



Ozark Mountain School District
Regular Session- Western Grove, AR

March 20, 2025 at 6 p.m.

Board members present: Travis Freeman, Andy McCutcheon, Bart Beaver, Travis Dixon, Allen Glidewell, Donald Morris, and Jason Smith

Board members absent: None

1. Meeting opened with the Pledge of Allegiance
2. Meeting called to order by Board President, Travis Freeman, at 6:00 p.m.
3. Motion made by Jason Smith and seconded by Bart Beaver to approve the minutes of the February 20, 2025, regular school board meeting as presented. Motion carried.
4. Motion made by Andy McCutcheon and seconded by Jason Smith to approve the Financial Report ending February 28, 2025, Motion carried.
 - a. \$7,727,506.01 ending balance
5. Motion made by Andy McCutcheon and seconded by Travis Dixon to approve the support agreement between the Ozark Mountain School District Board of Directors and Kristen Craig Garner, LLC. Motion carried.
6. Laura Gross, Searcy County Election Commission, discussed polling options for the upcoming election. A motion was made by Andy McCutcheon and seconded by Donald Morris to table the discussion until after agenda item number nine, while Ms. Gross stepped out to clarify a few things. Motion carried.
7. April Middleton and Frances Zemlik presented a proposal to the board regarding the WGES and OMHS PTO. The PTO has requested approval to receive a percentage of the profits set aside from the fall festival each year to create a bear improvement fund. No action taken.

8. Student Achievement was informational. Melissa Smith, FBLA sponsor, introduced Makinna Treat and Preston Brown. No action taken.
 - a. Makinna Treat placed second in Business Graphics for FBLA
 - b. Preston Brown places second for Mr. Junior High Future Business Leader
9. Motion made by Donald Morris and seconded by Jason Smith to adopt the ADE Cybersecurity Policy as presented. Motion carried.
10. Laura Gross, Searcy County Election Commission, rejoined the board for discussion. Marion, Newton, and Searcy Counties will vote in their respective county for the upcoming election.
11. OMSD Board went into executive session at 7:08 p.m. to discuss employment, promotion, demotion, appointment, discipline, resignation, prelitigation, litigation updates, settlement offers, superintendent contract disputes, real property discussion, and hearing the report on the school safety assessment. The board reconvened at 9:15 p.m.
12. Motion made by Andy McCutcheon and seconded by Allen Glidewell to accept the resignations as presented. Motion carried.
 - a. Theresa Walker
Science- OMHS
Effective, June 30, 2025
 - b. Lynn Chandler
Lead Teacher Duties
Effective, June 30, 2025
13. Motion was made by Bart Beaver and seconded by Jason Smith to hire Jeri Redding as the Assistant Principal on the St. Joe Elementary and Bruno-Pyatt Elementary campuses. This is a 210-day position. Motion carried.
14. Motion made by Jason Smith and seconded by Travis Dixon to extend the Superintendent's contract for an additional year, ending June 30, 2028, with a yearly amount of \$106,000.00.
 - a. Six votes in favor: Travis Freeman, Andy McCutcheon, Donald Morris, Bart Beaver, Jason Smith, and Travis Dixon.
 - b. One opposed: Allen Glidewell


15. Motion made by Andy McCutcheon and seconded by Jason Smith to approve the certified rehire list as presented. Motion carried.

