

STATE OF ARKANSAS  
CHILD WELFARE AGENCY  
REVIEW BOARD MEETING

DEPARTMENT OF HUMAN SERVICES  
700 WEST MAIN STREET  
LITTLE ROCK, ARKANSAS

June 29, 2022 at 1:30 p.m.

BOARD MEMBERS PRESENT:

Mr. Andy Altom, Chairman  
Ms. Sandy Doherty  
Ms. Beverly Massey Foti  
Mr. Charles Flynn  
Mr. David Whatley  
Mr. Andrew Watson  
Mr. Sanford Tollette  
Mr. Justin Heimer

ALSO PRESENT:

Ms. Sara Farris, Attorney for the Board  
Ms. Ebony Russ,  
Placement and Residential Licensing Manager  
Ms. Dawn Jeffrey  
Ms. Michelle Bridges-Bell

TIFFANIE N. HARRISON, CCR  
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<p>1 OTHER ITEMS ..... 83</p> <p>2</p> <p>3 Maggie House - Notice of Corrective Action. . . . 83</p> <p>4</p> <p>5 Sharra Litzsey - Presentation of PRTF Updates. . 101</p> <p>6</p> <p>7 PROCEEDINGS CONCLUDED. .... 112</p> <p>8</p> <p>9 COURT REPORTER'S CERTIFICATE ..... 113</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p style="text-align: right;">Page 3</p>	<p>1 CHAIRMAN ALTOM: Thank you. Welcome aboard.</p> <p>2 The first item of business, is approval of the</p> <p>3 minutes from April 27, 2021. Did everybody get</p> <p>4 a copy?</p> <p>5 MR. FLYNN: Yes. I make a motion we approve</p> <p>6 the minutes as they were sent to us.</p> <p>7 MS. DOHERTY: I second.</p> <p>8 CHAIRMAN ALTOM: We have a motion by Charles</p> <p>9 Flynn, and a second by Sandy Doherty. Any</p> <p>10 discussion?</p> <p>11 (No audible responses given.)</p> <p>12 CHAIRMAN ALTOM: All those in favor say</p> <p>13 "Aye."</p> <p>14 BOARD MEMBERS (Collectively): Aye.</p> <p>15 CHAIRMAN ALTOM: Any opposed?</p> <p>16 (No audible responses given.)</p> <p>17 CHAIRMAN ALTOM: Next up, is DCFS, Rudy C.</p> <p>18 If you'll go ahead and introduce yourself;</p> <p>19 state your name for the court reporter. Also,</p> <p>20 just use your first name, as far as Mr. Rudy.</p> <p>21 First name is fine. This is the first time</p> <p>22 we've seen the packet, so it's going to take a</p> <p>23 minute for the board to review it, so I</p> <p>24 apologize for the pause and no questions, but</p> <p>25 you go ahead.</p> <p style="text-align: right;">Page 5</p>

<p>1 MS. HAWKINS: That's okay. I'm Regina 2 Hawkins, Area 10 resource worker, and I'm here 3 with Mr. Rudy C. 4 (Brief pause in proceedings.) 5 CHAIRMAN ALTOM: So you just have the one 6 incident in 2016? 7 MR. RUDY C.: Yes, sir. After that, I've 8 been working for the county judge in 9 (indiscernible) Arkansas, so I've been staying 10 out of trouble. 11 CHAIRMAN ALTOM: Okay. I make a motion that 12 we approve this request. 13 MR. TOLLETTE: I'll second. 14 CHAIRMAN ALTOM: I have a second from 15 Sanford. Any discussion? 16 (No audible responses given.) 17 CHAIRMAN ALTOM: All those in favor say 18 "Aye." 19 BOARD MEMBERS (Collectively): Aye. 20 CHAIRMAN ALTOM: Any opposed? 21 (No audible responses given.) 22 CHAIRMAN ALTOM: Congratulations. 23 MR. RUDY C.: Thank you all. 24 MS. RUSS: Mr. Altom, just for the record we 25 do have Ms. Sara Farris from the Attorney</p> <p style="text-align: right;">Page 6</p>	<p>1 CHAIRMAN ALTOM: All right. 2 (Brief pause in proceedings.) 3 MR. TOLLETTE: Mr. Chair, I'd like to make a 4 motion that we accept the recommendation of 5 staff. 6 CHAIRMAN ALTOM: I have a motion to accept 7 the -- 8 MR. WHATLEY: I'll second. 9 CHAIRMAN ALTOM: And s second from David 10 Whatley. Any discussion? 11 (No audible responses given.) 12 CHAIRMAN ALTOM: All in favor say "Aye." 13 BOARD MEMBERS (Collectively): Aye. 14 CHAIRMAN ALTOM: Any opposed? 15 (No audible responses given.) 16 CHAIRMAN ALTOM: DCFS abstains. 17 Congratulations. 18 MS. CARLIE B.: Thank you. 19 CHAIRMAN ALTOM: Next up is Lisa L. 20 MS. JEFFREY: She was actually stuck in 21 traffic, too, so we'll see if she has made it. 22 So, Andy, we are going to number 3. Number 2 23 is stuck in traffic. 24 CHAIRMAN ALTOM: Okay. Number 3, Willie W. 25 (Brief pause in proceedings.)</p> <p style="text-align: right;">Page 8</p>
<p>1 General's Office. She is sitting in for Mr. 2 Joe West. 3 CHAIRMAN ALTOM: Welcome. 4 MS. FARRIS: Thank you. 5 CHAIRMAN ALTOM: Lisa L. 6 MS. RUSS: Mr. Altom, did Sandy abstain? 7 CHAIRMAN ALTOM: I'm sorry. DCFS abstains. 8 On all the ones on the agenda that says DCFS 9 she will abstain; just in case I forget. 10 You can go ahead and state your name and 11 introduce the individual. We're going to take 12 a minute to read, so there'll be a little 13 pause. 14 MS. GREENWOOD: Okay. My name is Kylie 15 Greenwood. I'm with Area 2 with Sebastian 16 County Resource. I'm here with Carlie B. 17 today, to request special permission for her to 18 work with kids, specifically her grandson. 19 MS. RUSS: And Andy, this is actually number 20 -- we switched on the agenda. This is actually 21 number 10. 22 MS. JEFFREY: We made just a few changes 23 because we knew that we didn't want children to 24 have to wait very long. So it is actually 25 number 10, and then we will go back to 2.</p> <p style="text-align: right;">Page 7</p>	<p>1 CHAIRMAN ALTOM: I'm sorry, did you 2 introduce yourself? 3 MS. DUNN: No, I didn't. I was waiting. My 4 name is Alicia Dunn. I'm from Arkansas County, 5 Area 10. I'm here representing Mr. Willie W. 6 today. 7 CHAIRMAN ALTOM: I apologize. I started 8 reading. It's going to take us a few minutes 9 to review the packets before we might have 10 questions. 11 MR. HEIMER: Mr. Altom, I'm confused. We 12 have two different packets here and I'm seeing 13 the same information, I think, in the front. 14 Am I missing something here? 15 MR. FLYNN: I'm having the same problem. 16 MS. DOHERTY: I can clarify. Actually, the 17 driving one is not we're not requesting 18 anything of the board. I think they just 19 submitted that so you have that information as 20 you go through these. The request of the board 21 is the packet that you see that I signed and 22 that Charles would be the temporary approval. 23 MR. HEIMER: So no issues, arrests or any 24 problems since 2003? 25 MS. DUNN: No.</p> <p style="text-align: right;">Page 9</p>

1 MS. DOHERTY: Not that the board has any  
2 concern about, driving issues.  
3 MR. TOLLETTE: So the first one is what  
4 we're really concerned about?  
5 MS. DOHERTY: Yes.  
6 MR. TOLLETTE: Okay. So if I'm  
7 understanding this, this is 2003, and  
8 everything happened in 2015?  
9 MR. WILLIE W.: Yes.  
10 MR. TOLLETTE: Well, Mr. Chairman, I'd like  
11 to make a motion that we accept the  
12 recommendation.  
13 CHAIRMAN ALTOM: I have a motion from  
14 Sanford to accept the request -- approve the  
15 request.  
16 MR. FLYNN: I'll second.  
17 CHAIRMAN ALTOM: We have a second from  
18 Charles. Any discussion?  
19 (No audible responses given.)  
20 CHAIRMAN ALTOM: All those in favor say  
21 "Aye."  
22 BOARD MEMBERS (Collectively): Aye.  
23 CHAIRMAN ALTOM: Any opposed?  
24 (No audible responses given.)  
25 CHAIRMAN ALTOM: Congratulations.

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1 MR. WILLIE W.: Thank you.  
2 CHAIRMAN ALTOM: You can go ahead and  
3 introduce yourself and it'll take just a minute  
4 for us to read this.  
5 MS. BELL: Okay. Good morning. My name is  
6 Mareia Bell and I'm a resource worker for Area  
7 4. I'm here with Ms. Lisa. She's here because  
8 of something that was identified on her FBI  
9 report.  
10 (Brief pause in proceedings.)  
11 MR. FLYNN: So the girls are back with a  
12 sister?  
13 MS. BELL: Uh-huh.  
14 MR. FLYNN: And this is, I think it said, a  
15 sibling was already in the home adopted, for  
16 the girls? She previously adopted a sibling of  
17 the girls? Is that the right one?  
18 MS. LISA L: Yes. My daughter that I  
19 adopted is their sister.  
20 MR. FLYNN: So I guess they're enjoying  
21 being back together again?  
22 MS. LISA L: Yes, Sir.  
23 MR. FLYNN: What are their ages?  
24 MS. LISA L: My daughter, she's four, and  
25 the one that's in foster care, she's 10.

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1 MR. FLYNN: Okay.  
2 MR. WHATLEY: Mr. Chairman, I'd like to make  
3 a motion to approve the request.  
4 CHAIRMAN ALTOM: I have a motion to approve  
5 from David Whatley. Is there a second?  
6 MR. TOLLETTE: Second.  
7 CHAIRMAN ALTOM: Second from Sanford. Any  
8 discussion?  
9 (No audible responses given.)  
10 CHAIRMAN ALTOM: All those in favor say  
11 "Aye."  
12 BOARD MEMBERS (Collectively): Aye.  
13 CHAIRMAN ALTOM: Any opposed?  
14 (No audible responses given.)  
15 CHAIRMAN ALTOM: Congratulations.  
16 MS. LISA L.: Thank you.  
17 MS. SWAFFORD: Hi everybody. My name is  
18 Kristen Swafford with Area 2 Resource,  
19 Sebastian County. I'm here with Nathaniel F.,  
20 requesting special permission for him to be  
21 able to work with children, specifically his  
22 wife's cousin.  
23 (Brief pause in proceedings.)  
24 MR. TOLLETTE: Mr. Francis, did I say that  
25 correctly?

