It's about KIDS
Cabot Public Schools

Regular Meeting
10/20/2026 06:00 PM
CAO Boardroom
602 North Lincoln
Cabot, AR 72023

MEETING MINUTES

Attendance

Voting Members

James Hertzog, President	
Joe Trusty, Vice President	**Absent**
Sally Beebe, Secretary	
Pam Clem, Board Member	
Blake Lively, Board Member	
Sarah Owen, Board Member	
Kevin Tipton, Board Member	

Non-Voting Members
Michael Byrd, Superintendent

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1. **Pledge of Allegiance**
   Eastside Elementary student Estelle Thompkins led the Pledge of Allegiance.

2. **Moment of Silence**
   Eastside Elementary student Estelle Thompkins led the moment of silence.

3. **Call to Order**
   Board President James Hertzog called the meeting to order at 6:03 p.m.

4. **Recognition**
   A. **Student Spotlight**
   Eastside Assistant Principal Jill Geran recognized Estelle Thompkins for being a very bright student who has persevered through many difficult situations with a great attitude and a smile on her face. Estelle has managed the challenges of being from a military family and the challenges of a family member's illness. She excels in her academics and participates in the gifted and talented program.

   Cabot Panther Academy Principal Carrie Lair recognized Kamryn Sitzmann for being a student who models excellence and breaks barriers. Kamryn is always

helpful to other students and staff members, and she does a wonderful job advocating for herself. She has made wonderful improvements since starting at CPA in 9th grade.

B. PLC Recognition

Cabot Panther Academy Principal Carrie Lair recognized Charlotte Nolan for the huge impact she has on students. Ms. Nolan has worked in the district for 45 years in various positions. She is currently the testing room facilitator at Cabot Panther Academy. Ms. Nolan has a remarkable ability to connect with students and make lasting relationships with them.

Eastside Principal Jill Fletcher recognized Diana Tran for her dedicated service to the students at Eastside. She is the educational technology teacher, and she strives to be the first face students see when they arrive at school and is the last one they see when they leave in the afternoon.

5. Public Comment

There was no public comment.

6. Consent Agenda

Motion to approve the September 15 minutes and the September financials as presented.

Motion made by: Sally Beebe

Motion seconded by: Kevin Tipton

Voting results: Unanimously Approved

7. Curriculum Report

A. Tutoring Program

Stacy Allen presented information on the high impact tutoring program that was established though LEARNS. Tutoring is considered to be high impact when it is data-driven, curriculum-focused and delivered to small groups in multiple sessions a week. The tutoring program provides instruction by a live teacher through a virtual platform. Our district received $625,345 in grant funding for this program last year, and we were able to serve 345 students at five schools. Research shows that it is one of the most effective ways to accelerate student learning.

This year the program will focus on achievement outcomes, how to identify students to participate, and increased progress monitoring. The district was awarded $328,510 in grant funding for this year, and Amplify Tutoring will provide the tutoring program. We are currently in the process of selecting the schools and students to participate. The focus will be on 2nd and 3rd grade students who score a 1 or 2 on interims. We plan to serve 204 students in 51 groups of 4 students for 15 weeks.

8. Superintendent's Report

A. Buildings and Grounds Update

Dr. Byrd reported that state inspections of our faclities are currently underway. Last week, we had a water leak at Middle School North that maintenance was able to fix while students were out on Thursday and Friday. They also continue to fix HVAC systems across the district as parts come in. The track and field replacement project goes out to bid next week.

B. Legal Transfers

Dr. Byrd shared that 16 transfers into the district were approved, and 2 transfers out of the district were approved.

C. Free and Reduced Lunch Percentages

For information.

D. Current Enrollment

For information.

9. Superintendent Pre-Action Reports

A. Employee Disclosure

Dr. Byrd presented an updated employee disclosure for Brandon Chandler, Papa's Cornerstone Construction, increasing the approved disclosure amount from $7,500 to $9,999.

B. Legal Transfer Denial

Dr. Byrd presented a denial of a legal transfer for student C.S. due to lack of capacity. The parent was sent a letter to inform them of the district's denial recommendation and their opportunity to address the board at the meeting before the board voted on the denial recommendation. The parent did not attend the meeting.

C. Salary Schedules

Dr. Byrd presented a raise and/or bonus proposal for certified employees and a proposed raise for classified employees to be retroactive to July 1, 2026. He also presented the updated salary schedules for administration, certified, and classified employees. The proposal includes a $1000 increase to base pay for Certified staff and Classified staff that are paid on the Certified schedule. This increase will be paid as a raise, a bonus, or a raise/bonus combo depending on where the staff member is on the salary schedule. The Classified proposal is an increase of 3% (other than bus drivers), and the bus driver proposal is an additional $2 per day.

