



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
May 19, 2025  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, May 19, 2025 at the Midland High School Board Room in the Cafeteria.

Members/Administration Present: ~~XXXXXXXXXX~~ **approved** 6-9-2025

Present	Mr. John McFarland, Vice Pres. Position 5 (2028)	Present	Krystal Litaker/Austin Passmore Position 6 (2030)
Present	Mr. Nathan Wood, Secretary Position 2 (2030)	Absent Came in 8:44 PM	Mr. Shawn Conder Position 1 (2030)
Present	Mr. Jeff Moore Position 3 (2026)	Present	Mr. Joe Cox, President Position 4 (2026)
Present	Mrs. Janet Canard Position 7 (2028)	Present Present Present Present	Toby Crosby, Superintendent Cindy Armstrong, HS Principal Jessica Gilmer, ES Principal Valerie Hibbitts, Early Childhood

Guest Speakers to Speak: Tim Hart and John Jackson

- I. Call to Order **7:15PM**
- II. Prayer **Janet Canard**
- III. School's Mission and Vision: Educate, Encourage, Inspire
- IV. Collective Commitments:
  - A. Be Committed to the PLC Process
  - B. Be Collaborative
  - C. Be Unified in Direction
  - D. Continue to Develop and Implement Guaranteed and Viable Standards
- V. Celebrations:
  - A. Certification of the millage proposal with a passing vote of (For 146 - Against 137)
  - B. Citizens Bank: "Shine Like A Mustang" – **Kathy Smith**
  - C. Presentations by FCCLA
    1. Team 1: "Public Policy Advocate" (Level 3) Heath Darnell, Nakita Gresham, and Andee Whitener.

**Mrs. Andee Whitener started by discussing a proposed amendment that the students have for ACT 641 of 2019. The amendment that they would like to propose is the inclusion of HS students into having physical activity (recess), in the same manner as the elementary students have. Miss Nakita Gresham and Heath Darnell stated that they have partnered with Key Club, the Wellness Committee, and Student Council. The goal is to add more physical activities to the outside including Horseshoes, Bago, and repairs to the basketball and volleyball courts in the horseshoe area in front of the high school. This team is raising money to attend the National Competition in Orlando.**

VI. Introduction and Realignment of the Board positions as stated in Act 503 of 2025. Mr. Crosby spoke about and honored Krystal Litaker for her work on the board. Mrs. Litaker took over after the resignation of a board member and filled in the spot for over a year and a half.

A. Decision to run 4 years or 6 years with elections on even years. (Act 503)

**Motion by John McFarland, seconded by Shawn Conder to approve the decision to move to 6 year terms for the election cycle. The motion utilizes the selection terms for re-election listed in items B, C, and D below. Motion was adopted by a vote of 7-0.**

B. Austin Passmore, Nathan Wood, and Shawn Conder - 2030

C. Joe Cox, Jeff Moore - 2026

D. Janet Canard, John McFarland - 2028

**Realignment of the board for the 2025-2026 school year:**

**President: John McFarland nominated by Jeff Moore  
Joe Cox nominated by Nathan Wood**

**John McFarland was voted in by a 4 (Jeff Moore, John McFarland, Shawn Conder, Austin Passmore) - 3 (Joe Cox, Nathan Wood, Janet Canard)**

**Vice President: Jeff Moore nominated by Nathan Wood**

**Jeff Moore was voted in by a 4 (John McFarland, Austin Passmore, Shawn Conder, Nathan Wood) - 0 (Joe Cox, Janet Canard, Jeff Moore)**

**Secretary: Nathan Wood nominated by Jeff Moore**

**Nathan Wood was voted in by a 7-0 (All Members voting)**

**Disbursing Officer: John McFarland nominated by Shawn Conder**

**John McFarland was voted in by a 7-0 (All Members voting)**

**Alternate Disbursing Officer: Janet Canard nominated by Shawn Conder**

**Janet Canard was voted in by a 7-0 (All Members voting)**

**Liaison: John McFarland nominated by Jeff Moore**

**John McFarland was voted in by a 7-0 (All Members voting)**

VII. Request to speak to the board: Time Limit of 3 Minutes

A. Tim Hart/John Jackson

**Motion by Nathan Wood, seconded by Joe Cox to approve the Request to speak to the board: Time Limit of 3 Minutes to Item VII on the agenda. Motion was adopted by a vote of 6-1 with Jeff Moore not voting.**

