



# Lonoke School District

Member of the North Central Association Since 1926

JEFF SENN, SUPERINTENDENT

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## Regular Board Meeting February 10, 2025 6:00 p.m.

### 1. MEETING OPENING

#### Procedural: 1.01 Roll Call

A. Call to Order/Roll Call/Determination of Quorum

Call to order by: Elizabeth Anderson at 6:00 p.m.

B. Members Present: Elizabeth Anderson, Crystal Payne, Ross Moore, Chad Gentry, Charles Hunter, Darrell Park, Anne Swint

C. Members Absent: None

D. Others Present: Jeff Senn, Deneen Knowlton, Tonya Weaver, Sarah Griffin, Jana Terrell, Kristen McGregor, parents and students of LPS

#### Procedural: 1.02 Pledge

Elizabeth Anderson led the pledge.

#### Information, Procedural: 1.03 Celebration

Mrs. Terrell and Ms. McGregor presented growth in student behavior.

### 2. STUDENT DISCIPLINE

#### Action: 2.01 Recommendation for Expulsion

Motion and second to expel Case No. 1060, with services for the remainder of the 2024-2025 school year, as presented.

Motion by: Anne Swint	Second by: Chad Gentry
Vote: 7-0 - Yes	

#### Action: 2.02 Recommendation for Expulsion

Motion and second to expel Case No. 1061, with services for the remainder of the 2024-2025 school year, as presented.

Motion by: Crystal Payne	Second by: Anne Swint
Vote: 7-0 - Yes	

### 3. ACTION ITEMS

#### Action: 3.01 Minutes

Minutes for Approval - 01-13-2025.pdf (745 KB)

Motion and second to approve all minutes as presented.

Motion by: Charles Hunter	Second by: Crystal Payne
Vote: 7-0 - Yes	

#### Action: 3.02 Financials

2025 Jan Monthly Analysis.pdf (95 KB)

2025 Jan PS Construction.pdf (543 KB)

2025 Jan Board Narrative.pdf (78 KB)

2025 Jan Financial Summary by Month.pdf (97 KB)

2025 Jan Check Register.pdf (339 KB)

2025 Jan SBB vs Exp.pdf (76 KB)

2025 Jan State & Local.pdf (61 KB)

2025 Jan YTD Building Funds.pdf (50 KB)

2025 Jan YTD Food Service Funds.pdf (50 KB)

2025 Jan YTD Federal Funds.pdf (57 KB)

2025 Jan Combined Funds.pdf (62 KB)

Motion and second to approve the financial report as presented.

Motion by: Anne Swint	Second by: Crystal Payne
Vote: 7-0 - Yes	

*Elizabeth Anderson*  
Approved by: Board President

*Crystal Payne*  
Approved by: Board Secretary

**Action: 3.03 Updated 2024-2025 Stipend Schedule**

2025 Jan 24-25 Stipend Update.pdf (91 KB)

Motion and second to update the 2024-2025 Stipend Schedule, as presented.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Anne Swint

**Action: 3.04 2025-2026 School Calendar**

2025 Jan 25-26 LPSD Calendar.pdf (76 KB)

Motion and second to approve the 2025-2026 Lonoke School District Calendar, as presented.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Chad Gentry

**Action: 3.05 Demolition - Football Stadium Project**

Demolition (W) - Randy Phillips-Phillips Auction and Salvage.pdf (15 KB)

Demolition - NSC, Inc.pdf (102 KB)

Demolition - H.W. Tucker Co.pdf (13 KB)

Motion and second to accept the demolition bid by Phillips Auction &amp; Salvage in the amount of \$35,000.00 as presented.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Anne Swint

**Action: 3.06 Concrete - Football Stadium Project**

Concrete (W) - Jason Sullivan.pdf (371 KB)

Concrete - Concrete Creations.pdf (25 KB)

Concrete - Frank A. Rogers &amp; Co.pdf (24 KB)

Concrete - American Heritage.pdf (18 KB)

Concrete - Wagner General Contractors, Inc.pdf (57 KB)

Concrete - H.W. Tucker Co., Inc.pdf (24 KB)

Motion and second to accept the concrete scope of work bid by Jason Sullivan in the amount of \$78,500.00, as presented.

Motion by: Chad Gentry  
Vote: 7-0 - Yes

Second by: Charles Hunter

**Action: 3.07 Bleachers - Football Stadium Project**

Bleachers (W) - SOPA, Inc.pdf (542 KB)

Bleachers - Stadium Pros, Inc.pdf (43 KB)

Bleachers - Cunningham Recreation.pdf (133 KB)

Motion and second to approve the bleachers bid by SOPA, Inc., in the amount of \$279,889.00 as presented.

