



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
July 13, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Thursday, July 13, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Absent	Mr. Brandon Langle Position 6 (2027)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (until May election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present	Toby Crosby, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

I. Call to Order at 7:11 PM

II. Approval of Minutes from regular board meeting of June 12, 2023

Motion by John McFarland, seconded by Jeff Moore to approve the minutes of the regular June 2023 board meeting. Motion was adopted by a vote of 6-0

III. Approval of Minutes from special board meeting of June 12, 2023

Motion by Shawn Conder, seconded by Nathan Wood to approve the minutes of the special June 2023 board meeting, IF the word “terminate” is struck from the minutes and replaced with the word “non-renewed”. Motion was adopted by a vote of 6-0

IV. Approval of June 2023 Financials

Motion by Jeff Moore, seconded by John McFarland to approve the June 2023 Financials. Motion was adopted by a vote of 6-0

V. Approval of Bids

Janet Canard removed herself from the proceedings for the official vote of the LP gas and Gasoline bids due to a relative working for the company bidding.

1. LP Gas—only one bidder Bid is made by Scott's Petroleum  
Motion by Jeff Moore, seconded by Nathan Wood to approve LP Gas Bid of Scott's Petroleum.  
Motion was adopted by a vote of 5-0

2. Gasoline—only one bidder Bid is made by Scott's Petroleum  
Motion by Nathan Wood, seconded by John McFarland to approve Gasoline Bid of Scott's  
Petroleum for 15 cents over rack price. Motion was adopted by a vote of 5-0

Janet Canard returned to the proceedings. 7:25PM

3. Milk—only one bidder  
Motion by Nathan Wood, seconded by Jeff Moore to approve milk bid of Kallsnick Inc. for 34  
cents per unit. Motion was adopted by a vote of 6-0

4. Bread—only one bidder  
Motion by Jeff Moore, seconded by John McFarland to approve Bread bid of Cisco for prices  
given for each type of bread used. Motion was adopted by a vote of 6-0

5. Mats—only one bidder  
Motion by Jeff Moore, seconded by Janet Canard to approve Mats Bid of HMT Industrial.  
Motion was adopted by a vote of 6-0

6. Printing—only one bidder  
Motion by Jeff Moore, seconded by Nathan Wood to approve Printing Bid of Capital. Motion  
was adopted by a vote of 6-0

7. Lawn Care—Continuation year 2 of 5 year contract  
Motion by Jeff Moore, seconded by Janet Canard to approve Lawn Care Bid of Peer's Lawn Care.  
Motion was adopted by a vote of 6-0

~~VI. Approval of Student Handbook~~ Tabled until the August Regular Board meeting

~~VII. Approval of Updated Board Policies~~ The Updated Board Policies were approved in May  
by the Certified and Classified PPCs and the Midland School Board in June.

#### VIII. Principal Reports

Informational-High School Principal Jeanie Johnson and Superintendent Toby Crosby spoke  
about the below information and how the training and Summer Camp has been moving forward  
in both buildings.

##### 1. Student Improvement

- a) PLTW Training
- b) Computer Science
- c) PLC Training
  - (1) Recalibrating standards to match new essential standards
- d) Inclusive Practices to get ready for full inclusion of our IEP students.
- e) Summer Camp for extension of learning (25-30 daily) elementary students
  - (1) Invited to camp by advertisement for STEAM
  - (2) Trip each week
  - (3) Use Class Dojo to advertise Shark Shack Week
  - (4) Hand to attend 75% of week to attend trip

#### IX. Personnel

Executive Session: Board went into executive session to discuss personnel at 7:46PM  
Board returned from executive session at 9:00PM

Motion by Jeff Moore, seconded by John McFarland to approve the hiring of Dale (Chip) McDonald as Social Studies Teacher/Girls' Basketball coach for Jr. and Sr. High teams. Motion was adopted by a vote of 6-0.

Motion by Jeff Moore, seconded by John McFarland to approve the hiring of Brittnei Neville as Wobbler teacher for the Tiny Tots Classroom. Motion was adopted by a vote of 6-0.

Motion by John McFarland, seconded by Nathan Wood to accept the resignation of Brian Brown, custodial, effective August 10, 2023. Motion was adopted by a vote of 6-0.

Set Board Meeting for August 7th, in order to approve student handbook policies before the start of school.

#### X. Adjournment

Motion by Nathan Wood, seconded by Jeff Moore to adjourn meeting at 9:05. Motion was adopted by a vote of 6-0.

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Joe Cox, Board President

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Nathan Wood, Board Secretary

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Toby Crosby, Ex-Officio Financial Officer





**Midland School District  
Board of Education  
Minutes: Special Meeting  
August 21, 2023  
7:00 p.m.**

The Special Board Hearing of the Midland School District Board of Directors was held on Monday, August 21, 2023 at the Midland High School Cafeteria in Building #1.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Absent	Mr. Brandon Langle Position 6 (2027)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (until May election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present Present Present	Toby Crosby, Superintendent Mrs. Jeanie Johnson, Principal Mr. Donn Mixon, School Attorney Katelyn Thomas, Teacher Bill Arnold, Teacher's Attorney

**I. Come to Order: 6:06 PM**

The Midland School Board held a hearing on the recommendation of Superintendent Toby Crosby to terminate the contract of Katelyn Thomas as a teacher for the 2023-2024 school year. Ms. Thomas requested a public hearing before the school board on the recommendation and was represented by her attorney, Bill Arnold. The board heard testimony from the administration and Ms. Thomas, arguments from Ms. Thomas' attorney, and instructions by the district's attorney, Donn Mixon.

**II. Break: 8:30-8:35 PM**

The board then deliberated in executive session. At the conclusion of the deliberations, the board met in public session. A motion was made by Jeff Moore and seconded by Nathan Wood to terminate the contract of Katelyn Thomas. The vote to terminate was seven votes in favor and zero opposed.

Adjournment: Motion by Brandon Langle, seconded by John McFarland to adjourn meeting at 9:38 PM.

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Joe Cox, Board President

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Nathan Wood, Board Secretary

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Toby Crosby, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
September 11, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Thursday, August 7, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Present	Mr. Brandon Langle-Entered at 7:32 pm Position 6 (2027)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025) Came in to meeting at 7:33 PM
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (May election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present	Toby Crosby, Superintendent Mrs. Bani Meharg Mrs. Jeanie Johnson

- I. Call to Order at 7:08 PM
- II. A Moment of Silence in Remembrance of those that lost their lives on 9-11 was observed. With prayer afterwards.
- III. Approval of Minutes from regular board meeting of August 7, 2023

Motion by Nathan Wood, seconded by Jeff Moore to approve the minutes of the regular August 7, 2023 board meeting. Motion was adopted by a vote of 6-0.

- IV. Approval of minutes from special board meeting of August 21, 2023

Motion by Jeff Moore, seconded by John McFarland to approve the minutes of the special August 21, 2023 board meeting. Motion was adopted by a vote of 6-0.

V. Approval of August 2023 Financials

Motion by Nathan Wood, seconded by Jeff Moore to approve the August 2023 Financials.  
Motion was adopted by a vote of 6-0.

Brandon Langle entered the meeting at 7:32 pm.

VI. Approval of the 2023-24 District Budget

Motion by John McFarland, seconded by Jeff Moore to approve the 2023-24 District Budget.  
Motion was adopted by a vote of 7-0.

VII. Approval of the Midland School District Support Plan

Motion by Nathan Wood, seconded by Brandon Langle to approve the District Support Plan.  
Motion was adopted by a vote of 7-0.

VIII. Approval of facilities project to include purchase and installation of security items for the safety of the Midland School District campuses. Improvements include security film for windows, door lock replacements for all doors to maintain a Master Key process, and exterior security door system. Funding will be made available through an \$86,400 School Safety Grant received from the Division of Elementary and Secondary Education.

Motion by Jeff Moore, seconded by Brandon Langle to approve the facilities project. Motion was adopted by a vote of 7-0.

IX. Resolution for Local Support of 2024 Facilities & Partnership Project Applications for the 2025-2027 Biennium. (Reapplication)

Motion by Nathan Wood, seconded by John McFarland to approve the Resolution for Local Support. Motion was adopted by a vote of 7-0.

X. .

XI. Set date for Report to the Public and Board meeting for October

A. Both Principals will be out of state on October 9th visiting the White River School District in Washington State.

B. District Volleyball Tournament at Midland on October 16th

**DATE Set for October 9th.**

- XII. Superintendent Report
- A. Student Count High School-**242** **Total of 448**
  - B. Student Count Elementary-**206**
  - C. Student Count in Pre-K-**56** **Total of 82**
  - D. Student Count in Tiny Tots-**19**
  - E. Tiny Tots Too-**7**

XIII. Principal Reports

1. Academics

- a) High School—Dr. Johnson spoke about the movement of our high school from a “D” to a “C” on the state ratings.
- b) Elementary—Mrs. Meharg spoke about the students working in the inclusion setting and taking their first rounds of interim assessments.
- c) Ecers and Iters—Tabled until the October 9, 2023 Board Meeting for further discussion.

XIV. Set Meal Prices for Unreimbursed Meals

Adult

- A. Breakfast \$3.00
- B. Lunch \$4.50

Student

- C. Breakfast \$2.00
- D. Lunch \$3.50

Motion by Brandon Langle, seconded by Shawn Conder to approve the Prices for Unreimbursed Meals. Motion was adopted by a vote of 7-0.

XV. Approval of Petition for Transfer of Students

Motion by Jeff Moore, seconded by Nathan Wood to approve the Transfers. Motion was adopted by a vote of 7-0.

XVI. Approval to increase mileage reimbursement from \$0.42 per mile to \$0.52 per mile.

Motion by Brandon Langle, seconded by Shawn Conder to approve the increase in mileage reimbursement. Motion was adopted by a vote of 7-0.

XVII. Approval to pay mileage for superintendent for tabled agenda item in August.

Motion by Jeff Moore, seconded by John McFarland to approve the mileage reimbursement for the superintendent. Motion was adopted by a vote of 7-0.

XVIII. Set Meal Prices for Unreimbursed Meals

Adult

- A. Breakfast \$2.50
- B. Lunch \$4.00

Student

- C. Breakfast \$1.50
- D. Lunch \$3.00

Motion by Brandon Langle, seconded by John McFarland to approve meal prices for Unreimbursed Meals. Motion was adopted by a vote of 7-0.

Executive Session: 8:30-8:50 PM

XIX. Personnel

A. New Hires

Motion by John McFarland, seconded by Brandon Langle to approve the addition of golf stipend to Chip McDonald. Motion was adopted by a vote of 7-0.

Motion by Jeff Moore, seconded by John McFarland to approve the hiring of Delaena Evridge as After School Program Director. Motion was adopted by a vote of 7-0.

B. Resignation

Motion by Nathan Wood, seconded by Shawn Conder to accept the resignation of Sarah Stiefel as English teacher. Motion was adopted by a vote of 7-0.

XX. Adjournment

Motion by Jeff Moore, seconded by Janet Canard to adjourn meeting at 9:05 PM. Motion was adopted by a vote of 7-0.