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1 MR. NATHANIEL F.: Yes.  
2 MR. TOLLETTE: Okay. Take a deep breath.  
3 We're not as bad as we seem. So nothing has  
4 happened, since this last incident?  
5 MR. NATHANIEL F.: No, sir.  
6 MR. TOLLETTE: These are your kids?  
7 MR. NATHANIEL F.: Excuse me?  
8 MR. TOLLETTE: These are the kids you want  
9 to work with?  
10 MR. NATHANIEL F.: Yes.  
11 MR. TOLLETTE: Do you love them?  
12 MR. NATHANIEL F.: Yes.  
13 MR. TOLLETTE: Why?  
14 MR. NATHANIEL F.: I mean, every kid needs  
15 to be loved. She's got a special place in my  
16 heart. She's always been around.  
17 MR. HEIMER: Mr. Francis, the failure to  
18 appears, are those all related to the one  
19 incident from August of 2010?  
20 MR. NATHANIEL F.: No, sir. I've worked in  
21 oil field for 18 years. I work two weeks on,  
22 two weeks off, so a lot of those were just me  
23 being out of town and not being able to make my  
24 court dates and stuff.  
25 MR. HEIMER: I understand. But were the

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<p>1 court dates all in reference to the drive home 2 from the UFC fight? 3 MS. SWAFFORD: I think they were traffic 4 related, if I'm not mistaken. 5 MR. NATHANIEL F.: Yeah. 6 MR. HEIMER: I move that we accept this 7 recommendation. 8 CHAIRMAN ALTOM: I have a motion to accept 9 the recommendation from Justin. Is there a 10 second? 11 MR. TOLLETTE: Second. 12 CHAIRMAN ALTOM: A second from Sanford. Any 13 discussion? 14 (No audible responses given.) 15 CHAIRMAN ALTOM: All those in favor, say 16 "Aye." 17 BOARD MEMBERS (Collectively): Aye. 18 CHAIRMAN ALTOM: Any opposed? 19 (No audible responses given.) 20 CHAIRMAN ALTOM: Congratulations. All 21 right. 22 MS. SWAFFORD: Hi. I'm Kristen Swafford, 23 again, with Area 2 Resource, Sebastian County. 24 I'm here with Bo C. requesting special 25 permission for him to work with children,</p> <p style="text-align: right;">Page 14</p>	<p>1 (Brief pause in proceedings.) 2 CHAIRMAN ALTOM: And so you just had this 3 one incident in 2015? 4 MR. TERRY M.: Yes. 5 CHAIRMAN ALTOM: I make a motion to approve 6 this request. 7 MR. WHATLEY: I'll second. 8 CHAIRMAN ALTOM: Second from David. Any 9 discussion? 10 (No audible responses given.) 11 CHAIRMAN ALTOM: All those in favor say 12 "Aye." 13 BOARD MEMBERS (Collectively): Aye. 14 CHAIRMAN ALTOM: Any opposed? 15 (No audible responses given.) 16 CHAIRMAN ALTOM: Congratulations. 17 MS. PARKRIDGE: Thank you. 18 CHAIRMAN ALTOM: Go ahead and introduce 19 yourself, again, for the record. 20 MS. PARKRIDGE: Hello, again. My name is 21 Beth Parkridge with White County, and this is 22 Mr. Vernon W. 23 (Brief pause in proceedings.) 24 MR. WATSON: No issues over the last 33 25 years?</p> <p style="text-align: right;">Page 16</p>
<p>1 specifically his brother. Now, Bo is not going 2 to be a foster parent. We are just trying to 3 keep him in the home with taking in his 4 brother. We just think that that would be the 5 best thing for his brother. 6 (Brief pause in proceedings.) 7 CHAIRMAN ALTOM: I make a motion to approve 8 this request. 9 MR. FLYNN: Second. 10 CHAIRMAN ALTOM: Any discussion? 11 (No audible responses given.) 12 CHAIRMAN ALTOM: All those in favor. 13 BOARD MEMBERS (Collectively): Aye. 14 CHAIRMAN ALTOM: Any opposed? 15 (No audible responses given.) 16 CHAIRMAN ALTOM: Congratulations. 17 MR. BO C.: Thank you. 18 CHAIRMAN ALTOM: You can go ahead and 19 introduce yourself. 20 MS. PARKRIDGE: My name is Beth Parkridge, 21 Resource worker for the White County. And this 22 is Mr. Terry W. 23 MS. RUSS: Is it Terry W. or Terry -- 24 MS. PARKRIDGE: Sorry. Terry M. I'm sorry. 25 MS. RUSS: Okay.</p> <p style="text-align: right;">Page 15</p>	<p>1 MR. VERNON W.: No, sir. 2 MR. WATSON: I make a motion to approve. 3 CHAIRMAN ALTOM: I have a motion. 4 MS. MASSEY-FOTI: I'll second. 5 CHAIRMAN ALTOM: And the second from 6 Beverly. Any discussion? 7 (No audible responses given.) 8 CHAIRMAN ALTOM: All those in favor say 9 "Aye." 10 BOARD MEMBERS (Collectively): Aye. 11 CHAIRMAN ALTOM: Any opposed? 12 (No audible responses given.) 13 CHAIRMAN ALTOM: Congratulations. 14 MR. VERNON W.: Thank you, sir. 15 CHAIRMAN ALTOM: Jason, if you'll go ahead 16 and introduce yourself for the record, and 17 we'll take a minute to read this. We may have 18 some questions. 19 MR. MCQUITTY: My name is Jason McQuitty and 20 I'm a resource worker in Baxter County. 21 (Brief pause in proceedings.) 22 CHAIRMAN ALTOM: No issues since you were 18 23 years of age? 24 MR. TREVOR A.: No, sir. 25 CHAIRMAN ALTOM: I make a motion to approve</p> <p style="text-align: right;">Page 17</p>

<p>1 this request.  2 MR. FLYNN: Second.  3 CHAIRMAN ALTOM: Second from Charles. All  4 those in favor say "Aye."  5 BOARD MEMBERS (Collectively): Aye.  6 CHAIRMAN ALTOM: Any opposed?  7 (No audible responses given.)  8 CHAIRMAN ALTOM: Congratulations.  9 MR. TREVOR A.: Thank you, guys.  10 CHAIRMAN ALTOM: And DCFS abstains.  11 MS. DOHERTY: Always.  12 CHAIRMAN ALTOM: Go ahead and introduce  13 yourself.  14 MS. PIERCE: I'm Sonya Pierce with children  15 and family services from Area 8. I'm a  16 resource specialist. And I have James F. with  17 me. He's here for special consideration for a  18 background check. He has his temporary  19 approval for a kinship home, for a 16-year-old  20 female.  21 (Brief pause in proceedings.)  22 MR. TOLLETTE: Nothing since '19?  23 MS. PIERCE: No.  24 MR. TOLLETTE: I make a motion to accept.  25 CHAIRMAN ALTOM: I have a motion to approve</p> <p style="text-align: right;">Page 18</p>	<p>1 CHAIRMAN ALTOM: Any discussion?  2 (No audible responses given.)  3 CHAIRMAN ALTOM: All in favor say "Aye."  4 BOARD MEMBERS (Collectively): Aye.  5 CHAIRMAN ALTOM: Any opposed?  6 (No audible responses given.)  7 CHAIRMAN ALTOM: DCFS abstains.  8 Congratulations.  9 MR. GARY T.: Thank you so much.  10 MS. RUSS: Number 12 did not show, so Sandy,  11 I don't know how you want to --  12 MS. DOHERTY: Here's the dilemma with  13 number 12. DCFS our resource staff, failed to  14 let her know the meeting was today, until they  15 realized it yesterday. So I don't know how you  16 want to handle that.  17 MR. FLYNN: Is there a child in the home?  18 MS. DOHERTY: There are children there, yes.  19 Her relatives are there.  20 CHAIRMAN ALTOM: I make a motion that we  21 extend the temporary approval to the next  22 licensing meeting.  23 MR. WHATLEY: Second.  24 CHAIRMAN ALTOM: David Whatley second. Any  25 discussion?</p> <p style="text-align: right;">Page 20</p>
<p>1 the request from Sanford. Is there a second?  2 MR. WATSON: Second.  3 CHAIRMAN ALTOM: Any discussion?  4 (No audible responses given.)  5 CHAIRMAN ALTOM: All those in favor say  6 "Aye."  7 BOARD MEMBERS (Collectively): Aye.  8 CHAIRMAN ALTOM: Any opposed?  9 (No audible responses given.)  10 CHAIRMAN ALTOM: DCFS abstains.  11 Congratulations.  12 MR. JAMES F.: Thank you.  13 CHAIRMAN ALTOM: Yalanda, if you want to go  14 ahead and introduce yourself for the court  15 reporter?  16 MS. ALDERSON: Yes. Good afternoon,  17 everyone. My name is Yalanda Alderson. I am  18 the Area 3 resource supervisor, and I am here  19 with Gary and Patricia.  20 (Brief pause in proceedings.)  21 MR. WHATLEY: Mr. Chairman, I'll make a  22 motion to approve the request.  23 CHAIRMAN ALTOM: I have a motion to approve.  24 Is there a second?  25 MR. HEIMER: Second.</p> <p style="text-align: right;">Page 19</p>	<p>1 (No audible responses given.)  2 CHAIRMAN ALTOM: All those in favor say  3 "Aye."  4 BOARD MEMBERS (Collectively): Aye.  5 CHAIRMAN ALTOM: Any opposed?  6 (No audible responses given.)  7 CHAIRMAN ALTOM: All right. Now, we're  8 moving on. You can go ahead and introduce  9 yourself.  10 MS. JONES: I am Carnetha Jones with  11 Arkansas Baptist Children Homes and Family  12 Ministries.  13 MR. GALEN J.: I'm Galen Jordan.  14 MS. RUSS: So you're with Arkansas Baptist  15 Children's Home?  16 MS. JONES: Uh-huh.  17 MS. RUSS: Okay. So there's an error on the  18 agenda. It says DCFS, but it's really a ABCH.  19 CHAIRMAN ALTOM: Okay.  20 (Brief pause in proceedings.)  21 MR. TOLLETTE: And only two situations?  22 MR. GALEN J.: It was one.  23 MR. TOLLETTE: Okay.  24 MR. GALEN J.: 2005.  25 MR. TOLLETTE: Yeah, it listed two things.</p> <p style="text-align: right;">Page 21</p>

<p>1 MR. GALEN J.: Yeah, it was two things at 2 one time.</p> <p>3 MR. HEIMER: I make a motion that we approve 4 the recommendation.</p> <p>5 CHAIRMAN ALTOM: We have a motion to approve 6 the recommendation. Is there a second?</p> <p>7 MS. MASSEY-FOTI: I'll second.</p> <p>8 CHAIRMAN ALTOM: The second from Beverly. 9 Any discussion?</p> <p>10 (No audible responses given.)</p> <p>11 CHAIRMAN ALTOM: All those in favor, say 12 "Aye."</p> <p>13 BOARD MEMBERS (Collectively): Aye.</p> <p>14 CHAIRMAN ALTOM: Any opposed?</p> <p>15 (No audible responses given.)</p> <p>16 CHAIRMAN ALTOM: Congratulations.</p> <p>17 MR. FLYNN: I abstain.</p> <p>18 CHAIRMAN ALTOM: And Charles abstains. 19 Perimeter Behavioral of West Memphis, Morris B. 20 If you'll go ahead and introduce yourself for 21 the court reporter.</p> <p>22 MR. MORRIS B.: Me?</p> <p>23 CHAIRMAN ALTOM: Whoever is representing 24 Perimeter Behavioral Health of West Memphis.</p> <p>25 MS. BRENNER: That is me. My name is Hannah</p> <p style="text-align: right;">Page 22</p>	<p>1 (No audible responses given.)</p> <p>2 CHAIRMAN ALTOM: All those in favor say 3 "Aye."</p> <p>4 BOARD MEMBERS (Collectively): Aye.</p> <p>5 CHAIRMAN ALTOM: Any opposed?</p> <p>6 (No audible responses given.)</p> <p>7 CHAIRMAN ALTOM: Congratulations.</p> <p>8 MR. MORRIS B.: Thank you.</p> <p>9 CHAIRMAN ALTOM: Millcreek, Wendy F. If 10 you'll go ahead and introduce yourself for the 11 court reporter.</p> <p>12 MS. AARON: Good afternoon. I'm Christi 13 Aaron, HR with Millcreek, and I have before you 14 Ms. Wendy F. this morning -- or this afternoon. 15 And we are requesting special permission for 16 her to continue working with Millcreek of 17 Arkansas.</p> <p>18 (Brief pause in proceedings.)</p> <p>19 MR. TOLLETTE: What are your duties in the 20 office? What do you do?</p> <p>21 MS. WENDY F.: I bill out claims, and then, 22 if they do not pay, then I try to reconcile 23 that, and go after the money.</p> <p>24 MR. TOLLETTE: So you you're the lady that 25 calls me?</p> <p style="text-align: right;">Page 24</p>
<p>1 Brenner. I am the director of nursing and 2 Perimeter of West Memphis.</p> <p>3 CHAIRMAN ALTOM: We have Morris B. here?</p> <p>4 MS. BREENER: Yes.</p> <p>5 (Brief pause in proceedings.)</p> <p>6 MR. TOLLETTE: You're his spouse?</p> <p>7 UNKNOWN SPEAKER: Yes, sir.</p> <p>8 MR. TOLLETTE: So you all had an argument, 9 kind of?</p> <p>10 MR. MORRIS B.: Yeah. Around four years 11 ago, yes, sir.</p> <p>12 MR. TOLLETTE: And then you fell in love?</p> <p>13 MR. MORRIS B.: Yeah. I mean, I was in love 14 to begin with, but...</p> <p>15 MR. TOLLETTE: But you feel deeper, and said 16 I do?</p> <p>17 MR. MORRIS B.: Yes, sir.</p> <p>18 MR. TOLLETTE: Okay. Good. I make a 19 recommendation to accept the request, or 20 approve the request.</p> <p>21 CHAIRMAN ALTOM: I have a recommendation to 22 approve the request. Is there a second?</p> <p>23 MS. DOHERTY: I'll second.</p> <p>24 CHAIRMAN ALTOM: Sandy seconds. Any 25 discussion?</p> <p style="text-align: right;">Page 23</p>	<p>1 MS. WENDY F.: Possibly.</p> <p>2 MR. TOLLETTE: Okay. I make a motion that 3 we approval.</p> <p>4 CHAIRMAN ALTOM: I have a motion to approve 5 the request from Sanford. Is there a second?</p> <p>6 I'll second. Any discussion?</p> <p>7 MR. FLYNN: I have one question. Not on 8 this as far as wanting to approve it, but as 9 far as her being a direct childcare worker, in 10 the position that she's in -- I'm understanding 11 that's why they're making a request, but it 12 doesn't appear to me that that would be 13 considered a direct childcare worker.</p> <p>14 MS. WENDY F.: Like when I park, the 15 children -- like if I go get my lunch -- once I 16 go to Conway -- I have not been working in the 17 Conway location, until all of this goes 18 through. You know, when I go to get my lunch, 19 then I go through a hallway and every now and 20 again, there might be a counselor walking a 21 child to their office.</p> <p>22 MR. TOLLETTE: But not the child 23 unsupervised?</p> <p>24 MS. WENDY F.: No, Sir. I'm not around the 25 children unsupervised.</p> <p style="text-align: right;">Page 25</p>