Motion by: Elizabeth Anderson  
Vote: 7-0 - Yes

Second by: Darrell Park

**Action: 3.08 Press Box - Football Stadium Project**

Pressbox (W) - Randy Phillips-Phillips Auction and Salvage.pdf (21 KB)

Motion and second to accept the press box bid from Phillips Auction &amp; Salvage in the amount of \$191,000.00 as presented.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Charles Hunter

**Action: 3.09 Lighting - Football Stadium Project**

Lights (W) - Cooper-Dylan Mooney.pdf (1,481 KB)

Lights - Techline Sports Lighting.pdf (1,632 KB)

Lights - Integrity.pdf (3,692 KB)

Motion and second to accept the bid by Cooper Lighting Solutions in the amount of 102,000.00 plus tax in the amount of \$11,200.00, for a total of \$113,200.00.

Motion by: Chad Gentry  
Vote: 7-0 - Yes

Second by: Charles Hunter

**Action: 3.10 Football Stadium / Track**

Football Field-Track (W) - GeoSurfaces, Inc.pdf (1,882 KB)

tion and second to approve the bid of GeoSurfaces, Inc. for the football stadium and track in the amount of \$1,755,000.00, as presented.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Chad Gentry

**Action: 3.11 2024 Legislative Audit Report**

Legislative Audit 2024 Report.pdf (1,383 KB)

Motion and second to accept the 2024 Legislative Audit Report as presented by the superintendent.

Motion by: Anne Swint  
Vote: 7-0 - Yes

Second by: Ross Moore

**Action: 3.12 New Vendor Contract - CCBCC Operations, LLC (Coke)**

Coke - Vendor Contract.pdf (266 KB)

COKE INFORMATION - Sheet1.pdf (49 KB)

Coke - Contract Offers.pdf (7,765 KB)

Motion and second to approve the new vendor contract with CCBCC Operations, LLC, as presented.

Motion by: Anne Swint  
Vote: 7-0 - Yes

Second by: Charles Hunter

**Action: 3.13 Winter Policy Updates**

**1.10— ASSOCIATION MEMBERSHIPS** - References to the National School Boards Association were removed.

**3.2—LICENSED PERSONNEL EVALUATIONS** - The policy was updated to remove a second unnecessary "annually" from the teacher's PGP creation.

**3.6—LICENSED PERSONNEL EMPLOYEE TRAINING** - The policy was updated to more closely align with the updated Professional Development Rules. Due to the number of changes made to the policy, we are releasing the policy as if it were a new policy.

**3.7—LICENSED PERSONNEL BUS DRIVER DRUG TESTING** - The policy was updated to address a couple of places where we still have references to "non-renewal" in the body of the policy. In addition, footnote #6 was updated to standardize some formatting.

**3.8—LICENSED PERSONNEL SICK LEAVE - OPTION B** - A comma was added to the paragraph on documentation on illness to correct a grammar error. In addition, a reference to non-renewals was removed.

**3.9—LICENSED PERSONNEL SICK LEAVE BANK** - The policy was updated to standardize several items.

**3.13—LICENSED PERSONNEL PUBLIC OFFICE** - The policy was updated to address a couple of places where we still have references to "non-renewal" in the body of the policy.

**3.18—LICENSED PERSONNEL OUTSIDE EMPLOYMENT** - The policy was updated to remove a reference to "non-renewal."

**3.24—LICENSED PERSONNEL DEBTS** - A couple of grammatical items were corrected as well as some language was changed to standardize with other policies.

**3.26—LICENSED PERSONNEL SEX DISCRIMINATION AND SEX-BASED HARASSMENT** - The policy was updated to remove an unnecessary "is" from the definition of sexual harassment to make the list work.

**3.28—LICENSED PERSONNEL TECHNOLOGY USE POLICY** - The policy was updated to remove a reference to non-renewals.

**3.36—LICENSED PERSONNEL RENEWAL AND TERMINATION** - Due to questions, we added an additional bullet in the items that are required to be provided in the termination notice that the employee has the right to be represented by legal counsel at the hearing.

**3.43—DUTY OF LICENSED EMPLOYEES TO MAINTAIN LICENSE IN GOOD STANDING** - The policy was updated to note that the requirement to maintain a license in good standing applies to all licensed employees and not just teachers.

**3.44—LICENSED PERSONNEL WORKPLACE INJURIES AND WORKERS' COMPENSATION** - The policy was updated to standardize formatting with other policies.

**3.45—LICENSED PERSONNEL SOCIAL NETWORKING AND ETHICS** - The policy was updated to standardize the definition section with other policies as well as remove references to non-renewals and update the title of Policy 3.28. In addition, language was added to clarify that there is an exemption from the district being unable to ask for usernames and passwords to social media accounts.

