

**MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
OF THE AUGUSTA SCHOOL DISTRICT
August 18, 2015**

The Augusta Board of Education met in regular session at 6:00 PM on Tuesday, August 18, 2015, in the Augusta High School Library. Terry Shadwick, President, opened and presided over the meeting. Members present were Susan Bengel, Debbie Briscoe, Leslie Collins, Janice Collier, Charlotte Hitt and Willie Powell. Dr. Ray Nassar, Superintendent, was also present.

Terry Shadwick gave the prayer.

On a motion by Willie Powell and a second by Leslie Collins the board approved the minutes from the July 21, 2015, regular meeting as presented without reading.

Terry Shadwick welcomed the visitors.

There was not a representative from the ACPEA present at the meeting.

There was not PPC Representative present at the meeting.

Joseph Brown, Principal, commented on the hard work by everyone to get the buildings clean and ready for the beginning of school.

Michael Manning, Director of Student Services, made the same comment concerning getting things ready for school.

Dr. Nassar presented the financial information.

On a motion by Debbie Briscoe and a second by Willie Powell the board ratified payment of the bills.

Dr. Nassar presented voter lists to each board member and asked them to contact the voters in their zones concerning the millage. The only voting poll will be at the Armory on the day of the election.

On a motion by Debbie Briscoe and a second by Willie Powell the board approved the request by Brandi Simons to use the HS Cafeteria on November 28, 2015 for a wedding reception.

On a motion by Debbie Briscoe and a second by Susan Bengel the board approved the request by the C/O 1966 to use the HS Cafeteria on May 28, 2016, for a class reunion.

Dr. Nassar noted that he and Ellyn met with ADE Finance. They will have to meet with them again next month.

On a motion by Willie Powell and a second by Leslie Collins the board approved the bullying policy and the dress code policy for the student handbook as presented.

On a motion by Leslie Collins and a second by Susan Bengel the board approved the 5% difference in salary from the 2014SY to the 2015SY.

Dr. Nassar discussed the change in conference for basketball. He noted he will be meeting with the AR Activities Association on Thursday to try and stop the change.

On a motion by Debbie Briscoe and a second by Willie Powell the board accepted the resignation of Kelly Geoffrion effective immediately.

On a motion by Leslie Collins and a second by Susan Bengel the board approved hiring Amanda Turney, AE teacher; Angela Hawlow, AE teacher; and Mildred Webb, bus driver.

On a motion by Debbie Briscoe and a second by Leslie Collins the board approved hiring Michael Scott Bramlett with the understanding he must pass the praxis by October 1, 2015.

On a motion by Leslie Collins and a second by Willie Powell the board approved a \$2,000.00 stipend for Jackie Carter for the extra bus route he is driving.

On a motion by Debbie Briscoe and a second by Willie Powell the board approved transferring Amy Henley from an aide to the HS secretary with an increase in days worked from 190 to 200.

The board was adjourned.

Board President

ATTEST: _____
Superintendent

Board Secretary

Dress Code

APPEARANCE AND DRESS CODE

Dress and appearance must not present health and safety hazards or cause disruption of the educational process.

The following is a guideline for student appearance and dress, but the final decision will be at the discretion of the principal /principal's designee.

- A. No shirts, blouses, tops, dresses, etc. without sleeves. Split sleeves should have 3 inches of solid material where the split starts to the collar.
- B. No apparel that exposes bare midriff in any position
- C. Hats/Caps, or any head covering (hoods), except for approved spirit days or as part of a uniform, are not to be worn inside the building.
- D. No see-through blouses and/or skirts (the garment worn underneath a see-through top must not be excessively revealing.)
- E. Tee shirts or other clothing should not have obscene or suggestive pictures, emblems, insignias, badges, or other symbols which distract students, promote disruptive conduct, show disrespect for the beliefs of others, display violence or violent acts, or are deemed contrary to the educational mission of the school. Shirts or apparel advertising drugs, tobacco products, or alcoholic beverages. Belts, wallet chains, purses etc. with inappropriate writing, pictures, symbols including clothing with writing in inappropriate places such as across the buttocks.
- F. Pajamas (top or bottom) or sleeping apparel of any sort including **house shoes** are **not** permitted.
- G. All pants, jeans or shorts must be in good, clean repair; they cannot have holes above the knee. No cut-offs are allowed. Clothing that reveals the undergarment (underwear and/or thong) or excess skin under the arm, above the knee, or anywhere else deemed unnecessary will not be permitted. Extreme sagging and/or excessively loose clothing will not be tolerated. For all clothing with waistbands, the top of the waistband must be no lower than the top of the hipbone. Undergarments (underwear and/or thong) may not show. Biking pants or shorts will not be permitted.
- H. No apparel that fits too tightly. (leggings, yoga pants, etc...that do not have a top apparel which reaches to the fingertips when hands are held down to side.)
- I. No gang affiliated apparel. No bandanas can be worn on campus or at any school function.
- J. The office must approve face painting, drawings, or writings on the body. Writing on body or clothing is unacceptable.
- K. No apparel that allows excessive exposure at the neck, chest, back, sides, or that exposes undergarments is unacceptable.
- L. The length of skirts, dresses, and shorts must reach to fingertips when hands are held down to sides. Skirts and dresses worn with leggings must reach to fingertips when hands are held down to sides.
- M. NO rolling back packs will be allowed.