<p>1 MR. FLYNN: I'm in favor of approving the 2 request. I'm just wondering if it's necessary 3 for you to come before the board, because 4 technically you're not a direct childcare 5 worker. 6 MS. DOHERTY: I think you have to be. Even 7 if you're a groundskeeper, you have to have -- 8 if they're in the room with the kids, correct? 9 CHAIRMAN ALTOM: I believe it has -- hasn't 10 it changed? 11 MS. FARRIS: Under the statute, and I 12 realize that I'm an interloper, it looks as 13 though the prohibitions would apply to an 14 employee. It looks like, yeah, it would apply 15 to anybody. 16 MR. TOLLETTE: Even if they don't have 17 direct contact with the kids? 18 MS. FARRIS: As I read it, that is correct, 19 sir. 20 CHAIRMAN ALTOM: So we have a motion and a 21 second. Is there any other discussion? 22 (No audible responses given.) 23 CHAIRMAN ALTOM: All those in favor say 24 "Aye." 25 BOARD MEMBERS (Collectively): Aye.</p> <p style="text-align: right;">Page 26</p>	<p>1 longer on probation. She satisfied all those 2 conditions early. 3 MS. DOHERTY: So, now, you don't think it's 4 too recent? I mean, the dates haven't changed 5 of when the offense happened. The 6 recommendation says too recent to support this 7 recommendation. 8 MS. AARON: I don't think it's too recent. 9 MS. DOHERTY: I mean, that's on your 10 letterhead. 11 UNIDENTIFIED SPEAKER: PRLU. That's the 12 cover letter for licensing, and that was our 13 recommendation at the time. At the time that 14 coversheet was created, she had not satisfied 15 the conditions of her probation. 16 MS. DOHERTY: So licensing supports it now? 17 UNIDENTIFIED SPEAKER: No. 18 MR. TOLLETTE: I have a question. Since 19 this is so recent, is there any testing to 20 verify that there's no offenses going on? 21 MS. AARON: Have we done any additional 22 checks? 23 MR. TOLLETTE: Yeah. Is there any kind of 24 testing, drug testing? 25 MS. AARON: Yes, we do random drug testing.</p> <p style="text-align: right;">Page 28</p>
<p>1 CHAIRMAN ALTOM: Any opposed? 2 (No audible responses given.) 3 CHAIRMAN ALTOM: Congratulations. 4 MS. WENDY F.: Thank you. 5 CHAIRMAN ALTOM: Introduce yourself, again, 6 for the court reporter. 7 MS. AARON: Again, I'm Christie Aaron, HR 8 director with Millcreek, and I have with me 9 today Ms. T. Stanley. And we are here to 10 request special permission for her to continue 11 employment with us, to work with our children. 12 And she work as a behavioral health associate. 13 She does have direct and unsupervised care with 14 the children. 15 (Brief pause in proceedings.) 16 MS. MASSEY-FOTI: I have a question, because 17 on it it says the charge is too recent to 18 support this recommendation and Ms. S. is 19 currently still on probation for this offense. 20 MS. AARON: Ms. Stanley has received an 21 early discharge from probation. I do have 22 that. I wasn't aware that Mr. Clayright had 23 prepared that. And I do that have that 24 information prepared, and it is here included 25 in the packet that we have, that she is no</p> <p style="text-align: right;">Page 27</p>	<p>1 MR. TOLLETTE: So you are random testing? 2 MS. AARON: She's not been called yet for a 3 random, because that would not be true random, 4 for us to just select her, but our employees 5 are randomized monthly, for random sampling. 6 MR. TOLLETTE: And I think you probably 7 understand, we're pretty serious on this part, 8 making sure -- it's dealing with the State's 9 children, so we're gregarious, but this is 10 recent, and it's kind of a conflict, like Sandy 11 said. You said no, and then you said does 12 support, but you're defending her, and we're 13 trying to discern. 14 MS. AARON: Well, my discernment is that 15 while -- before she was unable to work, Ms. 16 Stanley, she had exemplary -- no -- with the 17 children. She didn't cause any harm to them. 18 We have a supervisory team that does regular 19 check ins, you know. And their whole job is 20 just to make sure that the Mill-U is secure, 21 make sure that there's no harm coming to our 22 patients. And part of that is that she has to 23 have the checks every two hours by a supervised 24 staff. That supervised staff is not a another 25 BHA. It is someone on our supervisory team.</p> <p style="text-align: right;">Page 29</p>



<p>1 MR. TOLLETTE: That checks in on her and her 2 working with the kids? 3 MS. AARON: Uh-huh. And she would never be 4 alone on a unit with any of the patients, based 5 upon our staffing ratios. If she's on a unit 6 that has 18 patients, then she would be one of 7 three on that unit. 8 MR. TOLLETTE: I think I'll step out on a 9 limb. I think the concern is if you're going 10 to fight for her to do this, I think, from my 11 standpoint, I would like to have assurance that 12 there is some drug testing that's going to be 13 implemented. I don't know if I have the right 14 to do that Mr. Chairman, or make that request, 15 or put that out there, but that's how I would 16 feel comfortable at this point. 17 CHAIRMAN ALTOM: Would you restate that 18 again? 19 MR. TOLLETTE: You know, my approval would 20 be kind of based on the fact that there is some 21 drug testing that would be attached to an 22 approval for me, since it's so recent. It 23 would just make me feel a little bit more 24 comfortable. I'm just expressing myself at 25 this point.</p> <p style="text-align: right;">Page 30</p>	<p>1 MR. WHATLEY: I think that may be correct, 2 but I'm not sure we granted that without the 3 support from licensing. 4 CHAIRMAN ALTOM: But they came saying they 5 had a plan to test. 6 MR. WHATLEY: I think we've done that, but I 7 think it was supported by licensing. 8 CHAIRMAN ALTOM: Okay. 9 MR. WHATLEY: If I remember correctly. 10 MS. AARON: I just want to say that since 11 Ms. Stanley -- this incident happened, Ms. 12 Stanley has proven to be an upstanding citizen. 13 She does have the recommendation of several in 14 her community. She is now a new mother. She 15 was scheduled to go before the board before, 16 and had to have an emergency C-section. And I 17 am seeing, honestly, just a milder version of 18 Ms. Stanley today. She's been emotional, you 19 know, several times, even sitting in the room. 20 And if I may weigh in, because I have kids 21 her age. I think that, yes, while young people 22 do sometimes make decisions, they make 23 mistakes, I don't think that that should be 24 defining as to who they are as a person, what 25 their character is going to be like and then</p> <p style="text-align: right;">Page 32</p>
<p>1 CHAIRMAN ALTOM: So that's not a motion? 2 MR. TOLLETTE: I'm just having that 3 discussion, just to see if I can put out a 4 motion. Right now, I'm on the fence. 5 MR. HEIMER: So according to your letter, 6 your statement was that you did not use any of 7 the drugs -- 8 MS. TIANNA S.: No. 9 MR. HEIMER: -- they were just found in the 10 car? 11 MS. TIANNA S.: Yes, sir. It wasn't my 12 vehicle. I was just in the vehicle. 13 MS. DOHERTY: Is there a police report in 14 here or anything that tells us what -- because 15 that's a pretty strong conviction here, just 16 for being in the car. 17 CHAIRMAN ALTOM: Charles, in the past, seems 18 to me like this board has granted permission 19 with mandatory testing on certain individuals. 20 Am I correct in thinking that it's a -- you've 21 got the history here. 22 MR. FLYNN: I'm trying to remember that. I 23 think I remember what you're talking about. I 24 think it was someone in Northwest Arkansas, but 25 I don't want to say for sure.</p> <p style="text-align: right;">Page 31</p>	<p>1 quite frankly what they'll do in the future. 2 MR. WHATLEY: Would Millcreek be opposed to 3 formulating a plan that requires mandatory 4 testing? Not random testing, but mandatory 5 testing for a certain period. That would be 6 subject to maybe this board? What do you think 7 would be appropriate? 8 MS. DOHERTY: I mean, I wouldn't have an 9 issue with it. We do that with the foster 10 parents that we bring. We actually drug test 11 before we bring them to the board, randomly. 12 And to what you said, that is absolutely true, 13 but this is very recent. 14 MS. AARON: I do understand. 15 MS. DOHERTY: You know, and so we do have to 16 be concerned. 17 MS. AARON: And as an agency, we would not 18 be opposed to any random drug testing for Ms. 19 Stanley. We also have Life Services EAP 20 program and there some components that we can 21 make mandatory for her as an employee, to 22 maintain employment there. We do that often, 23 and we've got a couple of people now that we've 24 made some things mandatory for them to utilize 25 Life Services. We're not opposed to doing</p> <p style="text-align: right;">Page 33</p>

