

**In The Matter Of:**  
*ARKANSAS STATE BOARD OF EDUCATION*

---

*May 11, 2023*

---

*Sharon K. Hill, CCR*  
*(501) 680-0888*

## ARKANSAS STATE BOARD OF EDUCATION

MAY 11, 2023  
9:00 a.m.

## A P P E A R A N C E S

## BOARD MEMBERS:

MS. OUIDA NEWTON, Chairman  
DR. FITZGERALD HILL  
MS. KATHY ROLLINS  
MS. ADRIENNE WOODS  
MR. STEVE SUTTON  
MR. RANDY HENDERSON  
MS. LISA HUNTER  
MR. JEFF WOOD

## NON-VOTING PARTICIPANTS:

MR. JACOB OLIVA, Secretary of Education  
MS. JESSICA SAUM, Arkansas Teacher of the Year

## DESE LEGAL COUNSEL:

MS. LORI FRENO, General Counsel

## LOCATION:

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

I N D E X

	Page
1) STANDARDS FOR ACCREDITATION WAIVERS	
a) Wynne School District . . . . .	3
b) Woodlawn School District. . . . .	8
2) EXTENSION OF ACT 1240 WAIVER - Brinkley . . . . .	10
3) PLSB NOMINATED MEMBER . . . . .	17
4) SCHOOL COUNSELING PROGRAMS RULES. . . . .	20
5) LONG-TERM SUBS & ALPS . . . . .	25
Motion & Vote re: Long-Term Subs . . . . .	33
Motion & Vote re: ALPs . . . . .	37
Court Reporter's Certificate. . . . .	41

1 P R O C E E D I N G S

2 1) CONSIDERATION OF STANDARDS FOR ACCREDITATION WAIVERS

3 a) WYNNE SCHOOL DISTRICT

4 CHAIRMAN NEWTON: The first item on the Action  
5 Agenda is Consideration of Standards for  
6 Accreditation Waivers. Dr. Sutherlin.

7 DR. SUTHERLIN: Good morning.

8 CHAIRMAN NEWTON: Good morning.

9 DR. SUTHERLIN: So, Matthew Sutherlin, Standards  
10 and Systems Support.

11 We have a standards request from Wynne School  
12 District. They're requesting a Standards for  
13 Accreditation waiver of 1-A.4. That's for 178  
14 instructional days, due to the tornado that  
15 devastated the community on March 31, 2023. And I  
16 believe Dr. Moore is online.

17 CHAIRMAN NEWTON: Dr. Moore, are you on?

18 SUPT. MOORE: Yes, I'm here.

19 CHAIRMAN NEWTON: Okay. Would you like to  
20 present your waiver request this morning?

21 SUPT. MOORE: Yes. We are on the year-round  
22 calendar, and so when the tornado hit we were heading  
23 into a break already; and so we only lost five  
24 instructional days, even though we were out of school  
25 -- or we were out longer than five days for the

1 tornado. And so we worked really, really hard to get  
2 those kids back on-site. And with a short summer,  
3 you know, one of our concerns -- we do run summer  
4 school, and so if we extend the year we're going to  
5 cut into that summer school and it's going to push it  
6 out towards the end of June, which then cuts us down  
7 to only three weeks. And some of those students  
8 would have to have, you know, a mental break and a  
9 little downtime, as well as the teachers.

10 And so we're just requesting, with all the hard  
11 work that everybody put in and with that short summer  
12 already -- and we'll get kids back in a very quick  
13 manner, if we could get that waiver approved.

14 CHAIRMAN NEWTON: Okay. I think you should be  
15 applauded for the work that you and your team, and I  
16 know in conjunction with the team here at DESE, have  
17 done to get kids back in classrooms after such a  
18 devastating occurrence and missing only five days.  
19 You know, it was -- there's -- I know it was  
20 countless hours that you put in, night and day. And  
21 I want to say on behalf of the Board how much we  
22 appreciate all that you have done and your team have  
23 done to get those students served and back in  
24 classrooms. So, thank you for that.

25 SUPT. MOORE: And we thank you. And we couldn't

1 have done it without Secretary Oliva and his team.  
2 And so that's a huge testament to their commitment to  
3 us and our state as well.

4 CHAIRMAN NEWTON: Yes.

5 All right. Are there any questions that the  
6 Board would like to ask for Dr. Moore?

7 All right. Do we have a motion?

8 MS. WOODS: I'll move to approve the waiver.

9 CHAIRMAN NEWTON: Okay. We have a motion by Ms.  
10 Woods to approve the waiver. Do I have a second?

11 DR. HILL: Second.

12 CHAIRMAN NEWTON: Seconded by Dr. Hill.

13 All in favor?

14 (UNANIMOUS CHORUS OF AYES)

15 CHAIRMAN NEWTON: Any opposed?

16 All right. Motion passes.

17 SECRETARY OLIVA: Can I add to that --

18 CHAIRMAN NEWTON: Yes.

19 SECRETARY OLIVA: -- Madam Chair, with Dr. Moore  
20 on there?

21 You know, there isn't a district ever saying  
22 that they hope a natural disaster is headed their  
23 way. And when these things happen it takes a  
24 community by surprise and it's really a testament and  
25 challenge to resiliency when a community is -- has

1 the impact that has hit like the district in Wynne.  
2 And I can tell you we've had folks that have been in  
3 the school district almost every day, and they're  
4 still going there every day, to be a partner with the  
5 school district opening. And any time there's a  
6 natural disaster like this the first step to recovery  
7 is getting schools open. And the commitment that the  
8 school board and Dr. Moore and his team made, to say  
9 "we're going to not only just come back, but come  
10 back stronger and thrive even harder to get schools  
11 open and welcome in-person learning and only lose  
12 five days of instruction," is really, really truly  
13 remarkable. There was catastrophic damage to their  
14 schools and their community, and they've got a long  
15 road ahead of them; this isn't an overnight flip-the-  
16 switch and everything is back to normal. They're  
17 going to be on a path to recovery for several years.  
18 And I just -- I can't commend Dr. Moore and his  
19 leadership and his team any higher than words can  
20 possibly say for their commitment to that community  
21 and to those families and students. And they're  
22 working on some temporary shelter -- more permanent  
23 temporary sheltering for high school and getting  
24 athletics -- he's promised me they're going to have  
25 Friday Night Lights right there in the community, in

1 August, and I believe he's going to make it happen.  
2 And hopefully we can all attend that event, because  
3 that's when the whole community comes back and really  
4 celebrate.

5 So, thank you for what you do and how hard you  
6 work.

7 SUPT. MOORE: Yeah. Thank you. Thank all of  
8 you. We do have a long road ahead of us, but we know  
9 through the prayers and the hard work we're going to  
10 come out okay. Now we've been saying all along -- we  
11 started this coming out of Covid, that "Jackets don't  
12 just survive, they thrive." And I think that this  
13 has been a testament to our team and our community,  
14 and we're going to be okay. And we appreciate every  
15 one of you for all you've done and it has not gone  
16 unnoticed. And we wish we could thank everyone, but  
17 then we would end up leaving someone out. But we've  
18 been blessed. And thank you.

19 CHAIRMAN NEWTON: All right.

20 SECRETARY OLIVA: I think one of the true  
21 testaments to the student body that they serve and  
22 the community serves is we've all seen the pictures  
23 of the catastrophic damage to the high school, and  
24 they had some flagpoles out front that remained but  
25 the flags disappeared. And one of the flags was the

1 American flag and the other one was the school flag.  
2 Some students found those flags out in the community  
3 and within two days later we hung them back up at the  
4 school. So they are going to come back strong.

5 CHAIRMAN NEWTON: Yeah.

6 SECRETARY OLIVA: And I just -- it's such a  
7 great story of what that community is really rallying  
8 around.

9 MR. WOOD: That's cool.

10 CHAIRMAN NEWTON: Well, we appreciate you, Dr.  
11 Moore, and thank you. I know you're busy. We  
12 appreciate you taking the time to join us this  
13 morning. I wish you the best and I think you know  
14 that if there's anything that you need all you have  
15 to do is send an ask this way.

16 SUPT. MOORE: We do. Thank you, all.

17 CHAIRMAN NEWTON: All right. Thank you.

18 B) WOODLAWN SCHOOL DISTRICT

19 CHAIRMAN NEWTON: All right. Dr. Sutherlin.

20 DR. SUTHERLIN: So the second waiver request  
21 that we have on the agenda is for Woodlawn School  
22 District. And they are requesting a one-year 1-A.5  
23 Class Size Standards for Accreditation waiver for the  
24 2022-2023 school year. The waiver is actually for a  
25 2nd grade class that exceeds the maximum class size

1 by one. And the Superintendent is here to speak to  
2 the waiver.

3 CHAIRMAN NEWTON: Okay. Superintendent, come  
4 forward and introduce yourself, and then give us a  
5 little information about the waiver.

6 SUPT. HANCOCK: Good morning. My name is Dr.  
7 Kevin Hancock, Superintendent of Woodlawn Schools. I  
8 appreciate the Board considering this waiver for our  
9 district.

10 To explain what happened, we did have a teacher  
11 resign prior to our spring break. Coming back from  
12 spring break, we had another teacher that  
13 volunteered, who had taught that grade level, to  
14 prepare that grade for our testing, state testing and  
15 she had already taught the essential skills for the  
16 NWEA at the lower grades. So our administrator made  
17 that shift. It put our 2nd grade at maximum, and  
18 then we had another enrollment. And my request is  
19 for the remainder of the year and to fill that  
20 position and two more teachers with kids coming into  
21 our district the next year. We're showing growth.  
22 And I wish I would've stopped those new teachers,  
23 been the first one to catch them for an interview.

24 But I would appreciate it very much if you would  
25 grant us this waiver for the remainder of the year.

1 CHAIRMAN NEWTON: Okay. All right. So they're  
2 asking for a waiver just for the remainder of the  
3 school year for this one class. Does the Board have  
4 any questions for Dr. Hancock?

5 All right. We're ready for a motion then.

6 MS. ROLLINS: I make the motion that we approve  
7 the waiver for Woodlawn School District.

8 CHAIRMAN NEWTON: All right. We have a motion  
9 by Ms. Rollins to approve the waiver. Do we have a  
10 second?

11 MS. HUNTER: Second.

12 MR. HENDERSON: Second.

13 CHAIRMAN NEWTON: Okay. I think I heard Ms.  
14 Hunter first. Okay, a second by Ms. Hunter. All in  
15 favor?

16 (UNANIMOUS CHORUS OF AYES)

17 CHAIRMAN NEWTON: Any opposed?

18 Motion passes.

19 SUPT. HANCOCK: Thank you very much.

20 CHAIRMAN NEWTON: All right.

21 2) CONSIDERATION OF EXTENSION OF ACT 1240 WAIVER: BRINKLEY  
22 SCHOOL DISTRICT

23 CHAIRMAN NEWTON: All right. We have a  
24 Consideration of Extension of Act 1240 Waivers for  
25 the Brinkley School District. Ms. Freno.

1 MS. FRENO: Thank you, Ms. Newton. Lori Freno,  
2 Arkansas Department of Education.

3 The Brinkley School District has requested a  
4 waiver of Educator Licensure and Library Media  
5 Specialist Licensure. Originally, they had asked for  
6 a waiver for a period of three years, but we had  
7 thought one year would be more appropriate and the  
8 school district has agreed to the one year.

9 Dr. Pfeffer would like to make a couple of  
10 comments about this.

11 I will say that Dr. Poole and her principals,  
12 from both her elementary and high school, are on the  
13 way but they are not here yet. So --

14 CHAIRMAN NEWTON: That traffic is terrible this  
15 morning.

16 MS. FRENO: Yeah, I can imagine.

17 CHAIRMAN NEWTON: Yeah.

18 MS. FRENO: It was horrible. So --

19 CHAIRMAN NEWTON: Okay.

20 MS. FRENO: But Dr. Pfeffer is here to visit.

21 CHAIRMAN NEWTON: Okay.

22 DR. PFEFFER: Good morning, Board Members. And  
23 we did reach out to Dr. Poole and let her know that  
24 we were looking at doing that waiver request for a  
25 year, and they were in agreement with that. I did

1 tell her that some of the data she had provided for  
2 me was really helpful; it's obvious that they are  
3 really working on their staffing. All of their  
4 teachers who are on a waiver are meeting the AQT,  
5 Arkansas Qualified Teacher, requirements; so that  
6 means they have background or expertise in the area  
7 where they're assigned. So, that's a positive.