VII.B. Approval of Minutes from regular board meeting of April 14, 2025

**Motion by Jeff Moore, seconded by Nathan Wood to approve the minutes of the regular April 14, 2025 board meeting. Motion was adopted by a vote of 7-0.**

VIII. Approval of Minutes from special board meeting of April 25, 2025

**Motion by Nathan Wood, seconded by Shawn Conder to approve the minutes of the regular April 25, 2025 board meeting. Motion was adopted by a vote of 7-0.**

IX. Approval of April 2025 Financials

**Motion by Nathan Wood, seconded by Jeff Moore to approve the April 2025 Financials. Motion was adopted by a vote of 7-0.**

X. Superintendent Report **As of May 13, 2025**

A. Student Count Elementary- **219**

1. Kindergarten- **17**
2. 1st Grade- **33**
3. 2nd Grade- **33**
4. 3rd Grade- **33**
5. 4th Grade- **37**
6. 5th Grade- **38**
7. 6th Grade- **28**

B. Student Count High School- **214**

1. 7th Grade- **30**
2. 8th Grade- **41**
3. 9th Grade- **37**
4. 10th Grade- **36**
5. 11th Grade- **37**
6. 12th Grade- **33**

C. Total Early Childhood- **100**

1. Student Count in Pre-K- **74**
2. Student Count in Tiny Tots- **18**
3. Tiny Tots Too- **8**

D. Discussion on positions and proposal:

1. College and Career Coach-**Mr. Crosby discussed the possibility of adding a college and career coach to the staff. This position would be responsible for providing services to students located at Midland High School. The Career Coach would report to the UACCB Dean of Enrollment Services and is a 12-month position. The cost of adding**

- the position would be up to ½ of \$50,000 plus benefits and any additional amount of this total. Tabled for financial consideration.
2. Elementary East/STEM position-Mr. Crosby discussed the possibility of cutting the position at the elementary school. This would benefit the district in savings of a salary and benefits and the cost of updating the technology in the program as part of a grant. This would negatively impact students in not providing a technology/community based learning opportunity for students. Tabled for financial consideration.
  3. Cyber Insurance/\$50 per employee-Decision was made by the board to not partake in this optional insurance.
  4. Property Insurance/ACT 560 and ACT 779-Mr. Crosby received an email today from ASBA stating that the Midland School District would no longer be covered for property insurance because of the recent passage of legislation establishing a state captive insurance program specifically for property coverage for public schools. We knew that this was in the works but thought it wouldn't be made clear until December. Our policy is only good through July 1st.

XI. Principal Reports

1. Academics

- a) High School-Mrs. Armstrong stated that EOY tests are this week and give a brief overview of the dates and tests. Graduation was yesterday, Sunday, May 18, 2025. 6th grade transition was last week.
- b) Elementary-Mrs. Gilmer stated that the Special Olympics competed on April 16th. Peewee cheerleaders went to cheer them on. May 21st-Awards Assembly for K-3 at 8:30 and 4-6 at 9:30. We had guests on testing days to help cheer our students on to do well on the tests. Kindergarten Graduation on May 22nd at 6:30 PM. 21 students registered currently for Kindergarten.
- c) Pre-K-Mrs. Hibbitts stated that Board Members are invited to the Pre-K graduation. They will have 25 graduates. Kindergarten Round-up was a huge success. We currently have 100 students enrolled in our preschool programs. Currently 55 students registered for Summer Care with all documentation in and completed for 25-26 school year. Next year enrollment to date is: Nursery is full, 1 open spot in Wobblers, 4 open spots in Toddlers, and 15 open spots in Pre-K.

XII. Upcoming Events:

- A. See Attachment

XIII. Approve the resolution to Appoint Toby Crosby, Superintendent of the Midland School District to the Northcentral Arkansas Educational Service Cooperative Board of Directors.