<p>1 anything like that.  2 MR. TOLLETTE: So, Ms. Aaron -- is that  3 correct?  4 MS. AARON: Yes.  5 MR. TOLLETTE: If we approve it, you're on a  6 limb, because you're fighting for her.  7 MS. AARON: I am on a limb.  8 MR. TOLLETTE: And Ms. Stanley?  9 MS. TIANNA S.: Yes, sir?  10 MR. TOLLETTE: Are you amenable to taking  11 drug tests?  12 MS. TIANNA S.: Yes, sir.  13 MR. TOLLETTE: You would be?  14 MS. TIANNA S.: Uh-huh.  15 MR. TOLLETTE: Okay.  16 MS. DOHERTY: And these are tests outside of  17 just your employee randomly -- we randomly  18 pulled too. I've been here 30 years and been  19 tested once. I can't even remember back that  20 far. So that kind of random thing is not what  21 we're talking about.  22 MS. AARON: Right. I certainly understand.  23 MR. FLYNN: So you said she works with more  24 than one -- more than herself? She's not alone  25 with the children?</p> <p style="text-align: right;">Page 34</p>	<p>1 with the organization. It's hard to find  2 people that will work. She made a mistake, and  3 you know -- but it's serious --  4 MS. TIANNA S.: Yes, sir.  5 MR. TOLLETTE: -- for us to put our names on  6 it, so I want to thank you, Mr. Chair, for  7 maneuvering through this process.  8 CHAIRMAN ALTOM: All those in favor say  9 "Aye."  10 BOARD MEMBERS (Collectively): Aye.  11 CHAIRMAN ALTOM: Any opposed?  12 (No audible responses given.)  13 CHAIRMAN ALTOM: Any abstentions?  14 (No audible responses given.)  15 CHAIRMAN ALTOM: I will say that the reason  16 I think this is because we have had numerous  17 individuals who had just finished drug  18 treatment, very recently had drug charges. One  19 of the things was go through drug treatment,  20 and then they were hired by folks. But they  21 always came to us with a plan of how they were  22 going to test this individual. So I think  23 that's where licensing had that comfort level,  24 was that, okay, well, we support this, and the  25 fact that this is going to be tested on a</p> <p style="text-align: right;">Page 36</p>
<p>1 MS. AARON: Yes, sir. She would never find  2 herself alone with any of the patients.  3 MR. WHATLEY: Would licensing be more  4 inclined to support the request under these  5 conditions?  6 MS. JEFFREY: We just look at the charges  7 and we look at how recent it is, and that  8 ultimately, this person -- and they're working  9 with children. This is all about the children.  10 CHAIRMAN ALTOM: I'm prepared to make a  11 motion. I'd like to make a motion, that  12 subject to -- my motion is that this be  13 granted. That we approve the recommendation,  14 provided you provide the Licensing Unit a  15 schedule of testing that they deem appropriate,  16 for the individual, and if they say it's okay,  17 then we will approve this waiver, for however  18 long they think that needs to be in place.  19 MR. WHATLEY: Well stated. I'll second  20 that.  21 CHAIRMAN ALTOM: Any discussion?  22 MR. TOLLETTE: Yes, Mr. Chair. Thank you  23 very much for how you capsulized this, because  24 it was serious inside of me, looking at her as  25 a single mother, just getting a child, been</p> <p style="text-align: right;">Page 35</p>	<p>1 regular basis and we understand. So that's  2 where that came from. Thank you.  3 Congratulations.  4 MS. TIANNA S.: Thank you, guys.  5 CHAIRMAN ALTOM: We have Dylan B; is that  6 correct?  7 MS. RUSS: That's correct.  8 CHAIRMAN ALTOM: You want to introduce  9 yourself to the court reporter?  10 MS. ENNIS: I am a least Melissa Ennis. I'm  11 a resource worker for Pope County, and we're  12 here requesting a waiver for Dylan B.  13 (Brief pause in proceedings.)  14 MR. HEIMER: Ma'am, are you Jennifer?  15 MS. JENNIFER: Yes.  16 MR. HEIMER: And are you Dylan?  17 MR. DYLAN B.: Yes, sir.  18 MR. TOLLETTE: Dylan, talk to us. Defend  19 yourself. Make me feel like -- you wrote it  20 down. Make me feel like you really mean it.  21 MR. DYLAN B.: By that, do you mean --  22 MR. TOLLETTE: What have you learned?  23 MR. DYLAN B.: Turn around and walk the  24 other direction. I've actually learned quite a  25 lot from that experience. So I look back on it</p> <p style="text-align: right;">Page 37</p>

<p>1 and I honestly -- I kind of down myself,  2 because I could've done it completely  3 different. I wish I was in the right mindset  4 at that time, but I've been doing so much  5 better with everything, with diffusing  6 situations and everything. I even got noticed  7 at work, because I had two coworkers that were  8 getting into it. I was able to diffuse it, and  9 I got recognized for that at work.  10 I've had instances where there was a guy  11 that was mad at me for going the wrong way at  12 work, and was telling me he wanted to whoop me.  13 And I just said, "Cry about it."  14 MR. TOLLETTE: So do you think you want to  15 go into crisis management? Do you want to get  16 a degree in social work, sociology? Since  17 you're learned how to do this. It sounds good  18 to me.  19 MR. DYLAN B.: No. I've learned how to  20 control myself.  21 MR. TOLLETTE: Okay. Did you go to  22 counseling, or anything like that, to get help  23 for that?  24 MR. DYLAN B.: I've been in and out of  25 counseling all my life.</p> <p style="text-align: right;">Page 38</p>	<p>1 home a lot more. I'm a teenager so I go out,  2 but any time I was around, and he was up and  3 I'd see him, we would always mess around. Or  4 he'd come and talk to me a little bit. It's  5 kind of awkward, because I'm socially awkward  6 myself, so it takes a little bit for me to like  7 get out and be able to talk.  8 MR. FLYNN: You're doing very good today, by  9 the way.  10 MR. DYLAN B.: Thank you. I'm nervous.  11 I'm very nervous.  12 MR. WHATLEY: I'll make a motion to approve  13 the request.  14 CHAIRMAN ALTOM: I have a motion to approve.  15 Do I have a second?  16 MR. TOLLETTE: I'll second.  17 CHAIRMAN ALTOM: Sanford seconds. Any  18 discussion?  19 (No audible responses given.)  20 CHAIRMAN ALTOM: All those in favor say  21 "Aye."  22 BOARD MEMBERS (Collectively): Aye.  23 CHAIRMAN ALTOM: Any opposed?  24 (No audible responses given.)  25 CHAIRMAN ALTOM: Congratulations.</p> <p style="text-align: right;">Page 40</p>
<p>1 MR. TOLLETTE: Okay.  2 MR. DYLAN B.: I speak to a psychiatrist  3 once a month. I've been behind here recently,  4 especially with work, because I have started a  5 new job, and my schedule is 12 on and one off.  6 So I don't have a whole lot of time to -- well,  7 13 on and one off. I don't have a whole lot of  8 time to do anything, really, anymore.  9 MR. TOLLETTE: May I ask what is your  10 employment?  11 MR. DYLAN B.: I work at ConAgra brands, in  12 Russellville, Arkansas.  13 MR. FLYNN: One of the things I've noticed,  14 is that it's not foster parents, it's foster  15 families, so how do you feel about being a  16 foster family?  17 MR. DYLAN B.: I enjoy it. We had -- the  18 last -- well, the first kid -- well, yeah, it  19 was our only one. I mean, he was just a little  20 brother to me. I messed around with him,  21 played with him, you know. I'd walk in and  22 he'd say something like -- just messing with  23 me, and I'd say something back. It was just  24 all good, fine and whatnot.  25 I was working at Pizza Hut then, so I was</p> <p style="text-align: right;">Page 39</p>	<p>1 MR. DYLAN B.: Thank y'all so much.  2 CHAIRMAN ALTOM: Okay. We're ready to move  3 on to Exhibit A. Board members should have  4 received these packets a couple weeks ago.  5 I'll entertain a motion to approve the slate,  6 Exhibit A.  7 MS. MASSEY-FOTI: I'll make the motion to  8 approve.  9 CHAIRMAN ALTOM: I have a motion from  10 Beverly to approve.  11 MR. FLYNN: Second.  12 CHAIRMAN ALTOM: Second from Charles. Any  13 discussion?  14 (No audible responses given.)  15 CHAIRMAN ALTOM: All those in favor say,  16 "Aye."  17 BOARD MEMBERS (Collectively): Aye.  18 CHAIRMAN ALTOM: Lifeline Children Services.  19 MS. RUSS: Mr. Altom, this is the one I  20 spoke to you previously about. She is  21 currently in Alabama, and so you approved for  22 me to call her by phone.  23 CHAIRMAN ALTOM: Yes.  24 (Phone call initiated.)  25 MS. KELLY: This is Lisa Kelly.</p> <p style="text-align: right;">Page 41</p>

<p>1 MS. RUSS: Hi, Lisa. This is Ebony Russ 2 with the Placement and Residential Licensing 3 Unit. If you'll give me just a second. 4 MS. KELLY: Okay. 5 MS. RUSS: Lifeline Children Services is an 6 agency that provides adoption and foster care 7 services. This agency was approved by the 8 Child Welfare Agency Review Board to obtain a 9 license on June 24, 2021. The Licensing Unit 10 has remained in contact with this agency, and a 11 complete review of the agency's record was 12 completed in May of 2022, with only one minor 13 citation. This agency is considered to be in 14 good standing, and the Licensing Unit supports 15 their request to change from provisional status 16 to regular status. 17 MS. FLYNN: So how has the last year gone, 18 Lisa? I know y'all have had some staff issues. 19 This is Charles. Have y'all been able to work 20 with any families, or do anything during the 21 year? 22 MS. KELLY: We have not. We are having a 23 difficult time finding a staff member to 24 replace the staff member that left. That is 25 our challenge right now in Arkansas.</p> <p style="text-align: right;">Page 42</p>	<p>1 have Mr. Jimmy Brooks here from Timothy Hill 2 Children's Ranch. Timothy Hill Ranch Searcy, 3 formally requests the licensure of three 4 apartment units with two beds each. These 5 apartments are each complete, separate living 6 units, and are being constructed on their 7 current property, by way of converting and 8 expanding a standalone 1500 square foot 9 building. Each unit has a kitchen, living 10 room, bathroom, washer and dryer, and two 11 bedrooms with closets. Units are intended for 12 level I transitional residents. The staffing 13 needed to support level one residents, should 14 be smaller than that needed to support level 15 two residents. Level one residents, by 16 definition will not need live-in caretaking 17 support, and they have a fair degree of 18 personal independence and autonomy. 19 As of June 24, 2022, the Licensing Unit was 20 able to complete a walk-through of the new 21 apartments, and have found that they are very 22 adequate to accept a potential total of six 23 residents. Timothy Hill has provided the 24 appropriate documentation that ensures that the 25 apartments will be safe for the residents.</p> <p style="text-align: right;">Page 44</p>
<p>1 CHAIRMAN ALTOM: Is there a motion to 2 approve the request? 3 MR. TOLLETTE: I make a motion to approve 4 the request. 5 CHAIRMAN ALTOM: We have a motion from 6 Sanford to approve the request. Is there a 7 second? I'll second it. Any discussion? 8 (No audible responses given.) 9 CHAIRMAN ALTOM: All those in favor say 10 "Aye." 11 BOARD MEMBERS (Collectively): Aye. 12 CHAIRMAN ALTOM: Any opposed? 13 (No audible responses given.) 14 CHAIRMAN ALTOM: Thank you for being on the 15 call, Lisa. 16 MS. KELLY: Thank you for allowing me to 17 attend by phone. I really do appreciate that. 18 MS. RUSS: Thank you, Lisa. I'll send you 19 an email. 20 MS. KELLY: Sounds great. Thank you. Bye- 21 bye. 22 CHAIRMAN ALTOM: Next is Timothy Hill 23 Children's Ranch. 24 MS. RUSS: Okay. Ebony Russ with the 25 Placement and Residential Licensing Unit. We</p> <p style="text-align: right;">Page 43</p>	<p>1 DCFS is also in support of this request for 2 Timothy Hill. The Licensing Unit believes that 3 Timothy Hill has developed a good transitional 4 living program with adequate staff and the 5 Licensing Unit supports the request to increase 6 the total capacity of the transitional living 7 license to 10. And I have Mr. Brooks here for 8 any additional questions. 9 MR. FLYNN: I've heard some good reports 10 through the past year. I make a motion to 11 approve that request. 12 MR. WATSON: Second. 13 CHAIRMAN ALTOM: We have the motion to 14 approve and the second. Any discussion? All 15 those in favor say "Aye." 16 BOARD MEMBERS (Collectively): Aye. 17 CHAIRMAN ALTOM: Any opposed? 18 (No audible responses given.) 19 CHAIRMAN ALTOM: Congratulations. 20 MR. BROOKS: I'd like to say one thing. I'd 21 like to say that we are very grateful to 22 partner with the State of Arkansas in this 23 mission, and I would welcome any of you to come 24 and visit our property at some point. Ebony 25 got to come out for the first time, actually on</p> <p style="text-align: right;">Page 45</p>