8 And I was also impressed with their low turnover  
9 rate. I think they only had five vacancies at the  
10 time we were working with them. And while I'm sure  
11 they would like to have fewer vacancies, that is a  
12 positive; that's a much smaller number of spots to  
13 fill. And they are looking to even combine some  
14 teaching assignments in order to make sure that  
15 they've got the very best people in front of kids.

16 So I just wanted to bring that out, that I do  
17 think this is a district that has been utilizing that  
18 flexibility and working toward the end-goal of having  
19 well-prepared teachers in their classrooms.

20 CHAIRMAN NEWTON: Okay. When -- I'm sure  
21 they're on their way. Do we want to give them an  
22 opportunity to speak when they get here or if they  
23 were to come in while you're --

24 DR. PFEFFER: I think -- I mean I think that  
25 would be up to you all. I do know Ms. Jacks and Ms.

1 Saracini talked to them day-before-yesterday.

2 (COURT REPORTER'S NOTE: Supt. Poole and staff  
3 walked in the auditorium.)

4 SECRETARY OLIVA: Perfect timing.

5 CHAIRMAN NEWTON: All right.

6 DR. PFEFFER: Perfect timing.

7 CHAIRMAN NEWTON: Okay. All right.

8 DR. PFEFFER: I was just bragging on you. So  
9 they may have a few questions.

10 SUPT. POOLE: Okay.

11 CHAIRMAN NEWTON: All right.

12 SUPT. POOLE: Good morning.

13 CHAIRMAN NEWTON: Good morning. Traffic is fun,  
14 isn't it?

15 SUPT. POOLE: Yes.

16 CHAIRMAN NEWTON: All right. Why don't you  
17 share just a little bit about why you're wanting the  
18 waivers and some things that you've done?

19 SUPT. POOLE: Well, one reason I want the  
20 waivers is because we've been having a hard time  
21 filling positions. Right when the pandemic started  
22 we had a teacher turnover that was massive; we lost  
23 about 15 teachers. We haven't been able to refill  
24 positions, so we accessed the waivers to be able to  
25 do that. And so with the waivers, of course, you

1 know, it comes with challenges as far as making sure  
2 that the teachers are not only prepared with  
3 teaching, but understand the behavior piece, the  
4 social/emotional piece; to know what -- understand  
5 what core instruction and Tier 1 instruction should  
6 look like in the classroom. And so we have had to  
7 utilize the -- one of the waivers that we had that we  
8 no longer have this year coming up is the one where  
9 we had early release days. And we've used that time  
10 to train teachers, develop teachers, because the  
11 waiver teachers do not have the background in  
12 education; so that's a piece that's been a challenge  
13 for us. And so we use that time to coach them, train  
14 them, and prepare them for the classroom.

15 So we were able to, like I say, get some of them  
16 trained. And when we do get them trained and we do  
17 get them certified -- we've had turnover with that as  
18 well. Once they get certified they go to other  
19 districts, so we've been trying to see how can we  
20 keep them in-house. And so we started a grow-our-own  
21 model, looking from within the community for people  
22 to be able to -- that would stay in Brinkley.  
23 Because it's all about the quality of life. People  
24 think that if we just say we want to offer you this  
25 or we want to pay for this that people will stay.

1 But they don't stay, especially if they can't find  
2 housing, and we have a problem with housing in  
3 Brinkley. Fifty percent of my staff commute in from  
4 other places. So if they could find a job somewhere  
5 else, they're going to do that. So that's been one  
6 of the challenges that we've had. And by us trying  
7 to also participate in the teacher prep program with  
8 the high school students as well, getting them in the  
9 program, getting them interested in education as part  
10 of our grow-our-own teacher model -- and so without  
11 the waivers we would not have been able to meet the  
12 standards. We just would not have.

13 CHAIRMAN NEWTON: How many of your teachers that  
14 are on waivers are actually pursuing certification  
15 through maybe what was APPLE or MAT? Are the  
16 majority of them pursuing --

17 SUPT. POOLE: Yes, the majority of them are  
18 pursuing. I have two that are currently in the MAT  
19 program; I have one who is in -- a P.E. teacher at  
20 the elementary who's completed the APPLE program; I  
21 have one, he's not in a program but he's getting in  
22 the ARPEP program and he's teaching secondary history  
23 at the high school; I have an elementary teacher --  
24 like I say, she's one of the ones that -- she teaches  
25 kindergarten, that she's in the MAT program and

1 looking to finish up this May; I had one, Ms. Ramey,  
2 who is not returning but she did complete the APPLE  
3 program; I have another teacher who started the ARPEP  
4 program this year, just teaching business; and I have  
5 a traditionally trained teacher who just has some  
6 portions of her Praxis test that she still needs to  
7 pass. I have not had nine, but on Tuesday one of  
8 mine actually got his license.

9 CHAIRMAN NEWTON: All right.

10 SUPT. POOLE: So that's one class --

11 CHAIRMAN NEWTON: Yeah.

12 SUPT. POOLE: -- from the list.

13 CHAIRMAN NEWTON: Yeah. Yeah.

14 SUPT. POOLE: Yes.

15 CHAIRMAN NEWTON: Okay. Is it a requirement at  
16 your district that they pursue a --

17 SUPT. POOLE: Yes, ma'am.

18 CHAIRMAN NEWTON: -- license? Okay.

19 SUPT. POOLE: Yes, ma'am. I value high academic  
20 achievement for myself, for my students, for the  
21 staff as well, as well as effective teaching in every  
22 classroom. So that will always be a requirement, and  
23 that is why we put so much time in developing and  
24 training them.

25 CHAIRMAN NEWTON: Okay. All right. Let's see

1 if we have questions from the rest of the Board.

2 Anyone?

3 All right. This waiver is a one-year waiver for  
4 Educator Licensure and Library Media Specialist  
5 Licensure. So we are ready for a motion.

6 MS. ROLLINS: I make a motion for this one-year  
7 waiver.

8 CHAIRMAN NEWTON: Okay. We have a motion by Ms.  
9 Rollins to approve the waiver for one year.

10 DR. HILL: Second.

11 CHAIRMAN NEWTON: Second by Dr. Hill.

12 All in favor?

13 (UNANIMOUS CHORUS OF AYES)

14 SUPT. POOLE: Thank you so much.

15 CHAIRMAN NEWTON: Any opposed?

16 All right.

17 SUPT. POOLE: Thank you.

18 CHAIRMAN NEWTON: Motion passes. Thank you, Dr.  
19 Poole, for being here this morning and driving and  
20 fighting the traffic this morning. We appreciate it.

21 3) CONSIDERATION OF REQUEST FOR APPROVAL OF NOMINATED MEMBERS  
22 FOR THE PROFESSIONAL LICENSURE STANDARDS BOARD WHOSE TERMS ARE  
23 VACANT OR EXPIRING JUNE 30, 2023

24 CHAIRMAN NEWTON: All right. Our next one is  
25 Consideration of Request for Approval of Nominated

1 Members for the PLSB board. Ms. Saracini.

2 MS. SARACINI: Karli Saracini, Assistant  
3 Commissioner.

4 Today I come before you to ask -- we are  
5 recommending Melissa Speers -- she is a  
6 Superintendent at Jessieville School District -- to  
7 replace Ms. -- Dr. Martin, who is currently on our  
8 board; her term has expired. And we are recommending  
9 that Ms. Speers takes and replaces the position that  
10 Dr. Martin currently holds through the end of June.

11 CHAIRMAN NEWTON: Okay.

12 MS. SARACINI: And, again -- some of you are new  
13 -- this is a three-year term. And on the  
14 Professional Licensure Standards Board it's specific  
15 in law how many administrators, how many teachers,  
16 and how many higher ed. So this is replacing one of  
17 the admins.

18 CHAIRMAN NEWTON: Okay. How often do they --  
19 does the PLSB board itself meet?

20 MS. SARACINI: We meet quarterly as a whole  
21 board. But Dr. Martin actually was our chair for our  
22 subcommittee, and our subcommittee meets monthly --

23 CHAIRMAN NEWTON: Okay.

24 MS. SARACINI: -- because they go through -- the  
25 subcommittee is actually the one that goes through

1 all the allegations. And sometimes when there's an  
2 uptick in allegations they may meet more than once.

3 CHAIRMAN NEWTON: Okay. I was just curious  
4 about, you know, the time that a person that came  
5 onto this board would be out of their district, you  
6 know, with their own students and staff. And so --  
7 so, but the -- this particular person would be out  
8 quarterly for --

9 MS. SARACINI: For the board, yes.

10 CHAIRMAN NEWTON: Okay.

11 MS. SARACINI: Uh-huh. And it's typically a  
12 half-a-day, in the morning.

13 CHAIRMAN NEWTON: Okay. All right. Any other  
14 questions from the Board?

15 All right. We are ready for a motion then.

16 MS. WOODS: I'll move to approve her.

17 CHAIRMAN NEWTON: We have a motion by Ms. Woods  
18 to approve the nomination. Do we have a second?

19 MS. HUNTER: Second.

20 MR. HENDERSON: Second.

21 CHAIRMAN NEWTON: I'm going to go with Mr.  
22 Henderson this time. So I have a second by Mr.  
23 Henderson.

24 All in favor?

25 (UNANIMOUS CHORUS OF AYES)

1 CHAIRMAN NEWTON: Any opposed?

2 Okay. Motion passes.

3 MS. SARACINI: Thank you.

4 CHAIRMAN NEWTON: Thank you, Ms. Saracini.

5 4) CONSIDERATION FOR FINAL RELEASE: DESE RULES GOVERNING  
6 SCHOOL COUNSELING PROGRAMS

7 CHAIRMAN NEWTON: All right. Our next item on  
8 our agenda is Consideration for Final Approval, Rules  
9 Governing School Counseling Programs.

10 MS. FRENO: Thank you, Ms. Newton. Lori Freno,  
11 again.

12 We are here before you for the final approval on  
13 the rules governing School Counselors. These rules  
14 were -- you approved them for public comment release;  
15 they then were approved by the Governor's office, put  
16 out for public comment. We did receive some public  
17 comments and made some -- a few changes based upon  
18 those, but none of the changes were substantive.

19 So we are asking at this point that you give  
20 these rules your final approval so that we can then  
21 take them to the ALC Rules Subcommittee.

22 CHAIRMAN NEWTON: Okay.

23 MS. FRENO: And my colleague from School  
24 Counseling, Andrea Fortner, is here, in case anyone  
25 has any questions.

1 CHAIRMAN NEWTON: Okay. All right. Does anyone  
2 have questions for Ms. Fortner or Ms. Freno about  
3 these rules?

4 MS. ROLLINS: Yes, I have a question this  
5 morning.

6 CHAIRMAN NEWTON: Okay, Ms. Rollins.

7 MS. ROLLINS: On page 4, 3.01.3, I'm just a  
8 little concerned that youth mental health training  
9 would be every four years, and that to me doesn't  
10 seem often enough.

11 MS. FRENO: I believe that is statutory.

12 MS. ROLLINS: Okay.

13 MS. FRENO: And I will ask Ms. Fortner. I  
14 believe that comes right out of statute.

15 MS. ROLLINS: Okay.

16 MS. FORTNER: Good morning. I'm Andrea Fortner.

17 MS. ROLLINS: Good morning.

18 CHAIRMAN NEWTON: Good morning.

19 MS. FORTNER: Thank you for listening to us this  
20 morning. So that piece comes directly from  
21 legislation that was revised this year in LEARNS to  
22 read "use mental health training." The prior  
23 legislation was out of School Safety, and SROs and  
24 School Counselors were added. This was added pretty  
25 recently. So prior to that, there was no requirement

1 for this kind of training. Many counselors get it  
2 way more often than this. This is just kind of the  
3 least amount that counselors do. But often their  
4 training goes way beyond this requirement.

5 MS. ROLLINS: Yes. In this day and time, it  
6 just seems like we need it a lot more often than  
7 every four years, so -- but thank you for your  
8 information.

