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P R O C E E D I N G S

(THEREUPON, the meeting began at 1:30 p.m. on April 27th, 2022.)

MS. EBONY RUSS: Okay, welcome to the Child Welfare Agency Review board meeting. Today is April 27th. We'll go ahead and get started and I'll turn it over to MR. Andy Altom, the board chair.

CHAIR ANDY ALTOM: Okay, call the meeting to order. The first item of business on the agenda is approval of event meeting minutes from March 9, 2022.

Go ahead.

BOARD MEMBER ANDREW WATSON: I'll make a motion that we approve these (Inaudible).

BOARD MEMBER BEVERLY FOTI: Second.

CHAIR ANDY ALTOM: Motion and second. Any discussion? All those in favor, say aye.

(CHORUS OF AYES)

CHAIR ANDY ALTOM: Any of you opposed? All right. First up, DCFS, is John B. If you'll state your name for the court reporter, as well as -- it's going to take a minute for us to read these documents. This is the first we've seen it. But if you can go ahead and let them know.

PERMISSIONS TO WORK WITH CHILDREN, 1. John B.:

MS. KRISTEN SWAFFORD: Okay. My name is Kristen

1 Swafford. I am here with John B., requesting special
2 permission for him to continue to be able to work
3 with children, specifically -- I almost said
4 granddaughter. His nieces, sorry.

5 CHAIR ANDY ALTOM: Has the board all had a
6 chance to read over the packet? Any questions?

7 BOARD MEMBER CHARLES FLYNN: I make a motion we
8 approve this request.

9 CHAIR ANDY ALTOM: We have a motion to approve
10 the request.

11 BOARD MEMBER BEVERLY FOTI: I'll second.

12 CHAIR ANDY ALTOM: We have a second. All in
13 favor say aye.

14 (CHORUS OF AYES)

15 BOARD MEMBER SANDI DOHERTY: I'll abstain.

16 CHAIR ANDY ALTOM: DCFS abstains.

17 Congratulations.

18 MS. KRISTEN SWAFFORD: Thank you.

19 CHAIR ANDY ALTOM: Thank you.

20 PERMISSIONS TO WORK WITH CHILDREN, 2. CALVIN R.:

21 CHAIR ANDY ALTOM: Ambra Conway, Calvin R.

22 Could you go ahead and state your name for the court
23 reporter?

24 MS. AMBRA CONWAY: Yes, I'm Ambra Conway with
25 Lenoke County DCFS, resource worker. Today I have

1 MR. Calvin R. here for permission to work with
2 children.

3 CHAIR ANDY ALTOM: There's not been anything in
4 your record since 1996?

5 MR. CALVIN R.: No, sir.

6 CHAIR ANDY ALTOM: I'll make a motion to
7 approve this request.

8 BOARD MEMBER ANDREW WATSON: Second.

9 CHAIR ANDY ALTOM: Second. Any discussion? All
10 those in favor say aye.

11 (CHORUS OF AYES)

12 BOARD MEMBER SANDI DOHERTY: Abstain.

13 CHAIR ANDY ALTOM: DCFS abstains.

14 CHAIR ANDY ALTOM: Congratulations.

15 MR. CALVIN R.: Thank you.

16 CHAIR ANDY ALTOM: Ambra, do you have the next
17 one?

18 MS. AMBRA CONWAY: I do.

19 PERMISSIONS TO WORK WITH CHILDREN, 3. DONALD H.:

20 BOARD MEMBER BEVERLY FOTI: Are we on number
21 three?

22 MS. EBONY RUSS: We're on number three.

23 MS. AMBRA CONWAY: He's not here.

24 MS. EBONY RUSS: Oh, he's not here?

25 MS. AMBRA CONWAY: No. So I think we're asking

1 for, it needs to be a continuancing on because this
2 one is on hospice receiving (Inaudible).

3 BOARD MEMBER SANDI DOHERTY: Okay. Sandi, DCFS.
4 So can you please explain?

5 MS. AMBRA CONWAY: Do I need to restate my name
6 for the court reporter?

7 CHAIR ANDY ALTOM: Go ahead.

8 MS. AMBRA CONWAY: Okay. Ambra Conway with
9 Lonoke County DCFS, resource worker. MR. Donald is
10 not present today due to hospice and we're asking for
11 an extension.

12 CHAIR ANDY ALTOM: Okay.

13 BOARD MEMBER SANDI DOHERTY: Probably more into
14 it, and maybe we might know more and just exclude him
15 as part of the provider at some point with the
16 hospice and in congestive heart failure.

17 MS. AMBRA CONWAY: Yes.

18 BOARD MEMBER SANDI DOHERTY: And he's not taking
19 care of any of the kids, then he's (Inaudible). And
20 y'all have, we've gotten the approval temporary but
21 we keep having to ask, I think, since August.

22 MS. AMBRA CONWAY: Yes.

23 CHAIR ANDY ALTOM: That is something we can take
24 action on, without having a continuance I guess?

25 BOARD MEMBER SANDI DOHERTY: I mean, we would

1 like to. He's not going to ever be a caregiver in
2 the home. He is the husband of the couple. And they
3 do have hospice in the home.

4 MS. AMBRA CONWAY: Yes.

5 BOARD MEMBER SANDI DOHERTY: And he does have
6 his (Inaudible).

7 CHAIR ANDY ALTOM: Can you tell us a little bit
8 about what it was what we're considering? What were
9 the charges?

10 MS. AMBRA CONWAY: It's criminal charges. I
11 have his packets here with me today if y'all
12 would like them.

13 CHAIR ANDY ALTOM: Please.

14 BOARD MEMBER SANDI DOHERTY: I mean, we've
15 talked with the family and they don't have a problem
16 (Inaudible) and why don't we just (Inaudible) from
17 here. And these are pretty short.

18 CHAIR ANDY ALTOM: What is he on hospice for?

19 BOARD MEMBER SANDI DOHERTY: He's on hospice and
20 has been.

21 CHAIR ANDY ALTOM: (Inaudible).

22 BOARD MEMBER SANDI DOHERTY: He's been on
23 hospice the entire time.

24 CHAIR ANDY ALTOM: How long have the children
25 been in the home? I know --

1 MS. AMBRA CONWAY: Since August.

2 CHAIR ANDY ALTOM: Yeah. I make a
3 recommendation that we approve this request in a
4 special circumstance, is what it is. Is there a
5 second?

6 BOARD MEMBER ANDREW WATSON: I second.

7 CHAIR ANDY ALTOM: We have a second from Andrew.
8 All those in favor say aye.

9 (CHORUS OF AYES)

10 CHAIR ANDY ALTOM: Any opposed?

11 BOARD MEMBER SANDI DOHERTY: Abstain.

12 CHAIR ANDY ALTOM: Sandi abstains. Thank you.
13 Carey?

14 PERMISSIONS TO WORK WITH CHILDREN, 4. CHARLIE E.:

15 MS. CAREY TJAPKES: Yes.

16 CHAIR ANDY ALTOM: How do you pronounce your
17 last name?

18 MS. CAREY TJAPKES: Tjapkes.

19 CHAIR ANDY ALTOM: Tjapkes. Would you please
20 state your name for the court reporter?

21 MS. CAREY TJAPKES: Carey Tjapkes.

22 CHAIR ANDY ALTOM: You might want to spell your
23 last name.

24 MS. CAREY TJAPKES: It's T-J-A-P-K-E-S.

25 CHAIR ANDY ALTOM: (Inaudible).

1 BOARD MEMBER SANDI DOHERTY: (Inaudible) the
2 respite?

3 CHAIR ANDY ALTOM: Yeah, the respite's pay.
4 It's on the back. (Inaudible).

5 BOARD MEMBER ANDREW WATSON: I'll make a motion
6 to approve this request.

7 CHAIR ANDY ALTOM: We have a motion to approve
8 the request. Is there a second?

9 BOARD MEMBER BEVERLY FOTI: I'll second.

10 CHAIR ANDY ALTOM: Seconded. All in favor say
11 aye.

12 (CHORUS OF AYES)

13 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.
14 Congratulations.

15 BOARD MEMBER ANDREW WATSON: What's that?

16 BOARD MEMBER SANDI DOHERTY: (Inaudible) we have
17 two (Inaudible) something that huge. Yes.

18 CHAIR ANDY ALTOM: That's easier to read.
19 (Inaudible) we've still got.

20 BOARD MEMBER SANDI DOHERTY: Yeah, I probably
21 just jinxed us but --

22 CHAIR ANDY ALTOM: It sounds like (Inaudible).

23 BOARD MEMBER BEVERLY FOTI: You just jinxed it.

24 CHAIR ANDY ALTOM: Have a seat here.

25 PERMISSIONS TO WORK WITH CHILDREN, 5. LISA L.:

1 BOARD MEMBER BEVERLY FOTI: This is number five,
2 Andrew. We're on five.

3 BOARD MEMBER ANDREW WATSON: (Inaudible).

4 CHAIR ANDY ALTOM: This is six.

5 BOARD MEMBER BEVERLY FOTI: We did just Carey
6 Tjapkes.

7 CHAIR ANDY ALTOM: Yeah, the plaintiff's not
8 here.

9 BOARD MEMBER BEVERLY FOTI: Five is not here?

10 CHAIR ANDY ALTOM: Yeah.

11 BOARD MEMBER BEVERLY FOTI: Okay.

12 BOARD MEMBER SANDI DOHERTY: Five is not here?

13 PERMISSIONS TO WORK WITH CHILDREN, 6. JENNIFER S.:

14 CHAIR ANDY ALTOM: State your name for the court
15 reporter, please.

16 MS. DEBORAH HILL: Deborah Hill, Area Three,
17 Polk County resource.

18 MS. EBONY RUSS: Can you state your client's
19 name just to make sure I have it on the right one.

20 MS. DEBORAH HILL: Oh, Jennifer S.

21 MS. EBONY RUSS: Thank you.

22 CHAIR ANDY ALTOM: Last legal issues was 2002?

23 MS. JENNIFER S.: Yes, sir.

24 BOARD MEMBER ANDREW WATSON: I make a motion we
25 approve it.

1 CHAIR ANDY ALTOM: We have a motion from Andrew
2 to approve. Is there a second?

3 BOARD MEMBER CHARLES FLYNN: I'll second.

4 CHAIR ANDY ALTOM: Any discussion? All in
5 favor will say aye.

6 (CHORUS OF AYES)

7 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.
8 Congratulations.