<p>1 site, just last week. I know Eleanor has been 2 there a couple of times in Kristin Harper and 3 Crystal Jones with DCFS have been there several 4 times. So you guys are more than welcome to 5 come and visit anytime. We're just grateful to 6 partner with the State. Thank you for your 7 time.</p> <p>8 CHAIRMAN ALTOM: Fort Smith Children's 9 Emergency Shelter.</p> <p>10 MS. RUSS: Ebony Russ with the Placement and 11 Residential Licensing Unit. We have Ms. Ami 12 Curry as a director for the Fort Smith 13 Children's Emergency Shelter here for any 14 additional questions.</p> <p>15 The Fort Smith Children's Emergency Shelter 16 was approved at the April 27, 2022 board 17 meeting, to operate the emergency shelter 18 located at 3015 South 14th Street, in Fort 19 Smith as a transitional living program, with a 20 capacity of four. Ms. Curry made an additional 21 request on May 23, 2022 to add an additional 22 four transitional living beds, with the 23 potential of accepting four females. Ms. Curry 24 has provided an updated floor plan, that shows 25 where the architect would need to build walls</p> <p style="text-align: right;">Page 46</p>	<p>1 will start August 1st. They weren't sure if it 2 would start in September. So we got the date, 3 finally, and we also got an extra allotted 4 amount of money, just for a bigger pot of 5 funds, that she said probably every facility 6 got for this contract year. That amount of 7 money would actually allow us to serve one more 8 level two kid for this year, without any 9 additional funding request.</p> <p>10 You know, even if we are approved for 11 eight, we don't know if we'll get a contract 12 for eight. We have a contract for four kiddos 13 in this building, but again, the new amounts 14 that came out Monday, allows us to take a 15 fifth. So what I kind of asked her at the very 16 last minute, yesterday, which she said I could 17 present, was just before we do any construction 18 -- because we don't know when our grant money 19 will come in. We don't know if we want to go 20 ahead and start building, because again, we may 21 not get any contract money to serve those other 22 kids.</p> <p>23 So before that decision is made, and we 24 really start building some walls, which is 25 pretty simple, I wanted to ask if we would be</p> <p style="text-align: right;">Page 48</p>
<p>1 for the complete separation of the boys and 2 girls. Ms. Curry also identifies an easy spot 3 for the kitchen and dining area to be added to 4 the girls' side as well.</p> <p>5 This agency is hoping to be approved for a 6 total of eight residents. With the updated 7 floor plan, that clearly defines separate male 8 and female living units, the Licensing Unit is 9 in support of this request. It is to my 10 understanding that Ms. Curry -- did you want to 11 talk about something additional?</p> <p>12 MS. CURRY: Yeah, if time allows. Something 13 that just came up two days ago as far as our 14 contract, yes.</p> <p>15 MS. RUSS: So I don't know if we need to 16 make a motion on this request, or do you want 17 to go ahead and explain?</p> <p>18 CHAIRMAN ALTOM: Does your information have 19 anything to impact this request?</p> <p>20 MS. CURRY: Yes, it does.</p> <p>21 CHAIRMAN ALTOM: Then we'd like to hear it.</p> <p>22 MS. CURRY: Okay. So we were -- we finally 23 got our amended contract, which will allow us 24 to take level twos. We only have a contract 25 for level one. We just got that Monday, and it</p> <p style="text-align: right;">Page 47</p>	<p>1 able to -- if you guys would approve us taking 2 five residents, all males, five males in the 3 facility, versus the four. Again, just as the 4 building is right now. And that would just be 5 temporarily, until we make that decision to 6 start building, and then we could have boys and 7 girls, but of course we would not have that 8 fifth boy.</p> <p>9 MR. FLYNN: So there's two request. One is 10 a right now request, to put five, but that 11 would expire at whatever point you --</p> <p>12 MS. CURRY: Yes. Because again, it's just 13 -- you know, it's use it or lose it, with this 14 extra pot of money, and it's just for this 15 year. So we, of course, wanted to use it, and 16 make sure that they know that there is a need. 17 So if you'd just, again, allow us to have that 18 fifth child, until we divide into two separate 19 halves, would really help us out.</p> <p>20 MS. DOHERTY: What if you still needed those 21 five, that you've already put there, boys 22 there, if that time came, would you kick one of 23 the boys out?</p> <p>24 MS. CURRY: Well, again, this is just kind 25 of a temporary -- it's a gap housing. It's a</p> <p style="text-align: right;">Page 49</p>

<p>1 step down housing. These kids are only going 2 to be here for, we hope, three to six months, 3 and they will go straight to our apartment 4 complex around the corner and have their own 5 apartment. So we don't see any issue with 6 that, because construction will take a while, 7 you know, and we will be able to for sure 8 identify at least one boy that can -- you know, 9 is ready to move on up to a level one and be 10 totally independent.</p> <p>11 MS. RUSS: And so just for reference, the 12 standard indicates there can only be four per 13 living unit.</p> <p>14 MS. CURRY: So this would be just five, 15 temporally. Again -- I mean, I don't know how 16 long -- they said that I can ask for more 17 contract money at any time if we are capacity, 18 but again, there's no guarantee that there will 19 be more funds available. We just know we have 20 it this year, for one extra child, or young 21 adult.</p> <p>22 MR. WHATLEY: Does licensing have any input 23 on (indiscernible)?</p> <p>24 MS. RUSS: Could you repeat that?</p> <p>25 MR. WHATLEY: I was just wondering what your Page 50</p>	<p>1 excited to have eight hopefully.</p> <p>2 MR. FLYNN: Mr. Chairman, they've really 3 worked hard to get here. I think this is a 4 reasonable request to have five for a temporary 5 period of time. Plus it gives a fifth child a 6 chance to receive the services that they do 7 such a good job with, so I would support -- 8 first let's talk about the temporary placement, 9 if that's okay, and then we can discuss the 10 second one.</p> <p>11 MS. RUSS: So I've actually been to this 12 facility, and it's appropriate. I have no 13 concerns about the spacing and any ratio 14 concerns, so the Licensing Unit would be in 15 support of a fifth child at this location.</p> <p>16 MR. FLYNN: So I will make a motion to 17 approve this request.</p> <p>18 CHAIRMAN ALTOM: We have a motion to approve 19 the request. Is there a second?</p> <p>20 MR. WHATLEY: Second.</p> <p>21 CHAIRMAN ALTOM: Any discussion?</p> <p>22 MR. FLYNN: This is a motion to have five?</p> <p>23 CHAIRMAN ALTOM: This is a motion to have 24 five children.</p> <p>25 MR. HEIMER: Point of order, so then would Page 52</p>
<p>1 input was on all of this at this point, since 2 we're asking for a different request or 3 increasing to the five.</p> <p>4 MR. FLYNN: So you supported the first 5 request, but do you support this second 6 request?</p> <p>7 MS. RUSS: I really haven't had time to 8 review it. So, basically, you would have to 9 double up a room?</p> <p>10 MS. CURRY: No. There would still be one 11 open facility. You know, we would have either 12 -- we can space them out however we want. We 13 have eight bedrooms. They will still have 14 their own bedroom.</p> <p>15 MR. TOLLETTE: So that was the key for me. 16 Do you have the capacity for that fifth child?</p> <p>17 MS. CURRY: Oh, yes. We have eight separate 18 bedrooms, for eight separate kiddos.</p> <p>19 MR. WHATLEY: And you only need to use five?</p> <p>20 MS. CURRY: Yes.</p> <p>21 MR. TOLLETTE: Are you excited?</p> <p>22 MS. CURRY: Am I excited?</p> <p>23 MR. TOLLETTE: About being able to have a 24 fifth child?</p> <p>25 MR. CURRY: I am very excited. I'm very Page 51</p>	<p>1 -- when they switch from the five boys, to 2 going back to both genders, is that a new 3 approval process to come through at that point, 4 or is that --</p> <p>5 CHAIRMAN ALTOM: I think the next one we'll 6 talk about, would be increasing the capacity to 7 allow them, once they've done their 8 construction, to then go to two --</p> <p>9 MR. FLYNN: But they'd like to have 10 approval, before they start the construction.</p> <p>11 MR. HEIMER: Sure. Yeah.</p> <p>12 MR. TOLLETTE: And it's temporary, right?</p> <p>13 MS. DOHERTY: No, the second one is not.</p> <p>14 MR. FLYNN: The second one would be a 15 permanent setting to have --</p> <p>16 MS. CURRY: The four boys and the four 17 girls.</p> <p>18 MR. FLYNN: They have a building that's been 19 an emergency shelter for how many, 16?</p> <p>20 MS. CURRY: 25th year anniversary this year.</p> <p>21 MR. FLYNN: Yeah. So it's a big building, 22 that's been separated.</p> <p>23 MR. TOLLETTE: But the fifth is temporary 24 right now?</p> <p>25 MR. FLYNN: That's until they get done Page 53</p>

<p>1 working.</p> <p>2 MS. CURRY: Yeah. And so, again, those -- I</p> <p>3 just printed those larger ones out, just more</p> <p>4 to show you the space for the common areas. We</p> <p>5 did have an architect come, but he went out of</p> <p>6 the country, so I ended up having to use</p> <p>7 markers on here to get that, but as you can see</p> <p>8 -- I mean, it's a lot simpler actually than we</p> <p>9 even expected. I mean, we have to build a wall</p> <p>10 here. We will build a wall to make the larger</p> <p>11 room closed off, and then we'll just add a</p> <p>12 little kitchenette to the back of the girls'</p> <p>13 bathroom, like you guys requested when we were</p> <p>14 here last.</p> <p>15 Even if the girls have cars, they park on</p> <p>16 the side of the building. The boys park around</p> <p>17 the back. They will have separate patio areas.</p> <p>18 They will never see each other. We're going to</p> <p>19 enclose these windows from in front of the --</p> <p>20 or around the office, which is how you can see</p> <p>21 through. They'll be enclosed with, I think</p> <p>22 they said, some sheet rock. We don't want to</p> <p>23 do anything to permanent, in case -- I mean, we</p> <p>24 don't know if in five years we need to go back</p> <p>25 to an emergency shelter. We're not sure, so</p> <p style="text-align: right;">Page 54</p>	<p>1 MR. HEIMER: Yes, absolutely.</p> <p>2 CHAIRMAN ALTOM: Okay. All those in favor</p> <p>3 say I hear "Aye."</p> <p>4 BOARD MEMBERS (Collectively): Aye.</p> <p>5 CHAIRMAN ALTOM: Any opposed?</p> <p>6 (No audible responses given.)</p> <p>7 CHAIRMAN ALTOM: Okay. Now, finish your</p> <p>8 conversation.</p> <p>9 MS. CURRY: Well, okay. So, again, it's</p> <p>10 just a lot simpler than we thought, but it will</p> <p>11 really have the total feel of two separate</p> <p>12 facilities. I mean, there's not going to be,</p> <p>13 you know, a partition like this, or they're not</p> <p>14 gonna be able to see each other through windows</p> <p>15 across the building. I mean, it's going to be</p> <p>16 complete separation.</p> <p>17 You know, I mean, our biggest project of</p> <p>18 course is the kitchen area that we're going to</p> <p>19 build here, but they'll both have nice dining</p> <p>20 room. The girls will have a huge common area.</p> <p>21 The boys will have a huge common area. And,</p> <p>22 again, all eight kids will always have their</p> <p>23 own bedroom. We've already started remodeling</p> <p>24 in there, and ripping out one of the other</p> <p>25 beds. We used to somehow someway care for</p> <p style="text-align: right;">Page 56</p>
<p>1 anything that we do, can be reversed, but this</p> <p>2 gives them total separation. They won't see</p> <p>3 each other. They can't hear each other.</p> <p>4 The RA, who will live in these offices,</p> <p>5 only has access to this office with her badge.</p> <p>6 Everybody will have a badge, and will have</p> <p>7 different access points, where they can go in</p> <p>8 and out off, and they will have meetings there</p> <p>9 if they need to, et cetera. She'll use the</p> <p>10 front door. The boys will use the side door</p> <p>11 and the girls -- no, I'm sorry, that's the</p> <p>12 laundry room. The boys will use the back to</p> <p>13 get to their hallway. The girls use the side</p> <p>14 to get to their hallway. But again, they</p> <p>15 should never cross paths, or lay eyes on each</p> <p>16 other.</p> <p>17 MS. DOHERTY: Oh, they will. They're boys</p> <p>18 and girls.</p> <p>19 CHAIRMAN ALTOM: Let me pause you right</p> <p>20 there. We've got a motion on the floor.</p> <p>21 MS. DOHERTY: I will make a motion.</p> <p>22 MR. FLYNN: We have a motion on the five</p> <p>23 first. We never voted on that one.</p> <p>24 CHAIRMAN ALTOM: Does that answer your</p> <p>25 question on the --</p> <p style="text-align: right;">Page 55</p>	<p>1 three kids in each tiny bedroom, and then it</p> <p>2 went down to two, as a QRTP, and now we're</p> <p>3 finally just going to have one bed in each, and</p> <p>4 they'll have microwaves, mini fridges, chairs,</p> <p>5 TVs. They'll be kind of really like their own</p> <p>6 little dorm, but they can also, you know, go to</p> <p>7 our fridge and cook at our stove et cetera.</p> <p>8 CHAIRMAN ALTOM: So point of water on this,</p> <p>9 is this is proposed new construction that</p> <p>10 hasn't been done yet. So if we approve this,</p> <p>11 am I correct, that it still requires a</p> <p>12 licensing walk-through and final approval?</p> <p>13 MS. RUSS: Correct.</p> <p>14 CHAIRMAN ALTOM: So, typically, licensing</p> <p>15 would've already done this and then we would</p> <p>16 give final approval. We're giving approval for</p> <p>17 them to spend their treasure to do that</p> <p>18 renovation, so they'll feel comfortable that</p> <p>19 licensing agrees that that's going to work?</p> <p>20 MS. RUSS: Correct.</p> <p>21 MR. FLYNN: I make a motion to approve the</p> <p>22 request.</p> <p>23 MR. HEIMER: Second.</p> <p>24 CHAIRMAN ALTOM: Any discussion?</p> <p>25 (No audible responses given.)</p> <p style="text-align: right;">Page 57</p>