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Joe Cox, Board President

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Nathan Wood, Board Secretary

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Toby Crosby, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
December 11, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, December 11, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Present	Krystal Litaker Position 6
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025) Came in to meeting at 7:33 PM
Present	Mr. Jeff Moore Position 3 (2026) Came in to meeting at 7:06 PM	Present	Mr. John McFarland, Vice Pres. Position 5 (March election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present	Toby Crosby, Superintendent Mrs. Jeanie Johnson, HS Principal

**I. Call to Order at 6:59 PM**

**II. Prayer led by Joe Cox**

**III. School's Mission and Vision: Educate, Encourage, Inspire**

**IV. Celebrations:**

- A. Citizens Bank: "Shine Like A Mustang" **Honoree was T.J. Pugh**
- B. Congratulations to our Basketball Homecoming Maids: Homecoming Jan. 5th @ 4:30 PM
  - 1. 7<sup>th</sup> Grade: Olivia Conder & Allison Collins
  - 2. 8<sup>th</sup> Grade: Summer Dickerson & Carley Piety
  - 3. 9<sup>th</sup> Grade: Zandrea Cousins & Carlee Tharp
  - 4. 10<sup>th</sup> Savannah Nichol & Addison Roofener
  - 5. 11<sup>th</sup> Grade: Cami Carpenter & Haylee Meeks
  - 6. 12<sup>th</sup> Danica Brown, Gabby Jefford, & Diamond Swan

**V. Approval of Minutes from regular board meeting of November 13, 2023**

**Motion by Jeff Moore, seconded by Janet Canard to approve the minutes of the regular November 13, 2023 board meeting. Motion was adopted by a vote of 7-0.**

**VI. Approval of Minutes from special board meeting of November 17, 2023**

**Motion by Shawn Conder, seconded by Jeff Moore to approve the minutes of the special November 17, 2023 board meeting. Motion was adopted by a vote of 7-0.**

VII. Approval of November 2023 Financials

**Motion by Jeff Moore, seconded by John McFarland to approve the November 2023 Financials. Motion was adopted by a vote of 7-0.**

VIII. Approval of Resolution of Act 1599 (Board Members and/or administrators that make in addition to the \$5,000 threshold.

- A. Joe Cox–Speckled Calf Design/Jacqueline Cox, Wife–Joe Cox recused himself from meeting and re entered after the vote.

**Motion by Nathan Wood, seconded by Shawn Conder to approve the Resolution for Jacqueline Cox. Motion was adopted by a vote of 6-0.**

- B. Brandon Langle–Paige Langle, Wife

**Motion by John McFarland, seconded by Nathan Wood to approve the Resolution for Paige Langle. Motion was adopted by a vote of 7-0.**

- C. Janet Canard–Rocking D Farm & Hardware/Brother and Scott’s Propane/Son–Janet Canard recused herself from the meeting and re-entered after the vote.

**Motion by Jeff Moore, seconded by Shawn Conder to approve the Resolution for Danny Davis/Brother and Randy Canard/Son. Motion was adopted by a vote of 6-0.**

- D. Jessica Gilmer–Self

**Motion by Jeff Moore, seconded by Shawn Conder to approve the Resolution for Jessica Gilmer. Motion was adopted by a vote of 7-0.**

- E. Bani Meharg-Paige Langle, Daughter

**Motion by John McFarland, seconded by Nathan Wood to approve the Resolution for Paige Langle. Motion was adopted by a vote of 7-0.**

VIII.	Superintendent Report	454	87
	A. Student Count High School-	239	
	B. Student Count Elementary-	215	
	C. Student Count in Pre-K-	61/Adding 2 in January	
	D. Student Count in Tiny Tots-	20	
	E. Tiny Tots Too-	6/Adding 1 in January	



IX. Principal Reports

7. Academics

a) High School–

(1) **Dr. Johnson reported with a lengthy discussion with the board members about student grades at the highschool and the effort and strategies that the teachers and staff were implementing to ensure that students were turning in work and passing classes. Since the Thanksgiving break time, students have started turning in late work and assignments that were overdue by as many as six weeks. Numbers of students with failing grades were listed at 72 at Thanksgiving break and have improved by 30 students. More work is being turned in and will be graded until Christmas break.**

(2) **All Chromebooks will be turned in and redistributed in Carts in the classrooms. Chromebooks will be kept on campus and not taken home. In order to be exempt from semester tests, students must turn in their chromebooks before the testing dates.**

(3) **Atlas Science Test that was given to students from the new state mandated interim testing.**

(a) **7th Grade State Avg was 89 with Midland at 87**

(b) **8th Grade State Avg was 91 with Midland at 96**

(c) **Biology State Avg was 95 with Midland at 95**

b) **Elementary–NWEA Map Scores–Mr. Crosby explained the new Atlas Science Test that was given to students from the new state mandated interim testing.**

(1) **3rd Grade State avg was 64 with Midland at 59**

(2) **4th Grade State avg was 79 with Midland at 80**

(3) **5th Grade State avg was 89 with Midland at 90**

(4) **6th Grade State avg was 76 with Midland at 88**

X. Upcoming Events:

C. Christmas Dress-up Week

December 11-15, 2023

1. Monday: Ugly Sweater
2. Tuesday: Two Turtle Doves (Match a Friend)
3. Wednesday: Tis' the Season (Dress like an Elf)
4. Thursday: You're a mean one.....Mr. Grinch (Wear anything Grinch)
5. Friday: Cozy Christmas (Wear your Pajamas)

D. Vanessa Wagner with Air Force Lunch

December 11, 2023

E. BBall 7th Gr. Jamboree @ Pangburn

December 11, 2023

F. BBall Peewee @ Home Sulphur Rock

December 11, 2023

G. December School Board Meeting

December 11, 2023

H. Fall Music Concert @ 6:00 PM

December 12, 2023

I. Bowling Vs. Concord	December 12, 2023
J. BBall @ Home Bradford	December 12, 2023
K. Trap Shooting Bake Sale	December 12, 2023
L. CTE Day	December 13, 2023
M. BBall @ Home Nemo Vista	December 14, 2023
N. BBall Peewee @ Concord	December 14, 2023
O. BBall @ Home Scott Charter Girl's only	December 15, 2023
P. Little Dribblers Performance	December 15, 2023
Q. Santa's Breakfast	December 15, 2023
R. Semester tests in periods 1,3,4 & 5	December 18, 2023
1. 1 <sup>st</sup> period 8:00-8:55	
2. 3 <sup>rd</sup> period 9:00-9:55	
3. 4 <sup>th</sup> period 10:00-10:55	
4. Lunch 11:00-11:30	
5. 5 <sup>th</sup> period 11:30-12:25	
6. Exam Review/Makeups 12:25-3:10	
S. Middle School Christmas Dance Gr. 4-6th	December 16, 2023
T. Annual Christmas Party @ 4:00PM	December 18, 2023
U. BBall Peewee @ Home Shirley	December 18, 2023
V. Semester tests in periods 6,7,8, & 9	December 19, 2023
1. 6 <sup>th</sup> period 8:00-8:55	
2. 7 <sup>th</sup> period 9:00-9:55	
3. 8 <sup>th</sup> period 10:00-10:55	
4. Lunch 11:00-11:30	
5. 9 <sup>th</sup> period 11:30-12:25	
6. Exam Review/Makeups 12:25-3:10	
W. Christmas Break-NO School	December 20-January 1
X. Palestine Wheatley Tour. TBA	December 28-29, 2023
Y. BBall @ Augusta	January 2, 2024
Z. BBall Peewee @ Sulphur Rock	January 4, 2024
AA.Basketball Homecoming	January 5, 2024
BB.BBall @ Home Norfolk	January 5, 2024
CC. Bradford Tournament Sr High	January 6, 2024
DD. January Board Meeting 7PM	January 8, 2024
XI. Upcoming Events for Board members:	Attachment A
EE.ASBA/AAEA Joint Leadership Conference	May 4, 2024
XII. Approval of Petition for Transfer of Students— <b>TABLED</b>	

Executive Session to discuss personnel: **8:04-8:52 PM**

Adjournment: **8:54 PM**

**Motion by John McFarland, seconded by Jeff Moore to adjourn. Motion was adopted by a vote of 7-0.**

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Joe Cox, Board President

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Nathan Wood, Board Secretary

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Toby Crosby, Ex-Officio Financial Officer

**Next Regular Scheduled Board Meeting is set for Monday, January 8, 2024 at 7:00PM.**



**Midland School District  
Board of Education  
Agenda: Regular Meeting  
June 12, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, June 12, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2027)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

**I. Call to Order**

The meeting was called to order at 7:02 p.m.

**II. Approval of all Minutes from May 2023**

Motion by Nathan Wood, seconded by Janet Canard to approve the minutes. Motion was adopted by a vote of 7-0.

**III. Approval of May 2023 Financials**

Motion by John McFarland, seconded by Jeff Moore to approve the financials. Motion was adopted by a vote of 7-0.

**IV. Election of Superintendent**

Motion by Jeff Moore, seconded by John McFarland to hire Toby Crosby as the Superintendent at a salary of \$95,000. Motion was adopted by a vote of 7-0.

X. Personnel

The Board went into Executive Session at 7:33 p.m. for the purpose of discussing personnel. The Board returned from Executive Session at 7:53 p.m.

Motion by Jeff Moore, seconded by Nathan wood to accept the resignation of Shirley Stuckey from her position on the "BA- No Lic" scale and to hire her on the "Paraprofessional" scale. Motion was adopted by a vote of 7-0.

Motion by Brandon Langle, seconded by John McFarland to hire Cliff Woodard as a bus driver and Morgan Martin as a cafeteria worker. Motion was adopted by a vote of 7-0.

Motion by Jeff Moore, seconded by Brandon Langle to hire Misty Lindsey as a SPED teacher and Melissa Baker as an assistant volleyball coach. Motion was adopted by a vote of 7-0.

Board Member John McFarland physically left the boardroom at 7:55 p.m.

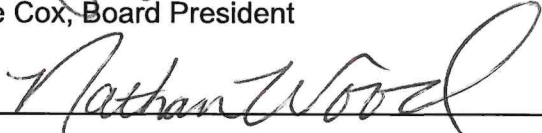
Motion by Brandon Langle, seconded by Janet Canard to hire Jennifer McFarland as an assistant softball coach. Motion was adopted by a vote of 6-0.

Board Member John McFarland physically returned to the boardroom at 7:56 p.m.

XI. Adjournment

Motion by Nathan Wood, seconded by John McFarland to adjourn. Motion was adopted by a vote of 7-0. The meeting adjourned at 7:57 p.m.

  
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Joe Cox, Board President

  
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Nathan Wood, Board Secretary

  
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Toby Crosby, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Agenda: SPECIAL Meeting  
June 12, 2023  
5:00 p.m.**

A special meeting of the Midland School District Board of Directors was held on Monday, June 12, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2027)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2027)	Present	Dr. Bruce Bryant, Superintendent

**I. Call to Order**

The meeting was called to order at 5:00 p.m.

*change to Non Renewed*

A personnel hearing considering the ~~termination~~ of the contract of Stephen Lister was conducted. The District was represented by Mr. Donn Mixon. Mr. Stephen Lister represented himself.

The Board went into Executive Session at 5:57 p.m. for the purpose of discussing personnel. The Board returned from Executive Session at 6:20 p.m.

Motion by Jeff Moore, seconded by Nathan Wood to find the following statement true:

The Arkansas State Police - Crimes Against Children Division notified the District that you may have been guilty of sexual abuse of children while you were teaching at a private school.

Motion was adopted by a vote of 7-0.



Motion by John McFarland, seconded by Jeff Moore to find the following statement true:

The Arkansas State Police - Crimes Against Children Division notified the District that you pose a danger to students at Midland.

Motion was adopted by a vote of 7-0.

Motion by Joe Cox, seconded by Janet Canard to find the following statement true:

The safety of students is a primary concern of the district.

Motion was adopted by a vote of 7-0.

Motion by Joe Cox, seconded by Janet Canard to find the following statement true:

Your continued employment at the district is inconsistent with maintaining a safe environment for students.

Motion was adopted by a vote of 5-2 with Joe Cox and Shawn Conder voting against.

Motion by Jeff Moore, seconded by Nathan Wood to terminate the contract of Mr. Stephen Lister. Motion was adopted by a vote of 5-2 with Joe Cox and Shawn Conder voting against.

## II. Adjournment

Motion by John McFarland, seconded by Nathan Wood to adjourn the meeting. Motion was adopted by a vote of 7-0.

The meeting was adjourned at 6:25 p.m.