9 MS. JENNIFER S.: Thank you.

10 CHAIR ANDY ALTOM: Are we on seven now or?

11 MS. EBONY RUSS: Seven.

12 PERMISSIONS TO WORK WITH CHILDREN, 7. BRITT T.:

13 CHAIR ANDY ALTOM: April?

14 MS. APRIL MARFOGLIO: Yes.

15 CHAIR ANDY ALTOM: Please state your name for
16 the court reporter.

17 MS. APRIL MARFOGLIO: I am April Marfoglio. I'm
18 a resource worker for Area Three and this is Britt.

19 BOARD MEMBER ANDREW WATSON: I make a motion to
20 approve this request.

21 BOARD MEMBER CHARLES FLYNN: Second.

22 CHAIR ANDY ALTOM: There's a second. Any
23 discussion? All in favor say aye.

24 (CHORUS OF AYES)

25 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.

1 Congratulations.

2 BOARD MEMBER ANDREW WATSON: Thank you.

3 MS. EBONY RUSS: Yolanda?

4 CHAIR ANDY ALTOM: Is this eight or nine?

5 MS. EBONY RUSS: Simpson.

6 On number, we're on number nine?

7 CHAIR ANDY ALTOM: Yeah.

8 PERMISSIONS TO WORK WITH CHILDREN, 8. DYLAN B.:

9 MS. DANIELLE SIMS: Okay, number eight has
10 requested to be moved to June 29th. Apparently he
11 could not get off work and he has a very good job
12 that he couldn't --

13 BOARD MEMBER SANDI DOHERTY: (Inaudible) very
14 good, new job.

15 MS. DANIELLE SIMS: Very good, new job. That
16 was the request. So I don't know if we say any more
17 --

18 BOARD MEMBER CHARLES FLYNN: Previously did we
19 vote on that Andy, on number two --

20 CHAIR ANDY ALTOM: We voted on number eight --

21 BOARD MEMBER CHARLES FLYNN: To extend it. To
22 extend it.

23 CHAIR ANDY ALTOM: Yeah. Is there a motion to
24 extend it?

25 BOARD MEMBER CHARLES FLYNN: I'll make a motion

1 to extend it to our next meeting.

2 BOARD MEMBER ANDREW WATSON: I'll second it.

3 CHAIR ANDY ALTOM: We have a second. All in
4 favor say aye.

5 (CHORUS OF AYES)

6 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.
7 All right. Number nine. Would you state your name
8 for the court reporter?

9 PERMISSIONS TO WORK WITH CHILDREN, 9. MILISA C.:

10 MS. DARRIAN ISON: Yes, Darrian Ison. I'm a
11 resource worker for Yale County. I have with me
12 Milisa C. for any questions you may have.

13 CHAIR ANDY ALTOM: What kind of support
14 networks do you have to help you with your sobriety?
15 Are you continuing meetings still?

16 MS. MILISA C.: I do not. I'm just steadily
17 working and trying to keep my -- one of my other
18 sons had became an addict, so I keep him and
19 encourage him. I always encourage him. So I just
20 focus on me being good to try to help them and to
21 help my grandkids as well. There is meeting places
22 around town, you know, if I feel that I need. And I
23 also have family and friends that I can call if
24 anything was to come about in that situation. I do
25 have people I can call, places to go.

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1 CHAIR ANDY ALTOM: Congratulations on your
2 sobriety so far.

3 MS. MILISA C.: Thank you.

4 CHAIR ANDY ALTOM: I'll make a motion to
5 approve this request.

6 BOARD MEMBER BEVERLY FOTI: I'll second.

7 BOARD MEMBER ANDREW WATSON: Second.

8 CHAIR ANDY ALTOM: We have a second from
9 Beverly. All in favor say aye.

10 (CHORUS OF AYES)

11 CHAIR ANDY ALTOM: Any opposed?

12 Congratulations.

13 MS. MILISA C.: Thank you. Thank you so much.

14 MS. DARRIAN ISON: Thank you.

15 PERMISSIONS TO WORK WITH CHILDREN, 10. JOHNNY E.:

16 CHAIR ANDY ALTOM: If you can go ahead and state
17 your name for the court reporter.

18 MR. ANDREW DAVALT: I'm Andrew Duval of Clark
19 County resource. And this is Johnny E.

20 CHAIR ANDY ALTOM: So we have your narration and
21 then we have an account here. Yours, it doesn't
22 mention a weapon being involved. Is the other part
23 accurate on that?

24 MR. JOHNNY E.: Yes sir. Yes sir. There was a
25 weapon involved.

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1 CHAIR ANDY ALTOM: Okay. Was this near your
2 home where this happened or were you out of town or -
3 -

4 MR. JOHNNY E.: I was out of town. I was
5 driving an 18 wheeler. I drive 18 wheelers and it
6 happened. Not something I'm proud of.

7 CHAIR ANDY ALTOM: Well, I understand. Where
8 did it happen?

9 MR. JOHNNY E.: It happened in Searcy, Arkansas.
10 I believe the state troopers were out of Newport.

11 CHAIR ANDY ALTOM: Okay. It helps that it was,
12 it became a misdemeanor. I mean, it was (Inaudible).

13 MR. JOHNNY E.: Yes sir. I --

14 CHAIR ANDY ALTOM: It's because it's so recent.
15 I mean, that's the hardest part, is that it was so
16 recent.

17 MR. JOHNNY E.: It was a mistake.

18 CHAIR ANDY ALTOM: Yeah.

19 BOARD MEMBER BEVERLY FOTI: And the children
20 have not been placed.

21 CHAIR ANDY ALTOM: Okay.

22 BOARD MEMBER BEVERLY FOTI: Yeah. This is
23 because it was so recent, we did not ask for
24 (Inaudible) so this was --

25 BOARD MEMBER CHARLES FLYNN: Right, I think I

1 remember our discussions on that.

2 CHAIR ANDY ALTOM: Do you still travel with the
3 weapon in your car?

4 MR. JOHNNY E.: No.

5 CHAIR ANDY ALTOM: Or in your truck?

6 MR. JOHNNY E.: No, sir. I learned my lesson
7 from this. If you don't have it, you don't have a
8 need for it.

9 CHAIR ANDY ALTOM: Okay, so you already have a
10 grandchild. This is another grandchild.

11 MR. JOHNNY E.: Yeah. We're trying to get his
12 sister.

13 CHAIR ANDY ALTOM: That's what I've got there.
14 They're siblings.

15 MR. JOHNNY E.: Yeah.

16 BOARD MEMBER BEVERLY FOTI: Where are the
17 children now?

18 MR. JOHNNY E.: My grandson's with me, and we're
19 trying to get his sister [REDACTED].

20 CHAIR ANDY ALTOM: Is she in a foster home?

21 MR. JOHNNY E.: Yes, sir.

22 CHAIR ANDY ALTOM: What do they call you?

23 MR. JOHNNY E.: Me?

24 CHAIR ANDY ALTOM: Do they have a name for you?

25 MR. JOHNNY E.: Oh, me?

1 CHAIR ANDY ALTOM: Yeah.

2 MR. JOHNNY E.: [REDACTED] calls me daddy.

3 CHAIR ANDY ALTOM: Okay.

4 MR. JOHNNY E.: It's something that he picked up
5 on his own. I tried to get him for a long time to
6 call me Pop Pop. But it turned into daddy.

7 CHAIR ANDY ALTOM: I understand. I'm a
8 grandfather. I had a name picked out that is long
9 over with.

10 MR. JOHNNY E.: Yeah. So I'm daddy to him.

11 CHAIR ANDY ALTOM: Okay. So are you home every
12 day or do you travel?

13 MR. JOHNNY E.: I'm off -- Sometimes I may get
14 home during the week. It's not often. I'm home
15 every weekend, unless something happens that prevents
16 it.

17 CHAIR ANDY ALTOM: Okay. So what is your
18 typical day on the weekend? You spend time with the
19 grandkids?

20 MR. JOHNNY E.: Oh yeah. I'm home usually
21 Friday evenings, Saturday, part of Sunday and then
22 I'm leaving.

23 CHAIR ANDY ALTOM: Okay, yep. Go outside and
24 play and --

25 MR. JOHNNY E.: Oh yeah. Just outside. Here

1 lately it's been hard to get out.

2 CHAIR ANDY ALTOM: Yeah. Of course, the grand
3 baby, I don't know, is this one -- what day was
4 this -- So the grand baby is just about a year hold.
5 Had her birthday yet?

6 MR. JOHNNY E.: Yeah, my granddaughter.

7 CHAIR ANDY ALTOM: Yeah.

8 MR. JOHNNY E.: Grandson, he's three.

9 CHAIR ANDY ALTOM: Yeah. I noticed she was 11
10 months old so she was about to have her first
11 birthday.

12 MR. JOHNNY E.: She just had it.

13 CHAIR ANDY ALTOM: She just had it, okay.

14 BOARD MEMBER BEVERLY FOTI: Is there any kind of
15 counseling you went through after that?

16 MR. JOHNNY E.: I went to anger management,
17 which was awful helpful. I didn't, to be honest, I
18 didn't like it at first. But I took a lot from it.
19 What was it, probation? I had to go through that.
20 And I'm trying to think. I think that was it.

21 CHAIR ANDY ALTOM: So how long have you had the
22 two year old? How long has the two year old been in
23 your home?

24 MR. JOHNNY E.: Ever since he was born, within a
25 day or two after he was born.

1 CHAIR ANDY ALTOM: So two years ago, that
2 must've been close to the same time of your incident.

3 MR. JOHNNY E.: See, he was born on meth. His
4 mom was on it.

5 CHAIR ANDY ALTOM: Yeah.

6 MR. JOHNNY E.: So we ended up getting him and
7 raising him since.

8 CHAIR ANDY ALTOM: But I guess I was noticing
9 that two years ago is about the time of the incident,
10 right?

11 MR. JOHNNY E.: Yeah, somewhere around that
12 time.

13 CHAIR ANDY ALTOM: Yeah. So I guess that even
14 helps you be a better grandfather too.

15 MR. JOHNNY E.: Oh yeah. Trust me, I did a lot
16 of growing out of this.

17 CHAIR ANDY ALTOM: Okay.

18 MR. JOHNNY E.: It's the first time in 40 some
19 odd years that I let my temper get away from me.

20 CHAIR ANDY ALTOM: Yeah.

21 BOARD MEMBER CHARLES FLYNN: If no more
22 questions, I'll make a recommendation we approve this
23 request.

24 CHAIR ANDY ALTOM: Okay, we have a motion to
25 approve the request. Is there a second?

1 BOARD MEMBER ANDREW WATSON: I'll second it.

2 CHAIR ANDY ALTOM: Andrew seconds. All in favor
3 say aye.

4 (CHORUS OF AYES)

5 CHAIR ANDY ALTOM: Any opposed? Sandi, you
6 abstain?

7 BOARD MEMBER SANDI DOHERTY: Abstain.

8 CHAIR ANDY ALTOM: Congratulations.

9 MR. JOHNNY E.: Thank you.

10 BOARD MEMBER SANDI DOHERTY: Andrew, they can
11 place her.

12 BOARD MEMBER ANDREW WATSON: Go ahead. Yeah, I
13 approve it. (Inaudible)

14 MR. JOHNNY E.: Thank y'all.

15 PERMISSIONS TO WORK WITH CHILDREN, 11. SHEILA W.:

16 CHAIR ANDY ALTOM: State your name for the court
17 reporter.

18 MS. MILISSA ENNIS: I'm Milissa Ennis. I am the
19 resource worker for Polk and Van Buren counties. And
20 I am here with MS. Sheila W., requesting a waiver to
21 work with children.