<p>1 CHAIRMAN ALTOM: All those in favor say 2 "Aye." 3 BOARD MEMBERS (Collectively): Aye. 4 MS. CURRY: Thank you. We think it's going 5 to cost us about \$70,000 to do everything. We 6 just wanted to, again, make -- you know, be 7 sure. Thank you guys so much. 8 MR. TOLLETTE: Your enthusiasm makes me 9 happy. 10 MS. CURRY: Well, again, I've been there for 11 18 years, but now -- you know, I'm the 12 executive director now for the past two months 13 and this is a big change for us. 14 MS. FLYNN: They need to get Jack's name off 15 of here and put your name on here. 16 MS. CURRY: That's all I've been doing for 17 two months, is getting emails, changing 18 accounts and passwords to my name. While he's 19 out at the lake, you know. 20 MR. TOLLETTE: Congratulations. 21 MS. CURRY: Thank you so much. I was 22 nervous. We do have a great program. 23 CHAIRMAN ALTOM: Next up is Grace Adoptions. 24 MS. RUSS: Okay. So these are notices to 25 the board that the agencies are closing. I did</p> <p style="text-align: right;">Page 58</p>	<p>1 and children placed shall be transferred to a 2 licensed adoption agency by written agreement. 3 After confirming with legal, ACA 9-9-503 4 establishment and maintenance, number 4, states 5 if an agency ceases to operate, and does not 6 transfer adoption records to another licensed 7 agency, it shall provide all records required 8 to be maintained by law to the Department of 9 Human Services. So the Licensing Unit has 10 accepted all files from Grace Adoptions. 11 Letter B, the department shall establish 12 and maintain a mutual consent, voluntary 13 adoption registry for all adoptions arranged by 14 the department, or may contract out the 15 function of establishing and maintaining the 16 registry to a licensed voluntary agency with 17 expertise in providing post-legal adoption 18 services, in which the agency shall establish 19 and maintain the registry that would otherwise 20 be operated by the department. 21 Letter C, the department shall keep records 22 of every adult adoptee and birth parent 23 reunited through the use of the mutual consent 24 voluntary adoption registry. Placement and 25 Residential Licensing Unit has received the</p> <p style="text-align: right;">Page 60</p>
<p>1 create a specific board action sheets for Grace 2 Adoptions. I'll go ahead and read it. Again, 3 Ebony Russ with the Placement and Residential 4 Licensing Unit. So at the request of Sharon 5 Appler, owner of Grace Adoptions, she would 6 like to aim for a May 1, 2022, to pull Grace 7 Adoptions license, and close their agency. Ms. 8 Appler reports that they are not and have not 9 been conducting or preparing for any adoptions 10 over the past year. At the request of Sharon 11 Appler, owner of Grace Adoptions, she would 12 like to aim for the May 1, 2022, to pull the 13 Grace Adoptions license, and close their 14 license. Mrs. Appler reports -- okay. I typed 15 that twice. 16 Mrs. Appler reports that they are not and 17 have not been conducting or preparing for any 18 adoptions over the past year. Due to a 19 discrepancy between adoption agencies, there 20 are no identified licensed adoption agencies, 21 that will accept the files for Grace Adoptions. 22 Minimal licensing standard 507.5 states if the 23 agency closes, or ceases to provide adoption 24 services, all adoption records, including 25 adoptive parents, birth mothers if applicable,</p> <p style="text-align: right;">Page 59</p>	<p>1 electronic files for Grace Adoptions and will 2 store those files in our e-docket system. So 3 that's just to give you guys notice. So we 4 have their files. 5 MS. DOHERTY: So the Department Human 6 Services, Licensing Unit -- 7 MS. RUSS: Licensing Unit. 8 MS. DOHERTY: -- is willing to take all this 9 on. So are y'all providing first adoptive 10 services, as well as the voluntary registry? 11 MS. RUSS: We have not made that decision at 12 that time. We do need to speak more with our 13 legal, to figure out what -- how we need to 14 handle that process. 15 CHAIRMAN ALTOM: This requires a motion from 16 the board? 17 MS. RUSS: It does. 18 CHAIRMAN ALTOM: Is there a motion to 19 accept? 20 MS. WATSON: So moved. 21 CHAIRMAN ALTOM: I have a motion from 22 Andrew. Is there a second? 23 MR. TOLLETTE: I'll second. 24 CHAIRMAN ALTOM: Second from Sanford. All 25 those in favor say "Aye."</p> <p style="text-align: right;">Page 61</p>



<p>1 BOARD MEMBERS (Collectively): Aye.  2 CHAIRMAN ALTOM: DCFS abstains or not?  3 Sandy, did you abstain?  4 MS. DOHERTY: Do I have to abstain?  5 MR. FLYNN: No. It doesn't have anything to  6 do with her. It's a private agency.  7 MS. DOHERTY: This is just what they're  8 doing. I was just asking questions about what  9 was --  10 MR. FLYNN: You're just glad you didn't get  11 the record?  12 MS. DOHERTY: Yes, I am. I figured we were  13 going to get some part of it.  14 CHAIRMAN ALTOM: They're working on that.  15 MS. RUSS: Okay. Next, we have United  16 Methodist Children's Home, Springdale Girls'  17 Home. This agency has been inactive or not  18 operational for more than a year. After  19 advisement from the agency administrator, it is  20 the recommendation of the Licensing Unit that  21 this license should be closed. This will be in  22 accordance with Act 772.  23 CHAIRMAN ALTOM: Is there a motion to accept  24 the request?  25 MR. WHATLEY: Motion to accept the request.</p> <p style="text-align: right;">Page 62</p>	<p>1 license, it has not been utilized by the agency  2 for many years. The Licensing Unit did verify  3 this information with their agency  4 administrator. The Licensing Unit gives notice  5 that this license type for UMCH Little Rock,  6 number 106, be closed in accordance with Act  7 772.  8 CHAIRMAN ALTOM: Is there a motion to  9 accept?  10 MR. WHATLEY: Motion to accept approval of  11 request.  12 CHAIRMAN ALTOM: Is there a second?  13 MR. FLYNN: Second.  14 CHAIRMAN ALTOM: All those in favor say  15 "Aye."  16 BOARD MEMBERS (Collectively): Aye.  17 CHAIRMAN ALTOM: I abstain.  18 MS. RUSS: Next, we have New Life Children's  19 Home. This home has been inactive,  20 nonoperational for a year. The Licensing Unit  21 has not been able to make contact with the  22 agency administrator, or their staff during,  23 this time. It is the recommendation of the  24 Licensing Unit to close this license. This  25 request would be in accordance with Act 772.</p> <p style="text-align: right;">Page 64</p>
<p>1 CHAIRMAN ALTOM: Is there a second?  2 MR. FLYNN: Second.  3 CHAIRMAN ALTOM: All those in favor say  4 "Aye."  5 BOARD MEMBERS (Collectively): Aye.  6 CHAIRMAN ALTOM: Any opposed?  7 (No audible responses given.)  8 CHAIRMAN ALTOM: I abstain.  9 MS. RUSS: Next, we have United Methodist  10 Children's Home, Mulberry Boys' Home. Has been  11 inactive, not operational for more than one  12 year. It is the recommendation of the -- it is  13 the recommendation that the residential license  14 for this agency be closed. This will be in  15 accordance with Act 772.  16 CHAIRMAN ALTOM: Is there a motion to accept  17 the request?  18 MR. HEIMER: Motion to accept.  19 MR. WATSON: Second.  20 CHAIRMAN ALTOM: Motion and a second. All  21 those in favor say "Aye."  22 BOARD MEMBERS (Collectively): Aye.  23 CHAIRMAN ALTOM: I abstain.  24 MS. RUSS: Okay. Next, we have United  25 Methodist Children's Home. Their placement</p> <p style="text-align: right;">Page 63</p>	<p>1 MR. TOLLETTE: I make a motion to accept the  2 request.  3 CHAIRMAN ALTOM: I'll second. All those in  4 favor say "Aye."  5 BOARD MEMBERS (Collectively): Aye.  6 CHAIRMAN ALTOM: Any opposed?  7 (No audible responses given.)  8 CHAIRMAN ALTOM: Other items?  9 MR. FLYNN: Can I ask a question back on  10 that section before we move on? It's more  11 about Lifeline's provisional to a regular  12 license. And this is not picking on them. It  13 just made me think about it as we're going  14 through the discussion is that we approved the  15 regular license, without observing them doing  16 anything during the year, because they have not  17 done any adoption activity, really, have they?  18 I mean, they've fired somebody, but have they  19 done any work that was observed?  20 MS. RUSS: No. And what we reviewed were  21 files that were previously worked. All of  22 those were adequate. So they had not been --  23 MS. FLYNN: I mean, they did all the stuff  24 to get a license, but not to -- we haven't  25 evaluated them on what job they did, during</p> <p style="text-align: right;">Page 65</p>

