Regular Board Meeting Minutes
of the Jackson Public School District

April 15, 2025, at 05:30 PM

Board Members Present
Ed Sivak, Jr., Board President
Barbara Hilliard, Vice-President
Cynthia Thompson, Secretary
Frank Figgers, Member
Burbette Taylor, Member
Mitch McGuffey, Member

Attorneys and Administrative Staff
Dr. Errick L. Greene, Superintendent
Dorian Turner, ESQ., Board Attorney
Dr. William M. Merritt, Chief of Staff
Larissa Harris, ESQ., General Counsel
Network Assistant Superintendent(s)
Earl Burke, CFOO
Dr. Michael Cormack, Deputy Supt.

Board Member via Teleconference
Dr. Jeanne M. Hairston, Member

MINUTES

I. Call to Order: Ed Sivak, Jr., Board President, called the Board Meeting of the Jackson Public School District to order on April 15, 2025, at 5:32 P.M.

II. Establishment of Quorum: A quorum was established with all seven (7) members participating in person or via teleconference: Ed Sivak, Barbara Hilliard, Mitch McGuffey, and Burbette Taylor were present; Jeanne M. Hairston participated via teleconference. Frank Figgers and Cynthia Thompson joined the meeting in person at 5:41 p.m.

III. Adoption of Agenda: The Board voted to adopt the agenda as presented; the motion was made by Barbara Hilliard, seconded by Mitch McGuffey, and the votes cast for the motion were Ed Sivak, Barbara Hilliard, Burbette Taylor, Mitch McGuffey, and Jeanne M. Hairston; there were no votes cast against the motion. Cynthia Thompson and Frank Figgers had not arrived yet. **PASSED**

IV. Reading and Approving Minutes:

A. April 15, 2025, Regular Board Meeting Minutes: The Board voted to approve item a. Barbara Hilliard moved; Burbette Taylor seconded; votes cast for the motion were Ed Sivak, Barbara Hilliard, Burbette Taylor, Mitch McGuffey, and Jeanne M. Hairston; votes cast against the motion: none. Cynthia Thompson and Frank Figgers had not arrived yet. **PASSED**

V. Superintendent's Remarks: Dr. Greene presented his remarks.

VI. Public Participation for General Comments and/or Proposed Issues:

A. Esther Margaret addressed the Board her letter of concern to the Board.

B. Jackson Youth Newsroom introduced themselves and their work in the Jackson area.

VII. Information Items Only:

A. Student Board Presentation (JTECHS)
B. Review of Insignia Software Corporation Contract
C. Review of the Renewal Agreement between Jackson-Hinds Comprehensive Health Center (JHCHC) and the Jackson Public School District (JPSD)

D. Review of Agreement between the University of Mississippi School of Education and Jackson Public School District (JPSD)
E. Review of the Approval to Purchase School Buses
F. Review of Various Policies for Amendment: GAAF - Notice of Discrimination and for Creation | BAB GAAF - Non-Discrimination Grievance Procedures
G. Review of the Approval to Purchase the School Status Attendance Program
H. Review of ABSB Resources, LLC D/B/A Caissa K12 and the Jackson Public School District (JPSD)
I. School Improvement Board Updates

VIII Information / Action Items:

A. Approval of FY25 School Improvement: The Board voted to approve item A. Jeanne M. Hairston moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

B. Approval to Accept the Grant Agreement between the US Environmental Protection Agency and Jackson Public Schools: The Board voted to approve item B. Barbara Hilliard moved, and Mitch McGuffey seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

C. Approval of the Inspired Teaching, Exceptional Learning Grant MOU: The Board voted to approve item C. Mitch McGuffey moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

D. Approval of the Escrow Agreement related to the Sale of Poindexter Elementary School: The Board voted to approve item D. Barbara Hilliard moved, and Cynthia Thompson seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

E. Approval of Memorandum of Understanding (MOU) between Jackson Public School District (Lessor) and Tyson Farms, Inc. (Lessee) | Wilton "Chuck" Jackson, Executive Director of Assets and Property: The Board voted to approve item E. Frank Figgers moved, and Barbara Hilliard seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

F. Approval of Cancellation of Sixteenth Section Lease Agreements between Jackson Public School District and Tyson Farms, Inc. for Tax Parcels 201-9, 201-9-1, 201-92, 201-105, 201-106, and 201-107 | Wilton "Chuck" Jackson, Executive Director of Assets and Property: The Board voted to approve item F. Frank Figgers moved, and Barbara Hilliard seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