**Motion by Jeff Moore, seconded by Shawn Conder to approve the resolution to appoint Toby Crosby, Superintendent of the Midland School District to the Northcentral Arkansas Educational Service Cooperative Board of Directors. Motion was adopted by a vote of 7-0.**

XIV. Approval to pay Superintendent Mileage for March. **\$196.56**  
A. See Attachment

**Motion by Shawn Conder, seconded by Nathan Wood to approve the April 2025 Financials. Motion was adopted by a vote of 6-0. Joe Cox abstained from voting.**

XV.	School Choice Transfers (Out)-17			Transfers (In)-15		
	11th Grade	Cedar Ridge	(1)	11th Grade	Southside	(1)
	10th Grade	Cedar Ridge	(1)	9th Grade	Southside	(2)
	10th Grade	Southside	(1)	9th Grade	Bald Knob	(1)
	9th Grade	Southside	(1)	6th Grade	Southside	(1)
	8th Grade	Cedar Ridge	(1)	3rd Grade	Southside	(2)
	7th Grade	Southside	(1)	3rd Grade	WCC	(1)
	6th Grade	Cedar Ridge	(1)	2nd Grade	Southside	(1)
	5th Grade	Southside	(2)	2nd Grade	Bald Knob	(1)
	4th Grade	Pangburn	(1)	1st Grade	Bradford	(1)
	1st Grade	Pangburn	(1)	1st Grade	Concord	(1)
	1st Grade	Cedar Ridge	(1)	1st Grade	WCC	(1)
	1st Grade	Southside	(1)	Kindergarten	Cedar Ridge	(1)
	Kindergarten	Southside	(3)	Kindergarten	Concord	(1)
	<b>Overall</b>	<b>Out-52</b>			<b>In-23</b>	

**Motion by Jeff Moore, seconded by Shawn Conder to approve the School Choice Applicants for transfer out (17) and in (15). Motion was adopted by a vote of 7-0.**

XVI. Executive Session: **9:49-10:58**

XVII. Approval to move Jenine Gay on the salary schedule for substitute bus driver @ \$69.94 per day. She is currently making \$50 per day.

**Motion by Joe Cox, seconded by Shawn Conder to approve moving Jenine Gay on the salary schedule for substitute bus driver to match what she was making when retired due to her continued work to help us everyday. Motion was adopted by a vote of 7-0.**

XVIII. Personnel: Resignations  
A. Kali Payne-Classroom Teacher in the Elementary

**Motion by Jeff Moore, seconded by Nathan Wood to approve the resignation of Kali Payne for Classroom Teacher in the Elementary. Motion was adopted by a vote of 7-0.**

B. Leah Carpenter-EAST/STEM Teacher in the Elementary

**Motion by Austin Passmore, seconded by Shawn Conder to approve the resignation of Leah Carpenter for EAST/STEM Teacher in the Elementary. Motion was adopted by a vote of 7-0.**

C. Lensey Ford Miller-Agri/FFA Teacher in the High School

**Motion by Nathan Wood, seconded by Jeff Moore to approve the resignation of Lensey Ford Miller-Agri/FFA Teacher in the High School. Motion was adopted by a vote of 7-0.**

D. Diamond Swan-Paraprofessional in preschool

**Motion by Austin Passmore, seconded by Nathan Wood to approve the resignation of Diamond Swan-Paraprofessional in preschool. Motion was adopted by a vote of 7-0.**

E. Jesse Rawls-Rescind his approval for the 7-12 Math Position due to taking a position at another school.

**Motion by Jeff Moore, seconded by Shawn Conder to rescind Jesse Rawls approval for the 7-12 Math Position due to taking a position at another school. Motion was adopted by a vote of 7-0.**

F. Miranda Holman-Rescind her approval for the 7-12 ELA Position due to taking a position at another school.

**Motion by Jeff Moore, seconded by Austin Passmore to rescind Miranda Holman for the 7-12 ELA Position due to taking a position at another school. Motion was adopted by a vote of 7-0.**