9 MS. FORTNER: Sure.

10 CHAIRMAN NEWTON: All right. Any other  
11 questions?

12 Okay. Do we have a motion on the rules for  
13 governing School Counseling?

14 MS. ROLLINS: I'll make the motion to approve.

15 CHAIRMAN NEWTON: Okay. We have a motion by Ms.  
16 Rollins to approve. Do we have a second?

17 MR. WOOD: Second.

18 CHAIRMAN NEWTON: Seconded by Mr. Wood.

19 All in favor?

20 (UNANIMOUS CHORUS OF AYES)

21 CHAIRMAN NEWTON: Any opposed?

22 All right.

23 SECRETARY OLIVA: Can I --

24 CHAIRMAN NEWTON: Yes.

25 SECRETARY OLIVA: Chair, I just -- if I could

1 take a minute, I would like to say publicly -- I  
2 think everybody knows I have a special place in my  
3 heart for attorneys and I tend to make friends with  
4 them. But this is Lori's last --

5 MS. FRENO: He's making fun now.

6 CHAIRMAN NEWTON: Uh-huh.

7 SECRETARY OLIVA: This is Lori's last meeting  
8 presenting -- an item that she's presenting to the  
9 State Board. And I can tell you, as somebody that's  
10 worked for a few months with the legal team here,  
11 Lori is an outstanding person and a passionate person  
12 that really stands for what's right for students and  
13 has just been a tremendous colleague to work with.  
14 And I did make her look up to see how long she has to  
15 sit out in retirement before we could try to lure her  
16 back. She's going to get a phone call exactly six  
17 months from now, saying, "Are you bored yet?"  
18 Because we've really enjoyed working with her, and I  
19 know the team has really enjoyed her counsel and her  
20 camaraderie and just the spirit she brings to this  
21 agency. She's sorely going to be missed. So, thank  
22 you --

23 CHAIRMAN NEWTON: Yes.

24 SECRETARY OLIVA: -- for your years of service.

25 MS. FRENO: Thank you, Secretary.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

[STANDING OVATION]

MS. FRENO: Thank you. May I just say that -- I mean, this has been such an honor representing this board for the past 10 years. And it's just been an honor and I respect you all so much because I know how you really -- I mean, how much you put into this. This is a lot of work to be a member of this board and you do care so much about every individual student, and that's just so important. And I -- you know, when we were having our moment of silence today I took that opportunity to be grateful for the lawyers I've worked with in Legal over the last 10 years, starting with Jeremy Lasiter, and then Kendra Clay, and all the way through to today with Shasta back there. And I also really, really was grateful and thought about the fact that I have so many colleagues, like Andrea, who don't -- you don't see their face a lot here, but they do so much work, and without them, you know, we just would be nothing. We would be nothing. And we're just so lucky to have all those people. They're so wonderful. Thank you so much.

CHAIRMAN NEWTON: Well, I have a little bit more to add to that on behalf of the Board, because we -- I don't know if the rest of the Board are like me,

1 but we'll get emails and they'll be over my head and  
2 I don't know exactly how to answer or how to phrase  
3 or what the legal ramifications of what I would say.  
4 And I would just either email or text Lori and say,  
5 "Lori, I need some help." And she never complained;  
6 she would always give me just the perfect answer, and  
7 sometimes she'd just take care of it for me. And  
8 Lori is a rock that I have stood on these last seven  
9 years, and I just wanted to say thank you for all  
10 that you've done for me. And I count you as a friend  
11 and I just want to say thank you for that -- for  
12 being so supportive of us as board members, because  
13 it is difficult to know what to say sometimes and  
14 you're just right there for us. So thank you for  
15 that.

16 MS. FRENO: Thank you, Ouida. You better not  
17 say you're my friend or you'll get a Christmas card  
18 with my dogs on it.

19 CHAIRMAN NEWTON: I look forward to it. I look  
20 forward to it. All right.

21 MS. FRENO: Thank you so much.

22 CHAIRMAN NEWTON: So thank you, Lori.

23 5) LONG-TERM SUBS REQUESTS

24 CHAIRMAN NEWTON: All right. We have one more  
25 item on the Action Agenda. We moved the long-term

1 subs off the Consent Agenda. And Dr. Pfeffer is  
2 coming and is going to explain what we're going to do  
3 with long-term subs list.

4 DR. PFEFFER: Thank you, Chair.

5 So an educational entity requests a long-term  
6 sub waiver when they're not able to have a licensed  
7 individual in the class for more than 30 consecutive  
8 instructional days. And long-term sub requests have  
9 to be made each semester, so the approval for a long-  
10 term sub does not go past a semester. So second  
11 semester, if any requests for long-term subs come in  
12 our team reviews those requests. A long-term sub has  
13 to have at least a bachelor's degree, so that's one  
14 of the requirements.

15 So, typically, you see those on the Consent  
16 Agenda because they're pretty routine and, you know,  
17 ideally, you don't have to go more than one semester  
18 with a long-term sub. And what we're finding out is,  
19 because of all the different pathways we have, a lot  
20 of times we're able to -- someone that might go past  
21 a semester we're able to find another alternative for  
22 them to be able to stay in a classroom. This time,  
23 though, we started hearing some concerns because of  
24 several of the requests on here for the Alternative  
25 Learning Program from the Arch Ford Co-op. And so

1 that's why we would like to just ask you today to  
2 consider the long-term sub requests that are not part  
3 of the Arch Ford ALE learning requests, and then we  
4 need to look and address that separately. So that  
5 would be the request, starting at the beginning with  
6 Alma, going through that first page. And then I  
7 believe there's one at the very end that is one of  
8 the correctional schools, DHS; there was a long-term  
9 sub request there.

10 So, Madam Chair, if it would be appropriate for  
11 the board to consider just part of these requests,  
12 and then not approve the others and we can address  
13 those separately. That would be our recommendation  
14 this month.

15 CHAIRMAN NEWTON: All right. So the long-term  
16 sub requests would be for everything on this list,  
17 except for those that had to do with the Arch Ford  
18 Educational Service Cooperative. And then you're  
19 going to look at those and then come back to us next  
20 month with what your results are and what -- the  
21 results of what you have investigated and found.

22 Before we vote, we do have someone that has  
23 signed up for public comment. And, Board, we would  
24 have to approve to hear public comment. So what is  
25 your pleasure on this?

1 MR. WOOD: Move to allow public comment.

2 CHAIRMAN NEWTON: Okay. We have a motion by Mr.  
3 Wood to allow public comment. Do we have a second?

4 DR. HILL: Second.

5 CHAIRMAN NEWTON: Second by Dr. Hill.

6 Ms. Alumbaugh. And public comments are three  
7 minutes.

8 MS. ALUMBAUGH: Thank you for the opportunity to  
9 speak today. Please consider this an urgent plea to  
10 perform an emergency audit and investigation into the  
11 Alternative Learning Environment Programs in the  
12 state of Arkansas. The things that I'm sharing with  
13 you are associated with the Alternative Learning  
14 Environment through the Arch Ford Educational Service  
15 Cooperative.

16 Even though the Arch Ford Cooperative has a  
17 traditional service area, the Alternative Learning  
18 area program reaches far beyond the borders of the  
19 cooperative's service area. The Alternative Learning  
20 Program serves over 40 districts throughout Arkansas.  
21 I've reviewed the Arch Ford submission, on March 31,  
22 2021, showing their assurances to the ADE. Testimony  
23 of Raphael Marlow has revealed that they have  
24 violated almost all of these requirements with regard  
25 to the ALE that Vilonia service -- that Vilonia uses

1 at their Ruth Doyle campus in Conway. The  
2 organization is committing fraud, in my opinion.  
3 They do not have the appropriate amount of certified  
4 teachers required by law. Instead, they are  
5 performing a bait-and-switch on parents. When the  
6 students attend the Alternative Learning Program they  
7 receive a report card with certified teachers' names  
8 on it. Those teachers are called Teachers of  
9 Records, but they are anything but. Arkansas defines  
10 Teachers of Record and they are the actual people  
11 that teach and assist students. These people do not.  
12 They perform no instructional duties for the children  
13 in this Alternative Learning setting; they have never  
14 met these kids; they have no idea what these kids are  
15 learning, as they provide no instruction or plans.  
16 They don't even know how many report cards around the  
17 state their names appear as Teachers of Record on.  
18 They've just been told that that's the way it is, by  
19 the director. Arkansas defines Teacher of Records,  
20 and these, again, are not Teachers of Record; they  
21 are housed all over the state. There is an over-  
22 representation of children who are on IEPs in  
23 Alternative Learning Environments. These services  
24 they receive are not aligned with their IEPs, but are  
25 limited to a memorandum of understanding this

1           Alternative Learning Program has with the individual  
2           districts. There appears to be no follow-through or  
3           follow-up with the district once children are placed  
4           in the Alternative Learning Program. The State  
5           doesn't track kids who are on 504s in ALE. Arkansas  
6           State requires six hours of instruction per day; in  
7           most of these programs there are six periods of 50  
8           minutes. No matter how you count it, it doesn't add  
9           up to six hours of instruction. But even more  
10          egregious is the home district determines the  
11          transportation schedule; so oftentimes, these  
12          children in Alternative Learning Environments start  
13          their days later and leave before the instruction has  
14          ended. Some of these kids are only getting four  
15          hours of instruction a day, most of these which are  
16          not really instruction because they have no teachers.  
17          Most of these kids return to their homes before the  
18          traditional school day ends. If the purpose of the  
19          ALE is to help kids be successful and keep them in  
20          school, this also needs to be investigated, as many  
21          times rewards are given for Fridays off, like within  
22          the Quitman ALE. Once, a student -- I advocated for  
23          a student; he was given a four-day-a-week because his  
24          behavior was so good, yet he was maintained in ALE  
25          for a year because his behavior was so bad. But, he

1 had every Friday off.

2 The Superintendents have submitted program plans  
3 for review and they have to verify the amount of  
4 certified teachers. The Arch Ford Cooperative  
5 certifies this, but these certifications are bogus.  
6 In the program at Ruth Doyle in Conway, there are 45  
7 students and there is one certified teacher; she's  
8 certified in special ed. and social studies. The  
9 certified Teacher of Record of these kids in the  
10 particular program in the English Language Arts is  
11 out of Texarkana, and is a music teacher. The health  
12 teacher and P.E. teacher listed as a Teacher of  
13 Record is out of Greenbrier that offers no  
14 instruction for these kids.

15 CHAIRMAN NEWTON: Thank you, Ms. Audie. The  
16 time is up. But we appreciate you bringing this to  
17 our attention.

18 MS. ALUMBAUGH: You bet.

19 CHAIRMAN NEWTON: And I've talked to Dr. Pfeffer  
20 and Secretary Oliva. They are going to look into  
21 this and bring us back a report next month.

22 MS. ALUMBAUGH: Thank you.

23 CHAIRMAN NEWTON: Thank you.

24 Does any board member have a question or a  
25 comment this morning?

1 MR. WOOD: I have a question just pertaining to  
2 the waiver approvals. I know we're holding off on  
3 approving Arch Ford's request. Are there any other  
4 ALE requests on here for -- expected before us any  
5 time soon?

6 SECRETARY OLIVA: Not on the current list that  
7 we're asking you for.

8 MR. WOOD: Okay.

9 SECRETARY OLIVA: Those are all from school  
10 districts and then a correctional facility.

11 MR. WOOD: Yeah. I just -- I think Ms.  
12 Alumbaugh's comments and her investigation, you know,  
13 and the advocacy work she does is starting to  
14 highlight some serious needs. And my suspicion would  
15 be that it's probably broader than one cooperative.  
16 It is easy for entities maybe to not prioritize ALE  
17 instruction as well as it should be prioritized. And  
18 I would just like us to take a deep look at whether  
19 other situations may exist beyond just Arch Ford's.  
20 So that's why I asked the question about anybody else  
21 on here. But no more questions about these waiver  
22 requests.

23 CHAIRMAN NEWTON: Okay. Very well said. Thank  
24 you.

25 Any other questions or comments from board

1 members on this issue?

2 Okay. We are going to vote now just on the  
3 long-term subs on the list that are not Arch Ford.  
4 Do I have a motion for those? The motion would be to  
5 approve or not approve the long-term sub list, with  
6 the exception of Arch Ford.

7 MS. ROLLINS: I'll make the motion to approve.

8 CHAIRMAN NEWTON: Okay. We have a motion to  
9 approve the long-term subs list, with the exception  
10 of Arch Ford, by Ms. Rollins. Do we have a second?

