, Ms. Mathis. Good luck to you
21 and your student.

22 MS. MATHIS: Thank you.

23 B-2: CONSIDERATION FOR PUBLIC COMMENT: PROPOSED RULES

24 GOVERNING SCHOOLS OF INNOVATION

25 CHAIRMAN BARTH: All right. Next up is rules

1 being sent out for public comment. Hi, Ms. Dedman.
2 And these are the Schools of Innovation rules.

3 MS. DEDMAN: Yes, good afternoon. This is
4 Jennifer Dedman, attorney for the Department. I'm
5 here on the Consideration for Public Comment for the
6 Proposed Rules Governing Schools of Innovation. Act
7 871 of 2017 amended the code regarding Schools of
8 Innovation in just one area, if you look to the
9 rules, the single sentence that was added to the
10 rules found at Section 8.01.11 of the rule. We'd ask
11 that these be released for public comment and if you
12 have any questions, I'm here to answer.

13 CHAIRMAN BARTH: Okay. Anything over here, any
14 comments or questions?

15 All right. Any comments or questions?

16 MS. ZOOK: Questions.

17 CHAIRMAN BARTH: Ms. Zook, the question?

18 MS. ZOOK: Under -- [clearing throat], excuse me
19 -- public comment release for Schools of Innovation
20 for four years can be renewed, so they have to -- do
21 they get it for four years and then they have to
22 renew? Am I understanding that correctly, the School
23 of Innovation?

24 MS. DEDMAN: The School of Innovation is -- are
25 you asking if Schools of Innovation are granted for a

1 four-year period upon which -- at which time they
2 have to renew? Uh-huh.

3 MS. ZOOK: Okay. At least one of the Schools of
4 Innovation is in a Level 5 district. Is it possible
5 for us to get a yearly report of the progress of any
6 that that might apply to?

7 MS. DEDMAN: Courtney is coming to join me.

8 MS. ZOOK: Better to get help than be sorry;
9 right?

10 MS. DEDMAN: Agree.

11 MS. SALAS-FORD: I'm sorry, and if you could
12 please repeat that question. I heard the school is
13 in a Level 5 district.

14 MS. ZOOK: Right. And I wondered if we could
15 get some sort of yearly update from that school to
16 see what they're doing, see how things are changing,
17 a progress report? Because I don't suppose we have
18 ever done it -- or hopefully we'll never need to, but
19 you might -- it would be nice for us to know how that
20 School of Innovation is doing in a Level 5 district.

21 COMMISSIONER KEY: Let me tackle that one. I
22 think as part of our process of updating the systems
23 analysis and the results that come from that, that's
24 something that we would certainly add since -- I
25 believe Hall is the high school or the school that

1 you're referring to and it's --

2 MS. ZOOK: There may be others.

3 COMMISSIONER KEY: And there may be, but that's
4 the one that came to mind. But that's certainly a
5 piece -- and I'm looking at Dr. Hernandez; he's
6 nodding that that is something we will add as part of
7 the updates. So it won't be annually; it will just
8 be something that we look at as an ongoing component
9 of the systems analysis and transition. Yes.

10 MS. ZOOK: Because I know School of Innovation
11 is decided in-house --

12 COMMISSIONER KEY: Right.

13 MS. ZOOK: -- but the Level 5s come to the
14 Board. So when you have like a crossover that's -- I
15 guess that's what my thinking was.

16 COMMISSIONER KEY: Yeah. And that's -- so the
17 idea is that looking at all the potential
18 opportunities for schools, if they're in a Level 5
19 district, to make their plans to get better, this is
20 the type of thing that we would look at as an option
21 for them. And certainly reporting back to you all on
22 the results of that is something we would be -- it
23 would be part of our efforts. We're happy to do
24 that.

25 MS. ZOOK: And 11.00, Negotiating Employment

1 Contracts -- 11.01, a public school district with a
2 Negotiating Employment Contract in place shall follow
3 the procedures set forth within the contract that
4 allows implementation of a School of Innovation.
5 That didn't appear to me that it was in the law that
6 was passed, but may have been something that was
7 added when rules were written.