22 BOARD MEMBER ANDREW WATSON: The forms
23 (Inaudible).

24 CHAIR ANDY ALTOM: Okay.

25 BOARD MEMBER ANDREW WATSON: Do we agree with

1 that?

2 CHAIR ANDY ALTOM: You just have this one
3 incident?

4 MS. SHEILA W.: Yes, sir.

5 CHAIR ANDY ALTOM: Okay. I'll make a motion to
6 approve the request.

7 BOARD MEMBER BEVERLY FOTI: Second.

8 CHAIR ANDY ALTOM: We have a second from
9 Beverly. Any discussion? All those in favor say
10 aye.

11 (CHORUS OF AYES)

12 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.
13 Congratulations.

14 MS. SHEILA W.: Thank you very much. That gives
15 me chill bumps. Thank you.

16 CHAIR ANDY ALTOM: Which one is this one?

17 PERMISSIONS TO WORK WITH CHILDREN, 12. TIM P.:

18 BOARD MEMBER CHARLES FLYNN: Well, (Inaudible)
19 both of them are here.

20 CHAIR ANDY ALTOM: So this is --

21 MR. ANDREW DAVULT: Again, I'm Andrew Davault,
22 Clark County. This is Tim and Mary. Did y'all want
23 them --

24 CHAIR ANDY ALTOM: Oh, okay. You have both of
25 them.

1 MR. ANDREW DAVULT: Yeah. Did y'all want them
2 to come through together still?

3 MS. EBONY RUSS: I don't know. If they're a
4 married couple, I don't know if you want to do them
5 one at a time.

6 CHAIR ANDY ALTOM: They each have their own.

7 MS. EBONY RUSS: Okay, so go ahead and do one at
8 a time.

9 CHAIR ANDY ALTOM: I think that's what we did at
10 the last meeting. We did each of them individually.

11 MS. EBONY RUSS: Okay.

12 MR. ANDREW DAVULT: That works.

13 MS. EBONY RUSS: I'm sorry, I interrupted you.
14 Can you repeat that?

15 MR. ANDREW DAVULT: Yeah. So I'm Andrew
16 Davault in Clark County. This is MR. Tim here for
17 permission to work with children.

18 MS. EBONY RUSS: I'm sorry, say that again.
19 What number are we on?

20 CHAIR ANDY ALTOM: He's 12.

21 MS. EBONY RUSS: Number 12?

22 CHAIR ANDY ALTOM: Yes.

23 MS. EBONY RUSS: MR. P?

24 CHAIR ANDY ALTOM: Yeah.

25 MS. EBONY RUSS: Okay, got it.

1 BOARD MEMBER CHARLES FLYNN: I make a motion to
2 approve this request.

3 CHAIR ANDY ALTOM: We have a motion to approve.
4 Is there a second?

5 BOARD MEMBER ANDREW WATSON: Second.

6 CHAIR ANDY ALTOM: Second from Andrew. All in
7 favor say aye.

8 (CHORUS OF AYES)

9 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.
10 Congratulations.

11 MR. TIM P.: Thank you, sir.

12 PERMISSIONS TO WORK WITH CHILDREN, 13. MARY P.:

13 MR. ANDREW DAVALT: And this is MS. Mary P.
14 She's also here for permission to work with children.

15 CHAIR ANDY ALTOM: What age do you substitute
16 teach? Elementary, junior high, high school?

17 MS. MARY P.: Mainly elementary.

18 CHAIR ANDY ALTOM: Elementary, yeah.

19 MS. MARY P.: I've done a few at the high school
20 but I like the little kids better.

21 CHAIR ANDY ALTOM: Yeah.

22 BOARD MEMBER BEVERLY FOTI: I make a motion we
23 approve the request.

24 CHAIR ANDY ALTOM: We have a motion to approve
25 the request. Is there a second?

1 BOARD MEMBER CHARLES FLYNN: I'll second.

2 CHAIR ANDY ALTOM: Second from Charles. All in
3 favor say aye.

4 (CHORUS OF AYES)

5 CHAIR ANDY ALTOM: Any opposed? DCFS abstains.
6 Congratulations.

7 MS. MARY P.: Thank you very much. I look
8 forward to it. Thank you.

9 PERMISSIONS TO WORK WITH CHILDREN, 14. ROBERT Y.:

10 CHAIR ANDY ALTOM: Okay. Tarsha, could you
11 state your name for the court reporter please?

12 MS. TARSHA SMITH: Yes. I'm Tarsha Smith Court,
13 resource area eight, Mississippi County DHS.

14 CHAIR ANDY ALTOM: 1987 was a long time ago,
15 wasn't it?

16 MR. ROBERT Y.: Yes, sir.

17 CHAIR ANDY ALTOM: I make a motion that we
18 approve this request.

19 BOARD MEMBER CHARLES FLYNN: Second.

20 CHAIR ANDY ALTOM: Second from Charles. Any
21 discussion? All those in favor say aye.

22 (CHORUS OF AYES)

23 CHAIR ANDY ALTOM: Any opposed?

24 Congratulations. DCFS abstains.

25 MS. TARSHA SMITH: Thank you.

1 MR. ROBERT Y.: Thank you.

2 CHAIR ANDY ALTOM: I must've been about five at
3 the time.

4 BOARD MEMBER BEVERLY FOTI: Me too. Me too. I
5 think I was five.

6 PERMISSIONS TO WORK WITH CHILDREN, 15. MICHAEL L.:

7 CHAIR ANDY ALTOM: Jamie? Piney Ridge,
8 right?

9 MR. CHUCK A.: Yeah.

10 CHAIR ANDY ALTOM: State your name for the
11 record, please.

12 MR. CHUCK A.: (Inaudible) A. I'm standing in
13 for Jamie. She's on vacation.

14 CHAIR ANDY ALTOM: Okay.

15 MR. MICHAEL L.: Michael L.

16 BOARD MEMBER CHARLES FLYNN: I like seeing the
17 references up front. Good references. So I'd like
18 to make a motion that we approve this request
19 (Inaudible).

20 CHAIR ANDY ALTOM: We have a motion to approve.
21 Is there a second?

22 BOARD MEMBER ANDREW WATSON: I'll second it.

23 CHAIR ANDY ALTOM: All those in favor say aye.

24 (CHORUS OF AYES)

25 CHAIR ANDY ALTOM: Any opposed?

1 Congratulations.

2 MR. MICHAEL L.: Thank you.

3 PERMISSIONS TO WORK WITH CHILDREN, 16. ADAM P.:

4 CHAIR ANDY ALTOM: DCFS abstains. Number 16.
5 Okay. If you'll please state your name for the court
6 reporter. This is ABCH, right?

7 MS. MAGGIE PEELER: Correct.

8 MR. ADAM P.: Adam [REDACTED].

9 MS. MAGGIE PEELER: And Maggie Peeler.

10 CHAIR ANDY ALTOM: Okay.

11 BOARD MEMBER BEVERLY FOTI: 2005, is that your
12 only conviction?

13 MR. ADAM P.: That's my only felony conviction,
14 yes ma'am.

15 BOARD MEMBER BEVERLY FOTI: You must've learned
16 quickly.

17 MR. ADAM P.: Yes ma'am. Thanks to God.

18 BOARD MEMBER SANDI DOHERTY: I make a motion
19 that we approve this.

20 CHAIR ANDY ALTOM: We have a motion from Sandi
21 to approve the request. Is there a second?

22 BOARD MEMBER ANDREW WATSON: I'll second the
23 request.

24 CHAIR ANDY ALTOM: Any discussion? Questions?
25 All in favor say aye.

1 (CHORUS OF AYES)

2 CHAIR ANDY ALTOM: Any opposed?

3 BOARD MEMBER CHARLES FLYNN: I abstain.

4 CHAIR ANDY ALTOM: Charles abstains.

5 Congratulations.

6 MR. ADAM P.: Thank you.

7 MS. MAGGIE PEELER: Thank you.

8 MR. ADAM P.: Thank you all.

9 CHAIR ANDY ALTOM: You're welcome.

10 Have a good one.

11 MR. ADAM P.: Thank you, you too.

12 Speaker 6: Okay, number 27. I'm sorry.

13 PERMISSIONS TO WORK WITH CHILDREN, 17. TIANNA S.:

14 CHAIR ANDY ALTOM: 17?

15 Speaker 6: 17. The last one.

16 CHAIR ANDY ALTOM: Just since you had

17 (Inaudible Crosstalk).

18 MS. EBONY RUSS: Number 17. Middlecreek

19 recently, I understand, the applicant had to be

20 hospitalized last night so she was unable to attend.

21 And they are requesting that she be moved to the June

22 meeting.

23 CHAIR ANDY ALTOM: I'll make a motion that we

24 approve the request to move it to the June 29th

25 agenda.

1 BOARD MEMBER ANDREW WATSON: Second.

2 CHAIR ANDY ALTOM: A second from Andrew. All in
3 favor say aye.

4 (CHORUS OF AYES)

5 CHAIR ANDY ALTOM: Any opposed? Okay. Number
6 18.

7 MS. EBONY RUSS: 18 through 21 are no longer
8 needed.

9 ITEM I. EXHIBIT A:

10 CHAIR ANDY ALTOM: Oh, that's right. So next up
11 is the consideration of exhibit A that all the board
12 members got mailed, emailed to them earlier in the
13 week. Or actually last week. Do we have a motion to
14 approve exhibit A?