  
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Joe Cox, Board President

  
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Nathan Wood, Board Secretary

  
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Toby Crosby, Ex-Officio Financial Officer

V. Board Reorganization/Resolution to Name a Disbursing Officer

The board elected the following officers:

President - Joe Cox

Vice President - John McFarland

Secretary - Nathan Wood

Disbursing Officer - Joe Cox

Alternate Disbursing Officer - John McFarland

ASBA Board Liaison - John McFarland

Appoint Ex Officio Financial Officer - Toby Crosby

*Remove Bruce Bryant and Brandon Langel from the Signature Card and add Toby Crosby and Joe Cox to the Signature Card.*

Motion by Jeff Moore, seconded by Brandon Langle to adopt the resolution to name a disbursing officer. Motion was adopted by a vote of 7-0.

VI. Adopt changes to the Early Childhood Handbook

Motion by Jeff Moore, seconded by John McFarland to adopt the changes to the handbook. Motion was adopted by a vote of 7-0.

VII. Policy Review and Approval

Motion by Jeff Moore, seconded by Brandon Langle to table all policy revisions until such time as the litigation concerning the LEARNS Act is resolved. Motion was adopted by a vote of 7-0.

VIII. School Choice

Dr. Bryant updated the Board concerning the litigation of the LEARNS Act and the ramifications to School Choice petitions. Dr. Bryant presented options that the Board might consider concerning the petitions. The Board took no action.

IX. Principal Reports

Principals made their reports which included information about academic achievement.





**Midland School District  
Board of Education  
Minutes: Regular Meeting  
August 7, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Thursday, July 13, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Present	Mr. Brandon Langle Position 6 (2027)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025) Came in to meeting at 7:33 PM
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (until May election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present	Toby Crosby, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

I. Call to Order at 7:04 PM

II. Approval of Minutes from regular board meeting of July 13, 2023

Motion by Jeff Moore, seconded by Brandon Langle to approve the minutes of the regular July 2023 board meeting. Motion was adopted by a vote of 6-0.

III. Approval of July 2023 Financials

Motion by Jeff Moore, seconded by John McFarland to approve the June 2023 Financials. Motion was adopted by a vote of 6-0.

IV. Superintendent Report

- A. City Sewer Report—Mr. Crosby attended the quorum court meeting held by the Pleasant Plains city on August 3rd, 2023. Mr. Crosby spoke of the city council plans to use a USDA grant and Loans to pay for the project. Currently the high school is using 7 different septic tank systems on its campus and the upkeep needed is expensive. Once the city council votes, the project would include a complete overhaul of the city by installing a brand new gravity fed sewer system for the city. If the system is installed at no initial cost for hookup, the sewer

system could help initiate the growth of the city of Pleasant Plains and bring in more tax base for our school system. The school supports this proposition.

- B. School Choice Student Phone Call Information—Mr. Crosby personally made phone calls to each of the 51 School Choice applications to move out of our district. Most of the parents discussed how it was a convenience issue to have their students attend different schools due to their individual jobs. We were able to talk 6 students into staying with us and continue to attend Midland School District.
- C. Emergency Plan—Mr. Crosby spoke about the emergency plan for both campuses and how the crisis team is working on improvements to the plan. Training will be given to the teachers on Thursday, August 10th.
- D. Biden blocks federal funds from schools with archery and hunting programs—Mr. Crosby gave information that is being shared with all superintendents about funding of schools. This is not legislation at this time, but the need to talk to our legislators and express our concerns is needed.

- 1. [Biden blocks federal funds from schools with archery and hunting programs | Washington Examiner](#)

- V. Principal Reports—Mrs. Johnson and Mrs. Meharg worked with our board members in understanding our latest test scores from the ACT and ACT Aspire assessments. They had the information in a data driven format that is attached to this document.

- 1. Student Test Scores
    - a) District
    - b) High School
    - c) Elementary

- VI. Approval of Student Handbook/2023-24 Student Handbook Changes

Motion by Nathan Wood, seconded by Brandon Langle to approve the 2023-2024 Student Handbook. Motion was adopted by a vote of 7-0.

- VII. Approval of Athletic Handbook

Motion by Jeff Moore, seconded by Janet Canard to approve the 2023-2024 Athletic Handbook. Motion was adopted by a vote of 7-0.

- VIII. Set Meal Prices for Unreimbursed Meals

Adult

- A. Breakfast \$2.50
- B. Lunch \$4.00

Student

- C. Breakfast \$1.50
- D. Lunch \$3.00

Motion by Brandon Langle, seconded by John McFarland to approve meal prices for Unreimbursed Meals. Motion was adopted by a vote of 7-0.

IX. Approval to add \$500 stipend for bowling to the Midland Stipend Schedule

Motion by John McFarland, seconded by Nathan Wood to approve bowling stipend of \$500. Motion was adopted by a vote of 7-0.

X. Approval to add \$500 stipend for ESOL coordinator if working as full time teacher to the Midland Stipend Schedule

Motion by Nathan Wood, seconded by Brandon Langle to approve ESOL stipend of \$500. Motion was adopted by a vote of 7-0.

XI. Approval of Petition for Transfer of Students

Motion by Brandon Langle, seconded by Janet Canard to approve Student Transfers. Motion was adopted by a vote of 7-0.

XII. Approval of Mileage submitted by Superintendent

Motion was tabled to research mileage rates for reimbursement.

Executive Session: 8:35-9:17 PM

XIII. Personnel

A. New Hires

Motion by Jeff Moore, seconded by John McFarland to approve the hiring of Matthew West for K-12 Music, Juliet Batategas for 4-6 Science, and Tiffany Baker for Early Childhood. Motion was adopted by a vote of 7-0.

Motion by Brandon Langle, seconded by Nathan Wood to approve \$300 stipend for Jennifer Crumby as ESOL District Coordinator and \$200 stipend for Marcus Mareno as ESOL Building Coordinator. Motion was adopted by a vote of 7-0.

B. Resignation

Motion by Nathan Wood, seconded by Janet Canard to accept the resignation of Clifford Woodard as bus driver. Motion was adopted by a vote of 7-0.

XIV. Adjournment

Motion by Jeff Moore, seconded by Janet Canard to adjourn meeting at 9:20 PM. Motion was adopted by a vote of 7-0.

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Joe Cox, Board President

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Nathan Wood, Board Secretary

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Toby Crosby, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
August 21, 2023  
7:00 p.m.**

The Special Board Hearing of the Midland School District Board of Directors was held on Monday, August 21, 2023 at the Midland High School Cafeteria in Building #1.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Absent	Mr. Brandon Langle Position 6 (2027)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (until May election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present Present Present	Toby Crosby, Superintendent Mrs. Jeanie Johnson, Principal Mr. Donn Mixon, School Attorney Katelyn Thomas, Teacher Bill Arnold, Teacher's Attorney

**I. Come to Order: 6:06 PM**

The Midland School Board held a hearing on the recommendation of Superintendent Toby Crosby to terminate the contract of Katelyn Thomas as a teacher for the 2023-2024 school year. Ms. Thomas requested a public hearing before the school board on the recommendation and was represented by her attorney, Bill Arnold. The board heard testimony from the administration and Ms. Thomas, argument of Ms. Thomas' attorney, and instructions by the district's attorney, Donn Mixon.

**II. Break: 8:30-8:35 PM**

The board then deliberated in executive session. At the conclusion of the deliberations, the board met in public session. A motion was made by Jeff Moore and seconded by Nathan Wood to terminate the contract of Katelyn Thomas. The vote to terminate was seven votes in favor and zero opposed.

Adjournment: Motion by Brandon Langle, seconded by John McFarland to adjourn meeting at 9:38 PM.

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Joe Cox, Board President

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Nathan Wood, Board Secretary

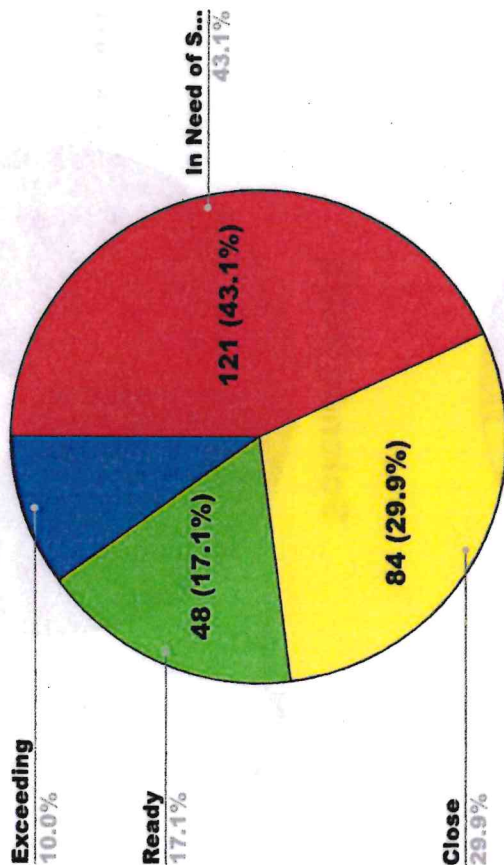
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Toby Crosby, Ex-Officio Financial Officer