G. Approval to Award Bank Depositories Services (RFP 2025-02) for July 1, 2025 - June 30, 2028, to Trustmark National Bank: The Board voted to approve item G. Burbette Taylor moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

H. Approval of Monthly Financial Report for the Month Ended March 31, 2025 (FY 2024-2025): The Board voted to approve item H. Barbara Hilliard moved, and Cynthia Thompson seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

IX CONSENT AGENDA ITEMS - Finance:

A. Approval to Designate Specified Property as Surplus and Approve Disposal: The Board voted to approve item A. Barbara Hilliard moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

B. Approval of Various Disbursements from Accounts Payable and Activity Funds: The Board voted to approve item B. Barbara Hilliard moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

C. Approval to Rescind Awarded Bid #3265 for Bakery Products and Bread: The Board voted to approve item C. Barbara Hilliard moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

D. Approval of Final Contract Adjustment Change Order 003 (Credit $13,986.88) Sykes Elementary School Improvements: The Board voted to approve item D. Barbara Hilliard moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

E. Approval of Final Contract Adjustment Change Order 004 | Credit $5,519.08 Sykes Elementary School Improvements: The Board voted to approve item E. Barbara Hilliard moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

F. Approval of Change Order 002 | Add $405,716.00 ESSER Renovations for Provine High School (Bid 3252): The Board voted to approve item F. Barbara Hilliard moved, and Frank Figgers seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

X CONSENT AGENDA ITEMS - General:

A. Approval of the Use of Facility at the Mississippi State Fairgrounds (Mississippi Trade Mart) for the 2025 Retirement Ceremony: The Board voted to approve item A. Jeanne M. Hairston moved, and Mitch McGuffey seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

B. Approval of the Memorandum of Understanding between the Mississippi Department of Education (MDE) Educators in Residence Program and the Jackson Public School District (JPSD): The Board voted to approve item B. Jeanne M. Hairston moved, and Mitch McGuffey seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

C. Approval of District-to-District Transfer (Incoming/Outgoing) | Faith R. Strong, Ph.D. Director of Data Management & Enrollment Services | Office of Data & Accountability: The Board voted to approve item C. Jeanne M. Hairston moved, and Mitch McGuffey seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

XI CONCENT AGENDA ITEMS - Personnel

A. Approval of Personnel: The Board voted to approve item A. Barbara Hilliard moved, and Burbette Taylor seconded the motion. The votes cast for the motion were Ed Sivak, Jr., Barbara Hilliard, Cynthia Thompson, Frank Figgers, Mitch McGuffey, Burbette Taylor, and Jeanne M. Hairston. Votes cast against the motion: none. **PASSED**

XII Consideration to Hold an Executive Session: Frank Figgers moved, and Cynthia Thompson seconded the motion to close the meeting to consider entering into executive session. The motion was unanimously approved.

In closed session, Frank Figgers moved, and Cynthia Thompson seconded the motion, to enter into executive session (1) to take up one employee termination recommendation, (2) to take up one employee suspension recommendation, (3) to discuss potential legal claims and issues in connection with the Lake Hico closeout and the Title VI certification request from the U. S. Dept. of Education, (4) to consider a request from the General Counsel to institute a quantum meruit proceeding seeking authority to pay 2023 summer school workers, and (5) to discuss Dr. Greene's performance and potential renewal contract. The motion was unanimously approved.

In executive session, the board first received a report from the Superintendent, General Counsel, and outside legal counsel, Morrison Foerster, regarding potential legal claims and issues in connection with the Lake Hico closeout. The board took no action on this matter.

Next, the board took up the superintendent's recommendation of termination of Ebony Marshall-Newsom. The board's findings and decision are set out in the order attached to these minutes.

Next, the board took up the superintendent's recommendation of suspension of Kimberly McAfee. The board's findings and decision are set out in the order attached to these minutes.

Next, the board received a report from the Superintendent and General Counsel regarding potential legal claims and issues in connection with the request from the U. S. Dept. of Education for the district to submit a Title VI certification. The board took no action on this matter.

Next, the board took up a request from the General Counsel to institute a quantum meruit proceeding seeking authority to pay summer school 2023 workers. After discussion, Frank Figgers moved, and Barbara Hilliard seconded the motion, to approve the request. The motion was unanimously approved.