**3.46—LICENSED PERSONNEL VACATIONS** - The policy was updated to standardize with other policies and to remove a reference to non-renewal.

**3.48—LICENSED PERSONNEL WEAPONS ON CAMPUS** - The policy was updated to remove references to "non-renewal" and to try and make the allowable items easier to understand. In addition, the footnotes were updated to address questions regarding individuals on a journey and 18 U.S.C. § 922 was added to the list of Legal References.

**3.50—ADMINISTRATOR EVALUATOR CERTIFICATION** - The policy was amended to address how to handle individuals who fail to receive the evaluator certification by the deadline now that non-renewals no longer exist.

**3.58—LICENSED PERSONNEL USE OF ARTIFICIAL INTELLIGENCE (NEW POLICY)** - Due to multiple requests, this is a new policy that is intended to govern the use of artificial intelligence by licensed employees when performing their job duties.

**4.5—SCHOOL CHOICE** - This is a copy of the update that was released on November 7, 2024. The update was to account for changes to the DESE Rules Governing the different school choice programs.

**4.5F—SCHOOL CHOICE CAPACITY RESOLUTION** - This is a copy of the update that went out on November 7, 2024. The update was to account for changes to the DESE Rules governing the school choice programs.

**4.5F2—SCHOOL CHOICE ACCEPTANCE LETTER - CAPACITY FOR IMMEDIATE TRANSFER AVAILABLE** - This is a copy of the update that went out on November 7, 2024. The update was to account for changes to the DESE Rules governing the school choice programs and it replaced and combined the original 4.5F2 and 4.5F3.

**4.5F3—SCHOOL CHOICE ACCEPTANCE LETTER - IMMEDIATE TRANSFER NOT AVAILABLE (NEW POLICY)** - This is a copy of the update that went out on November 7, 2024. The update was to account for changes to the DESE Rules governing the school choice programs. This was a new form letter.

**4.5F4—SCHOOL CHOICE PROVISIONAL REJECTION LETTER** - This is a copy of the update that went out on November 7, 2024. The update was to account for changes to the DESE Rules governing the school choice programs. The update was a new form letter.

**4.5F5—SCHOOL CHOICE REJECTION LETTER (NEW POLICY)** - This is a copy of the update that went out on November 7, 2024. The update was to account for changes to the DESE Rules governing the school choice programs. This replaces the previous 4.5F4.



**4.27—STUDENT SEX DISCRIMINATION AND SEX-BASED HARASSMENT** - The policy was updated to remove an unnecessary "is" from the definition of sexual harassment to make the list work.

**4.45—SMART CORE CURRICULUM AND GRADUATION REQUIREMENTS FOR THE CLASS OF 2025** - Due to the graduation of this class, we are repealing this policy.

**4.45.1—SMART CORE CURRICULUM AND GRADUATION REQUIREMENTS FOR THE CLASS OF 2026** A couple of changes were made to recognize the transition away from the use of the Smart Core waiver form to instead use the creation of the student's SSP to designate the program the student will use to graduate.

**4.45.21—SMART CORE CURRICULUM AND GRADUATION REQUIREMENTS FOR THE CLASS OF 2027 AND THEREAFTER** - A couple of changes were made to recognize the transition away from the use of the Smart Core waiver form to instead use the creation of the student's SSP to designate the program the student will use to graduate.

**4.50—SCHOOL MEAL MODIFICATIONS** - The policy is being updated to incorporate language dealing with the USDA's position regarding "lactose free" milk.

**4.64—STUDENT USE OF ARTIFICIAL INTELLIGENCE (NEW POLICY)** - Due to multiple requests, this is a new policy that is intended to govern the use of artificial intelligence by students when completing homework or other projects.

**5.2—PLANNING FOR EDUCATIONAL IMPROVEMENT** - The deadline for the most recent annual report to the public to be posted to the district website was updated to align with the changes to the Standards For Accreditation.

**5.10—ARTIFICIAL INTELLIGENCE (NEW POLICY)** - Due to multiple requests, this is a new policy that is intended to govern the use of artificial intelligence in the creation of curriculum, lesson plans, and exams.

**5.20—DISTRICT WEBSITE** - The policy was updated to align with the changes to the DESE Rules Governing Documents Posted to District and Education Service Cooperative Websites.

**6.1—COMMUNICATION GOALS** - The deadline for the most recent annual report to the public to be posted to the district website was updated to align with the changes to the Standards For Accreditation.

**7.16—INFORMATION TECHNOLOGY SECURITY** - Due to A.C.A. § 25-1-128 and the model policy that was released in Commissioner's Memo COM-25-044, we are repealing the body of our model policy. We have retained the number and title to be used by districts to try and reduce the number of internal policy and Cross Reference updates that would be required as part of this change. We have also retained some helpful notes and the Legal References.