11 MS. HUNTER: Second.

12 CHAIRMAN NEWTON: Seconded by Ms. Hunter.

13 All in favor?

14 (UNANIMOUS CHORUS OF AYES)

15 CHAIRMAN NEWTON: Any opposed?

16 Motion passes.

17 All right. Again, we will, I think, hear a  
18 little bit more about this next month.

19 MR. WOOD: Ms. Newton?

20 CHAIRMAN NEWTON: Yes.

21 MR. WOOD: When we get these requests, would it  
22 be possible for us to also get like percentage of  
23 classrooms for -- maybe for each school or each  
24 district --

25 CHAIRMAN NEWTON: If you --

1 MR. WOOD: -- that are in that -- I mean, I'm  
2 looking at the spreadsheet and I don't see it, and it  
3 may be in another place.

4 CHAIRMAN NEWTON: Yeah. If you look at -- go  
5 back to your agenda, we have one that's just percent  
6 of teachers on ALPs.

7 MR. WOOD: Right.

8 CHAIRMAN NEWTON: But I don't think we get one  
9 for long-term subs. Is that correct, Ms. Saracini or  
10 --

11 MS. SARACINI: Yes, that is correct.

12 DR. PFEFFER: Yeah. And I think though on here  
13 you can see a total. It looks like a spring total  
14 for some of those districts. And, remember, a long-  
15 term sub could come into play -- you know, maternity  
16 leave is probably one of the biggest drivers for the  
17 need for long-term subs. And so we'll be doing a lot  
18 more conversation around that as we go forward with  
19 the implementation of LEARNS -- but medical leave,  
20 stuff like that. And I think we also want to really  
21 do a good job of making sure districts understand  
22 that we do have that emergency teaching permit. And  
23 a lot of times they forget that they can actually  
24 have someone that works under a permit that meets the  
25 qualifications and if they're going to truly step

1 into that role of a Teacher of Record. So we're  
2 going to be doing a lot of work over the summer to  
3 help everyone really understand those pathways and  
4 have a good way to do those checks as requests come  
5 in.

6 MR. WOOD: Uh-huh.

7 DR. HILL: Can I -- if they fit that criteria  
8 for a teacher emergency, does that -- do you have to  
9 ask for a waiver then?

10 DR. PFEFFER: No, sir.

11 CHAIRMAN NEWTON: Mr. Wood, would you like to  
12 see something on long-term subs similar to what we're  
13 doing with the ALPs or --

14 MR. WOOD: I would -- I personally would  
15 appreciate that, especially kind of worked into the  
16 spreadsheet that we get just so the information is  
17 right there and you can --

18 CHAIRMAN NEWTON: Right.

19 MR. WOOD: -- readily see --

20 CHAIRMAN NEWTON: Right.

21 MR. WOOD: -- what the picture is in the  
22 district or the school building that is requesting  
23 that waiver.

24 CHAIRMAN NEWTON: Do you want it separate from  
25 the ALPs or would you like it ALP and long-term sub

1 together? Which would you rather have?

2 MR. WOOD: I suppose separately, because we  
3 consider them separately.

4 CHAIRMAN NEWTON: Okay. All right. So, Ms.  
5 Saracini --

6 MR. WOOD: So to digest it.

7 CHAIRMAN NEWTON: She's nodding, so I think she  
8 can make that happen.

9 MR. WOOD: Okay.

10 CHAIRMAN NEWTON: Okay. All right.

11 MR. WOOD: Thank you.

12 CHAIRMAN NEWTON: All right. Any other  
13 questions or comments on this issue?

14 Ms. Freno.

15 MS. FRENO: Ms. Newton -- and this just might be  
16 me, but that agenda item was pulled from Consent and  
17 it sounded like you voted only on the long-term subs  
18 and not on the ALPs.

19 CHAIRMAN NEWTON: Right.

20 MS. FRENO: So just --

21 CHAIRMAN NEWTON: Right.

22 MS. FRENO: -- to be clean I would suggest that  
23 you also vote on the ALPs.

24 CHAIRMAN NEWTON: Go ahead and do that now?

25 MS. FRENO: Because -- yeah, because it's not

1 real clear if everything, if the whole item was  
2 pulled or just this long-term subs.

3 CHAIRMAN NEWTON: Okay.

4 MS. FRENO: So, yeah, if you could just vote on  
5 it now then we can be certain.

6 CHAIRMAN NEWTON: We will take care of that.  
7 Thank you for bringing that to our attention.

8 Okay. So Ms. Freno would like us to also vote  
9 on the ALPs for the month of May. So, do we have a  
10 motion to approve the ALPs?

11 MR. SUTTON: I'll make the motion.

12 MR. HENDERSON: I move to approve the ALPs.

13 CHAIRMAN NEWTON: All right. So I heard both of  
14 you at the same time, so I'm going to go with -- Mr.  
15 Sutton's picture popped up first, so Mr. Sutton made  
16 the motion to approve and Mr. Henderson seconded the  
17 motion to approve the ALP reports and waivers.

18 Do we -- all in favor?

19 (UNANIMOUS CHORUS OF AYES)

20 CHAIRMAN NEWTON: Any opposed?

21 All right. Motion passes.

22 All right. Any more discussions on ALPs or  
23 long-term subs?

24 All right.

25 DR. HILL: I have one thing that I'd like to say

1 as my last meeting before my last meeting and -- for  
2 Secretary (inaudible). And this is just something  
3 for seven years that I've always questioned: if we  
4 didn't approve it, do we have an action plan for them  
5 to take back? And I just -- you know, as I sit here  
6 and I see us getting this probably 20% of our board  
7 time on approving the waivers because of our area of  
8 where we are -- so that's just something that I want  
9 us strategic to think, what if we say no? I mean,  
10 really, what happens tomorrow in where the kids go in  
11 the classrooms if we don't approve it? And I think  
12 this -- the time that we spend on that, you know, to  
13 know if we say no what do they do.

14 CHAIRMAN NEWTON: Yeah.

15 DR. HILL: I just -- and that's something -- you  
16 know, I know we've been talking about this for --  
17 when we came, Ms. Newton --

18 CHAIRMAN NEWTON: Yeah.

19 DR. HILL: -- for years.

20 CHAIRMAN NEWTON: Yeah.

21 DR. HILL: So I ask that question. Okay, what  
22 if we say no, we don't approve it? Well, what do  
23 they do when they go back to their community?

24 CHAIRMAN NEWTON: Yeah. What happens to those  
25 kids.

1 DR. HILL: Yeah.

2 CHAIRMAN NEWTON: Yeah.

3 DR. HILL: I mean, so I think if -- you know,  
4 like I used to coach and I'd say -- if I tell my  
5 coordinator not to call this play, I'd better give  
6 him a play to call.

7 CHAIRMAN NEWTON: Uh-huh. Yeah.

8 DR. HILL: And I think -- you know, I think  
9 that's important that we give that type of leadership  
10 if we tell them we don't approve what they ask us to  
11 do.

12 CHAIRMAN NEWTON: Right. I think that was a  
13 question for you, Secretary.

14 DR. HILL: No, not right now. I'm saying --

15 CHAIRMAN NEWTON: I didn't want to put you on  
16 the spot, but since he brought it up --

17 DR. HILL: No, no, because I've asked the  
18 previous Secretary. I just think in the future, as  
19 you move -- because if I brought something to the  
20 Board and you told me no, then I would want you to  
21 tell me what to do. Because I'm asking you for a  
22 waiver to do what I think is going to help me teach  
23 kids.

24 SECRETARY OLIVA: I think that's a fair  
25 question. And as we go and look a little bit deeper

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

--

DR. HILL: Yes.

SECRETARY OLIVA: -- into what these requests are, why do they keep happening --

DR. HILL: Yeah.

SECRETARY OLIVA: -- do we have rules that are unenforceable --

DR. HILL: Right.

SECRETARY OLIVA: -- is this just a lesson in futility, what is the real root of the problem -- we'll come up with some strategies to help support districts and bring those recommendations to the Board.

DR. HILL: Okay.

CHAIRMAN NEWTON: All right.

(The Action Agenda was concluded at 9:58 a.m.)

C E R T I F I C A T E

STATE OF ARKANSAS )  
 ) ss.  
COUNTY OF SALINE )

I, SHARON K. HILL, CCR, a Certified Stenomask Reporter and Notary Public before whom the foregoing proceedings was taken, do hereby certify that the same is a true and correct transcription before the Arkansas Division of Elementary and Secondary Education, State Board of Education, in Little Rock, Arkansas, on May 11, 2023, 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: May 13, 2023.