Finally, the board discussed the superintendent's job performance and potential renewal contract. The board took no action on this matter.

There being no further business to discuss in executive session, Ed Sivak moved, and Barbara Hilliard seconded the motion, to exit executive session. The motion was unanimously approved.

XIII Adjournment: Back in open session, there being no further business, Barbara Hilliard moved, and Cynthia Thompson seconded the motion, to adjourn the meeting. The motion was unanimously approved and the meeting was adjourned.

Edward P. Sivak 5/6/25

Signature of Board President *Date*

Cynthia Thompson 5/6/25

Attested by Board Secretary *Date*

ORDER UPHOLDING RECOMMENDATION OF TERMINATION OF EBONY MARSHALL-NEWSOME

In accordance with Miss. Code Ann. Sections 37-9-59 and 37-9-1 1 1 the Board granted Mrs. Ebony Marshall-Newsome ("Marshall-Newsome") an opportunity to make a statement on her behalf prior to the Board making a final decision on the superintendent's recommendation of termination of Marshall-Newsome for her involvement in testing security violations during the Spring 2023 MAAP Assessment. Marshall-Newsome was represented by Attorney Ahmad Smith ("Smith") in her termination proceedings. Marshall-Newsome and her attorney appeared before the Board, and Smith made a statement on her behalf. The Board had also previously reviewed the transcript of the hearing and read the hearing officer's report submitted by Nathaniel Armistad, Esq.

During its deliberations, the Board determined that Marshall-Newsome exhibited unprofessional conduct when she improperly assisted scholars and failed to report testing irregularities during the Spring 2023 MAAP Assessment. The Board also determined there was credible evidence that Marshall-Newsome knowingly violated District and MDE policies. Marshall-Newsome's explanations and excuses, as noted in the transcript, were unacceptable and her involvement in the testing irregularities at McLeod and failure to follow District and MDE policies justified her termination.

After discussion, Dr. Ed Sivak moved, and Mrs. Barbara Hilliard seconded the motion to uphold the Superintendent's recommendation of termination of Marshall-Newsome.

The question being put to a vote, the result was as follows:

BOARD MEMBER:	VOTED:
Dr. Ed Sivak	Aye
Mrs. Barbara Hilliard	Aye
Dr. Jeanne M. Hairston	Aye
Mr. Mitch McGuffey, Esq.	Aye
Mrs. Cynthia Thompson	Aye
Mr. Frank Figgers	Nay
Mrs. Burbette Taylor	Aye



President, Board of Trustees



Secretary, Board of Trustees

ORDER ON RECOMMENDATION OF SUSPENSION OF KIMBERLY MCAFEE

In accordance with Miss. Code Ann. Sections 37-9-59 and 37-9-111, the Board granted Ms. Kimberly McAfee ("McAfee"), an opportunity to make a statement on her behalf prior to the Board making a final decision on the superintendent's recommendation of a three-day suspension of McAfee for violating District policies, failure to comply with administrative directives, and leaving scholars unsupervised, resulting in physical altercations between scholars. McAfee represented herself in her suspension proceedings. McAfee appeared before the Board and made a statement on her behalf. The Board had also previously reviewed the transcript of the hearing and read the hearing officer's report submitted by Nathaniel Armistad, Esq.

During its deliberations, the Board determined that McAfee exhibited unprofessional behavior when she left scholars unsupervised. The Board also determined there was credible evidence that McAfee knowingly violated District policies and the Mississippi Educator Code of Ethics. McAfee's explanations and excuses, as noted in the transcript and her final statement, were unacceptable and her failure to follow District and State policies justified her suspension. However, the Board voted to reduce the suspension from three days to one day.

After discussion, Dr. Ed Sivak moved, and Mrs. Barbara Hilliard seconded, the motion to reject the Superintendent's recommendation of a three-day suspension and instead impose a one-day suspension of McAfee.

The question being put to a vote, the result was as follows:

BOARD MEMBER:	VOTED:
Dr. Ed Sivak	Aye
Mrs. Barbara Hilliard	Aye
Dr. Jeanne M. Hairston	Aye
Mr. Mitch McGuffey, Esq.	Aye
Mrs. Cynthia Thompson	Aye
Mr. Frank Figgers	Aye
Mrs. Burbette Taylor	Aye

President, Board of Trustees

Secretary, Board of Trustees