

Salem Public Schools

BOARD OF EDUCATION
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ELEMENTARY PRINCIPAL
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SALEM SCHOOL BOARD MINUTES SALEM SCHOOL DISTRICT MARCH 16, 2026

The Board of Education of the Salem School District #30, State of Arkansas, met in regular session Monday, March 16, 2026 at 6:00 p.m. in the Boardroom on the high school campus. The meeting was called to order by Chairman Yarnell.

I. CALL TO ORDER

A. Establish Quorum

Roll Call:

Present: Smith, Coffman, Hall and Yarnell

Absent: Miller

The Chairman declared a quorum present and opened the meeting for business.

II. REPORTS

A. Academic Reporting – Year-end events – Mr. Guiltner

B. CD Renewal – Mr. Guiltner

III. CONSENT AGENDA

A. Approval of Board Minutes

1. February 17, 2026

February 17th Meeting: The minutes were reviewed. **Motion:** A motion was made by Smith with a second by Hall to accept the minutes as written.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

B. Public Comment

IV. ACTION AGENDA

A. Board Organization

a. President – Joey Hall was nominated by Smith with a second by Coffman.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

b. Vice President – Dr. Guy Smith was nominated by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

c. Secretary – Karen Coffman was nominated by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

d. Disbursing Officer – Karen Coffman was nominated by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

B. 2026-2027 School Calendar

Recommendation: Recommendation to approve the proposed calendar including a new fall break in October and adjustments for a two-week testing window for the 2026-2027 school year.

Motion: A motion was made by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

C. The Board Retired into Executive Session at 6:6:27pm.

The Board Returned to Open Session at 7:09pm.

D. Consider Resignation and Employment for 2025-2026

1. A letter of resignation for retirement was read by Superintendent Gultner for Wayne Neal as Agriculture teacher to be effective June 30, 2026.

Motion was made by Yarnell with a second from Smith.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

2. A letter of resignation was read by Superintendent Gultner for Melody Hardin as an Elementary teacher to be effective June 30, 2026. Motion was made by Coffman with a Second by Smith.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

3. A letter of resignation was read by Superintendent Gultner for Shaylin Rains to be effective March 5, 2026. Motion was made by Yarnell with a second by Smith.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

4. A letter of resignation was read by Superintendent Gultner for Tiffany Jones to be effective March 19, 2026. Motion was made by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

5. A letter of resignation was read by Superintendent Guiltner for Kim Snyder to resign from her bus route and district test coordinator duties only to be effective June 30, 2026. Motion was made by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

6. A recommendation from Superintendent Guiltner to hire Sharon K. Curtis as a para-professional to be effective March 30, 2026. Motion was made by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

E. Consider Employment for the 2026-2027 school year.

1. A recommendation from Superintendent Guiltner to hire Heather Welch as the Elementary School Librarian for the 2026-2027 school year. Motion was made by Smith with a second by Coffman.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

2. A recommendation from Superintendent Guiltner to hire Kristie Barger as an Elementary Teacher for the 2026-2027 school year. Motion was made by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

3. A recommendation from Superintendent Guiltner to hire Shane Smith as Head Sr and Jr Boys Basketball Coach for the 2026-2027 school year. Motion was made by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

4. A recommendation from Superintendent Guiltner to hire Joshua Bateman as Assistant Sr and Jr Boys Basketball Coach for the 2026-2027 school year. Motion was made by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

F. Consider licensed staff contracts for the 2026-2027 school year.

Recommendation: Recommendation was made by Superintendent Guiltner to extend contracts to all licensed teachers (attached) for the 2026-2027 school year.

Motion: A motion was made by Smith with a second by Coffman.

The Chairman called for discussion.

Yeas: Unanimous
Nays: None

The Chairman declared the motion carried

G. Consider classified staff contracts for the 2026-2027 school year.

Recommendation: Recommendation was made by Superintendent Guiltner to extend contracts to all classified staff (attached) with the addition of Sharon Curtis for the 2026-2027 school year.

Motion: A motion was made by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous
Nays: None

The Chairman declared the motion carried

H. Consider licensed salary schedule for the 2026-2027 school year.

Recommendation: Recommendation was made to approve a \$1,000 raise for all licensed personnel and to remove the 36-flex hour's requirement and to raise the game duty pay to \$50.

Motion: A motion was made by Yarnell with a second by Smith.

The Chairman called for discussion.

Yeas: Unanimous
Nays: None

The Chairman declared the motion carried

I. Consider Classified salary schedule for the 2026-2027 school year.

Recommendation: Recommendation was made to approve a \$0.50 cent an hour raise to each classified position. Also, substitute pay will be stepped according to educational degrees and I have added a part-time custodian/maintenance position that will be paid \$15.00 per hour

Motion: A motion was made by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous
Nays: None

The Chairman declared the motion carried

J. Consider licensed and classified bonuses for 2025-2026 school year.

Recommendation: Recommendation was made by Superintendent Guiltner to give a one time bonus of \$1000.00 for licensed personnel, \$500.00 for classified personnel and \$250.00 for bus drivers.

Motion: A motion was made by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous
Nays: None

The Chairman declared the motion carried

K. Consider Bus purchase

Recommendation: Recommendation was made by Superintendent Guiltner to purchase a 2027 CE 65 passenger school bus from Rush Truck Center of Arkansas for \$132,100.00.

Motion: A motion was made by Smith with a second by Coffman.

The Chairman called for discussion.

Yeas: Unanimous
Nays: None

The Chairman declared the motion carried

L. Consider Technology Purchase – Special Education 3 bids were read

Recommendation: Recommendation was made to accept the lowest price per unit bid from CDW-G for \$17,370.76.

Motion: A motion was made by Yarnell with a second by Smith.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

M. Consider School Choice Application of Four (4) students.

Recommendation: Recommendation was made to accept the application of Four (4) students.

Motion: A motion was made by Smith with a second by Yarnell to approve the Four (4) School Choice applications.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

N. Consider Track/Turf Project

Recommendation: Recommendation for Mr. Guiltner to send out an RFQ for a construction manager to explore numbers on track/turf project.

Motion: A motion was made by Smith with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

O. Consider Baseball/Softball field improvements-fencing and back stop netting

Recommendation: Recommendation was made to go ahead with improvements to the baseball/softball fields.

Motion: A motion was made by Coffman with a second by Yarnell.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

P. Consider Financial Reports

Recommendation: Recommendation was made to approve the Financial Reports

Motion: A motion was made by Coffman with a second by Yarnell to accept the Financial Reports.

The Chairman called for discussion.

Yeas: Unanimous

Nays: None

The Chairman declared the motion carried

V. MISCELLANEOUS

VI. ADJOURNMENT

Motion to Adjourn: Motion made by Smith and seconded by Coffman. **Time of Adjournment:** 7:49pm.

Secretary