XIX. Pay Scale:

A. Add Pre-K Site Supervisor for \$1,500 to the salary schedule for a classified position only.

**Motion by Nathan Wood, seconded by Shawn Conder to approve adding a Pre-K Site Supervisor stipend to the salary schedule for a classified position only. Motion was adopted by a vote of 7-0.**

XX. Personnel: Hiring

A. Recommendations:

1. Michelle Reeves-Add Site Supervisor to contract with additional stipend of \$1500.00

**Motion by Shawn Conder, seconded by Jeff Moore to approve Michelle Reeves as Site Supervisor with stipend of \$1,500. Motion was adopted by a vote of 6-1 with Janet Canard voting against.**

2. Charles Tarver- 21 years with Masters + 15: \$61,977.63 for 210 day contract.

**Motion by Nathan Wood, seconded by Austin Passmore to approve Charles Tarver for the HS Counselor position with 21 years experience on a Masters + 15 for 210 days. \$61,977.63. Motion was adopted by a vote of 7-0.**

3. Dana Free-First year teacher in ArPep, has a bachelor's degree and would be working under a TLP (Teacher Licensure Plan) and contingent upon passing Praxis and enrolled in ArPep Program. Step 0 @ \$50,000 for 190 days.

**Motion by Jeff Moore, seconded by Shawn Conder to approve Dana Free as a first year teacher in the ArPep program. She has a bachelor's degree and will be working under a TLP. Position is contingent upon passing a Praxis and enrolled in the ArPep Program. Step 0 at \$50,000 for 190 days. Motion was adopted by a vote of 7-0.**

4. BriAna Eads-Paraprofessional for a one-to-one in self contained classroom. Step 0 on SPED Aide Catastrophic @ \$16,841.80 for 180 days.

**Motion by Joe Cox, seconded by Austin Passmore to approve BriAna Eads as a Paraprofessional for a one-to-one in self contained classroom. Step 0 on SPED Aide Catastrophic @ \$16,841.80 for 180 days. Motion was adopted by a vote of 7-0.**

5. Skylar Porterfield-Paraprofessional for a one-to-one in self contained classroom. Step 0 on SPED Aide Catastrophic @ \$16,841.80 for 180 days.

**Motion by Jeff Moore, seconded by Nathan Wood to approve Skylar Porterfield as a Paraprofessional for a one-to-one in self contained classroom. Step 0 on SPED Aide Catastrophic @ \$16,841.80 for 180 days. Motion was adopted by a vote of 7-0.**

6. Donna Altom-Cafeteria Manager with 10 years experience. Step 10 of Cafe MGR @ \$19,509.20 for 185 days.

**Motion by Shawn Conder, seconded by Nathan Wood to approve Donna Altom as Cafeteria Manager with 10 years experience. Step 10 of Cafe MGR @ \$19,509.20 for 185 days. Motion was adopted by a vote of 7-0.**

7. Ashley Kerlin-Cafe Worker with 5 years experience. Step 5 @ \$17,570.00 for 180 days.

**Motion by Austin Passmore, seconded by Jeff Moore to approve Ashley Kerlin as Cafe Worker with 5 years experience. Step 5 @ \$17,570.00 for 180 days. Motion was adopted by a vote of 7-0.**

8. Jeffrey Phillips-7-12 Math Teacher, Mr. Phillips holds a Bachelor's of Arts degree in mathematics and will be enrolled in the Arkansas Professional Educator Pathway (ArPEP) program to become fully licensed in Mathematics for grades 7-12. He will have a provisional license for 7-12 math. Hiring is contingent upon a background check and enrollment in ArPEP. Step 0 @ \$50,000.