Act 835 of 2011 Prohibits students from wearing clothing that exposes underwear, buttocks, or breast of a female while on the grounds during regular school day and at school-sponsored activities and events. This will not apply to costumes or uniforms in a school-sponsored activity or event.

Again, the final decision of any wearing apparel will be at the discretion of the principal/assistant principal. Failure to adhere to the provisions of the dress code will result in

the following penalties:

Students cannot attend class and will be counted absent from class until provisions are made to attain proper clothing. Student will receive a warning and be placed in ISS for the day until clothes are changed.

Repeated violations of the dress code will be dealt with at the discretion of the principal/assistant principal.

ANTI-BULLYING POLICY

Respect for the dignity of others is a cornerstone of civil society. Bullying creates an atmosphere of fear and intimidation, robs a person of his/her dignity, distracts from the safe environment necessary to promote student learning, and will not be tolerated by the board of directors. Students who bully another person shall be held accountable for their actions whether they occur on school equipment or property; off school property at a school sponsored or approved function, activity, or event; going to or from school or a school activity in a school vehicle or school bus; or at designated school bus stops.

A school principal or his or her designee who receives a credible report of bullying shall promptly investigate the complaint or report and make a record of the investigation and any action taken as a result of the investigation.

Definitions:

Attribute means an actual or perceived personal characteristic including without limitation race, color, religion, ancestry, national origin, socioeconomic status, academic status, disability, gender, gender identity, physical appearance, health condition, or sexual orientation;

Bullying means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee, or person with whom the other student or public school employee is associated and that causes or creates actual or reasonably foreseeable:

- A. Physical harm to a public school employee or student or damage to the public employee's or student's property;
- B. Sustainable interference with a student's education or with a public school employee's role in education;
- C. A hostile educational environment for one (1) or more students or public school employees due to the severity, persistence, or pervasiveness of the act; or

- D. Substantial disruption of the orderly operation of the school or educational environment;

Electronic act means without limitation a communication or image transmitted by means of an electronic device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager that results in the substantial disruption of the orderly operation of the school or educational environment;

Electronic acts of the bullying are prohibited whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school, and has a high likelihood of succeeding in that purpose;

Harassment means a pattern of unwelcomed verbal or physical conduct relating to another person's constitutionally or statutorily protected status that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment; and

Substantial disruption means without limitation that any one or more of the following occur as a result of the bullying:

- E. Necessary cessation of instruction or educational activities;
- F. Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;
- G. Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or
- H. Exhibition of other behaviors by students or educational staff that substantially interfere with the learning environment.

Examples

1. Sarcastic comments "compliments" about another student's personal appearance or actual or perceived attributes,
2. Pointed questions intended to embarrass or humiliate,
3. Mocking, taunting, or belittling,

4. Non-verbal threats and/or intimidation such as “fronting” or “chesting” a person,
5. Demeaning humor relating to a student’s race, gender, ethnicity actual or perceived attributes,
6. Blackmail, extortion, demands for protection money or other involuntary donations or loans,
7. Blocking access to school property or facilities,
8. Deliberate physical contact or injury to person or property,
9. Stealing or hiding books or belongings,
10. Threats to harm student(s), possession, or other,
11. Sexual harassment, is also a form of bullying,
12. Teasing or name-calling based on the belief or perception that an individual is not conforming to expected gender roles (Example: “Slut”) or conduct or is homosexual, regardless of whether the student self-identifies as homosexual (Examples: “You are so gay.” “Fag” “Queer”).

Students are encouraged to report behavior they consider to be bullying; including a single action which is allowed to continue would constitute bullying, to their teacher or the building principal. The report may be made anonymously. Teachers and other school employees who have witnessed, or are reliable informed that, a student has been a victim of behavior they consider to be of bullying, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the principal. Parents or legal guardians may submit written reports of incidents they feel constitute bullying, or if allowed to continue would constitute bullying, to the principal. The principal shall be responsible for investigating the incident(s) to determine if disciplinary action is warranted.

The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.

Students found to be in violation of this policy shall be subject to disciplinary action up to and including expulsion. In determining the appropriate disciplinary action, consideration may be given to the other violations of the student handbook which may have simultaneously occurred.

Notice of what constitutes bullying, the District's prohibition against bullying, and the consequences for students who bully shall be conspicuously posted in every classroom, cafeteria, restroom, gymnasium, auditorium, and school bus. Parents, students, school volunteers, and employees shall be given copies of the notice.

Legal reference: A.C.A. 6-18-514

Consequence for Violating the Anti-Bullying Policy:

Minimum Consequence: Apologize, conference with student(s) and teacher, documented by teacher, or administrator. Parents will be contacted by the building principal.

Maximum Consequence: Recommendation for expulsion for semester or remainder of school year and parent notification. Documentation may be sent to law enforcement.