8 MS. DEDMAN: It was not added this time.

9 MS. ZOOK: No. I know it's in the book; I
10 looked.

11 MS. DEDMAN: It may have been --

12 MS. ZOOK: Yeah.

13 MS. DEDMAN: It may have been added at some
14 point before. If you're -- if you'd like to know, I
15 can certainly figure out when that was added and let
16 you know.

17 MS. ZOOK: Right. And if it's not in the actual
18 law itself, then I'd like to know what the rationale
19 behind adding it in rules was.

20 MS. DEDMAN: I can certainly find out.

21 MS. ZOOK: Thank you.

22 CHAIRMAN BARTH: I actually have a general
23 question related to that. So when we have a fairly
24 minor tweak to a law that impacts the rule is -- when
25 it goes back out for public comment is all of the

1 rule again fair game for public comment or only the
2 revision?

3 MS. DEDMAN: I believe Ms. Freno is coming.

4 MS. FRENO: Lori Freno, Department of Education.
5 That's a good question. I mean in the past we've
6 just always kind of treated the whole rule -- I mean
7 if someone made a comment on any component of the
8 rule we're not going to ignore it. I mean we might
9 not make the change, but we're not going to ignore
10 any comments we receive. One thing we're exploring
11 now that we haven't done a lot in the past is when we
12 have rules that have just one section that's changed
13 is taking that section alone through the promulgation
14 process, which is completely acceptable under the
15 APA. But to answer the initial question, we're going
16 to respond to any comments that anyone has to make.

17 CHAIRMAN BARTH: Great. Thank you.

18 Ms. Zook.

19 MS. ZOOK: Yes. And I know that the law, the
20 act said that it was for the benefit of the students
21 of the Schools of Innovation. And this appears --
22 although there might be a ripple effect, this appears
23 to address for the benefit of the staff, not the
24 students in particular. So, you know, I'm not saying
25 I disagree with this; I just think that it -- whether

1 it belonged in here or not is a matter of opinion,
2 unless you can give me rationale.

3 MS. DEDMAN: I will certainly look into that.

4 MS. ZOOK: Thank you.

5 CHAIRMAN BARTH: All right. Any other comments
6 or questions?

7 All right. The request is for this to go out
8 for public comment, so I would invite a motion to
9 that effect.

10 MS. NEWTON: I move to send it to public
11 comment.

12 MS. CHAMBERS: Second.

13 CHAIRMAN BARTH: All right. Motion by Ms.
14 Newton, second by Ms. Chambers.

15 All those in favor say "aye."

16 (UNANIMOUS CHORUS OF AYES)

17 CHAIRMAN BARTH: Opposed?

18 All right. Thank you.

19 B-3: CONSIDERATION FOR PUBLIC COMMENT: PROPOSED RULES
20 GOVERNING DIPLOMAS FOR VETERANS OF WORLD WAR II, THE KOREAN
21 WAR, AND THE VIETNAM WAR

22 CHAIRMAN BARTH: I think you're up again, Ms.
23 Dedman.

24 MS. DEDMAN: Thank you. I'm here also on item
25 3, which is the Consideration for Public Comment for

1 the Proposed Rules Governing Diplomas for Veterans of
2 World War II, the Korean War, and the Vietnam War.
3 This rule is mandated by Arkansas Code Annotated 6-
4 16-133 and 134; the entire rule is new. And we are
5 asking that it be released for public comment and I'm
6 here to answer any questions you have.

7 CHAIRMAN BARTH: Any questions on this?

8 No? Okay.

9 All right. Again, I invite board members to --
10 if they so wish to send along their public comments
11 as part of the process.