Teacher Rehire List 2025-2026					
Staff Name	Campus	Teacher Duties	# Days	Additional Duties	Stipend
Baker, Melissa	OMHS	Math Teacher	190		
Bufford, Christina	BPES	Teacher	190		
Campbell, Sara	WGES	Teacher	190		
Chandler, Ladonna (Lynn)	WGES	Special Education	200	Lead Teacher	
Clyatt, Byron	OMHS	Social Studies Teacher	190	Beta	\$500
Cook, Bailey	SJES	Teacher	190		
Criner, Lindsey	SJES	Teacher	190		
Dover, Tracy	BPES	Teacher	190		
Dymek, Jacqueline	OMHS/WGES	Music	190	Band	\$500
Eddings, Matt	OMHS	Agri	240	FFA Sponsor	\$350
Evans, Gregory	OMHS	Agri	240	FFA Sponsor	\$350
Feeser, Christina	OMHS	Social Studies Teacher	190	Yearbook	\$750
Gilley, Kimberly	OMHS	Librarian-OMHS/WGES	200	Lead Teacher/Parent Inv.	\$250
Gilmore, Miranda	OMHS/BPES/SJES	Elementary Teacher Keyboarding OMHS	210	Jr Girls Basketball Softball Track	Basketball \$2,000 Softball \$750 Track \$750
Goulet, Emily	OMHS	Special Education Teacher	190		
Grinder, Tracy	SJES	Teacher	200	Lead Teacher National Board	National Board \$2000
Hall, Jordan	WGES	Teacher	190		
Henthorne, Lori	OMHS	Counselor	240		
Horton, Delaney	SJES	Teacher	190		
Hudson, Kelsey	OMHS/WGES	PE/Health	210	Athletic Director Girls Basketball Coach PeeWee Coordinator PeeWee Girls Coach	Athl Dir \$2,000 Girls Coach \$2,000 PW Coord. \$500 PW G Coach \$500
Hunter, Monica	SJES	Special Education	190		
Jones, Patricia	OMHS-BPES-SJES-WGES	GT	190	Esports	\$200
King, Melissa	OMHS/WGES	Director of Student Accountability	220	Archery	\$500
Knapp, Autumn	OMHS	English Teacher	190	Cheer Leading Coach	\$750
Knapp, Heather	SJES/BPES	Librarian BPES-SJES	190	Parent Inv. BP/SJ	\$500 per campus
McGee, Mark	OMHS	ALE	190	ALE Director/Teacher	
Middleton, Elvis	OMHS/SJES	PE/Health and Drivers ED Teacher	210	Boys Basketball Coach PeeWee Boys Coach	Boys Coach \$2,000 PW B Coach \$500
Moore, Grace	BPES	Teacher	190		
Nelson, Wendy	BPES	Special Education	190		
Poynor, Susan	BPES-SJES-WGES	Elem. Counselor	200		
Ricketts, Miranda	WGES	Teacher	190		
Samsel, Crystal	OMHS	Science Teacher	200	Lead Teacher	
Sherrod, Steven	OMHS	Special Education/Teacher	190		
Smith, James	OMHS	Career Coach	190		
Smith, Kara	WGES	Teacher	190		
Smith, Melissa	OMHS	Business Teacher	190	FBLA	\$350
Smith, Scarlett	OMHS	Geometry - Algebra	190		
Smith, Susan	OMHS	Art - OMHS/WGES	190		
Stine, Daniel	BPES/SJES	Art/Music	190		
Stretton, Kelley	WGES	Teacher	190		
Tramell, Contessa	WGES	Teacher	190		
Upton, Farrah	BPES	Teacher	200	Lead Teacher	
Vines, Pamela	OMHS	English Teacher	190		
Waters, Gary	District	Teacher/School Resource Officer	200	School Safety	\$2,500
Wojcik, Paula	WGES	Teacher	190		
Younger, Sandra	SJES	Teacher	190		

16. Motion made by Travis Dixon and seconded by Jason Smith to approve the admin rehire list for the 2025-2026 school year, Motion carried.

Administration List 25-26					
Staff Name	Campus	# Days	Duty	Other	Stipend
Cunningham, Nichole	Admin Office	240	Federal Programs	Digital Coordinator District Test Coordinator	Dig. Coord. \$1250 Dist. Test Coord. \$1250
Knapp, Jesse	SJES/BPES	240	Principal	District Elem. Curriculum Facilitator	

17. Motion made by Bart Beaver and seconded by Allen Glidewell to approve the certified Salary Schedule for the 2025-2026 school year. Motion Carried.

