



**Midland School District  
Board of Education  
Minutes: Regular Meeting  
Monday, July 14, 2025  
7:00 p.m.**

The regular meeting of the Midland School District Board of Directors was held on Monday, July 14, 2025 at the Midland High School Board Room.

Members/Administration Present: **DRAFT until approved**

|         |   |  |   |
|---------|---|--|---|
| Present | Mr. John McFarland, Vice Pres.<br>Position 5 (2028) | Present                                  | Mr. Austin Passmore<br>Position 6 (2030)  |
| Present | Mr. Nathan Wood, Secretary<br>Position 2 (2030)     | Present                                  | Mr. Shawn Conder<br>Position 1 (2030)   |
| Present | Mr. Jeff Moore<br>Position 3 (2026)                 | Present                                  | Mr. Joe Cox, President<br>Position 4 (2026)   |
| Present | Mrs. Janet Canard<br>Position 7 (2028)              | Present<br>Present<br>Present<br>Present | Toby Crosby, Superintendent<br>Cindy Armstrong, HS Principal<br>Jessica Gilmer, ES Principal<br>Valerie Hibbitts, Early Childhood |

- I. Call to Order **7:18 PM**
- II. Prayer **Joe Cox**
- 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. Bond was sold at 4.686%-District will receive \$4,181,685.30 for the project.
  - B. Demolition Started Today
  - C. Added at Meeting: **FCCLA Nationals-Kassy Whitener stated the team of Heath Darnell, Nakita Gresham, and Andee Whitener came back to Midland with a Bronze Award.**

VI. Discussion: "One District, One Mission, One Homecoming"-Guiding Coalition

**Motion by Jeff Moore, seconded by Austin Passmore to approve "One District, One Mission, One Homecoming". Motion was adopted by a vote of 7-0.**

VII. Approval of Minutes from regular board meeting of June 9, 2025

**Motion by Nathan Wood, seconded by Shawn Conder to approve the minutes from the regular board meeting of June 9, 2025. Motion was adopted by a vote of 7-0.**

VIII. Approval of Minutes from special board meeting of June 12, 2025

**Motion by Austin Passmore, seconded by Jeff Moore to approve the minutes from the special board meeting of June 12, 2025. Motion was adopted by a vote of 6-1. Janet Canard did not vote due to not being present at this meeting.**

**\*(Per Lucas Harder, ASBA Attorney, any person who does not vote is considered a vote against the motion. The only way for it not to be counted is if that person leaves the room for the vote.)**

IX. Approval of Minutes from special board meeting of July 1, 2025

**Motion by Janet Canard, seconded by Shawn Conder to approve the minutes from the regular board meeting of July 1, 2025. Motion was adopted by a vote of 7-0.**

X. Approval of May 2025 Financials-Tabled from June 9, 2025 regular board meeting for clarification.

| Treasurer's Report Balance as of May              | 2024                  | 2025           |
|---|-----------------------|----------------|
| Total   | \$1,078,243.97        | \$1,302,523.34 |
| Building Fund ( <b>corrected before meeting</b> ) | <b>(\$598,530.24)</b> | (\$353,980.33) |
| Federal Fund                                      | (\$139,327.70)        | (\$42,251.36)  |
| Food Service Fund                                 | \$ 19,019.50          | \$152,156.59   |
| Total Operating Fund                              | \$ 368,405.53         | \$1,058,448.24 |

**Motion by Austin Passmore, seconded by Nathan Wood to approve the May 2025 financials with correction that was tabled at the regular board meeting on June 9, 2025 for clarification. Motion was adopted by a vote of 7-0.**

XI. Approval of June 2025 Financials

**Motion by Nathan Wood, seconded by Austin Passmore to approve the June 2025 financials. Motion was adopted by a vote of 5-2. No votes were made by Joe Cox and Janet Canard.**

- XII. Approval of the Bond Closing Documents with First Security Beardsley  
**Moved this part of the meeting up between Item VI and VII to allow Dan Beardsley the opportunity to speak and travel home.**

**Motion by Jeff Moore, seconded by Nathan Wood to approve to adopt the Resolution Authorizing the Issuance and Delivery of the \$4,300,000, Midland School District No. 19 Independence County, Arkansas, Construction Bonds dated July 30, 2025 and other documents pertaining thereto as prepared by the Friday, Eldredge & Clark Law Firm. Motion was adopted by a vote of 7-0.**

- XIII. Approval to remove fixed assets from FACS room.

**Motion by Joe Cox, seconded by Janet Canard to approve the removal of fixed assets (refrigerator and embroidery machine) from FACS room due to fire. Motion was adopted by a vote of 7-0.**

- XIV. Superintendent Report

- XV. Principal Reports

1. Academics

- a) High School-Mrs. Armstrong spoke about our ATLAS scores for the End-of-the-Year Assessment for the 24-25 school year and the AP scores where we had 17 students pass the AP assessments with a 3 or 4. 48% of our students passed the assessments.
- b) Elementary-Mrs. Gilmer spoke about our ATLAS scores for the elementary and will have more information at the next board meeting. Mrs. Allison Martin is the new EAST facilitator. Teachers are attending PD this summer and maintenance is getting close to completion for the summer.
- c) Pre-K-94 students are enrolled, maintenance is moving along, and the handbook for Pre-K is ready.