15 BOARD MEMBER CHARLES FLYNN: I make a motion we
16 approve exhibit A.

17 BOARD MEMBER BEVERLY FOTI: Second.

18 CHAIR ANDY ALTOM: We have a second. Any
19 discussion? All in favor say aye.

20 (CHORUS OF AYES)

21 ITEM II OTHER BUSINESS:

22 CHAIR ANDY ALTOM: Any opposed? And then next
23 up for other business, this Fort Smith Children's
24 Shelter.

25 Speaker 6: Are they here? Amy? Amy and

1 Jeremiah (Inaudible). I saw her outside.

2 MS. EBONY RUSS: Yes. Have a seat. I'm Ebony
3 Russ, program manager for the licensing unit, and
4 today we have here MS. Ami Curry, and we have
5 Jeremiah Hays from the Fort Smith Children's
6 Emergency Shelter. So I'm actually glad that they're
7 here because we had a lot of discussion going back
8 and forth, and I'm not totally sure that we actually
9 need a board request on this. So I'll read through
10 and then I'll have them explain what they're wanting
11 to do with their agency.

12 The Fort Smith Children's Emergency Shelter is
13 making a request to operate their physical building
14 located at 3015 South 14th Street in Fort Smith as a
15 transitional living program with the capacity of four
16 residents with the potential to increase to eight
17 youth that would house four males and four females.
18 The agency was previously board-approved to have a
19 transitional living license. They already have a
20 transitional living license that was approved in
21 April of 2020. At that time, the board approved for
22 this agency to operate the transitional living
23 license for 24 residents ages 18 to 21. The location
24 of their license has been utilized at the
25 agency's -- It's the GetREAL24 program?

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MS. AMI CURRY: Yes.

MS. EBONY RUSS: GetREAL24 program, this apartment complex which is adjoining the shelter. So you can walk through --

BOARD MEMBER: (Inaudible) Yeah.

MS. EBONY RUSS: Walk through the fence to get to their property. I completed a complete walkthrough of both the 3015 South 14th Street and the adjoining property, which is 1421 Dallas Street. Currently only six foster children are currently there?

MR. JEREMIAH HAYS: Yes, at GetREAL.

MS. EBONY RUSS: At the GetREAL program. There were no citations noted. Both buildings appeared to be very clean and there were no safety hazards. So the licensing would be in support of their request to obtain a transitional living license for their actual building of 3015 South 14th Street. And just to kind of talk it through -- So the GetREAL24 program is where they have the transitional living apartment complex. So I'm thinking that program should actually have the transitional license. That should be a separate license. If you look through on their current license, they have a transitional living license that's tied to the 3015 address. So I'm not

1 sure -- does that include all of the property?

2 CHAIR ANDY ALTOM: Beverly how did your Youth
3 Home have different locations. Can you explain how
4 you do it?

5 BOARD MEMBER BEVERLY FOTI: Well, it's been done
6 in there --

7 CHAIR ANDY ALTOM: Or how it has been done, how
8 it could be done.

9 BOARD MEMBER BEVERLY FOTI: Overall, we are
10 licensed for 54 psychiatric residential treatment
11 beds. Attached to that license is another license
12 for six residential beds for one house on campus. We
13 have two other residential houses that have separate
14 licenses on the same campus. So it's been done every
15 which way.

16 CHAIR ANDY ALTOM: Okay.

17 BOARD MEMBER BEVERLY FOTI: Depended on who was
18 doing it, essentially.

19 BOARD MEMBER BEVERLY FOTI: Were you here when
20 they applied for this license? Did you (Inaudible)?

21 CHAIR ANDY ALTOM: We didn't come down here, we
22 Zoomed.

23 MS. EBONY RUSS: So for their -- Actually the
24 building where they currently have the shelter or as
25 it's titled the Children's Emergency Shelter, they

1 are wanted to convert that into a transitional living
2 program and initially house four male residents. Is
3 that correct?

4 MS. AMI CURRY: Yeah.

5 MS. EBONY RUSS: And then also they want the
6 potential to make that -- increase that amount to
7 eight youth, which will house male and female.

8 MR. JEREMIAH HAYS: I don't know if it matters.

9 MS. AMI CURRY: That doesn't really matter. You
10 know, we have two separate hallways. It's a very
11 nice large facility. So we have eight bedrooms.

12 CHAIR ANDY ALTOM: You have eight beds in the
13 facility?

14 MS. AMI CURRY: Eight bedrooms, and we have 16
15 beds right now, but we're going to remodel all the
16 rooms. So eight separate bedrooms; four per hall.

17 CHAIR ANDY ALTOM: You shouldn't worry about
18 whether it's four or eight, right? You'd be
19 licensing the facility that has --

20 MS. EBONY RUSS: Let me finish reading this.
21 According to our minimal licensing standards in
22 section 800, 803.1 states: each living unit should
23 have a bedroom, a kitchen -- Is that the right one?

24 MS. AMI CURRY: Yeah. Transitional. It's
25 called transitional here. Right? But supervised

1 independent living, SIL, is the contract.

2 CHAIR ANDY ALTOM: I know that matter. I just
3 want to make sure that --

4 MS. AMI CURRY: I mean, it's the same.

5 MS. EBONY RUSS: No, so we would -- we license
6 the residential aspect of it.

7 MS. EBONY RUSS: Let me start over. So there
8 are two sections in section 800 that I wanted to kind
9 of review. So section 800, 803.1, each living unit
10 should have a bedroom, a kitchen, and other standard
11 features for living independently. Any exceptions,
12 for example, laundry arrangements, shall be noted in
13 the case plan or accompanying -- I'm missing a page.

14 MS. AMI CURRY: Oh, was it? Yeah. See or that
15 one -- before residents.

16 MS. EBONY RUSS: Okay. Or accompanying
17 documentation. And then also it states on section
18 803.12: each living unit shall be occupied by members
19 of the same gender. So, now you're not going to do
20 the --

21 MS. AMI CURRY: Well, it could be all males. I
22 mean, males and females might be good just based on
23 need. But our thing is it's just one building. It's
24 home-like, but there's a boy's hall and a girl's hall
25 right now. So it's one huge --

1 CHAIR ANDY ALTOM: Kitchen with a dining room in
2 the middle.

3 MS. AMI CURRY: Yeah, we have a -- no.

4 CHAIR ANDY ALTOM: That's off its own wing?

5 MS. AMI CURRY: Yeah. Our thing was, it just
6 says that there should be no more than four residents
7 in a living unit. So it's really one living unit,
8 but it's definitely big enough to hold eight. So
9 that's where we're coming from with the four versus
10 the eight.

11 MS. EBONY RUSS: And so licensing, we're saying
12 that if they do want to house women or females, there
13 has to be some type of separation, from my
14 understanding.

15 CHAIR ANDY ALTOM: And would it have a kitchen
16 unit for both sections?

17 MS. EBONY RUSS: So that's where the discussion
18 came. So it is going to cost them a great deal
19 amount of money if they do any modifications, if they
20 want to go the route of having males and females.

21 MS. AMI CURRY: So what if it is all males or
22 all females?

23 MS. EBONY RUSS: If it's all males, then I don't
24 think there should be an issue.

25 CHAIR ANDY ALTOM: But, I don't know.

1 MS. AMI CURRY: I thought, well, what about
2 four? That would --

3 CHAIR ANDY ALTOM: But four, that's the number
4 part as well.

5 MS. AMI CURRY: Yeah, that's what --

6 BOARD MEMBER BEVERLY FOTI: Four for kitchen? I
7 mean, you'd have to have a kitchen thing and
8 everything for every four.

9 CHAIR ANDY ALTOM: Yes.

10 MS. AMI CURRY: And that's what we're kind of
11 trying to bypass.

12 CHAIR ANDY ALTOM: I don't think you could do
13 that.

14 BOARD MEMBER BEVERLY FOTI: You couldn't do that
15 according to this, you have to have it separate so
16 they can cook, they can do whatever.

17 MR. JEREMIAH HAYES: The range in there is
18 pretty big.

19 MS. AMI CURRY: Yeah, we have a huge upgraded,
20 modern, nice kitchen.

21 CHAIR ANDY ALTOM: It's not so much about how
22 big the kitchen is, but the spot to use it.

23 MR. JEREMIAH HAYES: There's plenty of space --
24 (Inaudible Crosstalk)

25 CHAIR ANDY ALTOM: Would this be an issue where

1 you license four and request an exemption to get four
2 more?

3 MS. AMI CURRY: Yes. That's pretty much --

4 BOARD MEMBER CHARLES FLYNN: Is that not a
5 (Inaudible Crosstalk)

6 CHAIR ANDY ALTOM: Yeah, we have the privilege
7 to not do that. I know we have had some people that
8 sought to get a license done (Inaudible Crosstalk).

9 MS. AMI CURRY: Without hoping to have to spend
10 \$200,000 to \$300,000 to have to build another kitchen
11 and laundry facility and dining room.

12 CHAIR ANDY ALTOM: You know, I think four is
13 kind of the standard. I have this (Inaudible
14 Crosstalk) program --

15 BOARD MEMBER DAWN JEFFREY: You're in a group
16 home setting. It's not really learning independence
17 and how to care for yourself.

18 CHAIR ANDY ALTOM: I've just done a program in
19 North Carolina. Everybody is on a separate floor
20 than the kitchen.

21 MR. JEREMIAH HAYES: So our, our idea is to make
22 it more of like a dormitory style. Like we really
23 kind of push university style learning and things
24 like that on campus. They, the kids, identify with a
25 Greek life and things like that. So what our goal is

1 to make that freshman dorm, freshman hall, and they
2 only stay there for enough time to learn some life
3 skills and exhibit that they can -- they can show
4 that they can do those life skills and then move them
5 to the next stage relatively quickly, in six months.

6 MS. AMI CURRY: They will, the new kids, in the
7 new freshman hall or whatever we're calling it, will
8 be level twos, all level twos, as far as contract
9 requires. So they are a little bit higher need, but
10 after three to six months, like you said, their goal
11 is to get to their own apartment around the corner.

12 MR. JEREMIAH HAYES: Should be level one.

13 MS. AMI CURRY: Yeah, those will be level ones.
14 But we would have a live-in staff, a separate life
15 coach, and we were talking about building a wall
16 where we could separate the two hallways where each
17 hallway never sees each other, whether it's all males
18 or males and females, just so it could feel like two
19 separate living units. But we were hoping in the
20 end, if we could ever take eight, that they could do
21 a shared kitchen, dining room, and laundry facility.
22 That's what we're wanting. The hope is to serve as
23 many kids as we can, but to not have to do capital
24 campaign to raise hundreds of thousands of dollars.

25 CHAIR ANDY ALTOM: Is there a possibility to

1 provide two separate schedules for programming for
2 the common use areas? You're talking about
3 separating the facility with a wall --

4 MS. AMI CURRY: Yeah.

5 MR. JEREMIAH HAYES: We talked about with
6 (Inaudible)

7 BOARD MEMBER DAWN JEFFREY: Talking about y'all
8 use the kitchen, this foursome uses the kitchen in
9 this time. That's the other room, it's their
10 kitchen.