<p>1 that -- but can you extend a provisional 2 license? Do y'all understand what I'm saying? 3 MR. TOLLETTE: Yeah. Sounds like a lawyer 4 question. 5 MR. FLYNN: Well, it does. We've got more 6 than one in the room. 7 MS. FARRIS: This one doesn't know. 8 CHAIRMAN ALTOM: That's a good question. 9 Let me bring something else to the board. I 10 know you've dealt with this. I've been privy 11 to the emails. When you have a program that's 12 only staffed by one, and you lose that 13 individual and you're advertising to fill it, 14 but you don't get anybody that's willing to do 15 the job, and so you go so long, continuing to 16 recruit for, but if you hit that 12-month 17 window where you haven't hired someone yet, do 18 you lose your license, or do you still -- 19 because we've never closed. We've been trying 20 to operate. And I think we came up with the -- 21 we had to show proof that we were continuing to 22 work to try to hire and those type of things, 23 so that may be part of the issue here. 24 MR. FLYNN: Uh-huh. I think there are 25 multiple issues here, especially when you start</p> <p style="text-align: right;">Page 66</p>	<p>1 to Bethany's -- they just didn't. 2 MR. FLYNN: And like everyone is having 3 trouble finding people. Everybody has that 4 problem. So I should've recommended that we 5 keep that license provisional for another year, 6 and give them a chance to prove themselves, 7 that they are able to staff that position and 8 do the services that they need to be doing. 9 MS. FARRIS: Y'all could always take a vote 10 and decide to re-vote on a matter, and then 11 actually re-vote on the matter. 12 MS. RUSS: Would I need to call her back, so 13 she is aware of this, or just give notice? 14 MR. FLYNN: I say call her back. Let's 15 update her on our decision, and that we would 16 -- I think that would be appropriate for what 17 we are approving of them. 18 CHAIRMAN ALTOM: So are you making -- 19 MR. TOLLETTE: What does the lawyer say? 20 MS. FARRIS: Y'all approved closure of the 21 license, did you not? 22 MR. FLYNN: Pardon? 23 MS. FARRIS: Y'all approved the closure of 24 the license, correct? 25 MR. HEIMER: No, this was the approval of</p> <p style="text-align: right;">Page 68</p>
<p>1 talking about adoption agencies that are 2 dealing with placement of families out-of- 3 state, with workers out-of-state, and then 4 workers in the state. 5 MS. JEFFREY: It does say at the discretion 6 of the board, a provisional license may be 7 issued up to an additional year. 8 MR. FLYNN: Okay. And I should've spoken to 9 that during the discussion. I did not. I was 10 kind of processing and things moved quickly. I 11 probably should've had this discussion then, 12 but I didn't do that. 13 CHAIRMAN ALTOM: But, here again, they're 14 going to have to show active improvement 15 throughout the year, to maintain it, whether 16 they do anything or not, or a lose it. 17 MS. RUSS: Correct. 18 MR. FLYNN: By just checking their website, 19 I'd say they've probably been without a worker, 20 as much as they've had a worker for the past 21 year. 22 MR. HEIMER: Yeah. The person they brought 23 in did not stay long. 24 MR. FLYNN: Correct. 25 MR. HEIMER: I mean, they tried to step in</p> <p style="text-align: right;">Page 67</p>	<p>1 the -- 2 MS. FLYNN: Okay. When a new agency applies 3 for a license, they get one year provisional. 4 After one year of successful operation, it is 5 converted to a regular license. And so they 6 received a provisional license at this meeting 7 last June, and so this would be the appropriate 8 time to convert that to a regular license, but 9 that's normally after watching these people's 10 operations for a year, licensing being in their 11 office and seeing how they operate. 12 MS. FLYNN: Did y'all just vote though to 13 accept closure of the license? 14 MS. JEFFREY: No. They just voted to -- 15 CHAIRMAN ALTOM: No. We voted to convert it 16 to a regular license. 17 MS. FARRIS: Okay. Well, do y'all want to 18 change that? 19 CHAIRMAN ALTOM: Let me ask the question, 20 though. Weren't they staffed? 21 MR. FLYNN: They have had staff at one time 22 or another, but they have not done any adoption 23 business to observe. They have not done any 24 home studies. They have not done any 25 adoptions.</p> <p style="text-align: right;">Page 69</p>

<p>1 CHAIRMAN ALTOM: So help me understand, 2 then, if you're not doing anything, but you're 3 staffed and you're open, are you going to 4 punish a provider, because they didn't get any 5 business?</p> <p>6 MR. HEIMER: But they're not currently 7 staffed. I mean, they had someone who came in. 8 What she said is that they haven't been able to 9 maintain them, and she's running it from out- 10 of-state.</p> <p>11 CHAIRMAN ALTOM: That goes back to my point 12 with our facility, is that, you know, we still 13 don't consider it closed. We're still 14 advertising to fill it, but will we lose -- 15 will we have to close, because we didn't do any 16 operations? I think we're splitting hairs here 17 to say, "Well, if you don't do any business --"</p> <p>18 MR. WATSON: But I see where Charles is 19 coming from, because we haven't seen them 20 operate.</p> <p>21 MR. FLYNN: It says a provisional license is 22 issued to a newly licensed agency, for one 23 year, to give the agency time to demonstrate 24 substantial compliance with minimal licensing 25 standards, and then at the discretion a</p> <p style="text-align: right;">Page 70</p>	<p>1 If somebody opens -- we've approved some 2 provisional on residential programs this year, 3 and if they don't take any children between now 4 and next year, I think we would want to see how 5 they operated, before we gave them a regular 6 license.</p> <p>7 MR. WHATLEY: But to Andy's point --</p> <p>8 CHAIRMAN ALTOM: I agree. That's a good 9 point.</p> <p>10 MR. FLYNN: So this is not about Lifeline. 11 This is about the practice of this board.</p> <p>12 MR. WHATLEY: That's from provisional to a 13 regular, but to Andy's point, if we've got 14 somebody that's been established, and they have 15 not had any activity for 12 months, is this 16 going to impact --</p> <p>17 MR. FLYNN: Okay. There's two different 18 things. One, if someone with an established 19 agency comes in for a new license, they 20 normally get a regular license. They normally 21 don't get a provisional license, but we've seen 22 today, if somebody goes for a year without 23 doing business, then that license may be 24 removed.</p> <p>25 CHAIRMAN ALTOM: I think the key here is</p> <p style="text-align: right;">Page 72</p>
<p>1 provisional license may be issued an addition 2 year.</p> <p>3 MR. WATSON: And he's not talking about 4 pulling it. He's just talking about getting 5 them --</p> <p>6 CHAIRMAN ALTOM: Granting it another --</p> <p>7 MR. FLYNN: Yeah. They can still -- it 8 doesn't change anything they do for this year. 9 It just doesn't become a regular license, until 10 they've had a chance for the agency to 11 demonstrate substantial compliance with minimum 12 standards.</p> <p>13 CHAIRMAN ALTOM: So Charles, do you make a 14 motion to revisit?</p> <p>15 MR. FLYNN: I'm making a motion right now to 16 discuss it. I'd like to have the opinion of 17 the board before we move on.</p> <p>18 MR. WATSON: I'll second that.</p> <p>19 MR. FLYNN: Well, I have made a motion. If 20 you want to make a motion, you can.</p> <p>21 MR. TOLLETTE: What's in that water you're 22 drinking, Charles?</p> <p>23 MR. FLYNN: Well, you know, to me it's two 24 parts. It's not just about one agency. It's 25 about how we're going to do this in the future.</p> <p style="text-align: right;">Page 71</p>	<p>1 that you haven't established for review. But 2 we can extend provisional more than one year or 3 two years, if in fact you can't find staff, 4 that you could still keep the provisional, and 5 we wouldn't recognize it as a full license, 6 until we actually got to see the work product. 7 I get that. I second that.</p> <p>8 MR. TOLLETTE: Well, I was just going to 9 say, then listening to all of this and trying 10 to keep up, if we have that individual 11 organization that has not operated for 12 12 months, but they're still trying, then at 12 13 month is there a way that they can come -- we 14 can request that the individual responsible for 15 that organization, can come before this board 16 and, you know, appeal to another temporary 17 continuing license, or do we close it down?</p> <p>18 MR. FLYNN: Did I read up to 12 months? Up 19 to a year? Is that what I read?</p> <p>20 MR. HEIMER: So as I'm understanding, 21 there's two different questions here. One is 22 do we take someone who has not yet proven 23 themselves through the system and give them 24 full status, and another question is do we take 25 someone who has and who's in it, and do we</p> <p style="text-align: right;">Page 73</p>

<p>1 remove some of that status? And I don't think  2 we have to answer the second question to figure  3 out the first one.  4 MR. WHATLEY: I agree with that. I just  5 don't want anything to negatively impact an  6 established organization.  7 MR. HEIMER: I fully agree with that too. I  8 mean, during COVID, a lot of these groups  9 struggled.  10 MR. FLYNN: But it is a law, though, now,  11 that if you go 12 months without having  12 anything -- doing any business with the  13 residential for sure, like we've done today,  14 those licenses are removed. So we have nothing  15 to do with that decision. So let me amend what  16 I'm saying. Let's say six months. If it's  17 going to be up to a year, let's give them six  18 months, and then we can come back and discuss  19 it again in six months.  20 CHAIRMAN ALTOM: First, we have to have a  21 motion to revisit the issue.  22 MR. FLYNN: I'll make a motion to revisit  23 the issue.  24 MR. TOLLETTE: I'll second.  25 CHAIRMAN ALTOM: All those in favor, say</p> <p style="text-align: right;">Page 74</p>	<p>1 I'm the chair of the board, and after we were  2 getting towards the end of the agenda, there  3 was a thought process that maybe we were  4 setting a precedent on establishing a full  5 license with an entity that has no work  6 product, since the time they were provisional  7 during their first year. And I think you might  8 meet that criteria.  9 Under the rules for the Child Welfare  10 Licensing, we are allowed to extend you a  11 provisional license greater, so you can get  12 somebody hired and then we can see your work  13 product, and then maybe, potentially, move to a  14 full licensure.  15 MS. KELLY: That's fine, if that's what  16 needs to be done. We understand.  17 CHAIRMAN ALTOM: Okay. We just wanted to  18 inform you, that the board has decided to  19 revisit your case, and we have a motion to --  20 MS. DOHERTY: Well, I've got a question,  21 because you said shall. That isn't may. It's  22 shall, you have to. So is that provisional, or  23 regular?  24 MS. FARRIS: I am searching frantically, to  25 try and find the answer.</p> <p style="text-align: right;">Page 76</p>
<p>1 "Aye."  2 BOARD MEMBERS (Collectively): Aye.  3 CHAIRMAN ALTOM: Any opposed?  4 (No audible responses given.)  5 CHAIRMAN ALTOM: All right. Now, do you  6 want to make a motion?  7 MR. FLYNN: I make a motion that we give  8 Lifeline six -- we would extend their  9 provisional six months. That's probably all I  10 need to say.  11 MS. FARRIS: Well, the statute does say  12 shall terminate.  13 MS. DOHERTY: It doesn't say may; it says  14 shall, huh?  15 MS. FARRIS: It says shall. So a licensee  16 that has not been in operation for a  17 consecutive 12-month period -- I'm looking at  18 Act 772, which is appended to your board --  19 MS. JEFFREY: Is that a regular license, or  20 is that a provisional license?  21 MS. RUSS: Lisa, are you there?  22 MS. KELLY: I am here, yes.  23 MS. RUSS: Okay. Just for the record, this  24 is Lisa Kelly, with Lifeline Children Services.  25 CHAIRMAN ALTOM: Lisa, this is Andy Altom.</p> <p style="text-align: right;">Page 75</p>	<p>1 MS. JEFFREY: Act 772 is only for PRTFs.  2 They are a child placement entity.  3 MS. FARRIS: Wonderful.  4 MR. FLYNN: Okay. But it also applied to  5 regular residential, because --  6 MS. RUSS: That was my understanding of it  7 from legal.  8 MR. FLYNN: So it is more than PRTFs.  9 CHAIRMAN ALTOM: Okay. So, basically, we're  10 going to revisit to extend the provisional. Do  11 we have a motion to --  12 MR. FLYNN: I'll make a motion that we will  13 extend your provisional license six months, and  14 we can reconsider at that point.  15 MR. HEIMER: Second.  16 CHAIRMAN ALTOM: I have a motion and a  17 second. Any discussion?  18 (No audible responses given.)  19 CHAIRMAN ALTOM: Are there any questions  20 from the applicant?  21 MS. KELLY: I don't have any questions at  22 this time.  23 CHAIRMAN ALTOM: Okay. All those in favor  24 say "Aye."  25 BOARD MEMBERS (Collectively): Aye.</p> <p style="text-align: right;">Page 77</p>