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

	<p><b>20:21</b> <b>ALE (8)</b> 27:3;28:25;30:5, 19,22,24;32:4,16</p>	<p><b>approved (3)</b> 4:13;20:14,15</p>	<p><b>31:21;34:5;38:5,23</b> <b>background (2)</b> 12:6;14:11</p>	<p><b>brought (2)</b> 39:16,19</p>
<p>[ <b>[STANDING (1)</b> 24:1</p>	<p><b>aligned (1)</b> 29:24</p>	<p><b>approving (2)</b> 32:3;38:7</p>	<p><b>bad (1)</b> 30:25</p>	<p><b>building (1)</b> 35:22</p>
<p><b>A</b></p>	<p><b>allegations (2)</b> 19:1,2</p>	<p><b>AQT (1)</b> 12:4</p>	<p><b>bait-and-switch (1)</b> 29:5</p>	<p><b>business (1)</b> 16:4</p>
<p><b>able (9)</b> 13:23,24;14:15,22; 15:11;26:6,20,21,22</p>	<p><b>allow (2)</b> 28:1,3</p>	<p><b>Arch (12)</b> 26:25;27:3,17; 28:14,16,21;31:4; 32:3,19;33:3,6,10</p>	<p><b>based (1)</b> 20:17</p>	<p><b>busy (1)</b> 8:11</p>
<p><b>academic (1)</b> 16:19</p>	<p><b>Alma (1)</b> 27:6</p>	<p><b>area (5)</b> 12:6;28:17,18,19; 38:7</p>	<p><b>beginning (1)</b> 27:5</p>	<p><b>C</b></p>
<p><b>accessed (1)</b> 13:24</p>	<p><b>almost (2)</b> 6:3;28:24</p>	<p><b>Arkansas (7)</b> 11:2;12:5;28:12, 20;29:9,19;30:5</p>	<p><b>behalf (2)</b> 4:21;24:24</p>	<p><b>calendar (1)</b> 3:22</p>
<p><b>ACCREDITATION (4)</b> 3:2,6,13;8:23</p>	<p><b>along (1)</b> 7:10</p>	<p><b>ARPEP (2)</b> 15:22;16:3</p>	<p><b>behavior (3)</b> 14:3;30:24,25</p>	<p><b>call (3)</b> 23:16;39:5,6</p>
<p><b>achievement (1)</b> 16:20</p>	<p><b>ALP (2)</b> 35:25;37:17</p>	<p><b>around (3)</b> 8:8;29:16;34:18</p>	<p><b>best (2)</b> 8:13;12:15</p>	<p><b>called (1)</b> 29:8</p>
<p><b>ACT (2)</b> 10:21,24</p>	<p><b>ALPs (9)</b> 34:6;35:13,25; 36:18,23;37:9,10,12, 22</p>	<p><b>ARPEP (2)</b> 15:22;16:3</p>	<p><b>bet (1)</b> 31:18</p>	<p><b>camaraderie (1)</b> 23:20</p>
<p><b>Action (4)</b> 3:4;25:25;38:4; 40:19</p>	<p><b>alternative (12)</b> 26:21,24;28:11,13, 17,19;29:6,13,23; 30:1,4,12</p>	<p><b>Arts (1)</b> 31:10</p>	<p><b>better (2)</b> 25:16;39:5</p>	<p><b>came (2)</b> 19:4;38:17</p>
<p><b>actual (1)</b> 29:10</p>	<p><b>Alumbaugh (4)</b> 28:6,8;31:18,22</p>	<p><b>assigned (1)</b> 12:7</p>	<p><b>beyond (3)</b> 22:4;28:18;32:19</p>	<p><b>campus (1)</b> 29:1</p>
<p><b>actually (6)</b> 8:24;15:14;16:8; 18:21,25;34:23</p>	<p><b>Alumbaugh's (1)</b> 32:12</p>	<p><b>assignments (1)</b> 12:14</p>	<p><b>biggest (1)</b> 34:16</p>	<p><b>Can (16)</b> 5:17;6:2,19;7:2; 11:16;14:19;20:20; 22:23;23:9;27:12; 34:13,23;35:7,17; 36:8;37:5</p>
<p><b>add (3)</b> 5:17;24:24;30:8</p>	<p><b>always (3)</b> 16:22;25:6;38:3</p>	<p><b>assist (1)</b> 29:11</p>	<p><b>bit (4)</b> 13:17;24:23;33:18; 39:25</p>	<p><b>card (2)</b> 25:17;29:7</p>
<p><b>added (2)</b> 21:24,24</p>	<p><b>American (1)</b> 8:1</p>	<p><b>Assistant (1)</b> 18:2</p>	<p><b>blessed (1)</b> 7:18</p>	<p><b>cards (1)</b> 29:16</p>
<p><b>address (2)</b> 27:4,12</p>	<p><b>amount (3)</b> 22:3;29:3;31:3</p>	<p><b>associated (1)</b> 28:13</p>	<p><b>Board (29)</b> 4:21;5:6;6:8;9:8; 10:3;11:22;17:1,22; 18:1,8,14,19,21;19:5, 9,14;23:9;24:4,7,24, 25;25:12;27:11,23; 31:24;32:25;38:6; 39:20;40:13</p>	<p><b>care (3)</b> 24:8;25:7;37:6</p>
<p><b>ADE (1)</b> 28:22</p>	<p><b>Andrea (3)</b> 20:24;21:16;24:17</p>	<p><b>assurances (1)</b> 28:22</p>	<p><b>body (1)</b> 7:21</p>	<p><b>case (1)</b> 20:24</p>
<p><b>administrator (1)</b> 9:16</p>	<p><b>appear (1)</b> 29:17</p>	<p><b>athletics (1)</b> 6:24</p>	<p><b>bogus (1)</b> 31:5</p>	<p><b>catastrophic (2)</b> 6:13;7:23</p>
<p><b>administrators (1)</b> 18:15</p>	<p><b>appears (1)</b> 30:2</p>	<p><b>attend (2)</b> 7:2;29:6</p>	<p><b>borders (1)</b> 28:18</p>	<p><b>catch (1)</b> 9:23</p>
<p><b>admins (1)</b> 18:17</p>	<p><b>applauded (1)</b> 4:15</p>	<p><b>attention (2)</b> 31:17;37:7</p>	<p><b>bored (1)</b> 23:17</p>	<p><b>celebrate (1)</b> 7:4</p>
<p><b>advocacy (1)</b> 32:13</p>	<p><b>APPLE (3)</b> 15:15,20;16:2</p>	<p><b>attorneys (1)</b> 23:3</p>	<p><b>both (2)</b> 11:12;37:13</p>	<p><b>certain (1)</b> 37:5</p>
<p><b>advocated (1)</b> 30:22</p>	<p><b>appreciate (9)</b> 4:22;7:14;8:10,12; 9:8,24;17:20;31:16; 35:15</p>	<p><b>audit (1)</b> 28:10</p>	<p><b>bragging (1)</b> 13:8</p>	<p><b>certification (1)</b> 15:14</p>
<p><b>again (4)</b> 18:12;20:11;29:20; 33:17</p>	<p><b>appropriate (3)</b> 11:7;27:10;29:3</p>	<p><b>auditorium (1)</b> 13:3</p>	<p><b>bring (3)</b> 12:16;31:21;40:12</p>	<p><b>certifications (1)</b> 31:5</p>
<p><b>agency (1)</b> 23:21</p>	<p><b>APPROVAL (6)</b> 17:21,25;20:8,12, 20;26:9</p>	<p><b>August (1)</b> 7:1</p>	<p><b>bringing (2)</b> 31:16;37:7</p>	<p><b>certified (8)</b> 14:17,18;29:3,7; 31:4,7,8,9</p>
<p><b>Agenda (9)</b> 3:5;8:21;20:8; 25:25;26:1,16;34:5; 36:16;40:19</p>	<p><b>approvals (1)</b> 32:2</p>	<p><b>AYES (7)</b> 5:14;10:16;17:13; 19:25;22:20;33:14; 37:19</p>	<p><b>break (4)</b> 3:23;4:8;9:11,12</p>	<p><b>certifies (1)</b> 31:5</p>
<p><b>agreed (1)</b> 11:8</p>	<p><b>approve (23)</b> 5:8,10;10:6,9;17:9; 19:16,18;22:14,16; 27:12,24;33:5,5,7,9; 37:10,12,16,17;38:4, 11,22;39:10</p>	<p><b>B</b></p>	<p><b>brings (1)</b> 23:20</p>	<p><b>Chair (5)</b> 5:19;18:21;22:25; 26:4;27:10</p>
<p><b>agreement (1)</b> 11:25</p>	<p><b>approved (3)</b> 4:13;20:14,15</p>	<p><b>bachelor's (1)</b> 26:13</p>	<p><b>BRINKLEY (5)</b> 10:21,25;11:3; 14:22;15:3</p>	<p><b>CHAIRMAN (108)</b> 3:4,8,17,19;4:14; 5:4,9,12,15,18;7:19; 8:5,10,17,19;9:3; 10:1,8,13,17,20,23; 11:14,17,19,21;</p>
<p><b>ahead (3)</b> 6:15;7:8;36:24</p>	<p><b>back (18)</b> 4:2,12,17,23;6:9, 10,16;7:3;8:3,4;9:11; 23:16;24:15;27:19;</p>	<p><b>back (18)</b> 4:2,12,17,23;6:9, 10,16;7:3;8:3,4;9:11; 23:16;24:15;27:19;</p>	<p><b>broader (1)</b> 32:15</p>	<p></p>
<p><b>ALC (1)</b></p>	<p></p>	<p></p>	<p></p>	<p></p>



<p>4:11;23:2  <b>everyone (2)</b>                  7:16;35:3  <b>exactly (2)</b>                  23:16;25:2  <b>exceeds (1)</b>                  8:25  <b>except (1)</b>                  27:17  <b>exception (2)</b>                  33:6,9  <b>exist (1)</b>                  32:19  <b>expected (1)</b>                  32:4  <b>expertise (1)</b>                  12:6  <b>expired (1)</b>                  18:8  <b>EXPIRING (1)</b>                  17:23  <b>explain (2)</b>                  9:10;26:2  <b>extend (1)</b>                  4:4  <b>EXTENSION (2)</b>                  10:21,24</p>	<p>26:18  <b>finish (1)</b>                  16:1  <b>first (6)</b>                  3:4;6:6;9:23;                  10:14;27:6;37:15  <b>fit (1)</b>                  35:7  <b>five (5)</b>                  3:23,25;4:18;6:12;                  12:9  <b>flag (2)</b>                  8:1,1  <b>flagpoles (1)</b>                  7:24  <b>flags (3)</b>                  7:25,25;8:2  <b>flexibility (1)</b>                  12:18  <b>flip-the- (1)</b>                  6:15  <b>folks (1)</b>                  6:2  <b>follow-through (1)</b>                  30:2  <b>follow-up (1)</b>                  30:3  <b>Ford (10)</b>                  26:25;27:3,17;                  28:14,16,21;31:4;                  33:3,6,10  <b>Ford's (2)</b>                  32:3,19  <b>forget (1)</b>                  34:23  <b>Fortner (7)</b>                  20:24;21:2,13,16,                  16,19;22:9  <b>forward (4)</b>                  9:4;25:19,20;34:18  <b>found (2)</b>                  8:2;27:21  <b>four (3)</b>                  21:9;22:7;30:14  <b>four-day-a-week (1)</b>                  30:23  <b>fraud (1)</b>                  29:2  <b>Freno (24)</b>                  10:25;11:1,1,16,18,                  20;20:10,10,23;21:2,                  11,13;23:5,25;24:2;                  25:16,21;36:14,15,                  20,22,25;37:4,8  <b>Friday (2)</b>                  6:25;31:1  <b>Fridays (1)</b>                  30:21  <b>friend (2)</b>                  25:10,17  <b>friends (1)</b>                  23:3  <b>front (2)</b></p>	<p>7:24;12:15  <b>fun (2)</b>                  13:13;23:5  <b>futility (1)</b>                  40:10  <b>future (1)</b>                  39:18</p>	<p><b>health (3)</b>                  21:8,22;31:11  <b>hear (2)</b>                  27:24;33:17  <b>heard (2)</b>                  10:13;37:13  <b>hearing (1)</b>                  26:23  <b>heart (1)</b>                  23:3  <b>help (5)</b>                  25:5;30:19;35:3;                  39:22;40:11  <b>helpful (1)</b>                  12:2  <b>HENDERSON (6)</b>                  10:12;19:20,22,23;                  37:12,16  <b>high (6)</b>                  6:23;7:23;11:12;                  15:8,23;16:19  <b>higher (2)</b>                  6:19;18:16  <b>highlight (1)</b>                  32:14  <b>HILL (20)</b>                  5:11,12;17:10,11;                  28:4,5;35:7;37:25;                  38:15,19,21;39:1,3,8,                  14,17;40:2,5,8,14  <b>history (1)</b>                  15:22  <b>hit (2)</b>                  3:22;6:1  <b>holding (1)</b>                  32:2  <b>holds (1)</b>                  18:10  <b>home (1)</b>                  30:10  <b>homes (1)</b>                  30:17  <b>honor (2)</b>                  24:3,5  <b>hope (1)</b>                  5:22  <b>hopefully (1)</b>                  7:2  <b>horrible (1)</b>                  11:18  <b>hours (4)</b>                  4:20;30:6,9,15  <b>housed (1)</b>                  29:21  <b>housing (2)</b>                  15:2,2  <b>huge (1)</b>                  5:2  <b>hung (1)</b>                  8:3  <b>HUNTER (6)</b>                  10:11,14,14;19:19;                  33:11,12</p>	<p><b>I</b></p> <p><b>idea (1)</b>                  29:14  <b>ideally (1)</b>                  26:17  <b>IEPs (2)</b>                  29:22,24  <b>imagine (1)</b>                  11:16  <b>impact (1)</b>                  6:1  <b>implementation (1)</b>                  34:19  <b>important (2)</b>                  24:9;39:9  <b>impressed (1)</b>                  12:8  <b>inaudible (1)</b>                  38:2  <b>individual (3)</b>                  24:8;26:7;30:1  <b>information (3)</b>                  9:5;22:8;35:16  <b>in-house (1)</b>                  14:20  <b>in-person (1)</b>                  6:11  <b>Instead (1)</b>                  29:4  <b>instruction (11)</b>                  6:12;14:5,5;29:15;                  30:6,9,13,15,16;                  31:14;32:17  <b>instructional (4)</b>                  3:14,24;26:8;29:12  <b>interested (1)</b>                  15:9  <b>interview (1)</b>                  9:23  <b>into (10)</b>                  3:23;4:5;9:20;                  24:6;28:10;31:20;                  34:15;35:1,15;40:3  <b>introduce (1)</b>                  9:4  <b>investigated (2)</b>                  27:21;30:20  <b>investigation (2)</b>                  28:10;32:12  <b>issue (2)</b>                  33:1;36:13  <b>item (6)</b>                  3:4;20:7;23:8;                  25:25;36:16;37:1</p>
<p><b>F</b></p> <p><b>face (1)</b>                  24:18  <b>facility (1)</b>                  32:10  <b>fact (1)</b>                  24:16  <b>fair (1)</b>                  39:24  <b>families (1)</b>                  6:21  <b>far (2)</b>                  14:1;28:18  <b>favor (7)</b>                  5:13;10:15;17:12;                  19:24;22:19;33:13;                  37:18  <b>few (3)</b>                  13:9;20:17;23:10  <b>fewer (1)</b>                  12:11  <b>Fifty (1)</b>                  15:3  <b>fighting (1)</b>                  17:20  <b>fill (2)</b>                  9:19;12:13  <b>filling (1)</b>                  13:21  <b>FINAL (4)</b>                  20:5,8,12,20  <b>find (3)</b>                  15:1,4;26:21  <b>finding (1)</b></p>	<p><b>G</b></p> <p><b>given (2)</b>                  30:21,23  <b>goes (2)</b>                  18:25;22:4  <b>Good (12)</b>                  3:7,8;9:6;11:22;                  13:12,13;21:16,17,                  18;30:24;34:21;35:4  <b>GOVERNING (4)</b>                  20:5,9,13;22:13  <b>Governor's (1)</b>                  20:15  <b>grade (4)</b>                  8:25;9:13,14,17  <b>grades (1)</b>                  9:16  <b>grant (1)</b>                  9:25  <b>grateful (2)</b>                  24:11,15  <b>great (1)</b>                  8:7  <b>Greenbrier (1)</b>                  31:13  <b>grow-our-own (2)</b>                  14:20;15:10  <b>growth (1)</b>                  9:21</p>	<p><b>H</b></p> <p><b>half-a-day (1)</b>                  19:12  <b>HANCOCK (4)</b>                  9:6,7;10:4,19  <b>happen (3)</b>                  5:23;7:1;36:8  <b>happened (1)</b>                  9:10  <b>happening (1)</b>                  40:4  <b>happens (2)</b>                  38:10,24  <b>hard (5)</b>                  4:1,10;7:5,9;13:20  <b>harder (1)</b>                  6:10  <b>head (1)</b>                  25:1  <b>headed (1)</b>                  5:22  <b>heading (1)</b>                  3:22</p>	<p><b>J</b></p> <p><b>Jackets (1)</b>                  7:11  <b>Jacks (1)</b>                  12:25</p>	