12 Any -- you folks ready for a motion on this one?

13 MS. CHAMBERS: I move that we approve for public
14 comment, this consideration.

15 CHAIRMAN BARTH: Okay. Motion by Ms. Chambers.

16 MR. BLACK: I second.

17 CHAIRMAN BARTH: Second by Mr. Black.

18 All those in favor say "aye."

19 (UNANIMOUS CHORUS OF AYES)

20 CHAIRMAN BARTH: Opposed, same sign.

21 All right. Thank you, Ms. Dedman.

22 B-4: CONSIDERATION FOR FINAL APPROVAL: PROPOSED ADE RULES
23 GOVERNING REQUIRED TRAINING FOR SCHOOL BOARD MEMBERS

24 CHAIRMAN BARTH: Okay. Next up we have final
25 approval and Ms. Salas-Ford is going to be taking

1 this one.

2 MS. SALAS-FORD: Thank you. Yes, I am filling
3 in for Ms. Davis who is enjoying herself on a cruise
4 ship off the Pacific Coast somewhere, so -- but
5 before you we have the Proposed ADE Rules Governing
6 Required Training for School Board Members. The
7 Board approved these rules for public comment. The
8 public comment period ended on December 27th. Public
9 comments were received; however, only minor, no
10 substantive changes were made. And so we are asking
11 for final approval for these rules.

12 CHAIRMAN BARTH: Okay. I'll just -- over here,
13 Ms. Reith, anything? Ms. Dean? Ms. Zook, do you
14 have anything on this side?

15 MS. ZOOK: I wonder if the people who train are
16 going to be PD'd or updated or whatever as the types
17 of things that ESSA will change about the increased
18 responsibility of the school boards? So do they get
19 that training from you all or how do they do -- the
20 School Boards Association, who does the training?

21 MS. SALAS-FORD: If it's the School Boards
22 Association, I mean I know they on their own make an
23 effort to stay abreast of all the new changes in
24 laws. We certainly assist them, as well as our PD
25 unit, and so -- as we would for any PD provider.

1 CHAIRMAN BARTH: Mr. Black, anything? Ms.
2 Chambers? Ms. Newton?

3 MS. NEWTON: This doesn't have anything really
4 to do with the rules, but -- and I can't get mine to
5 come up to look at the list. But as I looked at the
6 list that local school board members are required to
7 go through training, as I looked at that list I saw
8 several things that would've been helpful for me to
9 -- you know -- I don't have a background as an
10 administrator, so some of the things that y'all talk
11 about, especially in the areas of finance and
12 different things, are foreign to me. So there were
13 several of those things on there that I thought,
14 yeah, I would've liked to have had that one; yeah, I
15 would've liked to have had that one. And so, you
16 know, I don't know -- as we get -- and we talked
17 about training for new board members as they come on.
18 You know, we got training, but it centered more
19 around kind of the workings of the Department rather
20 than some of this background training. And I saw
21 several things in their list that I think would've
22 been very helpful for me to kind of get me up-to-
23 speed. So, you know, that's just kind of a thought
24 and y'all might think about it as you start bringing
25 on new members.

1 CHAIRMAN BARTH: Yeah. And that's obviously a
2 point well taken because we're getting ready to bring
3 on a couple of new members this summer. So they're
4 probably looking at that agenda for that orientation
5 process. It makes good sense.

6 COMMISSIONER KEY: We'll make a note of that.

7 CHAIRMAN BARTH: All right. Anything else?

8 All right. I would invite a motion to approve
9 these rules for final approval.

10 MS. DEAN: Motion to approve for final approval.

11 DR. HILL: Second.

12 CHAIRMAN BARTH: All right. A motion by Ms.
13 Dean, second by Dr. Hill.

14 All those in favor say "aye."

15 (UNANIMOUS CHORUS OF AYES)

16 CHAIRMAN BARTH: Opposed, same sign.

17 All right. And -- yes.

18 COMMISSIONER KEY: I have an answer for Ms.
19 Zook. Sorry, I beat you to it, wherever Jennifer
20 went.

21 That provision you asked about in the Schools of
22 Innovation rules is in -- is part of the original Act
23 601 of 2013. So it is specified in the statute, the
24 very same language, district with the Negotiating
25 Employment Contract shall follow procedures set forth

1 in the contract.