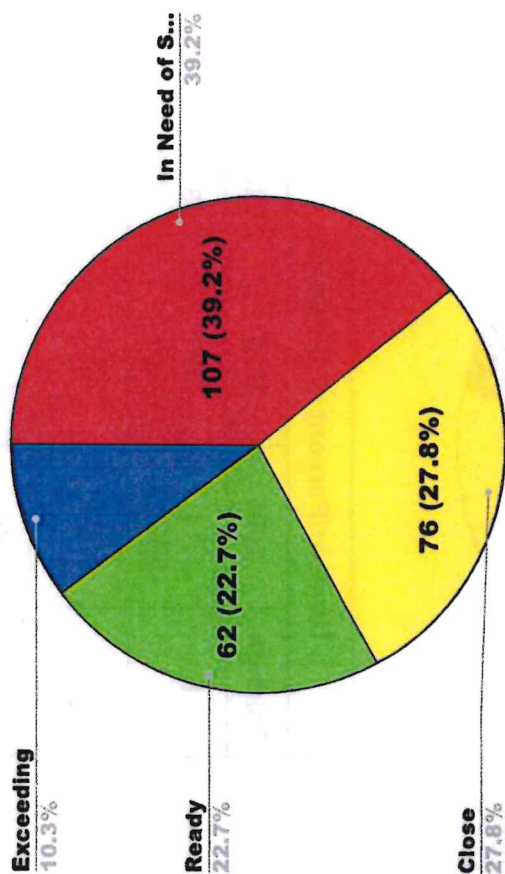


# Midland School District

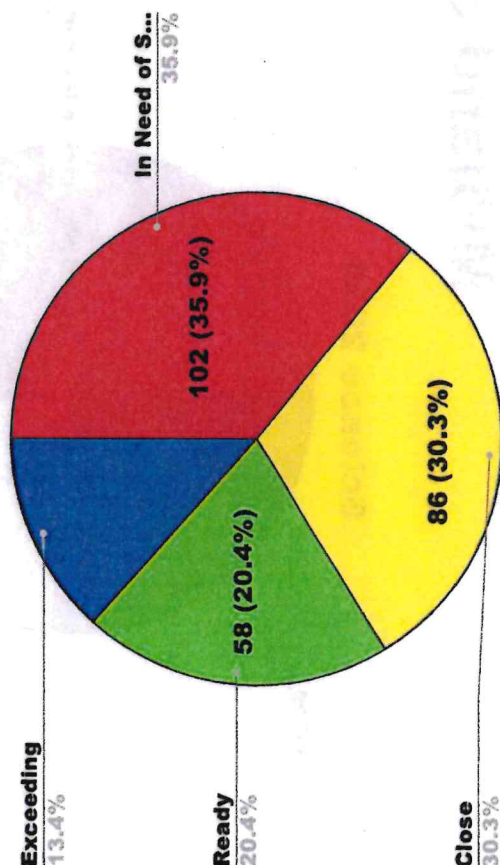
Reading 2021



Reading 2022



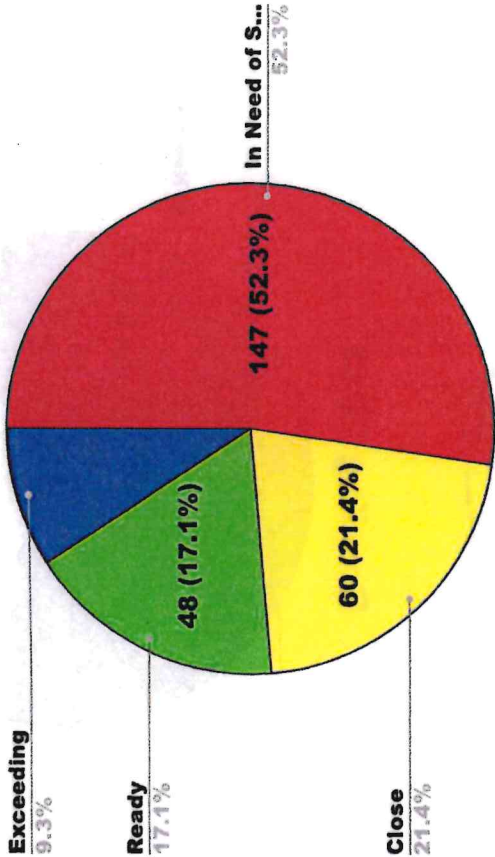
Reading 2023



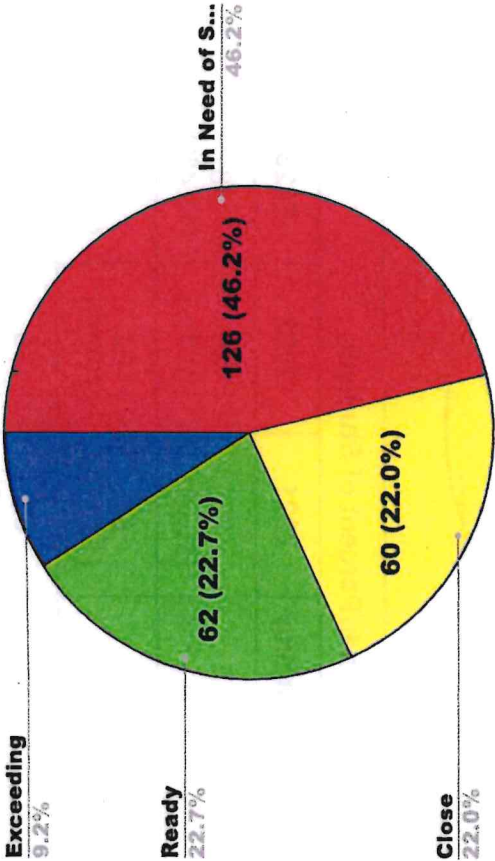
Number/Percent of Students				
Reading	2021	2022	2023	
E	28 (10.0%)	29 (10.3%)	38 (13.4%)	
R	84 (17.1%)	62 (22.7%)	58 (20.4%)	
C	84 (29.9%)	76 (27.8%)	86 (30.3%)	
N	121 (43.1%)	107 (39.2%)	102 (35.9%)	

# Midland School District

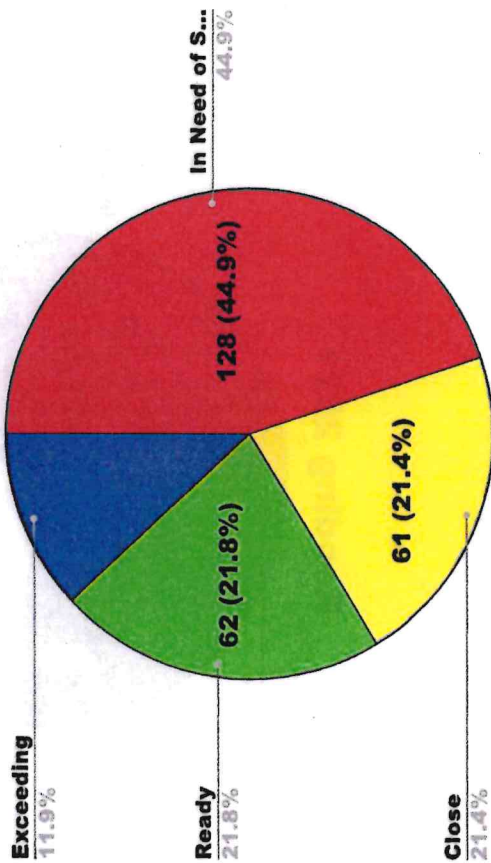
Science 2021



Science 2022



Science 2023

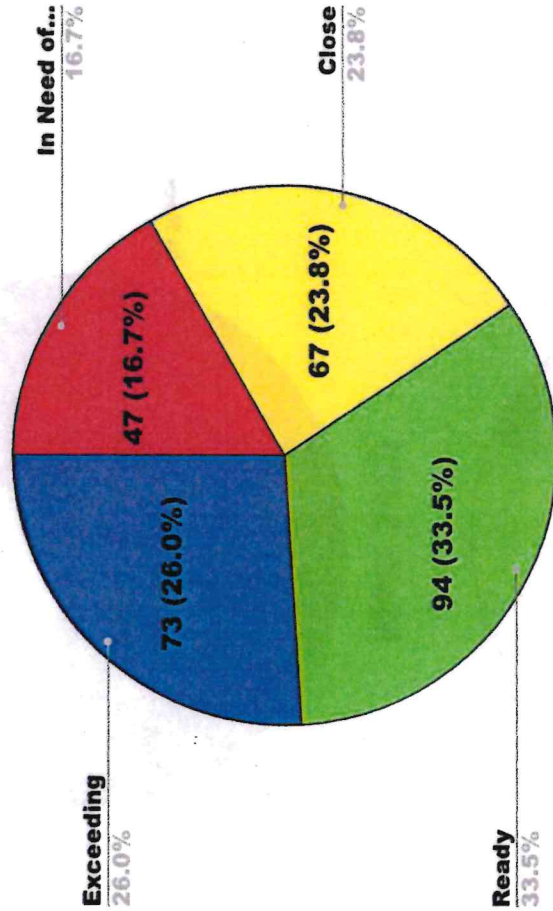


Number/Percent of Students			
Science	2021	2022	2023
E	14 (9.3%)	26 (9.2%)	33 (11.9%)
R	48 (17.1%)	62 (22.7%)	62 (21.8%)
C	60 (21.4%)	60 (22.0%)	61 (21.4%)
N	147 (52.3%)	126 (46.2%)	128 (44.9%)

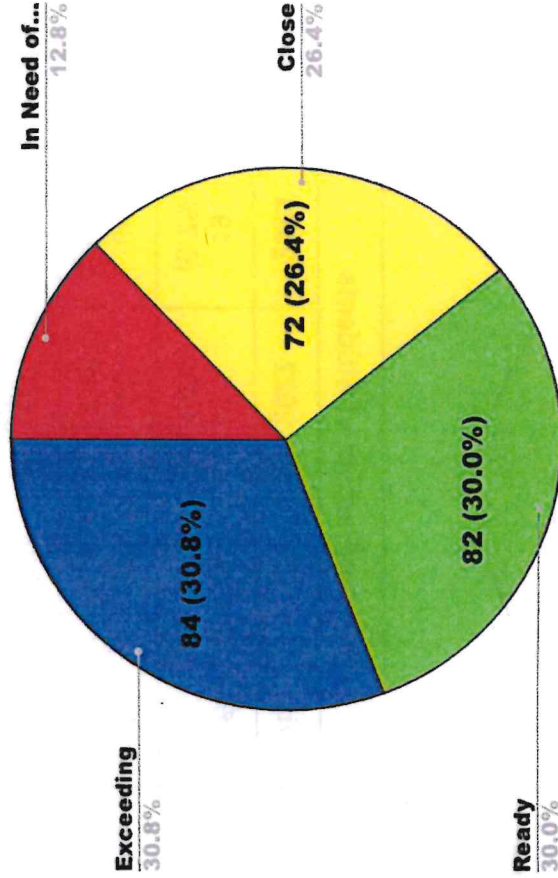


# Midland School District

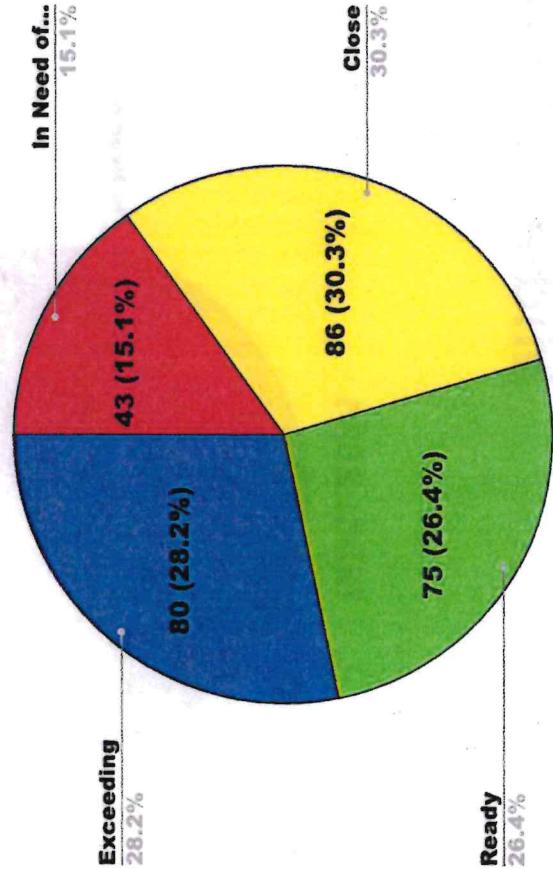
English 2021



English 2022



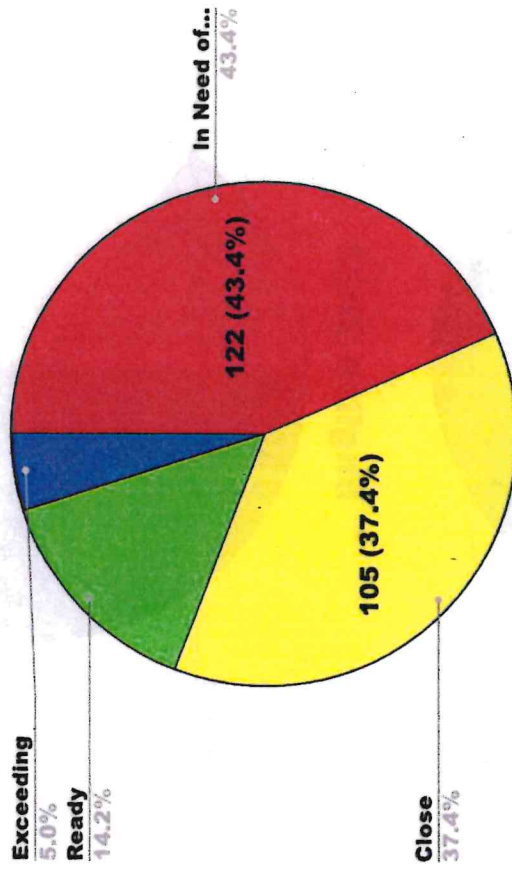
English 2023



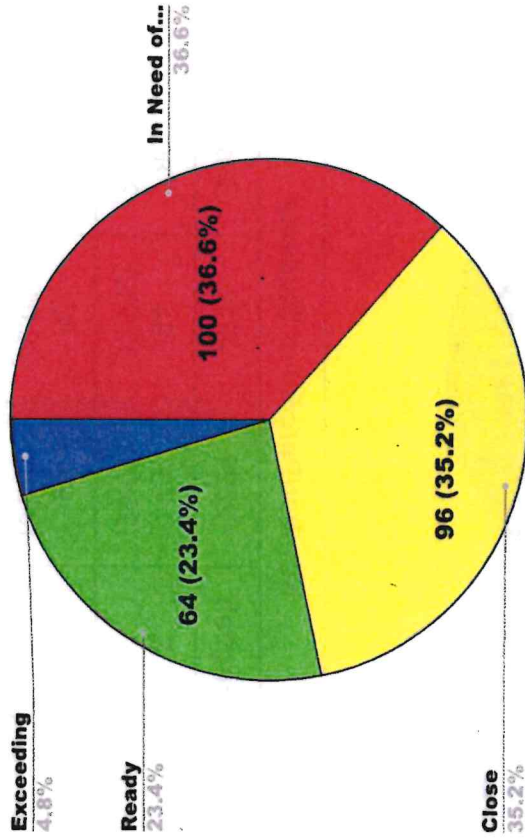
Number/Percent of Students			
English	2021	2022	2023
E	73 (26.0%)	84 (30.9%)	80 (28.2%)
R	94 (33.5%)	82 (30.0%)	75 (26.4%)
C	67 (23.8%)	72 (26.4%)	86 (30.3%)
N	47 (16.7%)	46 (12.8%)	43 (15.1%)