Note: Punishment for severe acts of bullying will be at the discretion of the building principal. Examples of severe acts of bullying include, but are not limited to the following: bodily harm, threatening to commit harm, destructive acts on school premises, at school activities, or on school buses.

Last Name	First Name	Salary 7/1/13-6/30/14	Salary 7/1/2014-6/30/2015	\$ Change	% Change	Explanation
Briscoe	Annette	8,856.96	11,163.29	2,306.33	26%	Not Full Year 13-14SY
Brown	Joseph	57,447.59	72,316.17	14,868.58	26%	Increase to Princ. Salary
Carter	Jack	9,415.70	11,040.67	1,624.97	17%	Extra Bus Driving
Fortune	Nancy	11,665.32	12,216.51	551.19	5%	1 Step; Less Docking; More Bonus
Gardner	Jana	10,490.58	12,175.80	1,685.22	16%	Not Full Year 13-14SY
Hamilton	James	43,810.84	47,424.61	3,613.77	8%	Retirement Bonus
Kitchens	Dayton	39,866.89	44,260.89	4,394.00	11%	1 Step; TIF Bonus; High Priority Bonus
Martin	Lisa	52,646.79	64,178.60	11,531.81	22%	1 Step; Design Coach; Increased to 240 Day
May	Ashlee	9,852.38	12,075.80	2,223.42	23%	Not Full Year 13-14SY
McNeill	Kelli	12,651.72	36,160.92	23,509.20	186%	13-14 Part Year as Sub; High Priority Yr 1
Rainey	Tamber	38,634.29	41,587.37	2,953.08	8%	1 Step; TIF Bonus; High Priority Bonus
Scarberry	Donald	22,166.70	24,196.67	2,029.97	9%	1 Step; Extra Bus Driving
Shields	Paulette	56,457.79	63,382.29	6,924.50	12%	Retirement Bonus; Vacation Pay
Taylor	Tabitha	6,243.17	7,218.72	975.55	16%	More STC Hours & Rate Increase
Tripp	Lucille	17,139.04	18,200.54	1,061.50	6%	Not Full Year 13-14SY
Watson	Waszell	19,304.60	20,972.00	1,667.40	9%	1 Step; Increase Cheer Stipend; Bonus
Webb	Mildred	20,452.08	24,792.70	4,340.62	21%	1 Step; More Bus Driving
Wilhite	James	40,902.19	43,328.01	2,425.82	6%	1 Step; More TIF Bonus
Winningham	Cheryl	45,332.09	55,682.07	10,349.98	23%	1 Step; TIF Bonus; 240 Day; Vacation Pay

2016-2018

Classifications/Conferences

1A

1A West

County Line
Hartford
Mulberry
Oark
Scranton
St. Paul
Union Christian
Western Yell

1A 3 East

Armored
Bay
Crowley's Ridge Academy
Kipp: Blytheville
Maynard
Rector
Ridgefield Christian

1A 7 West

Acorn
Dierks
Kirby
Mineral Springs
Mt. Ida
Oden
Umpire

1A Northwest

Alpena
Decatur
Haas Hall Bentonville
Kingston
Lead Hill
Omaha

1A 2 North

Calico Rock
Hillcrest
Izard County
Mammoth Spring
Norfolk
Viola

1A 7 East

Bradley
Emerson
Nevada
Ouachita
Taylor
Trinity Christian

1A 8 East

Dermott
Hampton
Hermitage
Sparkman
Strong
Woodlawn

1A East

Bruno-Pyatt
Deer
Jasper
Mt. Judea
St. Joe
Western Grove

1A 2 South

Augusta
Bradford 21
Concord 47
Midland 30
Rural Special 95
Shirley 85
Southside – Bee Branch 70
Timbo 91
Westside – Greers Ferry 72

1A 5 North

Abundant Life
Academics Plus Charter
Avilla Christian
Guy Perkins
Lisa Academy – NLR
Marvell
Mount Vernon/Enola
Nemo Vista
Sacred Heart
Wonderview

2016-2018

Classifications/Conferences

2A Basketball

9 games

2A 2

Buffalo Island Central
Cotter
East Poinsett Co.
Flippin
Marked Tree
Marmaduke
Salem
Sloan Hendrix

2A 3

Brinkley **39**
Carlisle **57**
Clarendon **55**
Cross County **36**
Des Arc **33**
Earle **53**
Hazen **33**
McCrary **11**
Palestine – Wheatley **52**

369

2A 4 West

Arkansas Arts Academy
Danville
Eureka Springs
Hackett
J.D. Leftwich
Lavaca
Mountainburg
Westside – Johnson Co.

2A 4 East

Bigelow
Conway Christian
England
Hector
Jacksonville Lighthouse
Pangburn
Quitman
St. Joseph
White Co. Central

2A 7 West

Blevins
Caddo Hills
Cutter Morning Star
Foreman
Magnet Cove
Mt. Pine
Murfreesboro
Poyen

2A 7 East

Bearden
Harmony Grove, Camden
Lafayette Co.
Parkers Chapel
Rison
Spring Hill