<p><b>Jeremy (1)</b> 24:13 <b>Jessieville (1)</b> 18:6 <b>job (2)</b> 15:4;34:21 <b>join (1)</b> 8:12 <b>June (3)</b> 4:6;17:23;18:10</p>	<p>23:10;24:12;25:3 <b>legislation (2)</b> 21:21,23 <b>lesson (1)</b> 40:9 <b>level (1)</b> 9:13 <b>Library (2)</b> 11:4;17:4 <b>license (2)</b> 16:8,18</p>	<p><b>lot (7)</b> 22:6;24:7,18; 26:19;34:17,23;35:2 <b>low (1)</b> 12:8 <b>lower (1)</b> 9:16 <b>lucky (1)</b> 24:20 <b>lure (1)</b> 23:15</p>	<p>15:11;18:19,20; 19:2 <b>meeting (4)</b> 12:4;23:7;38:1,1 <b>meets (2)</b> 18:22;34:24 <b>Melissa (1)</b> 18:5 <b>member (2)</b> 24:7;31:24 <b>Members (5)</b> 11:22;17:21;18:1; 25:12;33:1 <b>memorandum (1)</b> 29:25 <b>mental (3)</b> 4:8;21:8,22 <b>met (1)</b> 29:14 <b>might (2)</b> 26:20;36:15 <b>mine (1)</b> 16:8 <b>minute (1)</b> 23:1 <b>minutes (2)</b> 28:7;30:8 <b>missed (1)</b> 23:21 <b>missing (1)</b> 4:18 <b>model (2)</b> 14:21;15:10 <b>moment (1)</b> 24:10 <b>month (5)</b> 27:14,20;31:21; 33:18;37:9 <b>monthly (1)</b> 18:22 <b>months (2)</b> 23:10,17 <b>Moore (12)</b> 3:16,17,18,21; 4:25;5:6,19;6:8,18; 7:7;8:11,16 <b>more (15)</b> 6:22;9:20;11:7; 19:2;22:2,6;24:23; 25:24;26:7,17;30:9; 32:21;33:18;34:18; 37:22 <b>morning (18)</b> 3:7,8,20;8:13;9:6; 11:15,22;13:12,13; 17:19,20;19:12;21:5, 16,17,18,20;31:25 <b>most (3)</b> 30:7,15,17 <b>motion (28)</b> 5:7,9,16;10:5,6,8, 18;17:5,6,8,18;19:15, 17;20:2;22:12,14,15;</p>	<p>28:2;33:4,4,7,8,16; 37:10,11,16,17,21 <b>move (5)</b> 5:8;19:16;28:1; 37:12;39:19 <b>moved (1)</b> 25:25 <b>much (12)</b> 4:21;9:24;10:19; 12:12;16:23;17:14; 24:5,6,8,18,22;25:21 <b>music (1)</b> 31:11 <b>myself (1)</b> 16:20</p>
<p style="text-align: center;"><b>K</b></p>	<p><b>licensed (1)</b> 26:6</p>	<p style="text-align: center;"><b>M</b></p>		
<p><b>Karli (1)</b> 18:2 <b>keep (3)</b> 14:20;30:19;40:4 <b>Kendra (1)</b> 24:13 <b>Kevin (1)</b> 9:7 <b>kids (16)</b> 4:2,12,17;9:20; 12:15;29:14,14;30:5, 14,17,19;31:9,14; 38:10,25;39:23 <b>kind (3)</b> 22:1,2;35:15 <b>kindergarten (1)</b> 15:25 <b>knows (1)</b> 23:2</p>	<p><b>Licensure (6)</b> 11:4,5;17:4,5,22; 18:14 <b>life (1)</b> 14:23 <b>Lights (1)</b> 6:25 <b>limited (1)</b> 29:25 <b>list (7)</b> 16:12;26:3;27:16; 32:6;33:3,5,9 <b>listed (1)</b> 31:12 <b>listening (1)</b> 21:19 <b>little (7)</b> 4:9;9:5;13:17; 21:8;24:23;33:18; 39:25 <b>long (3)</b> 6:14;7:8;23:14 <b>long- (2)</b> 26:9;34:14 <b>longer (2)</b> 3:25;14:8 <b>LONG-TERM (21)</b> 25:23,25;26:3,5,8, 11,12,18;27:2,8,15; 33:3,5,9;34:9,17; 35:12,25;36:17;37:2, 23 <b>look (10)</b> 14:6;23:14;25:19, 19;27:4,19;31:20; 32:18;34:4;39:25 <b>looking (5)</b> 11:24;12:13;14:21; 16:1;34:2 <b>looks (1)</b> 34:13 <b>Lori (7)</b> 11:1;20:10;23:11; 25:4,5,8,22 <b>Lori's (2)</b> 23:4,7 <b>lose (1)</b> 6:11 <b>lost (2)</b> 3:23;13:22</p>	<p><b>ma'am (2)</b> 16:17,19 <b>Madam (2)</b> 5:19;27:10 <b>maintained (1)</b> 30:24 <b>majority (2)</b> 15:16,17 <b>making (3)</b> 14:1;23:5;34:21 <b>manner (1)</b> 4:13 <b>many (8)</b> 15:13;18:15,15,16; 22:1;24:16;29:16; 30:20 <b>March (2)</b> 3:15;28:21 <b>Marlow (1)</b> 28:23 <b>Martin (3)</b> 18:7,10,21 <b>massive (1)</b> 13:22 <b>MAT (3)</b> 15:15,18,25 <b>maternity (1)</b> 34:15 <b>matter (1)</b> 30:8 <b>Matthew (1)</b> 3:9 <b>maximum (2)</b> 8:25;9:17 <b>may (7)</b> 13:9;16:1;19:2; 24:2;32:19;34:3;37:9 <b>maybe (3)</b> 15:15;32:16;33:23 <b>mean (6)</b> 12:24;24:3,6;34:1; 38:9;39:3 <b>means (1)</b> 12:6 <b>Media (2)</b> 11:4;17:4 <b>medical (1)</b> 34:19 <b>meet (4)</b></p>	<p><b>ma'am (2)</b> 16:17,19 <b>Madam (2)</b> 5:19;27:10 <b>maintained (1)</b> 30:24 <b>majority (2)</b> 15:16,17 <b>making (3)</b> 14:1;23:5;34:21 <b>manner (1)</b> 4:13 <b>many (8)</b> 15:13;18:15,15,16; 22:1;24:16;29:16; 30:20 <b>March (2)</b> 3:15;28:21 <b>Marlow (1)</b> 28:23 <b>Martin (3)</b> 18:7,10,21 <b>massive (1)</b> 13:22 <b>MAT (3)</b> 15:15,18,25 <b>maternity (1)</b> 34:15 <b>matter (1)</b> 30:8 <b>Matthew (1)</b> 3:9 <b>maximum (2)</b> 8:25;9:17 <b>may (7)</b> 13:9;16:1;19:2; 24:2;32:19;34:3;37:9 <b>maybe (3)</b> 15:15;32:16;33:23 <b>mean (6)</b> 12:24;24:3,6;34:1; 38:9;39:3 <b>means (1)</b> 12:6 <b>Media (2)</b> 11:4;17:4 <b>medical (1)</b> 34:19 <b>meet (4)</b></p>	<p><b>name (1)</b> 9:6 <b>names (2)</b> 29:7,17 <b>natural (2)</b> 5:22;6:6 <b>need (5)</b> 8:14;22:6;25:5; 27:4;34:17 <b>needs (3)</b> 16:6;30:20;32:14 <b>new (2)</b> 9:22;18:12 <b>NEWTON (113)</b> 3:4,8,17,19;4:14; 5:4,9,12,15,18;7:19; 8:5,10,17,19;9:3; 10:1,8,13,17,20,23; 11:1,14,17,19,21; 12:20;13:5,7,11,13, 16;15:13;16:9,11,13, 15,18,25;17:8,11,15, 18,24;18:11,18,23; 19:3,10,13,17,21; 20:1,4,7,10,22;21:1, 6,18;22:10,15,18,21, 24;23:6,23;24:23; 25:19,22,24;27:15; 28:2,5;31:15,19,23; 32:23;33:8,12,15,19, 20,25;34:4,8;35:11, 18,20,24;36:4,7,10, 12,15,19,21,24;37:3, 6,13,20;38:14,17,18, 20,24;39:2,7,12,15; 40:15 <b>next (6)</b> 9:21;17:24;20:7; 27:19;31:21;33:18 <b>night (2)</b> 4:20;6:25 <b>nine (1)</b> 16:7 <b>nodding (1)</b> 36:7</p>
<p style="text-align: center;"><b>L</b></p>				<p style="text-align: center;"><b>N</b></p>
<p><b>Language (1)</b> 31:10 <b>Lasiter (1)</b> 24:13 <b>last (6)</b> 23:4,7;24:12;25:8; 38:1,1 <b>later (2)</b> 8:3;30:13 <b>law (2)</b> 18:15;29:4 <b>lawyers (1)</b> 24:12 <b>leadership (2)</b> 6:19;39:9 <b>learning (14)</b> 6:11;26:25;27:3; 28:11,13,17,19;29:6, 13,15,23;30:1,4,12 <b>LEARNS (2)</b> 21:21;34:19 <b>least (2)</b> 22:3;26:13 <b>leave (3)</b> 30:13;34:16,19 <b>leaving (1)</b> 7:17 <b>legal (3)</b></p>				