2 B-5: CONSIDERATION FOR FINAL APPROVAL: PROPOSED ADE RULES
3 GOVERNING EDUCATION SERVICE COOPERATIVES

4 CHAIRMAN BARTH: All right. So we are now up to
5 the ADE Rules Governing Educational Service
6 Cooperatives.

7 MS. HYATT: Thank you. Mary Claire Hyatt for
8 the Department. The Board approved these rules on
9 November 9th for public comment. No public comment
10 was received. The public comment period ended on
11 December 27th. The Governor has approved these on
12 October 10th, and so ADE respectfully requests that
13 the State Board give final approval for these rules.

14 CHAIRMAN BARTH: Okay. Any public comments?
15 Any comments from us?

16 I will invite a motion.

17 MR. WILLIAMSON: I move for final approval.

18 MS. ZOOK: Second.

19 CHAIRMAN BARTH: All right. Motion by Mr.
20 Williamson, second by Ms. Zook.

21 All those in favor say "aye."

22 (UNANIMOUS CHORUS OF AYES)

23 CHAIRMAN BARTH: Opposed, same sign.

24 A painless first time at the microphone.

25 MS. HYATT: Thank you, Dr. Barth.

1 B-6: CONSIDERATION OF TRANSITIONAL SUPPORT PLANS

2 CHAIRMAN BARTH: Okay. And, finally, we've got
3 another big batch of Transitional Support Plans. Of
4 course, we saw others last month. And so I will turn
5 it over to Ms. Frazier and Dr. Hernandez.

6 MS. FRAZIER: Good afternoon. Tiah Frazier from
7 School Improvement. And we have for you today
8 consideration to go forward with these transition
9 plans, much as we did last month. There are 31 of
10 them here today and I just kind of wanted to give you
11 an update of what our plans are since meeting with
12 you all.

13 School Improvement has 21 specialists in our
14 office right now, and so we are working to team out
15 and go on like a 15-day tour of Arkansas. That
16 should start roughly January 22nd and end on February
17 9th. Our goal is for each of the teams that we have
18 decided upon within our unit to go out and meet with
19 each of the districts that have Focus, Priority, or a
20 combination of the two, in order to walk through
21 "here's what you wrote that you're requesting from
22 us, let's impact that, how can we help that happen;"
23 put who the responsible parties are and the timeline
24 for making that happen. Hopefully within that time
25 we will also have an approved plan for ESSA and we

1 will then start -- and hopefully rules, as well, for
2 the Arkansas Educational Support and Accountability
3 Act.

4 So we're going to have two big waves of going
5 out and making sure that we have a consistent voice
6 in the field. The first wave is the clarification of
7 what do we mean in the transition plans and how are
8 we going to make that happen. And then the second
9 wave would be to now that we have rules with Arkansas
10 Educational Support and Accountability Act what are
11 the expectations for the school improvement planning
12 and district plans of support.

13 DR. HERNANDEZ: Dr. Mike Hernandez. I don't
14 have anything to add to that right now, but those are
15 the plans that we have going forward.

16 CHAIRMAN BARTH: All right. We saw this last
17 month, and so I'll just go around to see if there are
18 questions or comments. Ms. Reith, anything? Ms.
19 Dean? Ms. Zook?

20 MS. ZOOK: I think the thing -- I mean, you know
21 my concern is they haven't changed and I agree with
22 yours. One of the things that I noticed, a lot of
23 them are using the 10%, but the 10% won't wind up
24 matching the ESSA goal of --

25 MS. FRAZIER: (nodding head up and down.)

1 MS. ZOOK: Okay. We're getting -- great, we're
2 all on the same page.

3 MS. FRAZIER: Hopefully in our second round, or
4 at least by May, we'll be ready to go out and talk
5 about the growth calculation. We're doing a lot of
6 stakeholder -- I think you all have been invited to
7 go through the ESSA index and how we arrived at A-to-
8 F. So once you go through that, then we'll be
9 repeating that process out in the field once we
10 actually make a decision on cut scores and that kind
11 of thing. So when districts understand how those cut
12 scores work and they understand how to look at all of
13 those measures and the school quality success
14 indicators then hopefully we'll be able to help them
15 set better goals.