# Midland School District

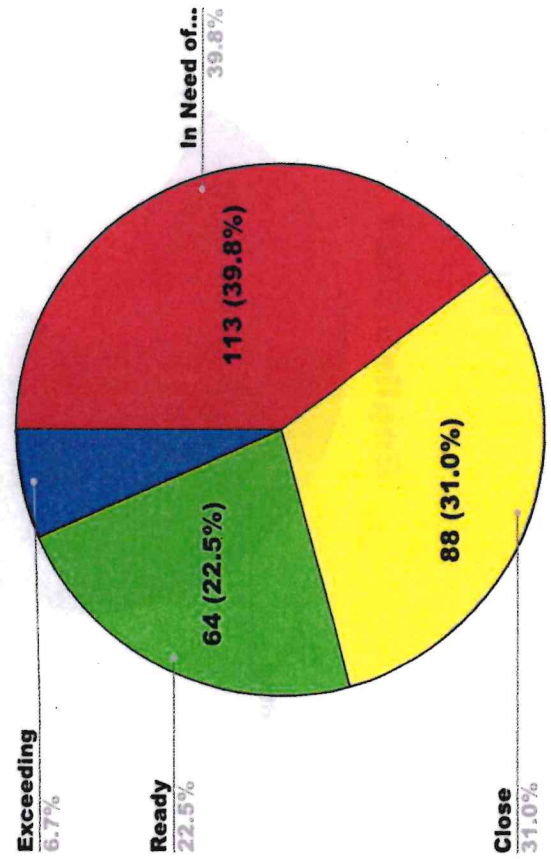
Math 2021



Math 2022



Math 2023



Number/Percent of Students			
Math	2021	2022	2023
E	14 (5.0%)	14 (4.8%)	19 (6.7%)
R	40 (14.2%)	64 (23.4%)	64 (22.5%)
C	105 (37.4%)	96 (35.2%)	88 (31.0%)
N	122 (43.4%)	100 (36.6%)	113 (39.8%)



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
October 9, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, October 9, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Present Entered 7:26 pm	Mr. Brandon Langle Position 6 (2027) Resigned 10-9-2023
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025) Came in to meeting at 7:33 PM
Absent	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (March election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present	Toby Crosby, Superintendent Mrs. Valerie Hibbitt Mrs. Lindsey Ford

I. Call to Order at 7:09 PM

II. Prayer led by Nathan Wood

III. Celebrations:

- A. Jeanie Johnson— Dr. Jeanie Johnson was not present but was recognized for her hard work and dedication in completing her doctoral degree.
- B. Noah Stephens—Agri Noah was present at the meeting and spoke about his 25 awards that he received from the Northeast District Fair in September.
- C. Peyton Pearson—Agri Peyton was not present but was recognized for her awards that she received from the Northeast District Fair in September.
- D. Heidi Parrish—Agri Heidi was not present but was recognized for her awards that she received from the Northeast District Fair in September.
- E. Danica Brown-Sr. Volleyball
- F. Gabby Jefford-Sr. Volleyball
- G. Emily Gay-Sr. Volleyball
- H. Caroline Sharp-Sr. Volleyball
- I. Mattie Martin-Sr. Volleyball

These five seniors played their last regular season home game in volleyball on Thursday, October 5, 2023. Congratulations on a great career at Midland High School.



IV. Approval of Minutes from regular board meeting of September 11, 2023

Motion by Shawn Conder, seconded by Janet Canard to approve the minutes of the regular September 11, 2023 board meeting. Motion was adopted by a vote of 5-0.

V. Approval of minutes from special board meeting of October 4, 2023 (Closed Session by Parent)

Motion by John McFarland, seconded by Nathan Wood to approve the minutes of the special August 21, 2023 board meeting. Motion was adopted by a vote of 4-0. Joe Cox did not vote due to absence at hearing.

Brandon Langle entered at 7:26PM

VI. Approval of September 2023 Financials

Motion by Nathan Wood, seconded by John McFarland to approve the September 2023 Financials. Motion was adopted by a vote of 6-0.

VII. Superintendent Report	<b>October 1, 2023</b>
A. Student Count High School-	<b>243</b>
B. Student Count Elementary-	<b>215</b>
C. Student Count in Pre-K-	<b>56</b>
D. Student Count in Tiny Tots-	<b>20</b>
E. Tiny Tots Too-	<b>7</b>

"Joe Cox asked a question about the number on Item VII for the high school and elementary count and why they did not match the attendance report that is in the packet. The information was pulled from two separate dates and we had three students at the high school that had transferred and one student moved in at the elementary school."

VIII. Principal Reports

1. Academics

a) Ecers and ITERS-Valerie Hibbits

Mrs. Hibbits spoke about the process and grades that they received from their bi-annual Ecers and ITERS evaluations that they receive. Documents are attached in the packet of minutes.

IX. Upcoming Events:

A. Report to the Public	November 13, 2023
B. Arkansas State Fair	October 11-22, 2023
C. Last Day of First Nine Weeks	October 13, 2023
D. Jr and Sr. High District Volleyball Tournament	October 14-17, 2023 Here
E. National Fire Prevention Week	October 9-13, 2023
F. National School Bus Safety Week	October 16-20, 2023
G. Football Homecoming	October 20, 2023

H. State Volleyball Tournament	October 24-26, 2023
I. Red Ribbon Week	October 23-31, 2023
J. Fall Festival	October 27, 2023
K. Red/White Basketball Game	November 6, 2023
L. November 15 - Educational Support Professionals Day	November 15, 2024
M. November 17 - Substitute Teacher Appreciation Day	November 17, 2024

- |  |                             |
|--|-----------------------------|
| X. Upcoming Events for Board members:      | Attachment A                |
| A. ASBA Zoom Meeting                       | October 12, 2023            |
| B. ASPRC Board Dinner at Batesville        | October 17, 2023 5:30-8:30  |
| C. ALA Fall-Policy Leadership, Little Rock | October 26, 2023 10:00-5:00 |
| D. ALA Fall-Policy Leadership, Little Rock | October 27, 2023 8:30-1:30  |
| E. ASBA Meeting in Little Rock             | December 6-8, 2023          |
| F. ASBA/AAEA Joint Leadership Conference   | May 4, 2024                 |

- XI. Approval of Addendum to sections of the student handbook.
- A. 4.11 Equal Educational Opportunity
  - B. 4.25 Student Dress and Grooming

Motion by Shawn Conder, seconded by Janet Canard to approve the addendum of sections 4.11 and 4.25 of the student handbook. Motion was adopted by a vote of 6-0.

- XII. Approval of Petition for Transfer of Students—Tabled until after Executive Session

- XIII. School Board Elections
- A. John McFarland (2024)

Mr. McFarland must have a minimum of 20 signatures on the sign-up sheet turned in to the circuit clerk by November 14th to be eligible to run for school board on March 5th.

Executive Session Entered at 8:18-9:02

- XIV. Personnel
- A. New Hires

Motion by Janet Canard, seconded by Shawn Conder to approve the hiring of Rose Hill as English teacher for the remainder of the 2023-24 school year. Motion was adopted by a vote of 6-0.

- XII. Approval of Petition for Transfer of Students

Motion by Nathan Wood, seconded by Shawn Conder to approve the student transfers to Southside due to extenuating circumstances. Motion was adopted by a vote of 6-0.

Recommendation to allow student transfers in from Pangburn failed with lack of motion by the board.


**Resignation:**

Brandon Langle, school board member of eight years, resigned his position as Position 6 on the school board effective immediately. Mr. Langle has received a promotion at his current position and is needing time to spend with it and family. The Midland Mustang community will miss his leadership and community involvement in helping to build the Midland School District to where it is today.

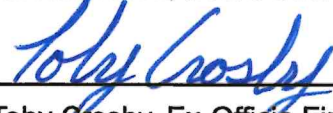
Motion by Joe Cox, seconded by Nathan Wood to accept the resignation of Brandon Langle as school board member. Motion was adopted by a vote of 5-0.

**Adjournment**

Motion by Nathan Wood, seconded by John McFarland to adjourn meeting at 9:09 PM. Motion was adopted by a vote of 5-0.

  
\_\_\_\_\_  
Joe Cox, Board President

  
\_\_\_\_\_  
Nathan Wood, Board Secretary

  
\_\_\_\_\_  
Toby Crosby, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
March 13, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, March 13, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Arrived @ 7:19	Mr. Jeff Moore Position 3 (2026)	Absent	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

**I. Call to Order**

The meeting was called to order at 7:00 p.m.

**II. Approval of Minutes from February 2023**

Motion by Janet Canard, seconded by John McFarland to approve the minutes. Motion was adopted by a vote of 5-0.

**III. Approval of February 2023 Financials**

Motion by Nathan Wood, seconded by John McFarland to approve the financials. Motion was adopted by a vote of 5-0.

**VISION:** It is the vision of the Midland School District Board of Directors that the Midland School District will...

- ...lead with compassion and strength to develop a cohesive community of stakeholders,
  - ...prepare and engage students that learn and achieve, and
  - ...select and empower teachers that guide our students to achievement
- ...in order to show its community what is truly possible.

- Elimination of 3% cap
- Open enrollment subject to capacity
- Repeal of Teacher Fair Dismissal and Public School Employee Fair Hearing Act
  - Effective June 30, 2023
  - Contract language must be changed for next year
  - "...provid[e] notice and opportunity for a hearing..."

IX. Bus Lease Agreement Proposal

Motion by Jeff Moore, seconded by John McFarland to purchase a new bus and enter into a 7-year lease agreement for its purchase with the transaction being made with a state-approved bidder/contractor, Rush Enterprises. Motion was adopted by a vote of 6-0.

Motion by John McFarland, seconded by Nathan Wood to remove bus #13 from fixed assets inventory and to dispose of it. Motion was adopted by a vote of 6-0.

X. Resolution to Vote by Absentee Ballot and Early Voting Only for the May 9, 2023 School Election

Motion by Nathan Wood, seconded by Jeff Moore to adopt the resolution. Motion was adopted by a vote of 6-0.

XI. Officially designate Don Mixon as the District Attorney and authorize monthly payment of \$300.00 beginning March 1, 2023

Motion by Jeff Moore to contract with Don Mixon to be the District Attorney for \$300.00 per month retroactive to March 1, 2023. Motion was adopted by a vote of 6-0.

XII. Remove from Fixed Assets #20160050 - Smartboard

Motion by Jeff Moore, seconded by John McFarland to remove Item #20160050 from fixed assets. Motion was adopted by a vote of 6-0.



Mr. John McFarland returned to the room at 9:41 p.m.

XV. Adjournment

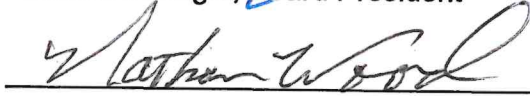
Motion by Nathan Wood, seconded by Jeff Moore to adjourn the meeting. Motion was adopted by a vote of 6-0.

The meeting was adjourned at 9:41 p.m.