<p><b>NOMINATED (2)</b> 17:21,25 <b>nomination (1)</b> 19:18 <b>none (1)</b> 20:18 <b>normal (1)</b> 6:16 <b>NOTE (1)</b> 13:2 <b>number (1)</b> 12:12 <b>NWEA (1)</b> 9:16</p>	<p><b>onto (1)</b> 19:5 <b>open (2)</b> 6:7,11 <b>opening (1)</b> 6:5 <b>opinion (1)</b> 29:2 <b>opportunity (3)</b> 12:22;24:11;28:8 <b>opposed (7)</b> 5:15;10:17;17:15; 20:1;22:21;33:15; 37:20 <b>order (1)</b> 12:14 <b>organization (1)</b> 29:2 <b>Originally (1)</b> 11:5 <b>others (1)</b> 27:12 <b>Ouida (1)</b> 25:16 <b>out (19)</b> 3:24,25;4:6;7:10, 11,17,24;8:2;11:23; 12:16;19:5,7;20:16; 21:14,23;23:15; 26:18;31:11,13 <b>outstanding (1)</b> 23:11 <b>OVATION] (1)</b> 24:1 <b>over (5)</b> 24:12;25:1;28:20; 29:21;35:2 <b>over- (1)</b> 29:21 <b>overnight (1)</b> 6:15 <b>own (1)</b> 19:6</p>	<p>5:16;10:18;17:18; 20:2;33:16;37:21 <b>passionate (1)</b> 23:11 <b>past (3)</b> 24:4;26:10,20 <b>path (1)</b> 6:17 <b>pathways (2)</b> 26:19;35:3 <b>pay (1)</b> 14:25 <b>PE (2)</b> 15:19;31:12 <b>people (7)</b> 12:15;14:21,23,25; 24:21;29:10,11 <b>per (1)</b> 30:6 <b>percent (2)</b> 15:3;34:5 <b>percentage (1)</b> 33:22 <b>Perfect (3)</b> 13:4,6;25:6 <b>perform (2)</b> 28:10;29:12 <b>performing (1)</b> 29:5 <b>period (1)</b> 11:6 <b>periods (1)</b> 30:7 <b>permanent (1)</b> 6:22 <b>permit (2)</b> 34:22,24 <b>person (4)</b> 19:4,7;23:11,11 <b>personally (1)</b> 35:14 <b>pertaining (1)</b> 32:1 <b>Pfeffer (11)</b> 11:9,20,22;12:24; 13:6,8;26:1,4;31:19; 34:12;35:10 <b>phone (1)</b> 23:16 <b>phrase (1)</b> 25:2 <b>picture (2)</b> 35:21;37:15 <b>pictures (1)</b> 7:22 <b>piece (4)</b> 14:3,4,12;21:20 <b>place (2)</b> 23:2;34:3 <b>placed (1)</b> 30:3 <b>places (1)</b> 15:4</p>	<p><b>plan (1)</b> 38:4 <b>plans (2)</b> 29:15;31:2 <b>play (3)</b> 34:15;39:5,6 <b>plea (1)</b> 28:9 <b>Please (1)</b> 28:9 <b>pleasure (1)</b> 27:25 <b>PLSB (2)</b> 18:1,19 <b>point (1)</b> 20:19 <b>Poole (16)</b> 11:11,23;13:2,10, 12,15,19;15:17; 16:10,12,14,17,19; 17:14,17,19 <b>popped (1)</b> 37:15 <b>portions (1)</b> 16:6 <b>position (2)</b> 9:20;18:9 <b>positions (2)</b> 13:21,24 <b>positive (2)</b> 12:7,12 <b>possible (1)</b> 33:22 <b>possibly (1)</b> 6:20 <b>Praxis (1)</b> 16:6 <b>prayers (1)</b> 7:9 <b>prep (1)</b> 15:7 <b>prepare (2)</b> 9:14;14:14 <b>prepared (1)</b> 14:2 <b>present (1)</b> 3:20 <b>presenting (2)</b> 23:8,8 <b>pretty (2)</b> 21:24;26:16 <b>previous (1)</b> 39:18 <b>principals (1)</b> 11:11 <b>prior (3)</b> 9:11;21:22,25 <b>prioritize (1)</b> 32:16 <b>prioritized (1)</b> 32:17 <b>probably (3)</b> 32:15;34:16;38:6</p>	<p><b>problem (2)</b> 15:2;40:10 <b>PROFESSIONAL (2)</b> 17:22;18:14 <b>program (18)</b> 15:7,9,19,20,21,22, 25;16:3,4;26:25; 28:18,20;29:6;30:1, 4;31:2,6,10 <b>PROGRAMS (4)</b> 20:6,9;28:11;30:7 <b>promised (1)</b> 6:24 <b>provide (1)</b> 29:15 <b>provided (1)</b> 12:1 <b>public (8)</b> 20:14,16,16;27:23, 24;28:1,3,6 <b>publicly (1)</b> 23:1 <b>pulled (2)</b> 36:16;37:2 <b>purpose (1)</b> 30:18 <b>pursue (1)</b> 16:16 <b>pursuing (3)</b> 15:14,16,18 <b>push (1)</b> 4:5 <b>put (7)</b> 4:11,20;9:17; 16:23;20:15;24:6; 39:15</p>
<b>O</b>				<b>Q</b>
<p><b>obvious (1)</b> 12:2 <b>occurrence (1)</b> 4:18 <b>off (4)</b> 26:1;30:21;31:1; 32:2 <b>offer (1)</b> 14:24 <b>offers (1)</b> 31:13 <b>office (1)</b> 20:15 <b>often (5)</b> 18:18;21:10;22:2, 3,6 <b>oftentimes (1)</b> 30:11 <b>Oliva (17)</b> 5:1,17,19;7:20;8:6; 13:4;22:23,25;23:7, 24;31:20;32:6,9; 39:24;40:3,6,9 <b>Once (4)</b> 14:18;19:2;30:3,22 <b>one (35)</b> 4:3;7:15,20,25;8:1; 9:1,23;10:3;11:7,8; 13:19;14:7,8;15:5,19, 21,24;16:1,7,10;17:9, 24;18:16,25;25:24; 26:13,17;27:7,7; 31:7;32:15;34:5,8, 16;37:25 <b>ones (1)</b> 15:24 <b>one-year (3)</b> 8:22;17:3,6 <b>online (1)</b> 3:16 <b>only (9)</b> 3:23;4:7,18;6:9,11; 12:9;14:2;30:14; 36:17 <b>on-site (1)</b> 4:2</p>	<b>P</b>	<p><b>page (2)</b> 21:7;27:6 <b>pandemic (1)</b> 13:21 <b>parents (1)</b> 29:5 <b>part (3)</b> 15:9;27:2,11 <b>participate (1)</b> 15:7 <b>particular (2)</b> 19:7;31:10 <b>partner (1)</b> 6:4 <b>pass (1)</b> 16:7 <b>passes (6)</b></p>		<p><b>qualifications (1)</b> 34:25 <b>Qualified (1)</b> 12:5 <b>quality (1)</b> 14:23 <b>quarterly (2)</b> 18:20;19:8 <b>quick (1)</b> 4:12 <b>Quitman (1)</b> 30:22</p>
				<b>R</b>
				<p><b>rallying (1)</b> 8:7 <b>Ramey (1)</b> 16:1 <b>ramifications (1)</b> 25:3 <b>Raphael (1)</b> 28:23 <b>rate (1)</b></p>

<p>12:9  <b>rather (1)</b>                  36:1  <b>reach (1)</b>                  11:23  <b>reaches (1)</b>                  28:18  <b>read (1)</b>                  21:22  <b>readily (1)</b>                  35:19  <b>ready (3)</b>                  10:5;17:5;19:15  <b>real (2)</b>                  37:1;40:10  <b>really (19)</b>                  4:1,1;5:24;6:12,12;                  7:3;8:7;12:2,3;23:12,                  18,19;24:6,15,15;                  30:16;34:20;35:3;                  38:10  <b>reason (1)</b>                  13:19  <b>receive (3)</b>                  20:16;29:7,24  <b>recently (1)</b>                  21:25  <b>recommendation (1)</b>                  27:13  <b>recommendations (1)</b>                  40:12  <b>recommending (2)</b>                  18:5,8  <b>Record (6)</b>                  29:10,17,20;31:9,                  13;35:1  <b>Records (2)</b>                  29:9,19  <b>recovery (2)</b>                  6:6,17  <b>refill (1)</b>                  13:23  <b>regard (1)</b>                  28:24  <b>release (3)</b>                  14:9;20:5,14  <b>remainder (3)</b>                  9:19,25;10:2  <b>remained (1)</b>                  7:24  <b>remarkable (1)</b>                  6:13  <b>remember (1)</b>                  34:14  <b>replace (1)</b>                  18:7  <b>replaces (1)</b>                  18:9  <b>replacing (1)</b>                  18:16  <b>report (3)</b>                  29:7,16;31:21  <b>REPORTER'S (1)</b></p>	<p>13:2  <b>reports (1)</b>                  37:17  <b>representation (1)</b>                  29:22  <b>representing (1)</b>                  24:3  <b>request (10)</b>                  3:11,20;8:20;9:18;                  11:24;17:21,25;27:5,                  9;32:3  <b>requested (1)</b>                  11:3  <b>requesting (4)</b>                  3:12;4:10;8:22;                  35:22  <b>REQUESTS (15)</b>                  25:23;26:5,8,11,12,                  24;27:2,3,11,16;32:4,                  22;33:21;35:4;40:3  <b>required (1)</b>                  29:4  <b>requirement (4)</b>                  16:15,22;21:25;                  22:4  <b>requirements (3)</b>                  12:5;26:14;28:24  <b>requires (1)</b>                  30:6  <b>resign (1)</b>                  9:11  <b>resiliency (1)</b>                  5:25  <b>respect (1)</b>                  24:5  <b>rest (2)</b>                  17:1;24:25  <b>results (2)</b>                  27:20,21  <b>retirement (1)</b>                  23:15  <b>return (1)</b>                  30:17  <b>returning (1)</b>                  16:2  <b>revealed (1)</b>                  28:23  <b>review (1)</b>                  31:3  <b>reviewed (1)</b>                  28:21  <b>reviews (1)</b>                  26:12  <b>revised (1)</b>                  21:21  <b>rewards (1)</b>                  30:21  <b>right (52)</b>                  5:5,7,16;6:25;7:19;                  8:17,19;10:1,5,8,20,                  23;13:5,7,11,16,21;                  16:9,25;17:3,16,24;                  19:13,15;20:7;21:1,</p>	<p>14;22:10,22;23:12;                  25:14,20,24;27:15;                  33:17;34:7;35:17,18,                  20;36:4,10,12,19,21;                  37:13,21,22,24;                  39:12,14;40:8,15  <b>road (2)</b>                  6:15;7:8  <b>rock (1)</b>                  25:8  <b>role (1)</b>                  35:1  <b>ROLLINS (15)</b>                  10:6,9;17:6,9;21:4,                  6,7,12,15,17;22:5,14,                  16;33:7,10  <b>root (1)</b>                  40:10  <b>routine (1)</b>                  26:16  <b>RULES (9)</b>                  20:5,8,13,13,20,21;                  21:3;22:12;40:6  <b>run (1)</b>                  4:3  <b>Ruth (2)</b>                  29:1;31:6</p>	<p><b>Seconded (4)</b>                  5:12;22:18;33:12;                  37:16  <b>Secretary (21)</b>                  5:1,17,19;7:20;8:6;                  13:4;22:23,25;23:7,                  24,25;31:20;32:6,9;                  38:2;39:13,18,24;                  40:3,6,9  <b>seem (1)</b>                  21:10  <b>seems (1)</b>                  22:6  <b>semester (5)</b>                  26:9,10,11,17,21  <b>send (1)</b>                  8:15  <b>separate (1)</b>                  35:24  <b>separately (4)</b>                  27:4,13;36:2,3  <b>serious (1)</b>                  32:14  <b>serve (1)</b>                  7:21  <b>served (1)</b>                  4:23  <b>serves (2)</b>                  7:22;28:20  <b>service (6)</b>                  23:24;27:18;28:14,                  17,19,25  <b>services (1)</b>                  29:23  <b>setting (1)</b>                  29:13  <b>seven (2)</b>                  25:8;38:3  <b>several (2)</b>                  6:17;26:24  <b>share (1)</b>                  13:17  <b>sharing (1)</b>                  28:12  <b>Shasta (1)</b>                  24:14  <b>shelter (1)</b>                  6:22  <b>sheltering (1)</b>                  6:23  <b>shift (1)</b>                  9:17  <b>short (2)</b>                  4:2,11  <b>showing (2)</b>                  9:21;28:22  <b>signed (1)</b>                  27:23  <b>silence (1)</b>                  24:10  <b>similar (1)</b>                  35:12  <b>sit (2)</b></p>	<p>23:15;38:5  <b>situations (1)</b>                  32:19  <b>six (4)</b>                  23:16;30:6,7,9  <b>Size (2)</b>                  8:23,25  <b>skills (1)</b>                  9:15  <b>smaller (1)</b>                  12:12  <b>social (1)</b>                  31:8  <b>social/emotional (1)</b>                  14:4  <b>somebody (1)</b>                  23:9  <b>someone (4)</b>                  7:17;26:20;27:22;                  34:24  <b>sometimes (3)</b>                  19:1;25:7,13  <b>somewhere (1)</b>                  15:4  <b>soon (1)</b>                  32:5  <b>sorely (1)</b>                  23:21  <b>sounded (1)</b>                  36:17  <b>speak (3)</b>                  9:1;12:22;28:9  <b>special (2)</b>                  23:2;31:8  <b>Specialist (2)</b>                  11:5;17:4  <b>specific (1)</b>                  18:14  <b>Speers (2)</b>                  18:5,9  <b>spend (1)</b>                  38:12  <b>spirit (1)</b>                  23:20  <b>spot (1)</b>                  39:16  <b>spots (1)</b>                  12:12  <b>spreadsheet (2)</b>                  34:2;35:16  <b>spring (3)</b>                  9:11,12;34:13  <b>SROs (1)</b>                  21:23  <b>staff (4)</b>                  13:2;15:3;16:21;                  19:6  <b>staffing (1)</b>                  12:3  <b>STANDARDS (9)</b>                  3:2,5,9,11,12;8:23;                  15:12;17:22;18:14  <b>stands (1)</b></p>
<b>S</b>			<p><b>Safety (1)</b>                  21:23  <b>same (1)</b>                  37:14  <b>Saracini (14)</b>                  13:1;18:1,2,2,12,                  20,24;19:9,11;20:3,4;                  34:9,11;36:5  <b>saying (4)</b>                  5:21;7:10;23:17;                  39:14  <b>schedule (1)</b>                  30:11  <b>SCHOOL (37)</b>                  3:3,11,24;4:4,5;                  6:3,5,8,23;7:23;8:1,4,                  18,21,24;10:3,7,22,                  25;11:3,8,12;15:8,23;                  18:6;20:6,9,13,23;                  21:23,24;22:13;                  30:18,20;32:9;33:23;                  35:22  <b>schools (5)</b>                  6:7,10,14;9:7;27:8  <b>second (21)</b>                  5:10,11;8:20;                  10:10,11,12,14;                  17:10,11;19:18,19,                  20,22;22:16,17;                  26:10;28:3,4,5;33:10,                  11  <b>secondary (1)</b>                  15:22</p>	