16 CHAIRMAN BARTH: When would we expect to see the
17 next iteration of these plans?

18 MS. FRAZIER: I think that was our question for
19 you all today, is that originally we thought that by
20 the time we came to you with a transitional support
21 plan that it would be better quality than it
22 currently is. However, based on our concerns and
23 yours as well, we did realize a need to go out again
24 and kind of shore this up; you know, what are we
25 looking for. So I really hate to give the deadline,

1 although I do know what the 15-day timeline looks
2 like.

3 DR. HERNANDEZ: And I think the preference --
4 what Ms. Frazier had mentioned is that, you know, the
5 schools are now getting their ESSA School Index in
6 draft form and looking at those and making some
7 determinations. Once all that -- the ESSA plan gets
8 approved and those can be finalized, you know, we're
9 going to get to that May 1st timeline where they're
10 going to be able to look at it and make their new
11 school level plans; that will in turn kind of update
12 how we might work to update these transitional
13 support plans. In October of next year is when those
14 district support plans are going to be re-done, and
15 so I think -- I know that's not probably quick
16 enough, but that makes a lot of sense, is to after
17 those district support plans are looked at that we
18 will have kind of that November timeline where a new
19 batch will probably be ready to look at.

20 CHAIRMAN BARTH: So a little bit less than a
21 year from now. Is that -- Commissioner?

22 COMMISSIONER KEY: Yeah. I just -- just to add
23 to what Ms. Frazier and Dr. Hernandez are saying, I
24 can blame myself; I think that I was a little overly
25 optimistic on our timelines in, one, getting the --

1 getting our responses from the Department of
2 Education on ESSA; and then I think I probably under-
3 estimated the time that it would take to change the
4 understanding in going from that old concept of Focus
5 and Priority and what that meant then to what we're
6 doing now with ESSA and Act 930. And so, you know,
7 as we have learned in our most recent interactions
8 over the last four or five months with schools, when
9 we started talking to them about it -- and even
10 internally -- it's been quite a challenge. I mean
11 it's a mind-shift that all of us are undergoing, so
12 -- and then getting it in your mind is one thing, and
13 then getting it on paper for the public consumption
14 and consumption by you all that has presented other
15 challenges. And so the longer we talk about it and
16 look at it and have these conversations with our
17 district partners the better understanding we are
18 getting and better understanding of how we could put
19 this on paper and capture all the work that is going
20 on. So, you know, these first iterations look like,
21 wow, that's pretty vague; yeah, it is. But the next
22 iterations are going to -- you're going to start
23 seeing more concrete responses, concrete actions, but
24 it's part of that growth process of moving to a new
25 philosophy of a systems approach of school

1 improvement.

2 But I want to commend Ms. Frazier and the School
3 Improvement team. You know, losing a leader like Dr.
4 Wilde, that could've been devastating -- and they
5 might tell you it is; it was devastating and they
6 haven't recovered yet. I don't know. But that --
7 you know, we're so happy to have him where he is
8 because it's much needed. But that has -- you know,
9 they stepped into a void and I really want to express
10 my appreciation for the hard work that they have done
11 -- Ms. Coffman, Dr. Hernandez, Ms. Frazier, and that
12 team -- because that -- this is -- that's made this
13 challenge even greater. So, Tiah, thanks for all the
14 work you're doing -- and Mike; I appreciate it.

15 DR. HERNANDEZ: Can I add just a couple of other
16 things, is that we hope -- we know we've referenced
17 Dr. Wilde; we don't have Earle's plan yet. And I
18 anticipate, as we're working with that, is you'll see
19 a lot better quality plan, what that looks like
20 because, you know, he got in there and is starting to
21 have lots of conversations that, you know, probably
22 on the academic side needed to happen. And so he's
23 working to revise some of that and work through that
24 process.