**Motion by Joe Cox, seconded by Janet Canard to approve the Pre-K Academy Handbook for the 2025-26 school year. Motion was adopted by a vote of 7-0.**

- XVI. Upcoming Events:

A. See Attachment

- XVII. Approval of the ASBA model policies for all sections.

A. See Attachment

**Motion by Joe Cox, seconded by Jeff Moore to approve the ASBA model policies for all sections. Motion was adopted by a vote of 7-0.**

XVIII. Approval of the 2025-2026 School Calendar

**Motion by Austin Passmore, seconded by Joe Cox to approve the 2025-2026 school calendar with a new start date of August 13, 2025. It is a 168 day Alternative Calendar. Motion was adopted by a vote of 7-0.**

XIX. Approval of the 2025 Student Handbook

- A. Bell to Bell "No Cell"
- B. Early Graduation
- C. Concurrent Classes Count the Same as AP from 2025-26 school year forward.

**Motion by Janet Canard, seconded by Nathan Wood to approve the 2025-2026 Student Handbook. Motion was adopted by a vote of 7-0.**

~~XX. Approval of the 2025 Activity Handbook-Tabled~~

XXI. Executive Session:

XXII. Personnel: Resignations

- A. Melissa Crow-Rescind the contract as Custodian

**Motion by Jeff Moore, seconded by Janet Canard to rescind the contract of Melissa Crow as custodian for the 2025-2026 school year. Motion was adopted by a vote of 7-0.**

- B. Kathy Jones-ISS paraprofessional at the high school
- C. Courtney Bricker-Cafe Elementary
- D. Brandy Pulliam-Early Childhood Paraprofessional

**Motion by Jeff Moore, seconded by Janet Canard to approve the resignations of Kathy Jones, Courtney Bricker, and Brandy Pulliam. Motion was adopted by a vote of 7-0.**

XXIII. Personnel: Hiring

- |                               |         |
|-------------------------------|---------|
| A. Kassy Whitener-Cheer Coach | \$1,500 |
| B. Aaron Williams-Golf Coach  | \$500   |

**Motion by Joe Cox, seconded by Austin Passmore to approve hiring of Kassy Whitener as Cheer Coach and Aaron Williams as Golf Coach. Motion was adopted by a vote of 7-0.**

- |   |       |
|---|-------|
| C. Kassy Whitener-MHS Student Council Sponsor | \$275 |
| D. Tonya Lamb-MHS Student Council Sponsor     | \$275 |
| E. Kassy Whitener-MHS Sr. Class Sponsor       | \$275 |
| F. Destany Lytle-Sr. Class Sponsor            | \$275 |
| G. Aaron Williams-Beta Club Sponsor           | \$275 |
| H. Jennifer McFarland-MHS Jr. Class Sponsor   | \$275 |
| I. Melissa Baker-MHS Jr. Class Sponsor        | \$275 |
| J. Nikki Peer-MHS Jr. Class Sponsor           | \$275 |

**John McFarland stepped out at 10:53 and returned at 10:54 due to conflict of interest with his wife Jennifer McFarland being a part of the vote. Jeff Moore led the voting process.**

**Motion by Shawn Conder, seconded by Joe Cox to approve the hiring of Kassy Whitener and Tonya Lamb as Student Council sponsors, Kassy Whitener and Destany Lytle as Sr. Class sponsors, Aaron Williams as Beta Club sponsor, and Jennifer McFarland, Melissa Baker, and Nikki Peer as Jr. Class sponsors. The motion was adopted by a vote of 6-0.**

**K. Kathy Smith-Paraprofessional at the high school**

**No Change in Salary**

**Motion by Jeff Moore, seconded by Shawn Conder to approve the hiring of Kathy Smith as paraprofessional at the high school. Motion was adopted by a vote of 7-0.**

**L. Sarah Solida-Early Childhood Paraprofessional \$16,470.00**

**M. Sydney Canard-Early Childhood Paraprofessional \$16,470.00**

**Janet Canard stepped out at 10:54 and returned at 10:55 due to conflict of interest with her granddaughter Sydney Canard being a part of the vote.**

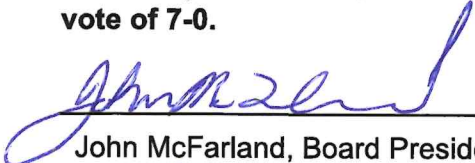
**Motion by Joe Cox, seconded by Austin Passmore to approve the hiring of Sarah Solida and Sydney Canard as paraprofessionals in the Early Childhood program. Motion was adopted by a vote of 6-0.**

**XXIV. Approval to purchase a \$10,000 Life/ADD insurance policy for all employees for the 2025-26 school year.**


**Motion by Jeff Moore, seconded by Shawn Conder to purchase a \$10,000 Life/ADD insurance policy for all employees for the 2025-26 school year. Motion was adopted by a vote of 7-0. Shawn Conder, board member, stated that he would personally pay the fee of \$1.18 per month per employee for the insurance.**

**Adjournment: 11:00PM**

**Motion by Jeff Moore, 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

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