**8.4—CLASSIFIED EMPLOYEES DRUG TESTING** - The policy was updated to address a couple of places where we still have references to "non-renewal" in the body of the policy. In addition, footnote #6 was updated to standardize some formatting.

**8.5—CLASSIFIED PERSONNEL SICK LEAVE - OPTION B** - Several changes were made to standardize formatting with other policies. A comma was added to the paragraph on documentation on illness to correct a grammar error. In addition, a reference to non-renewals was removed.

**8.6—SICK LEAVE BANK—CLASSIFIED EMPLOYEES** - The policy was updated to standardize several items.

**8.9—PUBLIC OFFICE—CLASSIFIED PERSONNEL** - The policy was updated to address a couple of places where we still have references to "non-renewal" in the body of the policy.

**8.12—CLASSIFIED PERSONNEL OUTSIDE EMPLOYMENT** - The policy was updated to remove a reference to "non-renewal." In addition, there were changes made to standardize formatting with other policies.

**8.20—CLASSIFIED PERSONNEL SEX DISCRIMINATION AND SEX-BASED HARASSMENT** - The policy was updated to remove an unnecessary "is" from the definition of sexual harassment to make the list work.

**8.31—CLASSIFIED PERSONNEL RENEWAL AND TERMINATION** - Due to questions, we added an additional bullet in the items that are required to be provided in the termination notice that the employee has the right to be represented by legal counsel at the hearing.

**8.36—CLASSIFIED PERSONNEL WORKPLACE INJURIES AND WORKERS' COMPENSATION** - The policy was updated to standardize formatting with other policies.

**8.37—CLASSIFIED PERSONNEL SOCIAL NETWORKING AND ETHICS** - The policy was updated to standardize the definition section with other policies as well as remove references to non-renewals and update the title of Policy 8.22. In addition, language was added to clarify that there is an exemption from the district being unable to ask for usernames and passwords to social media accounts.

**8.38—CLASSIFIED PERSONNEL VACATIONS** - The policy was updated to standardize with other policies and to remove a reference to non-renewal.

**8.40—CLASSIFIED PERSONNEL WEAPONS ON CAMPUS** - The policy was updated to remove references to "non-renewal" and to try and make the allowable items easier to understand. In addition, the footnotes were updated to address questions regarding individuals on a journey, and 18 U.S.C. § 922 was added to the list of Legal References.

**8.49—CLASSIFIED PERSONNEL USE OF ARTIFICIAL INTELLIGENCE (NEW POLICY)** - Due to multiple requests, this is a new policy that would govern the use of artificial intelligence tools by classified employees when performing their job duties.

*All personnel policies have been through the PPC and will not go into effect until July 1, 2025.*

Motion and second to approve the policy updates as presented.

Motion by: Elizabeth Anderson	Second by: Anne Swint
Vote: 7-0 - Yes	

#### Action: 3.14 School Choice Resolution

2025-2026 School Choice Resolution.doc (33 KB)

Motion and second to approve the 2025-2026 School Choice Resolution as presented.

Motion by: Crystal Payne	Second by: Anne Swint
Vote: 7-0 - Yes	

#### Action: 3.15 Liability Insurance Renewal

Legal Liability Insurance - Invoice.pdf (95 KB)

General Liability Insurance - Invoice.pdf (103 KB)

Cadence - Legal Liability Insurance Proposal.pdf (572 KB)

Motion and second to renew the Educator's Legal Liability and Employment Practices Liability annual policy for \$11,154.00 and the General Liability Coverage - "Out of Arkansas" coverage liability insurance policy for \$541.00, both for the policy term of 2/1/2025 to 2/1/2026.

Motion by: Anne Swint	Second by: Ross Moore
Vote: 7-0 - Yes	

#### Action: 3.16 Petition for Transfer (Into District)

Motion and second to approve Catha Nelson's Petition to Transfer her students from JNPSD to the Lonoke School District, effective immediately.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Chad Gentry

#### 4. Employment

##### Action: 4.01 Resignations

Charlie Brady - LHS English Teacher - Effective 5/23/2025  
Michelle Dove - LES Paraprofessional - Effective 2/7/2025

Motion and second to approve all resignations as presented.

Motion by: Crystal Payne  
Vote: 7-0 - Yes

Second by: Anne Swint

#### 5. Adjournment

##### Action: 5.01 Adjournment

Motion and second to adjourn.

Motion by: Chad Gentry  
Vote: 7-0 - Yes

Second by: Anne Swint

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\*Dinner was served to the board by Lanan Lisko.

\*The next regular scheduled board meeting will be held on March 10, 2025.