25 The other thing about a little less than a year,

1 I didn't want to give the impression that we're not
2 continually still working in those transition plan;
3 just, you know, we've had meetings recently with some
4 schools where, you know, they've identified that "we
5 have another request or need." And so we're going to
6 go back and add those things to that plan. And so I
7 would think of it as kind of a working contract
8 between the ADE and the district of how we're going
9 to supply things, you know. But I just think in that
10 November timeline, the next iteration, it's going to
11 be a lot better because we're going to be a little
12 more focused on, you know, not thinking in terms of
13 what are the supports that I need just to get 10.03
14 funds; it's going to be a lot more expansive into all
15 the other things. And some we'll incorporate with
16 the larger systems, as well.

17 CHAIRMAN BARTH: Mr. Black, anything else? Ms.
18 Chambers?

19 MS. CHAMBERS: Just a process question. And as
20 the Commissioner spoke to, I think it's very
21 appropriate to anticipate the iterations that are
22 required just to do this the right way and to get it
23 right. The process question is: I noticed there is
24 -- there's quite a spectrum; in some cases it's
25 improved something by 10%, in something else it's

1 just improved. And while I certainly appreciate the
2 benefit, the importance of the districts owning their
3 plans, will there be more consistency when we go
4 through this process that they'll all have more
5 quantitative goals? There are goals to set, but it
6 won't be enough to say "I want to improve my math
7 skills." And that's a question.

8 DR. HERNANDEZ: And I'll try to answer that.
9 Tiah, you can jump in if I'm saying this wrong.

10 I think what we're kind of also seeing -- we
11 mentioned this last time -- is kind of a void in
12 capacity sometimes to write good goals and write good
13 actions behind that. And so I think as we start to
14 get district level folks more comfortable with the
15 research and the strategies to actually improve math
16 scores that that's going to flesh out a little bit
17 better over time. And I think those are some of the
18 conversations that Tiah and her team, as they start
19 to go out, are going to, you know, start pointing
20 back towards the research. And we're trying to do a
21 better job of organizing the research and give them
22 good indicators that they could be working towards to
23 make those improvements. And so I think that's
24 probably on us, as well as trying to organize. And
25 we're working with other -- looking at other states

1 and what they're using and working with, I think we
2 mentioned before, the State Support Network that's
3 helping us kind of organize ourselves better, and
4 trying to say, "Okay, this is what you should be
5 working towards," instead of saying, "You have low
6 math scores; you need to improve them." So that's
7 part of that process that I think is going to get us
8 to -- next year's iteration is going to be a little
9 bit better than -- will be a lot better than it was
10 this time.

11 COMMISSIONER KEY: And if I may add to that as
12 well, remember part of our ESSA plan is identifying
13 long-term goals toward that -- we have a long-term
14 goal of 80% on achievement, which we have our state
15 progress. We know how much as a state we have to
16 improve to get there. But the districts will be
17 expected to look at the subgroup level -- African
18 American, Hispanic, Latino, students with
19 disabilities, all the subgroups that we have. And so
20 they will be looking at those subgroups to determine
21 what their local progress needs to be, progress
22 toward those goals, different than what it was under
23 No Child Left Behind, where if you didn't make those
24 goals you got dinged and put in some type of label
25 for school improvement. But that will help with our

1 School Improvement team, helping walk through what
2 those local goals need to be. So to your question,
3 yes; as ESSA gets approved, then we can apply that on
4 these plans that you're seeing and that iterative
5 process will help us really narrow down where --
6 because it may not be an all-student; it may be a
7 subgroup of students, where they really need to put
8 their focus, and that's a different approach than
9 what we've had in the past.

10 MS. CHAMBERS: The ESSA clarification will help
11 inform the district on how to set meaningful goals --

12 COMMISSIONER KEY: Yes. Yes. They will be able
13 to hone it down, pin it down at the school level, and
14 then be able to bring that back at the district level
15 and determine what their district support plans are.
16 That helps us inform what they need then from the
17 Department to go in and help support that effort.