11 CHAIR ANDY ALTOM: Right, so if licensing were
12 to show up then they could look at a schedule. This
13 is supposed to be a time that only this group should
14 be in the kitchen, when you have co-mingling of it,
15 then you'd be out of compliance, right?

16 MS. EBONY RUSS: Right. We could do that. But
17 honestly, my concern is if you guys go with male and
18 females, the possibility of allegations that may
19 arise, if there's no concrete separation in that type
20 of facility.

21 CHAIR ANDY ALTOM: But even in this, I think you
22 want more separation than just saying -- Because
23 they're going to be intermingling in the living area,
24 they'll be mingling everywhere else, unless there's
25 two distinct sections. It's just going to be, like

1 you say, it's going to be a dormitory for eight
2 people.

3 MS. AMI CURRY: Yeah.

4 CHAIR ANDY ALTOM: So they would've had their
5 own --

6 MR. JEREMIAH HAYES: -- different transitional
7 standard.

8 MS. AMI CURRY: Yeah. The way that we have it
9 divided, if we were able to build a wall-build a
10 wall, build something to divide it-they would all
11 have their own large living areas. Each section.

12 CHAIR ANDY ALTOM: And then, how would they
13 access the kitchen in that area?

14 MR. JEREMIAH HAYES: We'd set up another wall,
15 their own wall, with their own access control, but
16 they couldn't access each other's side.

17 MS. AMI CURRY: With badges. We have these
18 badges. So there'd be a wall built with doors and
19 they could use separate -- we have about six outside
20 entrances. I think they would use separate entrances
21 at all times. And again, if it needed to be all
22 males for anything to be approved, that's fine with
23 us. We know for sure these first four are going to
24 be males because that's just where the need is.
25 Again, we've had our other program open for almost

1 five years and so we think the males are definitely
2 the higher need and more greater numbers. So I think
3 we could definitely fill the beds with eight males as
4 well, and we could still separate them. Build some
5 separation in there to make it feel like two separate
6 units.

7 BOARD MEMBER DAWN JEFFREY: When you say a dorm,
8 that's a whole different claim than a pod of four.

9 MR. JEREMIAH HAYES: Sure.

10 Board Member: A dorm living is completely
11 different.

12 MS. AMI CURRY: Quad dorms. I don't know.

13 MR. JEREMIAH HAYES: I don't know. There's lots
14 of different styles of dorms, so I'm not sure. I
15 mean, I lived in a dorm that had kind of a quad of
16 four and had common living in a shared quarter. So
17 that's just the philosophy that we found to be the
18 most successful because every kid that comes on
19 campus wants to have a college experience. So if you
20 give them that freshman hall type of dorm experience,
21 they can buy into that. Our older members or more
22 senior members, we've talked about big brother and
23 big sister type things. And I know that we're
24 talking about having male only, or female only, but I
25 do see the need for both sides. Because, as it's

1 feeding into the level ones, it's going to end up all
2 of our level ones are going to end up probably being
3 one sex. I just don't know if that -- I mean, we
4 could do that for sure, but we've had success with
5 both genders.

6 CHAIR ANDY ALTOM: But you're trying to take the
7 transitional license and do something different with
8 it than it was designed to be done. I mean, what
9 you're describing there is different than the --

10 MR. JEREMIAH HAYES: I don't know if anyone's
11 done it in the state, I'm not sure, but I guess it
12 would be different, sure.

13 CHAIR ANDY ALTOM: You could do what you're
14 doing and it would be licensed. These are 18 year
15 olds. So you know that -- except that you have to
16 have a license to get the contract.

17 MS. AMI CURRY: Yeah, of course.

18 CHAIR ANDY ALTOM: There's a man that operates a
19 program Northwest Arkansas without a license that
20 works for this age group, but it doesn't depend on
21 DCFS contracts.

22 MS. AMI CURRY: Yeah. We've already talked with
23 contracts. I mean that will be definitely part of
24 our survival.

25 BOARD MEMBER BEVERLY FOTI: 'Cause it is

1 transitional living. It's not a dormitory.

2 CHAIR ANDY ALTOM: It is transitional living,
3 yes.

4 BOARD MEMBER BEVERLY FOTI: That makes a huge
5 difference.

6 MS. AMI CURRY: They will have one on one
7 (Inaudible Crosstalk).

8 Board Member: Listen, I was following along and
9 doing good until you threw in the word dormitory and
10 then (Inaudible Crosstalk).

11 MR. JEREMIAH HAYES: They aren't like you and I
12 (Inaudible Crosstalk).

13 BOARD MEMBER BEVERLY FOTI: I was at
14 Fayetteville my freshman year and they already had
15 coed dorms even back then.

16 CHAIR ANDY ALTOM: They stopped. They were
17 probably still one hallway.

18 BOARD MEMBER BEVERLY FOTI: Oh they were, yeah.

19 CHAIR ANDY ALTOM: One was female and one was
20 male.

21 MR. JEREMIAH HAYES: So there'll be a
22 residential assistant.

23 MS. AMI CURRY: Yeah, and then also a life coach
24 that will work over there, eight hours a day.

25 CHAIR ANDY ALTOM: Are they going to live there?

1 MS. AMI CURRY: The RA? Yes.

2 CHAIR ANDY ALTOM: Ami, I'm trying to picture
3 what your suggestion is, and that is that they would
4 do it with shifts, but in transitional living, you
5 don't need in shifts. That's the whole idea. I've
6 come in, I'm going to go heat me up some Ramen
7 Noodles now and not wait until it's MY time to do it.

8 MS. AMI CURRY: Yeah, we're going to have
9 microwaves and mini fridges in each of their
10 bedrooms. We're going to pull out both beds, put a
11 nicer bed, give them a futon. They have TVs in
12 there.

13 CHAIR ANDY ALTOM: I want y'all to do it. I'm
14 just trying to grasp how we do it within the confines
15 that we already have across the board.

16 MR. JEREMIAH HAYES: The young adults that we
17 work with, I would say 90% of the time, they're not
18 cooking. So the times that we're giving them to
19 cook, that's whenever we're doing some life skills
20 and some hands on and as they progress to senior
21 level they start cooking more. At this level, it's
22 like you said, it's going to be Ramen Noodles.

23 MS. AMI CURRY: The kids he's talking about --

24 CHAIR ANDY ALTOM: The expectation though, is
25 that we provide that space.

1 MS. AMI CURRY: They would definitely have
2 family cooking time and all that.

3 CHAIR ANDY ALTOM: So this diagram here is a
4 good example of what (Inaudible Crosstalk) --

5 MS. AMI CURRY: Yeah, there you go. The pink
6 and blue would be how we'd separate it.

7 CHAIR ANDY ALTOM: So you're telling me if the
8 rooms had hot plates or microwaves or something like
9 that, with mini fridges, like most of us in college
10 had, and then you did your life coaching and that
11 type stuff in your kitchen, and then it had
12 opportunities for dining-not only just to eat, but to
13 also teach all skills, life skills on.

14 MS. AMI CURRY: Yeah. That dining room would
15 probably be the place where most of the skills
16 classes are.

17 CHAIR ANDY ALTOM: Sure, in the office area.

18 MS. AMI CURRY: Yeah.

19 CHAIR ANDY ALTOM: Then you're looking at, you
20 would basically you would be sharing or have on a
21 schedule your kitchen use, dining use, laundry. I
22 understand the intent of the license, but I also
23 think that -- what does the state need? You have --

24 BOARD MEMBER DAWN JEFFREY: We need some of
25 everything.

1 MS. AMI CURRY: We've talked to everybody,
2 (Inaudible) included. We know there's a need,
3 again we want to service as many as we can. We have
4 a nice facility. It's a QRTP right now, but we're
5 stopping those services June 30th.

6 MS. EBONY RUSS: But as far as licensing, we
7 really need to know is there going to be some
8 separation if they decide to eventually have -- wait,
9 I don't think it matters at this point, an additional
10 four youth. I see this, I get this.

11 MS. AMI CURRY: So are you saying that-let me
12 just clarify-if it's eight boys -- If y'all were to
13 say y'all can take eight, we would have to not, we
14 wouldn't have to build any wall? Or we still would,
15 but --

16 MS. EBONY RUSS: No, I just learned that you do
17 need some separation still because it's four per
18 living area.

19 MS. AMI CURRY: Okay. Yeah.

20 MR. JEREMIAH HAYES: That's separation, or just
21 add kitchen and laundry?

22 CHAIR ANDY ALTOM: I think it's the separation.

23 MS. AMI CURRY: To make it feel like two
24 separate living units.

25 CHAIR ANDY ALTOM: That's right, that's what

1 Charles and some of them are saying. I'm kind of on
2 this fence of, I think as long as you can show a
3 scheduling of common use areas and then you have
4 something that kind of achieves the whole purpose of
5 the transitional. I think it's possible.

6 MS. AMI CURRY: I think that the main factor of
7 it is that you have to think it as short term.
8 Again, this is not where they're living from 18 to
9 21. If they have to be there more than six months,
10 something's not going right, and they're probably not
11 going to move up to our apartments. This is going to
12 be show us you can do this, this, this, and some may
13 get out of here, what in a month or two? And go have
14 their own apartment and that's going to be their
15 goal.

16 BOARD MEMBER CHARLES FLYNN: There is no license
17 at just six, six months. Once you have a license, if
18 you need to make it two years, you can do that.
19 'Cause the license does not differentiate, and
20 that can change in the next six months, what
21 your program is, too.

22 MS. EBONY RUSS: Right, and if they do
23 decide -- I keep going to this -- if they do decide
24 to have females, it takes 24 hours for allegations.
25 It doesn't matter if it's short term. We see it all

1 the time. And so I'm just really trying to be
2 careful as far as the licensing part is concerned.

3 BOARD MEMBER ANDREW WATSON: I'm tracking with
4 you on the female part, on mixing the sexes in there.
5 I don't care if you got a wall in between or not
6 (Inaudible Crosstalk).

7 MS. AMI CURRY: Break through that wall.

8 BOARD MEMBER ANDREW WATSON: Singular wall.
9 Yeah. But as far as licensing and rules,
10 I've got my mindset and my opinion, but what do the
11 rules say about males, females in the same area and
12 how they're supposed to be divided or does it spell
13 it out?