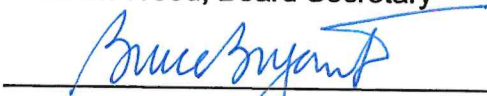
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Brandon Langle, Board President



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Nathan Wood, Board Secretary



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Dr. Bruce Bryant, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
January 9, 2023  
7 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, January 9, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Arrived @ 7:16	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal

**I. Call to Order**

The meeting was called to order at 7:00 p.m.

**II. Board Member Recognition - ASBA**

Board members were shown a set of posters completed by the art class showing their appreciation to the board. Prior to the meeting, the board members were presented with a cake by the District administration team showing appreciation for their service to the school.

**III. Approval of Minutes from December 2022**

**VISION:** It is the vision of the Midland School District Board of Directors that the Midland School District will...

- ...lead with compassion and strength to develop a cohesive community of stakeholders,
  - ...prepare and engage students that learn and achieve, and
  - ...select and empower teachers that guide our students to achievement
- ...in order to show its community what is truly possible.

Motion by John McFarland, seconded by Nathan Wood to approve the minutes. Motion was adopted by a vote of 6-0.

IV. Approval of December 2022 Financials

Motion by Nathan Wood, seconded by John McFarland to approve the financials. Motion was adopted by a vote of 6-0.

V. Approve the Proposed Budget of Expenditures with Levy of Taxes for 2024-2025 and All Related Election Documents (must publish by March 10, 2023)

Motion by Joe Cox, seconded by Janet Canard to adopt the Proposed Budget of Expenditures with Levy of Taxes for 2024-2025 and to approve all related election documents. Motion was adopted by a vote of 6-0.

VI. Satellite Office - Facilities Division

By unanimous consent, the Board will allow the use of space as a satellite office for the Facilities Division.

VII. Bidding for Certificate of Deposit - Move up to \$500,000

Motion by Nathan Wood, seconded by Shawn Conder to authorize the superintendent to solicit bids for and to move up to \$500,000 into a Certificate of Deposit. Motion was adopted by a vote of 7-0.

VIII. Report from Homecoming Committee

The Homecoming Committee submitted its report to the Board.

IX. Active Shooter Drill

The Board would like for the OEM Director or a representative from OEM to speak with them before making a decision.

X. Review of Stipends

The Board reviewed stipends and will work with the PPC to make changes. No action was taken at this time.

XI. Superintendent Update

A. Complete Statement of Financial Interest

Board members completed the statements. The superintendent will file them with the County Clerk.

B. Growth Funding - \$25,390.00 (SOF: 2217)

The Board was notified that the District received funds for growth.

C. Report of Board Hours

Per A.C.A. § 6-13-629(a)((2)(A)(i), the superintendent presented a report of board training hours.

XII. Personnel

The Board went into Executive Session at 8:03 p.m. for the purpose of discussing personnel.

The Board returned from Executive Session at 8:44 p.m.

Motion by Janet Canard, seconded by John McFarland to reduce Amanda Wentz to 85% capacity for the remainder of the year effective January 2, 2023 per her request. Motion was adopted by a vote of 7-0.

Motion by Janet Canard, seconded by Shawn Conder to hire Angela Canard and Brian Brown as full-time custodians. Motion was adopted by a vote of 7-0.

Motion by Nathan Wood, seconded by John McFarland to hire Rebecca Marchetti as a full-time SPED parapro giving her credit for an AA with 3 years of experience and to hire

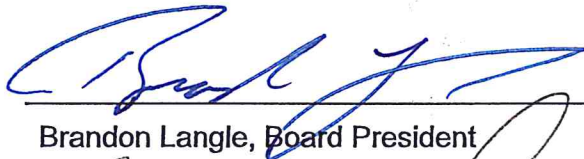
Delaena Evridge as a 1:1 SPED paraprofessional on the catastrophic pay scale. Motion was adopted by a vote of 7-0.

Motion by John McFarland, seconded by Janet Canard to pay Lindsey York for 1prep period per week for a total of 28. Motion was adopted by a vote of 7-0.

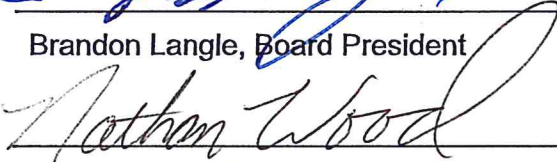
### XIII. Adjournment

Motion by Joe Cox, seconded by Nathan Wood to adjourn the meeting. Motion was adopted by a vote of 7-0.

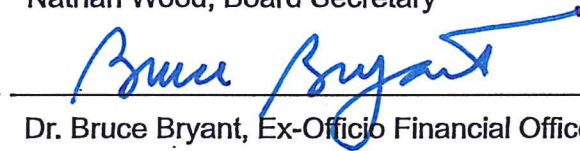
The meeting was adjourned at 8:46 p.m.

A blue ink signature of Brandon Langle, written in a cursive style, positioned above a horizontal line.

Brandon Langle, Board President

A blue ink signature of Nathan Wood, written in a cursive style, positioned above a horizontal line.

Nathan Wood, Board Secretary

A blue ink signature of Dr. Bruce Bryant, written in a cursive style, positioned above a horizontal line.

Dr. Bruce Bryant, Ex-Officio Financial Officer





**Midland School District  
Board of Education  
Minutes: Regular Meeting  
February 13, 2023  
6:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, February 13, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal

**I. Call to Order**

The meeting was called to order at 6:08 p.m.

**II. Approval of Minutes from January 2023**

Motion by Jeff Moore, seconded by John McFarland to approve the minutes. Motion was adopted by a vote of 7-0.

**III. Approval of January 2023 Financials**

Motion by John McFarland, seconded by Janet Canard to approve the financials. Motion was adopted by a vote of 7-0.

**MISSION:** The Midland School District will...

- ...lead with compassion and strength to develop a cohesive community of stakeholders,
- ...prepare and engage students that learn and achieve, and
- ...select and empower teachers that guide our students to achievement  
...in order to show its community what is truly possible.

IV. Certificate of Deposit Bids

Motion by Nathan Wood, seconded by Janet Canard to invest \$400,000 in a certificate of deposit with the highest bidder, The Bank of Cave City, at a rate of 4.65% subject to the ability to properly collateralize the funds and to allow the superintendent and district treasurer to be authorized to make the transaction. Motion was adopted by a vote of 7-0.

V. Request for homeschool student to participate in a different school system's activities

Motion by Jeff Moore, seconded by Shawn Conder to approve the request from the Moody family under these extenuating circumstances. Motion was adopted by a vote of 7-0.

VI. Personnel

The Board went into Executive Session at 6:40 p.m. for the purpose of discussing personnel.

The Board returned from Executive Session at 7:53 p.m.

Motion by Jeff Moore, seconded by Janet Canard to accept the resignation of Brandi Jefford. Motion was adopted by a vote of 7-0.

Motion by Nathan Wood, seconded by John McFarland to hire Evelyn "Hope" Smith as a paraprofessional. Motion was adopted by a vote of 7-0.

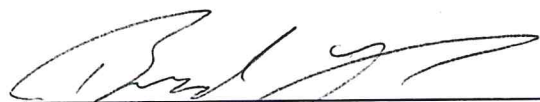
Motion by Janet Canard, seconded by Shawn Conder to terminate Makenzie Altom Weatherly upon the recommendation of the superintendent. Motion was adopted by a vote of 7-0.



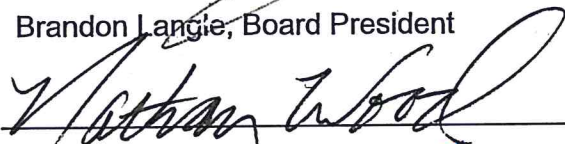
VII. Adjournment

Motion by Nathan Wood, seconded by Jeff Moore to adjourn the meeting. Motion was adopted by a vote of 7-0.

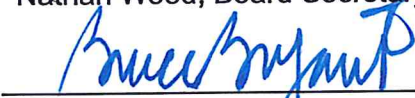
Meeting adjourned at 7:54 p.m.



Brandon Langle, Board President



Nathan Wood, Board Secretary



Dr. Bruce Bryant, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: SPECIAL Meeting  
March 30, 2023  
5 p.m.**

A called, special meeting of the Midland School District Board of Directors was held on Monday, March 30, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present -Requesting the hearing	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present	Dr. Bruce Bryant, Superintendent

**I. Call to Order**

The meeting was called to order at 5:17 p.m.

**II. Hearing for a Waiver of a Child Maltreatment Finding for a potential volunteer coach**

Mr. Joseph Cox presented evidence about his request to have the child maltreatment finding waived in order for him to receive the waiver.

The board ascertained the following information to be used in consideration of the waiver:

- The age at which the incident was committed
  - 18
- The circumstances surrounding the incident;
  - Consensual sexual activity with a 15 year old girl he was dating at the time.

- The length of time since the incident
  - Almost 22 years
- Character references
  - Letter have been written in his behalf by his pastor and at least one educator in the Midland District, Mrs. Bani Meharg
- Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel
  - Mr. Cox has served on the board for several years, even as board president.
  - Mr. Cox has served as a volunteer coach for community league teams.

III. Resolution For a Waiver of ARK. CODE ANN. § 6-17-414(g)

Motion by Jeff Moore, seconded by John McFarland to adopt the resolution. Motion was adopted by a vote of 6-0.

IV. Resolution to allow a School Board Member to be a Registered Volunteer

Motion by Jeff Moore, seconded by John McFarland to adopt the resolution. Motion was adopted by a vote of 6-0.

V. Adjournment

Motion by Jeff Moore, seconded by Nathan Wood to adjourn. Motion was adopted by a vote of 6-0.

The meeting was adjourned at 5:34 p.m.




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Brandon Langle, Board President




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Nathan Wood, Board Secretary




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Dr. Bruce Bryant, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
March 13, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, March 13, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Arrived @ 7:19	Mr. Jeff Moore Position 3 (2026)	Absent	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

**I. Call to Order**

The meeting was called to order at 7:00 p.m.

**II. Approval of Minutes from February 2023**

Motion by Janet Canard, seconded by John McFarland to approve the minutes. Motion was adopted by a vote of 5-0.

**III. Approval of February 2023 Financials**

Motion by Nathan Wood, seconded by John McFarland to approve the financials. Motion was adopted by a vote of 5-0.

**VISION:** It is the vision of the Midland School District Board of Directors that the Midland School District will...

- ...lead with compassion and strength to develop a cohesive community of stakeholders,
  - ...prepare and engage students that learn and achieve, and
  - ...select and empower teachers that guide our students to achievement
- ...in order to show its community what is truly possible.



- Elimination of 3% cap
- Open enrollment subject to capacity
- Repeal of Teacher Fair Dismissal and Public School Employee Fair Hearing Act
  - Effective June 30, 2023
  - Contract language must be changed for next year
  - "...provid[e] notice and opportunity for a hearing..."

IX. Bus Lease Agreement Proposal

Motion by Jeff Moore, seconded by John McFarland to purchase a new bus and enter into a 7-year lease agreement for its purchase with the transaction being made with a state-approved bidder/contractor, Rush Enterprises. Motion was adopted by a vote of 6-0.

Motion by John McFarland, seconded by Nathan Wood to remove bus #13 from fixed assets inventory and to dispose of it. Motion was adopted by a vote of 6-0.

X. Resolution to Vote by Absentee Ballot and Early Voting Only for the May 9, 2023 School Election

Motion by Nathan Wood, seconded by Jeff Moore to adopt the resolution. Motion was adopted by a vote of 6-0.

XI. Officially designate Don Mixon as the District Attorney and authorize monthly payment of \$300.00 beginning March 1, 2023

Motion by Jeff Moore to contract with Don Mixon to be the District Attorney for \$300.00 per month retroactive to March 1, 2023. Motion was adopted by a vote of 6-0.

XII. Remove from Fixed Assets #20160050 - Smartboard

Motion by Jeff Moore, seconded by John McFarland to remove Item #20160050 from fixed assets. Motion was adopted by a vote of 6-0.

Mr. John McFarland returned to the room at 9:41 p.m.