				
Ozark Mountain School District (LEA 6505)				
Certified Salary Schedule for SY 2025-2026				
	Years of Experience	BSE	MSE	
	0	50,000	50,000	
	1	50,000	50,000	
	2	50,000	50,000	
	3	50,000	50,000	
	4	50,000	50,000	
	5	50,000	50,000	
	6	50,000	50,000	
	7	50,000	50,000	
	8	50,000	50,000	
	9	50,000	50,000	
	10	50,000	50,000	
	11	50,000	50,000	
	12	50,000	50,000	
	13	50,000	50,000	
	14	50,000	50,000	
	15	50,000	50,150	
	16	50,000	50,150	
A. Extended Contract Days				
195 Days			195 Days placement on salary schedule	
200 days			200 Days placement on salary schedule	
205 days			205 Days placement on salary schedule	
210 days			210 Days placement on salary schedule	
220 days			220 Days placement on salary schedule	
240 days			240 Days Placement on salary schedule	
K-6 District Counselor			200 Days placement on salary schedule	

18. Motion made by Donald Morris and seconded by Travis Dixon to approve the Admin Salary Schedule for the 2025-2026 school year. Motion carried.

**Ozark Mountain School District
Administrators Salary Schedule**

2025-2026

STEPS	Federal Programs/HS Curriculum Facilitator (240)	Assistant Principal (210)	K-6 Principal (240)	K-6 Principal/ St. Joe & Bruno-Pyatt/ Elementary Curriculum Facilitator (240)	Western Grove Elementary & Ozark Mountain High School Principal (240)	Superintendent (240)
0	\$64,600	\$56,525	\$64,600	\$68,000	\$68,000	Negotiated
1	\$65,600	\$57,525	\$65,600	\$69,000	\$69,000	
2	\$66,600	\$58,525	\$66,600	\$70,000	\$70,000	
3	\$67,600	\$59,525	\$67,600	\$71,000	\$71,000	
4	\$68,600	\$60,525	\$68,600	\$72,000	\$72,000	
5	\$69,600	\$61,525	\$69,600	\$73,000	\$73,000	
6	\$70,600	\$62,525	\$70,600	\$74,000	\$74,000	
7	\$71,600	\$63,525	\$71,600	\$75,000	\$75,000	
8	\$72,600	\$64,525	\$72,600	\$76,000	\$76,000	
9	\$73,600	\$65,525	\$73,600	\$77,000	\$77,000	
10	\$74,600	\$66,525	\$74,600	\$78,000	\$78,000	
11	\$75,600	\$67,525	\$75,600	\$79,000	\$79,000	
12	\$76,600	\$68,525	\$76,600	\$80,000	\$80,000	
13	\$77,600	\$69,525	\$77,600	\$81,000	\$81,000	
14	\$78,600	\$70,525	\$78,600	\$82,000	\$82,000	
15	\$79,600	\$71,525	\$79,600	\$83,000	\$83,000	
16+	\$80,600	\$72,525	\$80,600	\$84,000	\$84,000	

Building Administrators are required to attend after school events as needed.

19. Motion made by Allen Glidewell and seconded by Jason Smith to approve the stipend list as presented for the 2025-2026 school year and to amend policy 8.45.1A. Motion Carried.



2025-2026 Certified Stipend Schedule

ADDITIONAL PAY:

Years of Educational Experience

1-5	\$100
6-10	\$200
11-15	\$500
16-20	\$1,000
21+	\$2,000

OMSD Loyalty Pay

1-5	\$100
6-10	\$200
11-15	\$500
16-20	\$1,000
21+	\$2,000

Master's Degree	\$1,500
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Ozark Mountain School District (LEA 6505)