18 CHAIRMAN BARTH: Mr. Williamson? Okay. Dr.
19 Hill?

20 COMMISSIONER KEY: Tiah might've wanted to add
21 something to that; I'm not sure.

22 MS. FRAZIER: No.

23 COMMISSIONER KEY: Okay.

24 CHAIRMAN BARTH: All right. Ms. Newton?

25 MS. NEWTON: My question I think goes a little

1 bit more general, and you correct me if I don't have
2 this understanding correct. But every district in
3 the state, when we get ESSA approved, will start
4 writing support plans for their schools. When we see
5 a problem with these approximately 60 districts being
6 able to do it, your team is going to go out and you
7 will each one have three or four districts. But what
8 happens when we start looking at statewide and we
9 start getting the same sort of plans that are just
10 vague, they don't really know what they're doing?
11 Have you got a plan to help everyone to be able to
12 successfully support their schools?

13 MS. FRAZIER: Yes, ma'am. So we're working
14 really hard on what those general supports would be
15 for everyone. And one of the things that we're doing
16 right now is looking at what the draft rule of Act
17 930 says that school improvement plans must include,
18 as well as what district plans of support must
19 include. We have a phone call in with one of our
20 external partners that you guys all know as Indistar;
21 that's the Academic Development Institute that's in
22 charge of that. They have partnered with the State
23 Support Network and the Center for School Turnaround
24 for years. So they are -- we have a follow-up call
25 with them within the next 10 or so days to see what

1 kind of -- how they can help us develop that training
2 and general support so that we can go back out, just
3 like we did before when we did the Indistar pilot
4 around the state, and give that general training and
5 guidance for all, as well as put that on our website
6 and update our website.

7 MS. NEWTON: When do you anticipate doing that
8 sort of training?

9 MS. FRAZIER: So until we have rules that are
10 approved, then we would hate to develop a training
11 that possibly went against anything that might change
12 in the rule. So we're planning now, scripting now,
13 with the anticipation that when the rules are final
14 we can move forward.

15 MS. NEWTON: Okay. And the deadline for the
16 districts is?

17 MS. FRAZIER: The deadline for the district plan
18 of support is September 1st, submission to the
19 Department.

20 MS. NEWTON: Thank you.

21 CHAIRMAN BARTH: Ms. Cochran? Ms. Zook?

22 MS. ZOOK: [clearing throat] Excuse me. The
23 form as district, school, all of that -- so for the
24 charters who do not have a district, maybe they're
25 just a school, do we need a different form or do they

1 just understand that --

2 MS. FRAZIER: We could make those modifications.
3 Right now, when we go in -- we work with APSRC
4 closely and Dr. Todd. We've had several
5 conversations about the fact that the school level
6 team is, in essence, the district level team, with
7 the difference that they might have a financial
8 manager somewhere else, California or wherever that
9 person might be. So we try to chime those people in
10 on the phone and make sure that we're all having the
11 same or similar conversation. That might also be
12 true at a really small district, like Lead Hill, for
13 example; basically, their school improvement team is
14 their district improvement team. So that might be
15 the better approach.

16 MS. ZOOK: Okay. Thanks.

17 CHAIRMAN BARTH: Any additional questions?

18 Okay. Then the request from the Department is
19 to approve these transitional plans of support. So I
20 would invite a motion to that effect.

21 MS. CHAMBERS: I move that we approve these
22 transitional support plans.

23 CHAIRMAN BARTH: All right.

24 MR. BLACK: And I second.

25 CHAIRMAN BARTH: All right. Motion by Ms.

1 Chambers, second by Mr. Black.

2 All those in favor say "aye."

3 (UNANIMOUS CHORUS OF AYES)

4 CHAIRMAN BARTH: Opposed, same sign.

5 All right. Thank you.

6 ADJOURNMENT

7 CHAIRMAN BARTH: We have no other action before
8 us today. So I would invite a motion --

9 Okay. Yes, the weather is looking okay-ish,
10 right, at the moment -- at the moment. So we will --
11 yeah, we'll stay tuned. How would we -- if we did
12 have a cancellation, how would we -- expect an email?