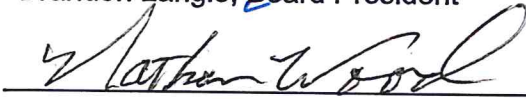
XV. Adjournment

Motion by Nathan Wood, seconded by Jeff Moore to adjourn the meeting. Motion was adopted by a vote of 6-0.

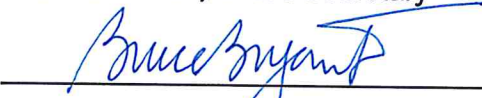
The meeting was adjourned at 9:41 p.m.



Brandon Langle, Board President



Nathan Wood, Board Secretary



Dr. Bruce Bryant, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
April 10, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, April 10, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Arrived @ 7:08	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

**I. Call to Order**

The meeting was called to order at 7:00 p.m.

**II. Approval of Minutes from March 2023**

Motion by Nathan Wood, seconded by John McFarland to approve the minutes. Motion was adopted by a vote of 6-0.

**III. Approval of March 2023 Financials**

Motion by Jeff Moore, seconded by John McFarland to approve the minutes. Motion was adopted by a vote of 5-0.



#### IV. PPC Proposals

- o Calendar

Motion by Nathan Wood, seconded by Jeff Moore to adopt the traditional calendar proposed by the PPC. Motion was adopted by a vote of 7-0.

- o Stipend Schedule

Motion by Joe Cox, seconded by John McFarland to adopt the stipend schedule proposed by the PPC with the amendment to the Little Dribblers/Little Mustangs to set a minimum performance of 5 games to earn the \$500 and an additional \$150.00 per game performance over the 5 minimum. Motion was adopted by a vote of 7-0.

#### V. Salary Schedule

Motion by Joe Cox, seconded by Jeff Moore to approve the proposed salary schedule. The Board went into Executive Session at 8:53 p.m. for the purpose of discussing a student disciplinary matter and personnel.

The Board returned from Executive Session at 9:39 p.m.

#### VI. Personnel

The Board went into Executive Session at 7:59 p.m. for the purpose of discussing personnel.

The Board returned from Executive Session at 8:27 p.m.

##### Resignations/Retirements

Motion by Jeff Moore, seconded by Janet Canard to accept the resignation of Sarah Stiefel from a partial part of her contract to eliminate extra days and/or index and

return her to a 190 day teacher contract at her appropriate step. Motion was adopted by a vote of 7-0.

Motion by Joe Cox, seconded by Nathan Wood to accept the resignation of Bani Meharg from a partial part of her contract and reduce her from from a 240 day position negotiated to a 220 day position and a new index of base + .38 (\$54475 base + .38 index = 75175.50). Motion was adopted by a vote of 7-0.

Motion by Jeff Moore, seconded by John McFarland to accept the resignation of Brittany O'Mealia. Motion was adopted by a vote of 7-0.

### Hires

Motion by Janet Canard, seconded by John McFarland to hire Kevan Pierce as a high school teacher. Motion was adopted by a vote of 7-0.

Motion by Nathan Wood, seconded by Jeff Moore to hire the following:

- Naomi McMahan -- Nursery, AA Degree, 0 years exp
- Heather Baker -- Daycare, AA Degree, 15 years exp
- Elizabeth Pratt -- Daycare, AA Degree, 4 years exp
- Evelyn Hope Smith -- Daycare, 1 year exp (passed Praxis ParaPro, enrolled in AA)

Motion was adopted by a vote of 7-0.

The Board returned to Executive Session at 8:30 p.m. for the purpose of discussing personnel.

The Board returned from Executive Session at 9:00 p.m.

Motion by Jeff Moore, seconded by John McFarland to adopt the addendum to the contract mutually agreed upon between the Board and the Superintendent. Motion was adopted by a vote of 7-0.

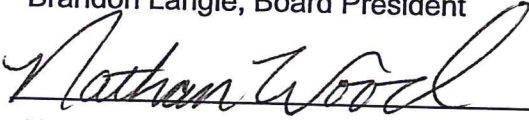
VII. Adjournment

Motion by Jeff Moore, seconded by John McFarland to adjourn.

The meeting was adjourned at 9:01 p.m.



Brandon Langle, Board President



Nathan Wood, Board Secretary



Dr. Bruce Bryant, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
May 8, 2022  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, May 8, 2023 at Midland High School Building #2.

**Members/Administration Present:**

Present	Mr. Brandon Langle, President Position 6 (2023)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2023)	Present Present Present	Dr. Bruce Bryant, Superintendent Mrs. Jeanie Johnson, Principal Mrs. Bani Meharg, Principal

**I. Call to Order**

The meeting was called to order at 6:59 p.m.

**II. Approval of Minutes from April 2023**

Motion by Shawn Conder, seconded by Jeff Moore to approve the minutes. Motion was adopted by a vote of 7-0.

**III. Approval of April 2023 Financials**

Motion by Joe Cox, seconded by Nathan Wood to approve the financials. Motion was adopted by a vote of 7-0.

IV. Approval of School Choice Applications

Motion by Jeff Moore, seconded by John McFarland to approve all School Choice applications with the exception of those from Jaxxon Sadler and Jayson Sadler because they were submitted after the May 1 deadline. Motion was adopted by a vote of 7-0.

V. Approval of SPED Assurances

Motion by Joe Cox, seconded by Nathan Wood to approve the assurances. Motion was adopted by a vote of 7-0.

VI. Approval of the Homeless Grant Application

Motion by Nathan Wood, seconded by John McFarland to approve all homeless grant applications for the District. Motion was adopted by a vote of 7-0.

VII. Resolution to Appoint to the North Central Educational Service Coop Board of Directors

Motion by Jeff Moore, seconded by Janet Canard to approve the resolution. Motion was adopted by a vote of 7-0.

VIII. Bids on Bus #13 and Bus #6

Motion by John McFarland, seconded by Janet Canard to accept the bid of \$1000 for Bus #13 from Lorenda Arnold and the bid of \$800 for Bus #6 from Danny Sanford and to remove both buses from fixed assets. Motion was adopted by a vote of 7-0.

IX. Rate Changes for Tiny Tots/Pre-K

Motion by Joe Cox, seconded by John McFarland to approve the rate change proposal for Tiny Tots/Pre-K. Motion was adopted by a vote of 7-0.



X. Classified PPC - Salary Proposal

Motion by Joe Cox, seconded by Jeff Moore to approve the salary proposal. Motion was adopted by a vote of 7-0.

XI. Approval to make necessary transfers to reflect the appropriate legal balance

Motion by Nathan Wood, seconded by Janet Canard to authorize the superintendent to make the necessary transfers to ensure the appropriate final legal balance for FY23.

Motion was adopted by a vote of 7-0.

XII. Baseball Bus

Motion by John McFarland, seconded by Shawn Conder to approve Joe Cox as the driver and the use of the church bus from Independence Baptist Church to transport baseball players to and from the state tournament. Motion was adopted by a vote of 7-0.

XIII. Personnel

The Board went into Executive Session at 7:41 p.m. for the purpose of discussing personnel.

The Board returned from Executive Session at 8:16 p.m.

Motion by John McFarland, seconded by Janet Canard to accept the following resignations/retirements:

Regina Pratt - Elementary - retirement

Leah Carpenter - HS Cheer/Dance (FY24)

Dr. Deborah Goodwin - SPED (FY24)

Amanda Wentz - HS Eng - Effective 4/20/2023

Micah Richardson - Pre-K - Effective 4/28/2023

Jennifer Crumby - After School Director (FY24)

Motion was adopted by a vote of 7-0.



Motion by John McFarland, seconded by Nathan Wood to accept the partial resignation of Jessica Gilmer resigning from her 240 day position and as Director of Early Learning and to renew her contract at 210 days and an index of base + .20 as the Director of Special Needs. Motion was adopted by a vote of 7-0.

Motion by Nathan Wood, seconded by John McFarland to hire Valerie Hibbits as the Director of Early Learning at her place on the salary schedule 210 days plus a \$2500 stipend and to add this stipend to the salary schedule. Motion was adopted by a vote of 4-3 with Joe Cox, Janet Canard, and Shawn Condervoting in the negative.

Motion by Joe Cox, seconded by Janet Canard to hire the following individuals:

Lensey Ford - Agri

Kassy Whitener - FACS

Stephanie Voegele and Kimberly Tucker - Co-sponsors - HS Cheer/Dance

Kevan Pierce - FB Assistant Coach

Motion was adopted by a vote of 7-0.

Motion by Jeff Moore, seconded by Nathan Wood to recognize Jason Milam as a registered volunteer for baseball coaching. Motion was adopted by a vote of 7-0.

The Board returned to Executive Session at 8:20 p.m. for the purpose of discussing personnel.

The Board returned from Executive Session at 9:07 p.m.

The Board will meet on Monday, May 15, 2023 at 7 p.m. in executive session to consider personnel.

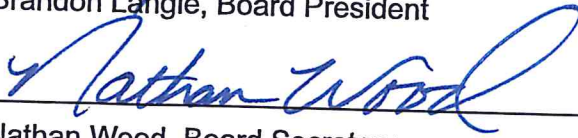
#### XIV. Adjournment

Motion by Jeff Moore, seconded by Nathan Wood to adjourn.

The meeting was adjourned at 9:08 p.m.



Brandon Langle, Board President



Nathan Wood, Board Secretary



Dr. Bruce Bryant, Ex-Officio Financial Officer



Midland School District  
Board of Education  
Minutes: SPECIAL Meeting  
May 15, 2023  
7:50 p.m.

A special meeting of the Midland School District Board of Directors was held on Monday, May 15, 2023 at Midland High School Building #2.

Members/Administration Present:

Present	Mr. Brandon Langle, President Position 6 (2027)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2027)		

I. Call to Order

The meeting was called to order at 7:50 p.m.

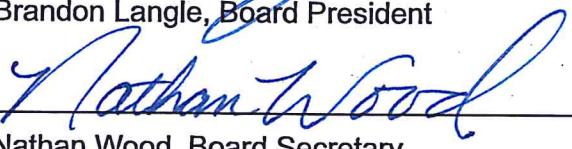
II. Personnel

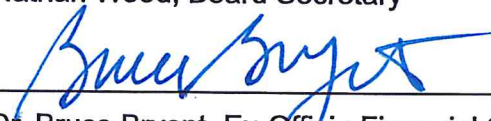
The Board went into Executive Session at 7:51 p.m. for the purpose of discussing personnel. The Board returned from Executive Session at 9:00 p.m. No action was taken. The Board will meet on Thursday, May 25, 2023 at 5 p.m. in executive session to consider personnel.

III. Adjournment

Without objection, the meeting was adjourned at 9:00 p.m.

  
\_\_\_\_\_  
Brandon Langle, Board President

  
\_\_\_\_\_  
Nathan Wood, Board Secretary

  
\_\_\_\_\_  
Dr. Bruce Bryant, Ex-Officio Financial Officer



Midland School District  
Board of Education  
Minutes: SPECIAL Meeting  
May 25, 2023  
5:00 p.m.

A special meeting of the Midland School District Board of Directors was held on Monday, May 25, 2023 at Midland High School Building #2.

Members/Administration Present:

Present	Mr. Brandon Langle, President Position 6 (2027)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2027)		

I. Call to Order

The meeting was called to order at 5:00 p.m.

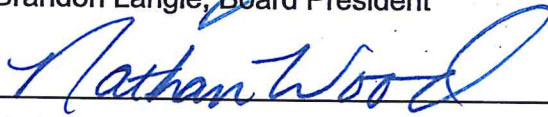
II. Personnel

The Board went into Executive Session at 5:00 p.m. for the purpose of discussing personnel. The Board returned from Executive Session at 9:00 p.m. No action was taken. The Board will meet on May 30, 2023 at 7 p.m. in executive session to consider personnel.

III. Adjournment

Without objection, the meeting was adjourned at 9:00 p.m.