D. Resolution to Sell District Property - Maintenance

Dr.. Byrd presented a resolution to approve the sale of a PSI steam power washer with generator and trailer from the maintenance department.

E. Resolution to Sell District Property - CHS Welding

Dr. Byrd presented a resolution to authorize the sale of a plasma table from the welding program at Cabot High School.

10. Action

A. Employee Disclosure

Motion to approve the amended disclosure for Brandon Chandler and Papa's Cornerstone Construction for $9,999.

Motion made by: Sarah Owen

Motion seconded by: Blake Lively

Voting results: Unanimously Approved

B. Legal Transfer Denial

Motion to uphold the administration's recommendation to deny the legal transfer of student C.S. due to lack of capacity.

Motion made by: Kevin Tipton

Motion seconded by: Sarah Owen

Voting results: Unanimously Approved

C. Salary Schedules

Motion to approve the following to be retroactive to July 1, 2026:

1) The addition of $1,000 to the base of the Certified Salary Schedule and Classified employees paid on a Certified schedule (based on a 190-day Certified contract). The $1,000 will be paid as a raise, a bonus, or the combination of the two;

2) A 3% increase to the base of all Classified Salary Schedules (except bus drivers);

3) An increase of $2 per day to the Bus Driver Salary Schedule; and

4) Approval of the administrative, certified, and classified salary schedules as presented.

Motion made by: Sally Beebe

Motion seconded by: Sarah Owen

Voting results: Unanimously Approved

D. Resolution to Sell District Property - Maintenance

Motion to approve the resolution authorizing the sale of a 3500 PSI steam power washer with a general and single axle trailer and removal of this item from district inventory.

Motion made by: Sarah Owen

Motion seconded by: Sally Beebe

Voting results: Unanimously Approved

E. Resolution to Sell District Property - CHS Welding

Motion to approve the resolution to authorize the sale of a plasma table from the high school welding program and to remove this item from district inventory.
Motion made by: Blake Lively
Motion seconded by: Kevin Tipton
Voting results: Unanimously Approved

11. Executive Session

A. Personnel

Motion to approve personnel as presented.
Motion made by: Sarah Owen
Motion seconded by: Kevin Tipton
Voting results: Unanimously Approved

12. Adjourn

The meeting adjourned at 8:02 p.m.

President

Secretary

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CABOT PUBLIC SCHOOLS

602 North Lincoln Street CABOT, ARKANSAS 72023 (501) 843-3363

CABOT SCHOOL BOARD OF EDUCATION
PERSONNEL RECOMMENDATIONS
10-20-26

CERTIFIED RESIGNATIONS

NAME	LOCATION	POSITION	DATE
Maureen Gagnon	Westside	Teacher	10/02/2026
Joshua Harrell	High School	Computer Science Teacher	10/15/2026

CERTIFIED NEW HIRES

NAME	LOCATION	POSITION
Kiana Denney	Westside	Teacher

All recommendations and hiring of licensed certified personnel and classified personnel are contingent on applicants completing all licensure requirements, as well as clearing their criminal background check and child maltreatment registry.

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CLASSIFIED RESIGNATIONS

NAME	LOCATION	POSITION	DATE
Brenda Dodson	Southside	Duty/Instructional Paraprofessional	09/17/2026
Todd Franks	High School	Custodian	10/16/2026
Joshua Harrell	Transportation	Bus Driver	10/15/2026
Sarah McNally	CAO	Secretary	12/31/2026
Whitney Rochelle	Magness Creek	Special Education Paraprofessional	12/18/2026
Joy Smith	Ward Central	Duty Paraprofessional	11/20/2026
Kent Tarvin	Transportation	Bus Driver	10/01/2026
Debila Woods	Freshman Academy	Office Assistant	12/18/2026

CLASSIFIED NEW HIRES

NAME	LOCATION	POSITION
Geneva Burton	Central	Special Education Paraprofessional
Allison Fox	Ward Central	Custodian
Kristin Ging	Southside	Instructional Paraprofessional
Natalie Godwin	Central	Registrar
Elizabeth Gwin	Freshman Academy	Custodian
Aida Honeycutt	Jr. High North	Food Service
William Horne	Transportation	Bus Driver
Joseph McDaniel	Transportation	Bus Driver
Kelsey Rhodes	District	Registered Nurse
Jennifer Small	Westside	Duty Paraprofessional

Sherry Smith	Transportation	Bus Aide		
Christina Thompson	Jr. High North	Special Education Paraprofessional		

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