14 MS. EBONY RUSS: Well, it actually said that it
15 just needs to be four per living unit and they cannot
16 mix. So they currently --

17 BOARD MEMBER ANDREW WATSON: Four, doesn't
18 matter if they're male or female, right? Just the
19 four.

20 MS. EBONY RUSS: They currently operate the
21 apartment complex in which they -- I don't know how -
22 - I don't know if the males are on the bottom, but
23 they do have, have had males and females at their
24 property. But it's one per unit, correct?

25 MS. AMI CURRY: Yeah.

1 MS. EBONY RUSS: So there haven't been any
2 issues with that. Back to what the standards
3 indicate is that each living unit shall be occupied
4 by members of the same gender. So if they're going
5 to have this blue side for males -- be all males
6 can't have any girls in here. And then this side
7 here, all females.

8 BOARD MEMBER CHARLES FLYNN: But if we're going
9 to stick to the rules, do the rules state that they
10 should have each unit has their own kitchen area.
11 Right?

12 MS. EBONY RUSS: Correct.

13 BOARD MEMBER CHARLES FLYNN: So if we're
14 sticking with the rules and that's what we would use.

15 MS. AMI CURRY: Yeah. That's the part we're
16 trying to iron --

17 BOARD MEMBER ANDREW WATSON: I am absolutely
18 with you this on this. It is -- that would be a
19 ticking time bomb to put males and females in that
20 same pod or building or whatever you want to call it.
21 Even if it has a wall, even if it has a badge, it's a
22 ticking time bomb. And to me you want be above
23 reproach. You want your program to be above reproach
24 on something like that. And you're right, all it
25 takes is one time.

1 BOARD MEMBER CHARLES FLYNN: The program I'm
2 most familiar with has a very good program. It has
3 two story apartments for four on top of four. And I
4 think you'd have guys here and girls here. I mean,
5 you're just talking from here to there between the
6 (Inaudible Crosstalk).

7 MS. AMI CURRY: If two kids want to hook up,
8 they're going to do it somewhere else.

9 BOARD MEMBER ANDREW WATSON: Yes. It's a common
10 area. And that particular place has another unit,
11 but it's a common area, which you can congregate, but
12 it's not a living space. So I think that's the
13 difference. Walking out in pajamas and going kitchen
14 and not being properly dressed. All those kinds of
15 issues can come. I wouldn't have a problem with what
16 you're talking about if they don't have to cross
17 paths in the common space.

18 BOARD MEMBER BEVERLY FOTI: Sounds like you're
19 going to have build little kitchenettes.

20 BOARD MEMBER CHARLES FLYNN: I was wondering in
21 a multipurpose room, if you couldn't do something
22 nicer than just a microwave and refrigerator.

23 MR. JEREMIAH HAYES: Well I don't know what that
24 is for sure, but I don't see why we couldn't.

25 BOARD MEMBER ANDREW WATSON: I don't know

1 nowadays there's so many things out there without
2 having to totally build a new kitchen. That might be
3 some options.

4 MS. AMI CURRY: So would it just be, the
5 kitchen? Laundry facilities fine that they would all
6 share our same laundry facility? Or what does it
7 say? (Inaudible Crosstalk)

8 MS. EBONY RUSS: Any exceptions except the
9 laundry arrangements.

10 MS. AMI CURRY: Should have a bathroom, a
11 kitchen -- any exceptions -- example, laundry
12 arrangement should be -- so the laundry could be
13 shared. Is that what you -- That's what that says,
14 right? It's this wording, yet each living unit --

15 CHAIR ANDY ALTOM: Exception to the rule. You
16 have to dog on that as an exception to the rule.
17 Cause the rule is pretty specific.

18 MS. EBONY RUSS: Bathroom, Kitchen.

19 BOARD MEMBER DAWN JEFFREY: It's kind of like
20 you've got a little mini house of four and whatever
21 it takes to sustain those four. That's the way I
22 read it.

23 MS. AMI CURRY: Any exception, example, laundry
24 arrangement, shall be noted in the case plan or
25 accompanying documentation.

1 MS. EBONY RUSS: Again, it's just an alternative
2 for them that maybe they may eventually have females
3 or they may, I'm not sure, if they just want to just
4 completely do all males. So I don't know if that'll
5 make a difference for them, but I don't want to speak
6 for you also.

7 MR. JEREMIAH HAYES: But it doesn't matter
8 according to this, if --

9 BOARD MEMBER DAWN JEFFREY: Right. Even if you
10 got eight, it has to be two different --

11 MS. EBONY RUSS: Two separate living areas.

12 CHAIR ANDY ALTOM: So the coed thing really
13 doesn't matter. It's saying it's got to be two pods.
14 So I guess you could be licensed for four beds in
15 this facility and then you would have to come back.
16 That's when she had (Inaudible Crosstalk) and two
17 pods under one roof.

18 MS. AMI CURRY: And so you guys would, you would
19 approve what a kitchen is? I'm not saying it would
20 be bare minimum, but --

21 MS. EBONY RUSS: They have an industrial
22 kitchen.

23 MS. AMI CURRY: But if we add a kitchen.

24 BOARD MEMBER DAWN JEFFREY: I thought the health
25 department had to come.

1 MS. EBONY RUSS: Would it be the health
2 department?

3 CHAIR ANDY ALTOM: They dock for less than 10
4 pods.

5 BOARD MEMBER DAWN JEFFREY: To me, you're trying
6 to train them, not industrial cook, but in a normal
7 you went in and I got this full burner stove sitting
8 here and a sink and a dishwasher, or I wash my own
9 dishes. And I don't see this mega kitchen set up.

10 MR. JEREMIAH HAYES: Well, I think you can learn
11 the basic skills you need for taking care of food and
12 knife work. And then very quickly, like we said, I
13 know quickly doesn't really matter, but moving to
14 that environment and it's going to be an easy
15 transition. You still have the same life coach. And
16 now you have those basic skills down. You're just
17 applying to your own personal.

18 MS. AMI CURRY: I know when Jack and our board
19 president were looking at the floor plan that our
20 laundry facility's way over here. And they're just,
21 as you can see the big-what's that even called on
22 there? They used our multipurpose room in that back
23 corner, just to do that. I mean, again, they were
24 estimating about \$250,000, because it's going to be
25 so hard to see the plumbing over there. It's just so

1 far over there. The bathrooms aren't there. That
2 was an add-on that big room was an add-on about 17
3 years ago, when I first got there.

4 CHAIR ANDY ALTOM: I don't have it writ -- What
5 does it say about staff? You don't have to have
6 staff on site, do you? I don't remember what the reg
7 says.

8 MS. AMI CURRY: Contract-wise, we had to have a
9 live-in RA and a --

10 CHAIR ANDY ALTOM: As far as the regulations, I
11 don't think you're required to have a staff. I would
12 think it would be so whatever was your contract where
13 you could have one person that could cover both pods,
14 but I don't think that's a regulation.

15 MS. EBONY RUSS: Just case workers. I think,
16 which recall really the same statements.

17 CHAIR ANDY ALTOM: So how long do you think
18 before you're ready to go to more than four?

19 MR. JEREMIAH HAYES: Well, it's according to
20 what we have to do, obviously, but I mean, we could
21 be ready relatively quickly. The staff we have now,
22 they have more case management duties that they can
23 fulfill, more cases they can take on. And I think
24 they're training them already.

25 CHAIR ANDY ALTOM: So you could go to eight this

1 year.

2 MR. JEREMIAH HAYES: So if we had an eight now,
3 go to --

4 CHAIR ANDY ALTOM: -- you go to eight. All
5 right, this here.

6 BOARD MEMBER CHARLES FLYNN: So if we're at
7 eight now, move to 14?

8 CHAIR ANDY ALTOM: Because you are requesting
9 what, four with the possibility of --

10 BOARD MEMBER CHARLES FLYNN: Of a good --

11 MR. JEREMIAH HAYS: Yeah.

12 BOARD MEMBER SANDI DOHERTY: Okay, but the eight
13 would be the second kitchen and all that.

14 BOARD MEMBER CHARLES FLYNN: That's what --

15 Speaker 10: Yeah, so we could for sure take
16 four, July 1.

17 BOARD MEMBER SANDI DOHERTY: I think we're all
18 in agreement with the four --

19 BOARD MEMBER CHARLES FLYNN: Yes.

20 BOARD MEMBER SANDI DOHERTY: -- and the using
21 the license for that piece. I think then if you want
22 to go more than that, what, four for the increase?

23 BOARD MEMBER CHARLES FLYNN: Yes.

24 BOARD MEMBER SANDI DOHERTY: And then you'd have
25 to have the full place to show a new kitchen and

1 whatever.

2 BOARD MEMBER CHARLES FLYNN: Yes.

3 BOARD MEMBER SANDI DOHERTY: But as far as a
4 kitchen, again, I mean, it doesn't have to be
5 industrial grade.

6 MS. AMI CURRY: Yeah, it's just, it's the
7 plumbing. It's --

8 BOARD MEMBER SANDI DOHERTY: It's so --

9 MS. AMI CURRY: -- the plumbing is the big
10 issue.

11 BOARD MEMBER CHARLES FLYNN: Yeah, it could just
12 be a standard residential kitchen.

13 BOARD MEMBER SANDI DOHERTY: Yeah, but they're
14 talking about the plumbing.

15 MR. JEREMIAH HAYS: They'd have to run water and
16 drainage and everything --

17 BOARD MEMBER SANDI DOHERTY: Yeah.

18 Speaker 11: -- in those places.

19 CHAIR ANDY ALTOM: Well, on your pink diagram,
20 it looks like you've got a wall there that's got a
21 shower next to it. So you've got plumbing.

22 MS. AMI CURRY: Which, in the back?

23 BOARD MEMBER CHARLES FLYNN: Yeah, that's a
24 multi-purpose room right there.

25 CHAIR ANDY ALTOM: This is a shower area, this

1 corner. You've got a wall with a shower and you have
2 the potential to put some type of kitchen sink, maybe
3 the stackable washer and dryer in this room.

4 BOARD MEMBER SANDI DOHERTY: Oh, you're talking
5 on that side? Okay. See, we're --

6 CHAIR ANDY ALTOM: On this side of the multi
7 purpose room, then maybe take away your office space
8 and turn that into an RA bedroom or something, I
9 don't know. Or expand your -- it looks like you
10 have some potential in your pink area.

11 BOARD MEMBER SANDI DOHERTY: Oh, okay. See --

12 CHAIR ANDY ALTOM: But it would be a smaller
13 floor plan.

14 BOARD MEMBER SANDI DOHERTY: We were thinking
15 about the blue area.

16 CHAIR ANDY ALTOM: It wouldn't be even steven as
17 far as what the other guys on the other hall have.

18 MR. JEREMIAH HAYS: They won't know this behind
19 the wall.

20 CHAIR ANDY ALTOM: Is this space right here the
21 blue space that was further up there? What is that
22 room?

23 MR. JEREMIAH HAYS: Right now it's just a little
24 game room.

25 CHAIR ANDY ALTOM: But that's right up there to

1 the bathroom there too. You needed to put the
2 kitchenette there, right there. Could you do that?

