



**Midland School District
Board of Education
Minutes: Regular Meeting
January 13, 2025
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, January 13, 2025 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 (2025)
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 (2028)
Present	Mrs. Janet Canard Position 7 (2027)	Present Present	Toby Crosby, Superintendent Mrs. Jessica Gilmer, ES Principal

I. Call to Order at 7:00PM

II. Prayer led by Nathan Wood

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

IV. Celebrations:

- A. Citizens Bank: "Shine Like A Mustang" **Bani Meharg**
- B. Chamber of Commerce "Leader in Education Award Finalist" **Bani Meharg**
- C. Board Recognition Month

V. Approval of Minutes from regular board meeting of December 16, 2024

Motion by Jeff Moore, seconded by Nathan Wood to approve the minutes of the regular December 16, 2024 board meeting. Motion was adopted by a vote of 7-0.

VI. Approval of December 2024 Financials

Motion by Jeff Moore, seconded by John McFarland to approve the December 2024 Financials. Motion was adopted by a vote of 7-0.

VII. Approval of the Proposed Millage Increase and All Related Election Documents needed to file. (must publish by March 5, 2025)

Motion by Jeff Moore, seconded by Krystal Litaker to approve Item #1 of the Proposed Millage Increase and All Related Election Documents. Motion was adopted by a vote of 7-0.

Motion by Nathan Wood, seconded by Krystal Litaker to approve Item #2 of the Proposed Millage Increase and All Related Election Documents. Motion was adopted by a vote of 7-0.

VIII. Superintendent Report	As of January 13, 2025	
A. Student Count Elementary-	223	
1. Kindergarten-	15	
2. 1st Grade-	37	
3. 2nd Grade-	32	
4. 3rd Grade-	35	
5. 4th Grade-	36	
6. 5th Grade-	40	
7. 6th Grade-	30	
B. Student Count High School-	223	
1. 7th Grade-	31	
2. 8th Grade-	44	
3. 9th Grade-	43	
4. 10th Grade-	37	
5. 11th Grade-	35	
6. 12th Grade-	33	
C. Student Count in Pre-K-	67	Total Early Childhood-92
D. Student Count in Tiny Tots-	19	
E. Tiny Tots Too-	6	

IX. Principal Reports

1. Academics

- a) High School– **Varsity Tutor scores were given on average growth for students in Literacy for the fall semester.**
- b) Elementary– **Book Nook scores were given on average growth for students in Literacy for the fall semester. A short discussion was had discussing how the Bailey Group has come in and help out teams of teachers on both campuses with the PLC process and improved teaching and learning.**

X. Upcoming Events for Board members:

A. ASBA State Conference in December of 2025

Discussion by Mr. Crosby explained how each board member would get the required training hours at the same time.

- XI. Approval of Superintendent Mileage Report
 - A. Superintendent Symposium January 8-9, 2025 for \$80.08

Motion by John McFarland, seconded by Shawn Conder to approve the Superintendent Mileage Report of \$80.08. Motion was adopted by a vote of 7-0.

- XII. Executive Session: Entered at 8:23 PM and returned at 9:32 PM to discuss personnel
- XIII. Amendment to the Minutes of the Expulsion Hearing held for J. Norris due to audio recording and written minutes did not match exactly.

A discussion was held and no action was taken by the board. Minutes remain as written.

- XIV. Amendment of the title given to Leslie Henderson when changing positions. We need to amend the title to read "Administrative Assistant with additional Due Process duties".

Motion by John McFarland, seconded by Jeff Moore to approve the amendment of the title given to Leslie Henderson when changing positions. Amend the title to read "Administrative Assistant with additional Due Process duties". Motion was adopted by a vote of 7-0.

- XV. Personnel: Hire
 - A. Gaye Rawls effective January 11, 2025 for math and science position until the end of the 2025 school year.

Motion by Krystal Litaker, seconded by Nathan Wood to approve the hiring of Gaye Rawls effective January 11, 2025 for math and science position until the end of the 2025 school year. Motion was adopted by a vote of 7-0.

- B. Beverly Frederick to fill in as long-term substitute for Destiny Lytle for maternity leave. Mrs. Frederick holds a current Arkansas teaching license.

Motion by John McFarland, seconded by Krystal Litaker to approve the hiring of Beverly Frederick to fill in as long-term substitute for Destiny Lytle for maternity leave. Motion was adopted by a vote of 6-1 with Janet Canard abstaining from vote.

- C. Chasity Williams effective Tuesday, January 14, 2025, for ASL interpreter. Mrs. Williams has 11 years experience and falls on step 11 of the Lic/Cert. in Area salary schedule for \$35,090. Pay will be based on days left for instruction of the school calendar.

Motion by Jeff Moore, seconded by John McFarland to approve the hiring of Chasity Williams effective Tuesday, January 14, 2025 for ASL interpreter. Mrs. Williams has 11 years experience and falls on step 11 of the Lic/Cert. In Area salary schedule for #35,090. Pay will be based on days left for instruction of the school calendar. Motion was adopted by a vote of 7-0.

- D. Stacey Stephens effective after background and child maltreatment check, 2025 for the administrative assistant position. Position will be placed on step 7 of the administrative Assistant salary schedule for \$29,267.30 per year. Stacey will be paid the remaining contract days at this daily rate of pay.

Motion by John McFarland, seconded by Krystal Litaker to approve the hiring of Stacey Stephens effective after background and child maltreatment check, 2025 for the administrative assistant position. Position will be placed on step 7 of the administrative Assistant salary schedule for \$29,267.30 per year. Stacey will be paid the remaining contract days at this daily rate of pay.. Motion was adopted by a vote of 7-0.

XVI. Personnel: Resignation

- A. Sarah Frazier effective January 1, 2025

Motion by Jeff Moore, seconded by Nathan Wood to approve the resignation of Sarah Frazier effective January 1, 2025 as High School Cook. Motion was adopted by a vote of 7-0.

- B. Kristine Rounds effective June 30, 2025

Motion by John McFarland, seconded by Jeff Moore to approve the resignation of Kristine Rounds effective June 30, 2025 as High School English Teacher. Motion was adopted by a vote of 7-0.

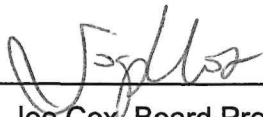
XVII. Executive Session: Superintendent Evaluation/Contract **Entered at 10:18 PM and returned at 12:34 PM to discuss Superintendent Evaluation/Contract**

Motion by Jeff Moore, seconded by John McFarland to approve the extension of Toby Crosby's superintendent contract one year. Contract will run through June 30, 2028. Motion was adopted by a vote of 6-1 with Janet Canard abstaining from vote.

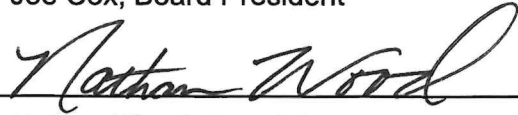
Motion was made by Nathan Wood, seconded by John McFarland to give Toby Crosby a 3% increase in salary. Increase will place Toby Crosby at \$97,850 for the 2025-2026 school year. Motion was adopted by a vote of 6-1 with Janet Canard abstaining from vote.

Adjournment: **12:36 PM**

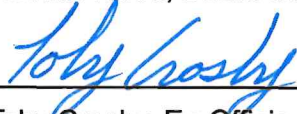
Motion by Nathan Wood, seconded by Krystal Litaker to adjourn. Motion was adopted by a vote of 7-0.



Joe Cox, Board President



Nathan Wood, Board Secretary



Toby Crosby, Ex-Officio Financial Officer