<p>23:12  <b>start (1)</b>                  30:12  <b>started (5)</b>                  7:11;13:21;14:20;                  16:3;26:23  <b>starting (3)</b>                  24:13;27:5;32:13  <b>state (8)</b>                  5:3;9:14;23:9;                  28:12;29:17,21;30:4,                  6  <b>statute (1)</b>                  21:14  <b>statutory (1)</b>                  21:11  <b>stay (4)</b>                  14:22,25;15:1;                  26:22  <b>step (2)</b>                  6:6;34:25  <b>still (2)</b>                  6:4;16:6  <b>stood (1)</b>                  25:8  <b>stopped (1)</b>                  9:22  <b>story (1)</b>                  8:7  <b>strategic (1)</b>                  38:9  <b>strategies (1)</b>                  40:11  <b>strong (1)</b>                  8:4  <b>stronger (1)</b>                  6:10  <b>student (4)</b>                  7:21;24:9;30:22,23  <b>students (11)</b>                  4:7,23;6:21;8:2;                  15:8;16:20;19:6;                  23:12;29:6,11;31:7  <b>studies (1)</b>                  31:8  <b>stuff (1)</b>                  34:20  <b>sub (11)</b>                  26:6,8,10,12,18;                  27:2,9,16;33:5;                  34:15;35:25  <b>subcommittee (4)</b>                  18:22,22,25;20:21  <b>submission (1)</b>                  28:21  <b>submitted (1)</b>                  31:2  <b>SUBS (12)</b>                  25:23;26:1,3,11;                  33:3,9;34:9,17;                  35:12;36:17;37:2,23  <b>substantive (1)</b>                  20:18</p>	<p><b>successful (1)</b>                  30:19  <b>suggest (1)</b>                  36:22  <b>summer (5)</b>                  4:2,3,5,11;35:2  <b>Superintendent (4)</b>                  9:1,3,7;18:6  <b>Superintendents (1)</b>                  31:2  <b>Support (2)</b>                  3:10;40:11  <b>supportive (1)</b>                  25:12  <b>suppose (1)</b>                  36:2  <b>SUPT (20)</b>                  3:18,21;4:25;7:7;                  8:16;9:6;10:19;13:2,                  10,12,15,19;15:17;                  16:10,12,14,17,19;                  17:14,17  <b>sure (6)</b>                  12:10,14,20;14:1;                  22:9;34:21  <b>surprise (1)</b>                  5:24  <b>survive (1)</b>                  7:12  <b>suspicion (1)</b>                  32:14  <b>Sutherland (6)</b>                  3:6,7,9,9;8:19,20  <b>SUTTON (2)</b>                  37:11,15  <b>Sutton's (1)</b>                  37:15  <b>switch (1)</b>                  6:16  <b>Systems (1)</b>                  3:10</p>	<p><b>teachers' (1)</b>                  29:7  <b>teaches (1)</b>                  15:24  <b>teaching (6)</b>                  12:14;14:3;15:22;                  16:4,21;34:22  <b>team (10)</b>                  4:15,16,22;5:1;6:8,                  19;7:13;23:10,19;                  26:12  <b>temporary (2)</b>                  6:22,23  <b>tend (1)</b>                  23:3  <b>term (4)</b>                  18:8,13;26:10;                  34:15  <b>TERMS (1)</b>                  17:22  <b>terrible (1)</b>                  11:14  <b>test (1)</b>                  16:6  <b>testament (3)</b>                  5:2,24;7:13  <b>testaments (1)</b>                  7:21  <b>Testimony (1)</b>                  28:22  <b>testing (2)</b>                  9:14,14  <b>Texarkana (1)</b>                  31:11  <b>though (4)</b>                  3:24;26:23;28:16;                  34:12  <b>thought (2)</b>                  11:7;24:16  <b>three (3)</b>                  4:7;11:6;28:6  <b>three-year (1)</b>                  18:13  <b>thrive (2)</b>                  6:10;7:12  <b>throughout (1)</b>                  28:20  <b>Tier (1)</b>                  14:5  <b>times (3)</b>                  26:20;30:21;34:23  <b>timing (2)</b>                  13:4,6  <b>Today (5)</b>                  18:4;24:10,14;                  27:1;28:9  <b>together (1)</b>                  36:1  <b>told (2)</b>                  29:18;39:20  <b>tomorrow (1)</b>                  38:10  <b>took (1)</b></p>	<p>24:11  <b>tornado (3)</b>                  3:14,22;4:1  <b>total (2)</b>                  34:13,13  <b>toward (1)</b>                  12:18  <b>towards (1)</b>                  4:6  <b>track (1)</b>                  30:5  <b>traditional (2)</b>                  28:17;30:18  <b>traditionally (1)</b>                  16:5  <b>traffic (3)</b>                  11:14;13:13;17:20  <b>train (2)</b>                  14:10,13  <b>trained (3)</b>                  14:16,16;16:5  <b>training (5)</b>                  16:24;21:8,22;                  22:1,4  <b>transportation (1)</b>                  30:11  <b>tremendous (1)</b>                  23:13  <b>true (1)</b>                  7:20  <b>truly (2)</b>                  6:12;34:25  <b>try (1)</b>                  23:15  <b>trying (2)</b>                  14:19;15:6  <b>Tuesday (1)</b>                  16:7  <b>turnover (3)</b>                  12:8;13:22;14:17  <b>two (3)</b>                  8:3;9:20;15:18  <b>type (1)</b>                  39:9  <b>typically (2)</b>                  19:11;26:15</p>	<p>37:15;39:16;40:11  <b>upon (1)</b>                  20:17  <b>uptick (1)</b>                  19:2  <b>urgent (1)</b>                  28:9  <b>use (2)</b>                  14:13;21:22  <b>used (2)</b>                  14:9;39:4  <b>uses (1)</b>                  28:25  <b>utilize (1)</b>                  14:7  <b>utilizing (1)</b>                  12:17</p>
<b>V</b>				
				<p><b>vacancies (2)</b>                  12:9,11  <b>VACANT (1)</b>                  17:23  <b>value (1)</b>                  16:19  <b>verify (1)</b>                  31:3  <b>Vilonia (2)</b>                  28:25,25  <b>violated (1)</b>                  28:24  <b>visit (1)</b>                  11:20  <b>volunteered (1)</b>                  9:13  <b>vote (5)</b>                  27:22;33:2;36:23;                  37:4,8  <b>voted (1)</b>                  36:17</p>
<b>W</b>				
				<p><b>waiver (31)</b>                  3:13,20;4:13;5:8,                  10;8:20,23,24;9:2,5,                  8,25;10:2,7,9,21;                  11:4,6,24;12:4;                  14:11;17:3,3,7,9;                  26:6;32:2,21;35:9,                  23;39:22  <b>WAIVERS (12)</b>                  3:2,6;10:24;13:18,                  20,24,25;14:7;15:11,                  14;37:17;38:7  <b>walked (1)</b>                  13:3  <b>way (9)</b>                  5:23;8:15;11:13;                  12:21;22:2,4;24:14;                  29:18;35:4  <b>weeks (1)</b></p>
<b>U</b>				
				<p><b>UNANIMOUS (7)</b>                  5:14;10:16;17:13;                  19:25;22:20;33:14;                  37:19  <b>under (1)</b>                  34:24  <b>unenforceable (1)</b>                  40:7  <b>unnoticed (1)</b>                  7:16  <b>up (12)</b>                  7:17;8:3;12:25;                  14:8;16:1;23:14;                  27:23;30:9;31:16;</p>
	<b>T</b>			
	<p><b>talked (2)</b>                  13:1;31:19  <b>talking (1)</b>                  38:16  <b>taught (2)</b>                  9:13,15  <b>teach (2)</b>                  29:11;39:22  <b>teacher (19)</b>                  9:10,12;12:5;                  13:22;15:7,10,19,23;                  16:3,5;29:19;31:7,9,                  11,12,12,12;35:1,8  <b>teachers (21)</b>                  4:9;9:20,22;12:4,                  19;13:23;14:2,10,10,                  11;15:13;18:15;29:4,                  8,8,10,17,20;30:16;                  31:4;34:6</p>			

4:7			
<b>welcome (1)</b>	<b>1</b>	<b>9</b>	
6:11			
<b>well-prepared (1)</b>	<b>1 (2)</b>	<b>9:58 (1)</b>	
12:19	3:2;14:5	40:19	
<b>what's (1)</b>	<b>10 (2)</b>		
23:12	24:4,12		
<b>whole (3)</b>	<b>1240 (2)</b>		
7:3;18:20;37:1	10:21,24		
<b>who's (1)</b>	<b>15 (1)</b>		
15:20	13:23		
<b>WHOSE (1)</b>	<b>178 (1)</b>		
17:22	3:13		
<b>wish (3)</b>	<b>1-A4 (1)</b>		
7:16;8:13;9:22	3:13		
<b>within (3)</b>	<b>1-A5 (1)</b>		
8:3;14:21;30:21	8:22		
<b>without (3)</b>			
5:1;15:10;24:19	<b>2</b>		
<b>wonderful (1)</b>			
24:21	<b>2 (1)</b>		
<b>WOOD (21)</b>	10:21		
8:9;22:17,18;28:1,	<b>20% (1)</b>		
3;32:1,8,11;33:19,21;	38:6		
34:1,7;35:6,11,14,19,	<b>2021 (1)</b>		
21;36:2,6,9,11	28:22		
<b>WOODLAWN (4)</b>	<b>2022-2023 (1)</b>		
8:18,21;9:7;10:7	8:24		
<b>WOODS (4)</b>	<b>2023 (2)</b>		
5:8,10;19:16,17	3:15;17:23		
<b>words (1)</b>	<b>2nd (2)</b>		
6:19	8:25;9:17		
<b>work (9)</b>			
4:11,15;7:6,9;	<b>3</b>		
23:13;24:7,18;32:13;			
35:2	<b>3 (1)</b>		
<b>worked (4)</b>	17:21		
4:1;23:10;24:12;	<b>3.01.3 (1)</b>		
35:15	21:7		
<b>working (5)</b>	<b>30 (2)</b>		
6:22;12:3,10,18;	17:23;26:7		
23:18	<b>31 (2)</b>		
<b>works (1)</b>	3:15;28:21		
34:24			
<b>WYNNE (3)</b>	<b>4</b>		
3:3,11;6:1			
<b>Y</b>	<b>4 (2)</b>		
	20:5;21:7		
<b>year (14)</b>	<b>40 (1)</b>		
4:4;8:24;9:19,21,	28:20		
25;10:3;11:7,8,25;	<b>45 (1)</b>		
14:8;16:4;17:9;	31:6		
21:21;30:25			
<b>year-round (1)</b>	<b>5</b>		
3:21			
<b>years (10)</b>	<b>5 (1)</b>		
6:17;11:6;21:9;	25:23		
22:7;23:24;24:4,13;	<b>50 (1)</b>		
25:9;38:3,19	30:7		
<b>youth (1)</b>	<b>504s (1)</b>		
21:8	30:5		