3 BOARD MEMBER DAWN JEFFREY: We're being a
4 (Inaudible) now.

5 MS. AMI CURRY: Yeah that one's closer to the
6 other kit -- I don't know how we would separate the
7 office from the other kitchen, so that pink side --

8 BOARD MEMBER CHARLES FLYNN: (Inaudible) go back
9 and talk about it.

10 MS. AMI CURRY: Yeah.

11 BOARD MEMBER CHARLES FLYNN: After we approve
12 the four.

13 CHAIR ANDY ALTOM: So the item before the board
14 now is just to approve the four bed.

15 MS. EBONY RUSS: That is correct.

16 CHAIR ANDY ALTOM: And the whole potential to go
17 to eight, that would be another visit back to the
18 board once they have a plan.

19 MS. EBONY RUSS: Correct.

20 BOARD MEMBER CHARLES FLYNN: Though I think they
21 needed this direction before they could go back and -
22 -

23 MS. AMI CURRY: Yeah, so if we can go back and
24 say yes we can get eight beds in the future, but
25 we'll have to do this, this, and this.

1 CHAIR ANDY ALTOM: I know that's a long time. I
2 don't worry about that. What I worry about is the
3 next people who come along and say hey we saw this
4 program down there and we want to copy it and
5 they're --

6 MS. AMI CURRY: And we'll do it well.

7 CHAIR ANDY ALTOM: We have to let everybody have
8 the same privilege to take that house as is. So I
9 gave them a house that's big enough for eight, but
10 we're going to divide this up, put two in here. So
11 we want to be consistent.

12 MS. AMI CURRY: Yeah.

13 MS. EBONY RUSS: So for clarification for the
14 licensing unit, and I'm still going back to the Get
15 Real program, do they need to have their own license
16 --

17 CHAIR ANDY ALTOM: Yes.

18 MS. EBONY RUSS: Okay. And so then we will
19 create, if it's approved, for them to have a
20 transition license with the capacity of four, for
21 this location.

22 BOARD MEMBER SANDI DOHERTY: Yeah.

23 MS. EBONY RUSS: 3015?

24 CHAIR ANDY ALTOM: The tradition for this board
25 would be to give them a regular license and not a

1 provisional license, because they have a license in
2 good standing.

3 MS. EBONY RUSS: Okay.

4 CHAIR ANDY ALTOM: Is that a motion?

5 BOARD MEMBER CHARLES FLYNN: I'd like to
6 proceed.

7 BOARD MEMBER SANDI DOHERTY: I second it.

8 CHAIR ANDY ALTOM: We have a second from Sandi.
9 Any more discussion? All those in favor, say aye.

10 (CHORUS OF AYES)

11 CHAIR ANDY ALTOM: Any opposed?

12 Congratulations, you're halfway there.

13 CHAIR ANDY ALTOM: Of course, everybody else
14 would say well Jack was sitting (Inaudible) concert.

15 BOARD MEMBER BEVERLY FOTI: Did you talk to
16 Jack?

17 CHAIR ANDY ALTOM: I did. But I just saw his
18 face.

19 BOARD MEMBER BEVERLY FOTI: He retires tomorrow.

20 CHAIR ANDY ALTOM: Does he really? I did not
21 know that.

22 BOARD MEMBER BEVERLY FOTI: I'll be the new Jack
23 (Inaudible).

24 CHAIR ANDY ALTOM: All right.

25 BOARD MEMBER BEVERLY FOTI: Some type of

1 program.

2 CHAIR ANDY ALTOM: Please reach out to any one
3 of us if you have questions.

4 MS. AMI CURRY: Okay. Okay.

5 BOARD MEMBER CHARLES FLYNN: Appreciate that.

6 GROUP: (Inaudible Crosstalk)

7 ITEM II. OTHER BUSINESS b:

8 CHAIR ANDY ALTOM: Next up is presentation
9 appeal. PRLU PRTF updates.

10 MS. EBONY RUSS: (Inaudible) of the board
11 (Inaudible), I just have an update. PRLU. So
12 the licensing unit did place (Inaudible) services on
13 a form for (Inaudible) action. So we are working
14 with that agency. They canceled issues with racial
15 divisions, but we are working with that agency. So I
16 just wanted to let you guys know for the record, that
17 that agency is on corrective action.

18 Sharra Litzey: Do we need to wait for
19 Charles?

20 CHAIR ANDY ALTOM: No he said we can go ahead
21 and start.

22 Sharra Litzey: Okay. I'm Sharra Litzey.
23 I'm one of the program manager for the Placement of
24 Residential Licensing Unit. President and CEO,
25 Charlotte Lockhart and Clinical Director MR. Jackson

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parameter Forrest City.

The Placement of Residential Licensing Unit recommends a letter of reprimand for continued failure to comply with minimum licensing requirements in the areas of behavior management, ratio and supervision, inspections, investigations, and the corrective action. The board shall have the power to deny any application to operate a child welfare agency or to revoke or suspend a previously issued license to operate a child welfare agency. The board may also issue letters of reprimand or caution to a child welfare agency. If the agency does not substantially comply with the minimum licensing standards, a probationary license may be issued by the child welfare agency review board. A probationary license may be issued to an agency that has not maintained compliance with minimum licensing standards, but the board believes that the compliance can be restored and subsequently maintained. The license may be issued for up to one year at the discretion of the board.

So I want to summarize some of the issues that have transpired there. In the section 905.4 under Behavior Management, the following actions shall not be used: lewd or obscene language, letter G: physical

1 injury or threat of bodily harm. Regulation 905.9
2 states that physical restraints shall be performed
3 using minimal force and time necessary. Regulation
4 905.10 states that physical restraints shall be
5 initiated by staff trained by certified instructors
6 in a nationally recognized curriculum, and only to
7 prevent injury to the child, other people or property
8 and shall not be initiated solely as a form of
9 discipline. There have been eight citations issued
10 to the facility for failure to comply with behavior
11 management minimum licensing requirements since
12 September 2021.

13 Section 907.2 and section 1000.7.2: Ratios and
14 Supervision, child-caring staff be responsible for
15 providing a level of supervision, care, and treatment
16 necessary to ensure the safety and well-being of each
17 child and the facility, taking into account the
18 child's age, individual differences, and abilities
19 surrounding circumstances, hazards, and risk.

20 Regulation 907.3 states the staff:child ration shall
21 be at least 1:6 during waking hours, and 1:8 during
22 sleeping hours. There have been ten citations issued
23 to the facility for failure to comply with ratio and
24 supervision minimum licensing requirements since
25 September 2021, that have resulted in elopements and

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residents being physically harmed.

Section 109.G: Unprofessional Conduct states unprofessional conduct is the practice of child welfare activities. Child welfare activities shall include but not be limited to the following: engaging in behavior that could be viewed as sexual, dangerous, exploitative, or physically harmful to children. There have been three citations issued for failure to comply with unprofessional conduct minimum licensing standards in April 2022.

The licensing unit met with the administrators of this agency to discuss the increased number of incidents, complaints resulting in injuries, elopements, and sexual activity amongst peers and inappropriate behavior guidance. The agency has retrained staff, but incidents have continued to occur. In response, the licensing unit extended their original corrective action agreement that began in July 2021, and it was set to expire in January 2022. The licensing unit decided to extend that corrective action agreement until April 2022, but during that time incidents have continued to happen. So attached are a list of incidents that have occurred at the facility.

During the meeting with the administrators, the

1 agency discussed possibly conscious discipline for
2 the program, and the agency is interested in pursuing
3 that for their staff members. We discussed reduction
4 of their number of residents that they are taking in.
5 We discussed possibly bringing in some consultants to
6 work with the staff in the event when there is an
7 issue where a hole may be used, they may be able to
8 bring in someone to consult in those specific
9 situations. We discussed the number of full time
10 staff they have and when they're divided and when
11 there are incidents, the ability to remove everybody
12 from that situation so there is not a crowd. So that
13 is some of the things we discussed with the agency.

14 CHAIR ANDY ALTOM: Is the agency doing any of
15 that? Or --

16 MR. JACKSON: We have been doing our response to
17 the corrective action plan, and the few that we've
18 gotten until May 10. We've halted our admissions.
19 We've also hired an additional Assistant Program
20 Manager on the floor, another Program Manager,
21 Assistant Program Director, we are also very
22 interested in conscious discipline but are also
23 looking at the training (Inaudible) so we can look at
24 that as more of a curriculum based therapeutic
25 program. We also looked at improving employee

1 morale, with some employee morale programs. We had a
2 social work day last month. Tomorrow we're having
3 Therapist's Day and we're going to be doing that to
4 kind of let the staff know that we care about them,
5 and of course a happy staff includes better care for
6 our kids.

7 We also talked with our corporate office, and
8 our marketing offices, all looking at admissions,
9 looking at changing some of our requirements to get
10 into our facility and our program. We're going to
11 slow down our amount of referrals that we say yes to.
12 That way we're not taking any kind of disorder or
13 diagnosis at all. No exception. Looking at raising
14 the minimum IQ to the 70s or 75. So we're doing a
15 lot of those things. We have a day in the
16 (Inaudible) that also includes our (Inaudible)
17 director. She's not here right now. And (Inaudible)
18 our facility.

19 Of course I'll see a lot of our regular nursing
20 program director. We'll meet daily, look at kids.
21 We have a list of kids right now that, you want to
22 give everyone a chance but, you start with
23 (Inaudible). We're not holding on to them as much as
24 we did. And we're looking at the criteria for that.
25 We've been meeting weekly with the DHS. We do have

1 another set of kids that, and they are kids that
2 routinely are involved in all these incidents, that
3 have been there for several months, and there was no
4 where for them to go. Of course we're not putting
5 them on the street. So when a kid is there, beyond
6 60-90 days, and they know they were supposed to leave
7 but there's no end in sight for them, they're going
8 to have a lot of these issues.

9 We've been very transparent about our facility.
10 You know, it is what it is. We have a old facility,
11 but we keep it clean. And oh, we are constantly
12 working with our door company to reinforce the doors
13 that kids kick through. We repair the doors every
14 time, which is cost lots of money to get them paid of
15 course. And so, every time that Chelsea, staff come
16 and take everything in, and assess it and put it to
17 use in addition to things that we're doing to make
18 sure that the safety of our facility is better and so
19 we don't get a reduction or these citations.