**Motion by Nathan Wood, seconded by Joe Cox to approve Jeffrey Phillips as a 7-12 Math Teacher, Mr. Phillips holds a Bachelor's of Arts degree in mathematics and will be enrolled in the Arkansas Professional Educator Pathway (ArPEP) program to become fully licensed in Mathematics for grades 7-12. He will have a provisional license for 7-12 math. Hiring is contingent upon a background check and enrollment in ArPEP. Step 0 @ \$50,000 for 190 days. Motion was adopted by a vote of 7-0.**

9. Emma Cook- Agri Teacher - Ms. Cook is completing her Bachelor's of Science degree in Agriculture Education and graduates this spring. Hiring is contingent upon a background check and receiving her teacher license from the state of Arkansas. Step 0 @ daily rate of pay \$263.16 x 240 days = \$63,157.89

**Motion by Jeff Moore, seconded by Nathan Wood to approve Emma Cook as Agri Teacher. Ms. Cook is completing her Bachelor's of Science degree in Agriculture Education and graduates this spring. Hiring is contingent upon background check and receiving her teacher license from the state of Arkansas. Step 0 @ daily rate of pay of \$263.16 x 240 days = \$63,157.89. Motion was adopted by a vote of 7-0.**

10. Christy Hutchison - K-12 Special Education Teacher. Ms. Hutchison currently holds a Bachelor of Science in Elementary Education and will be working on a Teacher Licensure Plan (TLP) as she completes her degree in Special Education in a Master's of Arts in Education and Dyslexia endorsement. Step 2 @ \$50,000

**Motion by Austin Passmore, seconded by Jeff Moore to approve Christy Hutchison as K-12 Special Education Teacher. Ms. Hutchison currently holds a Bachelor of Science in Elementary Education and will be working on a Teacher Licensure Plan (TLP) as she completes her degree in Special Education in a Master's of Arts in Education and Dyslexia endorsement. Step 2 @ \$50,000 for 190 days. Motion was adopted by a vote of 7-0.**

11. Dennis Sears - Maintenance, Mr. Sears has experience in an array of experiences including refurbishment of restaurant equipment and technical assistance with upkeep. Step 9 on Maintenance Worker Scale @ \$26,652.60.

**Motion by Shawn Conder, seconded by Nathan Wood to approve Dennis Sears as Maintenance. Mr. Sears has experience in an array of experiences including refurbishment of restaurant equipment and technical assistance with upkeep. Step 9 on Maintenance Worker Scale @ \$26,652.60 for 240 days. Motion was adopted by a vote of 7-0.**

12. Melissa Crow- Custodian, Mrs. Crow has 16.5 years of experience as Custodian of the Searcy School District. Step 16 on the Main Custodian Scale @ \$25,480.00.

**Motion by Jeff Moore, seconded by Austin Passmore to approve Melissa Crow as Custodian. Mrs. Crow has 16.5 years of experience as custodian. Step 16 on the Main Custodian Scale @ \$25,480.00 for 240 days. Motion was adopted by a vote of 7-0.**

13. Heath Darnell (\$11.00/hr), John McFarland (\$11.25/hr), and Alex Michael (\$11.25/hr)-Summer help to strip and wax floors and work in custodial and maintenance with option to hire one more student.

**11:20 PM-11:25PM John McFarland recused himself from the vote due to son.**

**Motion by Austin Passmore, seconded by Jeff Moore to approve Heath Darnell (\$11.00/hr), John McFarland (\$11.25/hr), and Alex Michael (\$11.25/hr) as Summer help to strip and wax floors and work in custodial and maintenance with option to hire one more student. Motion was adopted by a vote of 6-0.**


~~XXI.—Request to speak to the board: Time Limit of 3 Minutes~~

~~A. Tim Hart/John Jackson~~

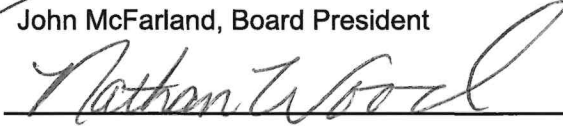
~~**Motion by Nathan Wood, seconded by Joe Cox to approve the Request to speak to the board: Time Limit of 3 Minutes to Item VII on the agenda. Motion was adopted by a vote of 6-0 with Jeff Moore not voting.**~~

Adjournment: 11:26 PM

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

  
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John McFarland, Board President

  
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Nathan Wood, Board Secretary

  
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Toby Crosby, Ex-Officio Financial Officer

**Next School Board Meeting is scheduled for Monday, June 9, 2025 in the Midland School District Cafeteria at 7:00PM.**