Stipends for SY 2025-2026

Activity	Stipend Amount	Notes:
Archery	\$500.00	
Athletic Director	\$2,000.00	**
Baseball	\$750.00	
Basketball	\$2,000.00	Per Team **
Cheerleading	\$750.00	
Softball	\$750.00	
Track	\$750.00	Two (2) Teams
Trap	\$500.00	
Pee Wee Coordinator	\$500.00	
7th Grade Basketball/JV	\$500.00	Per Team
Golf	\$500.00	
e-sports	\$200.00	
ACSIP	\$300.00	Per Campus
ARMAC Coordinator	\$1,000.00	
Band	\$500.00	includes 8 games
BETA Club	\$500.00	Per Campus
CSSO	\$1,000.00	One time payment for the first year
CSSO/ERT	\$100.00	After year 1
Cycle Coordinator	\$2,000.00	Per Year **
Digital Coordinator	\$2,500.00	Per Year
District Testing Coordinator	\$1,250.00	**
Google Certification (Level I & Level II)	\$500.00	One -time Stipend/Per Level
Junior Class Sponsor (Each)	\$500.00	
Senior Class Sponsor (Each)	\$500.00	
FBLA	\$350.00	
FCCLA	\$350.00	
FFA	\$350.00	Mandatory Dress Banquet
Lead Teacher	Extended Contract	Extend by 10 days/1-2 per campus
National Board Certification	\$2,000.00	
Parent Facilitator	\$250.00	
Rapid Response	\$250.00	
School Safety Director	\$2,500.00	**
Student Council	\$250.00	
Yearbook	\$750.00	
Fishing Team Sponsor	\$250.00	
Social Media Coordinator	\$250.00	
Website Maintenance	\$250.00	
Lead/Master Teacher Mentors	\$500.00	Per semester- 1st year teachers
Lead/Master Teacher Mentors	\$250.00	Per semester- 2nd & 3rd year teachers

** Stipend amount added into employment contract.

Activity	Rate	Notes:
Concession Stand Supervisor	\$1,000.00	End of Year Stipend
Clock Keeper (Basketball)	\$12.50	Per Game
Gate Keeper	\$12.50	Per Game
Book Keeper	\$12.50	Per Game
Basketball Video Recorder for Streaming Purposes	\$12.50	Per Game

20. Motion made by Andy McCutcheon and seconded by Bart Beaver to approve the calendar for the 2025-2026 school year. Motion carried.

AUGUST '25						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

05-08 Teacher Contract Days
07 Open House
12 First day of school

FEBRUARY '26						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

4 Progress Reports
5 PT Conferences
6 Regular School Day
16 [Snow make up day](#)

SEPTEMBER '25						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

10 Progress Reports
25 PT Conferences
26 Regular School Day

MARCH '26						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6 End 3rd quarter (36 days)
24-27 Spring Break

OCTOBER '25						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

10 End 1st quarter (36 days)
13 Teacher Inservice (no school for students)

APRIL '26						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

03 [Good Friday snow make up day](#)
05 [Easter Sunday](#)
08 [Progress Reports](#)

NOVEMBER '25						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

11 [Veterans Day](#)
12 Progress Reports
24-28 Thanksgiving Break

MAY '26						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

15 End 4th quarter (35 days)
18-20 Snow make up days
25 [Memorial Day](#)

DECEMBER '25						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

18 Semester Tests No early dismissal
19 End 2nd quarter (36days)
22-Jan 2 Christmas Break

JUNE '26						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

In case of inclement weather, the superintendent has the right to use Mondays to make up missed days

JANUARY '26						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

01 [New Year's Day](#)
06 Start 2nd semester
12 Teacher Inservice Day (no school for students)

JULY '26						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

[October PD on Monday School ends May 15](#)

21. General Discussion

- a. Enrollment- 490
- b. Highway expansion update
- c. Leadership academy trip

22. Motion made at 9:36 by Andy McCutcheon and seconded by Allen Glidewell to adjourn the meeting. Motion Carried.

Board President, Travis Freeman

Board Secretary, Travis Dixon