20 CHAIR ANDY ALTOM: So when it comes to your
21 Director of Staff, how are you staffed? Do you have
22 available staff? Or are you having to (Inaudible),
23 are they having to work extra shifts? Because I know
24 that the Great Resignation has hit us all.

25 MR. JACKSON: It has.

1 CHAIR ANDY ALTOM: I would assume it has hit you
2 as well.

3 MR. JACKSON: It has.

4 CHAIR ANDY ALTOM: How is that holding up?

5 MR. JACKSON: It's touch and go. That's why
6 we've halted our census. What we do is we don't
7 allow if someone does work over, they can't work like
8 two shifts in a row. We won't allow them to do that.
9 Unless it's leadership. I got off last night at
10 9:45. We step in. Also, our staff like therapists
11 (Inaudible) will be on the floor. Like one of my
12 therapists was there with me as well. So we've
13 included them into the bonuses, incentives, we'll
14 make sure, like tonight, I worked late last night so
15 I won't work late tonight, to make sure I'm not
16 fatigued. And I'm less likely to make mistakes.

17 Our HR Director, weeks ago she went to a job
18 fair in Jonesboro, so she constantly trying to
19 recruit, and get help from our talent acquisition
20 agent from corporate, and offer incentives if you
21 bring somebody in, and they are a good employee they
22 like 90 day, we'll have a cash incentive for them.
23 So we're trying to recruit and make sure people are
24 (Inaudible). We're also (Inaudible) checking in, our
25 (Inaudible) director we're still we got home access.

1 Wish y'all was on that camera. And we appreciate you
2 guys. So we're making a very long day, it's more
3 intensive oversight than it was. From 1:00 in the
4 morning to 1:00 during the day. Of course we all
5 know in 2022, Big Brother's watching people's
6 behavior naturally change. So that's some of the
7 things we're doing.

8 CHAIR ANDY ALTOM: So since you've increased all
9 that, have you seen any difference?

10 MR. JACKSON: Yes, we have. Overall,
11 unfortunately these situations, some of them have
12 been isolated and I'm trying to minimize them. It is
13 what it is. But overall, we have. The quality of
14 the staff that we have, the compliance.
15 Unfortunately those things have been happening, but
16 overall I've seen an improvement. But of course
17 there's room for more improvement.

18 MS. CHARLOTTE LOCKHART: And I can also say,
19 I've been there a year, my year anniversary was
20 yesterday, and there has been a big turnaround. You
21 can ask Josie, you can ask (Inaudible), it's like MR.
22 Jackson said, we have made strides and we have bigger
23 strides to take, but we are turning around. We are
24 in Forrest City. The pool of applicants is just like
25 the bottom of the barrel. And we're not at the

1 bottom of the pay grade. If we get a qualified
2 applicant, they can't pass the drug screen, or they
3 can't pass the (Inaudible), so it's a lot of things
4 that take place. We recruit as far as Jonesboro,
5 even Little Rock. I live here in Little Rock, so I
6 drive an hour and a half one way each day just to get
7 to Forrest City. And we're recruiting in Little
8 Rock, but we're recruiting in Memphis and other
9 areas. It's just hard to get good (Inaudible).

10 MR. JACKSON: I've been there. My third year
11 was this month as well, and I live in Memphis so, and
12 I was recruited from Georgia so, it is hard to get
13 people in that area and we're constantly strategizing
14 with our home office on how to get qualified
15 applicants there, and making sure we empower them
16 that we can lead by example. And we have also not
17 gone below our standard. Back in the old day,
18 exceptions were made. People (Inaudible) you there.
19 We turned away from that. And that's why we seeing
20 some of these (Inaudible) it used to be, well we need
21 a body so we're going to make exceptions.
22 (Inaudible). The fact of it is, it's hard. So if I
23 have to work 2-3 days a week, if we have to work
24 late, we just have to do it. We have to do it.

25 CHAIR ANDY ALTOM: How many staff do you have

1 that have been around longer than three years or four
2 years?

3 MR. JACKSON: You have a good bit. I don't know
4 the exact numbers to be honest off the top of my
5 head, but --

6 CHAIR ANDY ALTOM: (Inaudible) instability and -
7 -

8 MR. JACKSON: Yeah. I don't know, as far as the
9 records. All I know is that turnover's high. So we
10 look over each department, you'll have longevity that
11 will be different. Without the records of staff, I
12 don't know that number. I'm sure it's not like 50%,
13 but it's not zero either.

14 CHAIR ANDY ALTOM: So we have a recommendation
15 for a letter of reprimand, based on your inability to
16 meet your corrective action plan, your initial
17 corrective action plan. Am I correct?

18 MS. SHARRA LITZEY: The initial, and the
19 continued, the continuation we added some different
20 regulations involving supervision and behavior
21 management.

22 CHAIR ANDY ALTOM: This is basically the second.
23 This is an extension of what we hoped to see get
24 fixed over a period of time.

25 BOARD MEMBER CHARLES FLYNN: So that other was a

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six month --

MS. SHARRA LITZEY: Yes.

BOARD MEMBER CHARLES FLYNN: -- that expired in
January --

MS. SHARRA LITZEY: Yes.

BOARD MEMBER CHARLES FLYNN: -- so it's about 9
months.

MS. SHARRA LITZEY: Yes.

BOARD MEMBER CHARLES FLYNN: So do we have a
motion or --

CHAIR ANDY ALTOM: We don't. We've got a
recommendation from you for it. You want to make a
motion?

BOARD MEMBER CHARLES FLYNN: I'll make that
motion.

CHAIR ANDY ALTOM: We have a motion from Charles
to issue a letter of reprimand to (Inaudible) of
Forrest City. Is there a second?

BOARD MEMBER SANDI DOHERTY: I'll second.

CHAIR ANDY ALTOM: We have a second from Sandi.
Any more discussion? All those in favor say aye.

(CHORUS OF AYES)

CHAIR ANDY ALTOM: Any opposed? So we'll be
issuing a letter of reprimand to you. That's a
(Inaudible) code. We'd encourage you to take the

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corrective action plan very seriously, including the regulations here and see what possibly can happen next if it doesn't get fixed.

MR. JACKSON: We have questions.

MS. CHARLOTTE LOCKHART: I just want to say that we have made strides.

MR. JACKSON: Yes.

MS. CHARLOTTE LOCKHART: And everything that was in that initial corrective action plan, we fixed it. We fixed some of the things, so it's not like we turned a deaf ear and didn't do anything. We made great strides to the building and to the employees as well. We take pride in education, and we have educated, we lead by example, we model it. I'm there from sun up to sundown. We are there teaching what, we're doing all that. But you can lead someone to it, but you can't make them do it. We hold them accountable when they are making -- we coach up and coach out, if it's a teachable moment we're going to teach them. But it gets to a point to where you've done all you can, and at that point we have to move on to something else. So it's not like it's the same people making the same mistakes. We get in there, and we teach them, we show them, we lead them, we give them all the necessary equipment, and tools they

1 need to be successful, but we also have to want it
2 within yourself.

3 MR. JACKSON: There are certain things that are
4 beyond our control, and I did forget to add that.
5 You can go back and look at all those things that we
6 have, so it's not like we're looking at these,
7 there's not much help to come (Inaudible), just
8 document it and we have proof to show that we have
9 successfully completed, there was a lot of things on
10 there. Finally completed it. So some of these
11 things happened as recently as last month. So it's
12 not like it's been on and on and on. We have
13 seen the culture change when it takes a average of
14 9-13 months. It's a culture shift to bring our
15 facility (Inaudible) the state it was, not even a
16 year ago. So we've been doing that. I know we're
17 (Inaudible). It is what it is, but I do want you to
18 know that we've made several changes that's been
19 documented that's been (Inaudible) of succession. In
20 addition to things that we brought up. That's one
21 thing, we always bring it to them, versus them
22 finding out.

23 CHAIR ANDY ALTOM: Sure.

24 MR. JACKSON: (Inaudible).

25 CHAIR ANDY ALTOM: I will say I think that's

1 very positive. It says a lot about your program, is
2 that you do that. You're talking to those providers
3 and has to wait til --

4 MR. JACKSON: No.

5 CHAIR ANDY ALTOM: -- somebody calls and --

6 MR. JACKSON: No.

7 CHAIR ANDY ALTOM: -- But I think we have a lot
8 of providers that do that as well but we want to try
9 to improve the quality of services in the state of
10 Arkansas --

11 MR. JACKSON: -- Of course.

12 CHAIR ANDY ALTOM: -- and feel this is the right
13 route to take.

14 MR. JACKSON: Of course.

15 CHAIR ANDY ALTOM: We have the task of making
16 sure the children are taken care of as well, and you
17 look at this list, there is a laundry list from
18 9/13/2021 to 4/7/22. That's a lot of stuff. I
19 realize that y'all are trying hard, but at the end of
20 the day, there's still a lot of things that aren't
21 happening, or very risking things that are happening
22 with kids (Inaudible) get real defensive with kids.
23 We can't just sit on it, and look at it from the
24 state of, well they are making some improvements.
25 We've got to look at what is going on at risk and

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obviously I hope this letter of reprimand is the very last one that we have to give to you guys (Inaudible).

CHAIR ANDY ALTOM: Thank you. There any other business or programs (Inaudible).

MS. EBONY RUSS: No sir, no there is not.

CHAIR ANDY ALTOM: If there is not, I'll entertain a motion to adjourn. The next child welfare CWAR (Inaudible) reading is June 29, 2022.

BOARD MEMBER CHARLES FLYNN: I make a motion.

CHAIR ANDY ALTOM: There's a motion to adjourn. All in favor, say aye.

(CHORUS OF AYES)

(THEREUPON, the meeting was adjourned at 3:17 p.m. on April 27th, 2022.)

DATE OF NEXT MEETING: JUNE 29, 2022

REPORTER'S CERTIFICATE
BEFORE THE STATE OF ARKANSAS
CHILD WLEFARE AGENCY REVIEW
BOARD

WEDNESDAY, APRIL 27, 2022

I, ASHLEY TELAGA, Certified Court Reporter #841, in and for the aforesaid state, certify that I reported the proceedings in the aforementioned meeting; that said recording has been reduced to a transcription by me, or under my direct supervision, and the foregoing pages numbered 1-77 constitute a true and correct transcript of the proceedings held, to the best of my ability.

WITNESS my hand and seal as such Court Reporter on this 31st day of May, 2022.

Ashley Telaga
ASHLEY TELAGA, CCR, CVR
Certified Court Reporter #841



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[1 - administrators]

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