  
\_\_\_\_\_  
Brandon Langle, Board President

  
\_\_\_\_\_  
Nathan Wood, Board Secretary

  
\_\_\_\_\_  
Dr. Bruce Bryant, Ex-Officio Financial Officer





Midland School District  
Board of Education  
Minutes: SPECIAL Meeting  
May 30, 2023  
7:00 p.m.

A special meeting of the Midland School District Board of Directors was held on Monday, May 30, 2023 at Midland High School Building #2.

Members/Administration Present:

Present	Mr. Brandon Langle, President Position 6 (2027)	Present	Mr. John McFarland, Vice President Position 5 (2024)
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2027)		

I. Call to Order


The meeting was called to order at 7:06 p.m.


II. Personnel

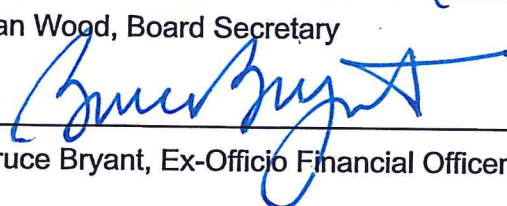
The Board went into Executive Session at 7:06 p.m. for the purpose of discussing personnel. The Board returned from Executive Session at 10:12 p.m. No action was taken.

III. Adjournment

Without objection, the meeting was adjourned at 10:12 p.m.

  
\_\_\_\_\_  
Brandon Langle, Board President

  
\_\_\_\_\_  
Nathan Wood, Board Secretary

  
\_\_\_\_\_  
Dr. Bruce Bryant, Ex-Officio Financial Officer



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
November 13, 2023  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, November 13, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Absent	Vacant Seat Position 6
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025) Came in to meeting at 7:33 PM
Absent	Mr. Jeff Moore Position 3 (2026)	Present	Mr. John McFarland, Vice Pres. Position 5 (March election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present	Toby Crosby, Superintendent Mrs. Bani Meharg Mrs. Jeanie Johnson

- I. Call to Order at 7:11 PM
- II. Prayer led by John McFarland
- III. School's Mission and Vision: Educate, Encourage, Inspire
- IV. Celebrations:
  - A. Citizens Bank: "Shine Like A Mustang" Honoree was Lensey Ford (Agri-Teacher)
  - B. Football Homecoming Queen: Emily Gay
  - C. Football Homecoming Princess: Avery Knuckles
  - D. 5th/6th Grade Football: Conference Tournament Runner-up
  - E. Sr. High Varsity Volleyball: Undefeated Conference/District Champions/State Playoffs
  - F. Sr. Varsity Football-Senior Night:
    1. John McFarland
    2. Coleman Bozeman
    3. Cordin Geron
    4. Richie Webster
    5. Chase Carpenter
  - G. State Fair Agri Participants
    1. Noah Stevens: Grand Champion Short Horned Bull and 4H



2. Peyton Pearson: Reserve Grand Champion American Commercial
3. Heidi Parrish: 2nd in Class, 4th Overall American Commercial
4. **The Board wanted to publicly thank Mrs. Kassi Whitener for her work with students in providing meals before the monthly board meetings.**

V. Approval of Minutes from regular board meeting of November 13, 2023

**Motion by Janet Canard, seconded by Shawn Conder to approve the minutes of the regular November 13, 2023 board meeting. Motion was adopted by a vote of 6-0.**

VI. Approval of November 2023 Financials

**Motion by Jeff Moore, seconded by John McFarland to approve the November 2023 Financials. Motion was adopted by a vote of 6-0.**

VII. Approval of Resolution of the Hazard Mitigation Plan

*Nathan*  
**Motion by Nath Wood, seconded by Jeff Moore to approve the Hazard Mitigation Plan. Motion was adopted by a vote of 6-0.**

VIII. Superintendent Report	457	89
H. Student Count High School-	241	
B. Student Count Elementary-	216	
C. Student Count in Pre-K-	60	
D. Student Count in Tiny Tots-	21	
L. Tiny Tots Too-	8	

IX. Principal Reports

1. Academics

- a) High School—**Dr. Johnson reported a 91% graduation rate for the school year of 2022-2023.**
- b) Elementary—NWEA Map Scores—**Mrs. Bani reported that our Kindergarten took the most recent Map test and 76% scored at or above ready in math and 83% scored at or above in Literacy.**

X. Upcoming Events:

M. BBall @ Cedar Ridge	November 14, 2024
B. Educational Support Professionals Day	November 15, 2024
C. 7-8 Grade Spelling Bee	November 15, 2024
D. BBall @ Home Palestine Wheatley	November 17, 2024
E. Substitute Teacher Appreciation Day	November 17, 2024

R. 5th Grade Field Trip to Little Rock	November 17, 2024
S. Thanksgiving Break	November 18-26, 2024
T. BBall Sr, High White County Tournament	November 27-30, 2024
U. BBall @ Home McCrory	November 28, 2024
V. ACT Training at Community Center	November 28, 2024
K. BBall Peewee @ Shirley	November 30, 2024
X. BBall @ Timbo	December 1, 2024
Y. Softball T-Party TBA	December 2, 2024
Z. BBall 7th Gr. Jamboree @ Pangburn	December 4, 2024
O. BBall Peewee @ Home Concord	December 4, 2024
BB.BBall @ Brinkley	December 5, 2024
CC. Fall Sport Awards	December 7, 2024
DD. BBall @ Marvell	December 8, 2024
S. 4-8 Grade Archery Tournament	December 9, 2024
FF. ACT Test on Campus	December 9, 2024
GG. BBall 7th Gr. Jamboree @ Pangburn	December 11, 2024
HH. BBall Peewee @ Home Sulphur Rock	December 11, 2024
II. December School Board Meeting	December 11, 2024

- |  |                    |
|--|--------------------|
| XI. Upcoming Events for Board members:   | Attachment A       |
| JJ. ASBA Meeting in Little Rock          | December 6-8, 2023 |
| B. ASBA/AAEA Joint Leadership Conference | May 4, 2024        |

XII. ASBA Outstanding Board Member Recognition

**Nathan Wood was recognized by the Arkansas School Board Association for his work as a board member of the Midland School District.**

- XIII. Approval of Petition for Transfer of Students  
    LL. Pangburn

**Motion by Jeff Moore, seconded by Janet Canard to approve the Transfer of Kori Hart from Pangburn. Motion was adopted by a vote of 6-0.**

XIV. Approval to declare a School Board Vacancy

**Motion by Jeff Moore, seconded by Nathan Wood to approve a School Board Vacancy (Position 6). Motion was adopted by a vote of 6-0.**

- XV. School Board Elections  
    MM. Position 5—John McFarland (2024)

**The March 2024 Election for Position 5 will have John McFarland and Dustin Gay running.**

Executive Session: 7:47PM-9:24PM

XVI. Personnel

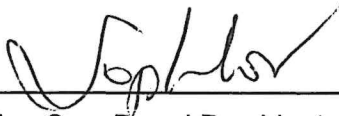
A. New Hires

1. Part-time McKinney Vento Tutor/Advocate
2. Part-time McKinney Vento Tutor/Advocate

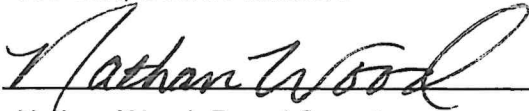
**Motion by Jeff Moore, seconded by Janet Canard to approve the hiring of Mica Harris and Audrea Meeks. Motion was adopted by a vote of 6-0.**

Adjournment:

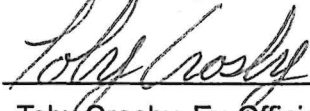
**Motion by Nathan Wood, seconded by Shawn Conder to adjourn. Motion was adopted by a vote of 6-0.**



Joe Cox, Board President



Nathan Wood, Board Secretary



Toby Crosby, Ex-Officio Financial Officer

**Special School Board Meeting Scheduled for Friday, November 17, 2023 at the basketball gym to appoint a school board member to fill the vacant position 6.**

## ATTACHMENT A

### XV. Required Training

A.C.A. § 6-13-629 requires annual professional development for Arkansas school board members:

- All school board members must acquire at least six (6) hours of training every calendar year.
- Newly elected board members must achieve at least nine (9) hours of training by December 31 of the calendar year that follows the calendar year of their initial election that includes training on the following topics:
  - How to read and interpret an audit; and
  - School safety and student discipline.
- School districts must publish in their annual reports the number of training hours each board member has earned.
- If a board member fails to meet the annual training requirement, the board member must be removed from the school district board of directors unless:
  - The board member received the number of training hours the board member was deficient between January 1 and a thirty (30) day period following the school district's January board meeting; or
  - The reason the board member was unable to receive the number of deficient training hours during the cure period was due to the board member's military service or an illness that is attested by the board member's treating physician.
- Failure for the board to remove a board member who failed to meet the annual training requirement and who does not meet one of the above exceptions may result in the school district being placed on probationary status for violating the Standards For Accreditation.
- The Division of Elementary and Secondary Education rules allow carryover of excess board training hours for up to three calendar years.

Recognizing the important role the school board has in maintaining the school district's fiscal status, the Arkansas General Assembly requires that the initial nine (9) hours of training a board member receives include training related to how to read and interpret a school audit. Act 182 of 2021 also requires that all board members receive training in student safety and student discipline during their initial nine (9) hours of training.

ASBA hosts numerous conferences and seminars every year which provide board members with approved training credit to meet the state requirement. Please visit the [Conference & Workshop Opportunities](#) page for a wide range of professional development opportunities or the [Upcoming Events page](#).



**Midland School District  
Board of Education  
Minutes: Special Meeting  
November 17, 2023  
7:00 p.m.**

The Special Meeting of the Midland School District Board of Directors was held on Monday, November 17, 2023 at the Midland High School Board Room in Building #2.

**Members/Administration Present:**

Present	Mr. Joe Cox, President Position 4 (2026)	Absent	Vacant Seat Position 6
Present	Mr. Nathan Wood, Secretary Position 2 (2025)	Present	Mr. Shawn Conder Position 1 (2025) Came in to meeting at 7:33 PM
Present	Mr. Jeff Moore Position 3 (2026)	Absent	Mr. John McFarland, Vice Pres. Position 5 (March election) (2024)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present Present	Toby Crosby, Superintendent Mrs. Bani Meharg Mrs. Jeanie Johnson

I. Call to Order at 6:34PM

II. Appointment of School Board Member to fill vacancy of resigned position 6.

**Motion by Jeff Moore, seconded by Shawn Conder to approve the appointment of Krystal Litaker to fill the vacant position 6 of the Midland School Board. Motion was adopted by a vote of 5-0.**

III. Personnel:

A. Approval to hire a paraprofessional for the elementary school.

**Motion by Shawn Conder, seconded by Nathan Wood to approve the hiring of Amanda Smith as paraprofessional at the elementary school. Motion was adopted by a vote of 5-0.**

B. Add ½ bus route to employee.

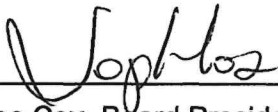
**Motion by Jeff Moore, seconded by Shawn Conder to approve adding ½ bus route to T.J. Pugh for the afternoon. Motion was adopted by a vote of 5-0.**

- IV. Approval of ADE Statement of Assurance for Programs under the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act.

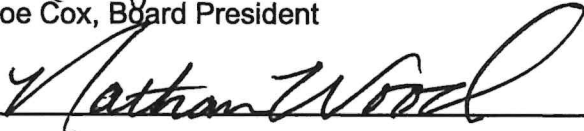
**Motion by Jeff Moore, seconded by Shawn Conder to approve the ADE Statement of Assurance Programs under the Elementary and Secondary Education Act of 1965, as amended by the Every Students Succeeds Act. Motion was adopted by a vote of 5-0.**

- V. Adjournment:

**Motion by Nathan Wood, seconded by Shawn Conder to Adjourn at 6:38PM. Motion was adopted by a vote of 5-0.**



Joe Cox, Board President



Nathan Wood, Board Secretary



Toby Crosby, Ex-Officio Financial Officer