13 COMMISSIONER KEY: An email or we'll call you --
14 or both. But, yeah, we'll be keeping an eye on it
15 and if anything happens we'll certainly get in touch
16 with everyone.

17 MS. CHAMBERS: Are you talking about the dinner
18 this evening?

19 CHAIRMAN BARTH: No, for tomorrow. Everything
20 looks fine for the evening, but tomorrow morning
21 there's some possibility.

22 So I would invite a motion to adjourn at this
23 point.

24 MR. WILLIAMSON: Move to adjourn.

25 DR. HILL: Second.

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CHAIRMAN BARTH: All right. Motion by Mr.
Williamson, second by Dr. Hill.

All those in favor say "aye."

(UNANIMOUS CHORUS OF AYES)

CHAIRMAN BARTH: Great. Good work.

(The meeting was adjourned at 1:35 p.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 State Department of Education, State Board of Education, in North Little Rock, Arkansas, on January 11, 2018, 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: January 17, 2018.

SHARON K. HILL, CCR
Certified Court Reporter
Certificate No. 670

	47:19	75:10	5:15,16,20,25,25;	appreciated (1)
\$	Accountability (3)	administrators (2)	6:18;7:9,10;8:23;9:8;	9:15
\$10 (1)	20:16;79:2,10	16:4;55:12	11:18	appreciation (1)
35:19	accurate (1)	advantage (1)	alternative (1)	83:10
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36:10	achievement (2)	advantages (1)	although (3)	82:25;87:8;90:15
\$200 (1)	19:25;86:14	32:20	29:23;71:22;81:1	appropriate (1)
35:18	across (4)	advertised (1)	always (7)	84:21
\$250 (1)	12:16;13:14;16:22;	50:16	4:13;45:2,6,8,25;	approval (9)
4:14	19:25	advisory (1)	61:8;71:6	52:15;73:22,25;
\$3.7 (1)	Act (18)	55:2	amended (1)	74:11;76:9,10;77:2,
35:20	5:15;6:10;7:3,5;	affect (3)	67:7	13,17
\$5,000 (1)	11:23;12:20,25;30:3;	53:22;59:8,9	amendment (1)	approve (10)
4:17	4;41:12;65:24;67:6;	affirm (5)	20:20	17:8;23:5;47:24;
	71:20;76:22;79:3,10;	32:2;44:1;48:24;	American (1)	62:4;64:1;73:13;
	82:6;88:16	56:25;64:13	86:18	76:8,10;90:19,21
[action (3)	AFFIRMATIVELY (1)	analysis (2)	approved (20)
	4:4;41:17;91:7	32:5	68:23;69:9	5:25;11:20;13:2;
[clearing (2)	actions (2)	African (1)	anecdotal (1)	20:4;22:18;39:4;
67:18;89:22	82:23;85:13	86:17	35:9	46:5;54:7,16;55:6;
[laughter] (1)	activities (2)	afternoon (5)	Ann (1)	63:24;65:17;74:7;
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	6:4;38:20;70:17	again (10)	73:3	approving (1)
A	actually (14)	5:9;36:12;41:4;	annual (1)	4:16
A-1 (1)	7:11,20;8:3;12:4;	43:23,23;45:14;71:1;	36:11	approximately (1)
4:2	15:7;16:6;19:22;	72:22;73:9;80:23	annually (4)	88:5
A-2 (1)	33:23;47:3;54:16;	against (1)	35:19,20,21;69:7	APSRC (1)
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A-3 (1)	85:15	agenda (2)	32:5	AQT (1)
17:17	add (12)	4:5;76:4	anticipate (3)	54:3
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29:15	54:12;68:24;69:6;	24:22;36:10,25;	anticipating (2)	22:19
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