<p>1 CHAIRMAN ALTOM: Any opposed?</p> <p>2 (No audible responses given.)</p> <p>3 CHAIRMAN ALTOM: So I'm sure you'll be in</p> <p>4 touch with the Licensing Unit, and they'll</p> <p>5 advise you, and good luck with finding somebody</p> <p>6 to replace your loss here in Arkansas.</p> <p>7 MS. KELLY: Thank you so much. I appreciate</p> <p>8 it.</p> <p>9 MR. RUSS: Thank you.</p> <p>10 MR. WHATLEY: I'm sorry. That brings me to</p> <p>11 another question. In my organization, there's</p> <p>12 multiple licenses. One is that of a</p> <p>13 transitional living. Those quarters are</p> <p>14 primarily for kids that we've had -- for us</p> <p>15 it's for kids that we've had living at the</p> <p>16 ranch for a number of years, and then they</p> <p>17 promote or graduate to transitional living.</p> <p>18 There may be a period -- there may be times</p> <p>19 where that may go a year without us having</p> <p>20 somebody to go into, because we're waiting on</p> <p>21 them to be appropriate age where they would</p> <p>22 qualify.</p> <p>23 So I'm not wanting to lose my transitional</p> <p>24 license, waiting on a child to turn 18 and for</p> <p>25 them to graduate.</p> <p style="text-align: right;">Page 78</p>	<p>1 MS. DOHERTY: Well, I think it's each</p> <p>2 different type of license. So any type of</p> <p>3 license that falls under this that hits 12</p> <p>4 months and has had no activity using that</p> <p>5 license.</p> <p>6 MR. FLYNN: So, for an adoption license,</p> <p>7 that activity could be providing services for a</p> <p>8 birth mom.</p> <p>9 MS. DOHERTY: But it just says activity. It</p> <p>10 says found a baby, put -- activity is activity.</p> <p>11 MR. FLYNN: So it would be good to have an</p> <p>12 opinion from the Attorney General's Office,</p> <p>13 going forward, because this --</p> <p>14 MS. FARRIS: Well, Joe can tell you what he</p> <p>15 thinks.</p> <p>16 MR. FLYNN: Okay. Good. And if he can give</p> <p>17 us something that we could go on, that would be</p> <p>18 really good. This is going to continue to come</p> <p>19 up.</p> <p>20 MS. FARRIS: Has it not come up before?</p> <p>21 MR. FLYNN: No. We've been closing the</p> <p>22 licenses, since last August, I believe.</p> <p>23 MS. RUSS: Last July.</p> <p>24 CHAIRMAN ALTOM: I honestly think the intent</p> <p>25 behind this law, though, was that -- because</p> <p style="text-align: right;">Page 80</p>
<p>1 MR. FLYNN: I would like to ask Joe to give</p> <p>2 us an opinion on this, because there are</p> <p>3 several pieces of this puzzle for me, and one</p> <p>4 of those that is -- one of them could be an</p> <p>5 adoption agency, that does not do any adoptions</p> <p>6 for a year, and there are -- I'm guessing right</p> <p>7 now, there are some of those in the state.</p> <p>8 Y'all have an adoption license. When was the</p> <p>9 last time you did an adoption? Okay. Who does</p> <p>10 the law apply to?</p> <p>11 MS. FARRIS: Act 772?</p> <p>12 MR. FLYNN: Whatever it was.</p> <p>13 MS. FARRIS: 9-28-407?</p> <p>14 MS. RUSS: It's Act 772.</p> <p>15 MR. FLYNN: Ebony, it's the one that our</p> <p>16 license for residential care was removed,</p> <p>17 right?</p> <p>18 MS. RUSS: Uh-huh.</p> <p>19 MR. FLYNN: So I would like to find out who</p> <p>20 that applies to.</p> <p>21 MS. FARRIS: The entire thing, or just the</p> <p>22 section at issue?</p> <p>23 MR. FLYNN: You can explain it better than</p> <p>24 me. I don't know the law. Sandy, I think you</p> <p>25 may have heard something about it.</p> <p style="text-align: right;">Page 79</p>	<p>1 PRTFs are tied to BOAs, and when you have a</p> <p>2 licensed entity, that has occupied -- because</p> <p>3 that's a certificate of need. And so when you</p> <p>4 have facilities -- I would say that -- Lord's</p> <p>5 Ranch, when they were licensed, they had so</p> <p>6 many beds. They were counted against the bed</p> <p>7 need in the state of Arkansas. That limited</p> <p>8 that area to be able to have -- even though</p> <p>9 they weren't open, but they still maintain</p> <p>10 their license.</p> <p>11 So I think the law was passed to say, "Hey,</p> <p>12 look, if you're inactive for a year, then you</p> <p>13 lose that license. But I honestly think it's</p> <p>14 -- I think you did a stretch, and they said,</p> <p>15 well PRTFs and residential. But residential is</p> <p>16 not the case. I would make the argument, just</p> <p>17 like Charles says, what about those providers</p> <p>18 that try to provide a continuum of care for</p> <p>19 their kids? So they take the children when</p> <p>20 they're younger, but they have a program</p> <p>21 licensed to transition them into, but it might</p> <p>22 be two years before those kids are ready to use</p> <p>23 that facility. Does he have to reapply for</p> <p>24 that license every time he finally has an age</p> <p>25 group ready?</p> <p style="text-align: right;">Page 81</p>

<p>1 And so that's what we need the 2 clarification on, because that's promised 3 providers who -- you know, whether they have a 4 group home that's inactive, but they could 5 convert it to a different type of program, now 6 you all of a sudden lose it, and then you have 7 to go back and it creates more work for you 8 guys.</p> <p>9 MR. FLYNN: I think you're right. I think 10 that Beverly even thought it was just targeted 11 at PRTFs and I think that was the intention, 12 but evidently, the way it was written by -- the 13 interpretation at least of the Licensing Unit 14 is that it includes residential.</p> <p>15 MS. FARRIS: So that's what you wanted to 16 know? If Act 772 applies to residential.</p> <p>17 MR. FLYNN: And does it go outside of 18 residential? Does it go into placement? Does 19 it go into others?</p> <p>20 MS. FARRIS: If you guys have to close the 21 residential facilities and not just the PRTFs, 22 correct?</p> <p>23 MS. RUSS: Right.</p> <p>24 MS. DOHERTY: Actually, any. Any license</p> <p>25 MR. FLYNN: Any licensed -- or an adoption</p> <p style="text-align: right;">Page 82</p>	<p>1 The agreement will be effective for six 2 months from when the agreement was signed. And 3 I do have -- I'm sorry. I'll let you ladies 4 introduce yourselves. It's been a long day.</p> <p>5 MS. FREEMAN: Melissa Freeman, the 6 administrator at Maggie House.</p> <p>7 MS. STRIPLING: I'm Debbie Stripling and I'm 8 the Arkansas administrator for Free Will 9 Baptist Family Ministries.</p> <p>10 MS. RUSS: So I'll let them either make a 11 statement, or if you have any questions, for 12 them.</p> <p>13 MR. FLYNN: So when was the date of the 14 corrective action?</p> <p>15 MS. RUSS: It was last signed June 16, 2022. 16 Recently.</p> <p>17 MS. STRIPLING: Can I start?</p> <p>18 MS. RUSS: Yes, ma'am.</p> <p>19 MS. STRIPLING: Okay. So our QRTP program 20 at Maggie House typically serves 16 QRTP 21 children, and when we're fully staffed, we have 22 about 26 staff members; however, as all of us 23 know, COVID-19 has drastically influenced our 24 capabilities of being fully staffed. At least 25 it has for us. And I just got some facts I</p> <p style="text-align: right;">Page 84</p>
<p>1 placement license, or a foster placement 2 license.</p> <p>3 MR. WHATLEY: Or could it extend to an 4 emergency license.</p> <p>5 MS. DOHERTY: That's why I said any license.</p> <p>6 MR. FLYNN: That's what I'm saying. So 7 thanks. I'm good with that, where we are now.</p> <p>8 CHAIRMAN ALTOM: We've got Maggie House.</p> <p>9 MS. RUSS: Okay. So, again, Ebony Russ with 10 the Placement and Residential Licensing Unit. 11 We do have representatives for Maggie House 12 available. Again, this is notice to the board, 13 because there was a previous request that 14 whenever the Licensing Unit places an agency 15 under a corrective action agreement, that you 16 guys were notified.</p> <p>17 So effective June 16, 2022, the Licensing 18 Unit implemented a corrective action agreement 19 for Maggie House. Maggie House is licensed as 20 a residential child care facility, and 21 currently operates as a QRTP facility. The 22 Licensing Unit conducted a review of the agency 23 over the past year, and identified concerns 24 related to unprofessional conduct, behavior 25 management, and ratio and supervision.</p> <p style="text-align: right;">Page 83</p>	<p>1 want to share with you. I'm not giving 2 excuses. I'm just telling you facts of what 3 we've been going through.</p> <p>4 So starting in March of 2020, when COVID-19 5 first presented our main challenges, we have 56 6 employees that had been terminated. Since 7 March of 2020, we have hired 60 employees. We 8 currently have 23 employees, and we still are 9 not fully staffed. What this means is we have 10 overturned our complete staffing three times 11 within the last two and a half years. That is 12 major. That's a huge undertaking for our staff 13 members.</p> <p>14 So when they discussed that we've got staff 15 that are struggling with the relationships with 16 these children, you guys understand that the 17 children that have made connections with staff 18 members, the staff are gone, so it's just a 19 continuous cycle of trying to build that with 20 those young people. And then, also, you know, 21 it has been a tremendous burden on the 22 managerial staff. You know, having to deal 23 with all of this. I mean, who has time to 24 constantly interview people and trying to hire 25 and then terminating people? It's just a rat</p> <p style="text-align: right;">Page 85</p>

<p>1 race.</p> <p>2 And then COVID-19 has also put a tremendous</p> <p>3 pressure on our therapeutic services. We've</p> <p>4 had to revamp our strategies, and our resource</p> <p>5 was also stressed. The counseling agencies</p> <p>6 that we were using to provide services are too</p> <p>7 very strapped, and their staffing personnel, so</p> <p>8 therefore our young people were not getting the</p> <p>9 services that they needed.</p> <p>10 We have tried to vamp out to other</p> <p>11 counseling agencies, and they wanted to do Zoom</p> <p>12 visits, and that is not what our young people</p> <p>13 need. They need face to face. We cannot have</p> <p>14 a child that is escalating, and needing</p> <p>15 intervention and someone talk to them on a</p> <p>16 phone. It's just not going to work. So we</p> <p>17 have -- we've also looked into hiring a</p> <p>18 clinical coordinator. We know that is a need.</p> <p>19 Charleston, Arkansas, is in a very rural</p> <p>20 community, with one little red light. So, it's</p> <p>21 been very, very, difficult.</p> <p>22 And so some of the things that we're trying</p> <p>23 to put in place is that we hope to become a</p> <p>24 Medicaid provider. We're going to be a bill of</p> <p>25 Medicaid, so we'll have our own clinical staff</p> <p style="text-align: right;">Page 86</p>	<p>1 and how that relates to when they're working</p> <p>2 with children with trauma.</p> <p>3 And then, as far as de-escalation, we use</p> <p>4 CPI. We used to use Handle With Care, but we</p> <p>5 have gone to CPI. So, there again, here's a</p> <p>6 little bit of a problem, because we have</p> <p>7 children in our QRTP program, that are coming</p> <p>8 out of hospitals, and they're coming out of</p> <p>9 places where they are being restrained, and</p> <p>10 they get injections, medical injections, but</p> <p>11 then they're coming to a step down to a QRTP</p> <p>12 program -- not one that's based in a hospital,</p> <p>13 or has a large corporation that has these</p> <p>14 services in place. We're talking about an</p> <p>15 independent very small group who does not have</p> <p>16 those services, and yet we aren't restraining</p> <p>17 these children. We can't restrain these</p> <p>18 children. We don't have the capability of</p> <p>19 giving them medications that's going to help</p> <p>20 them.</p> <p>21 And so, it has been very difficult. Let me</p> <p>22 see here. So what we've done to help begin to</p> <p>23 stabilize our program -- our staff turnover is</p> <p>24 decreasing. Our staff turnover over the last</p> <p>25 couple of months is absolutely -- we've been</p> <p style="text-align: right;">Page 88</p>
<p>1 on-site. We'll have our own clinical</p> <p>2 coordinator. We bill our services on-site.</p> <p>3 But those are some of the things that we're</p> <p>4 going to try to work towards.</p> <p>5 But most importantly, the temporary fixes</p> <p>6 for our solutions is, one, to increase the</p> <p>7 clinical services, and that has already begun.</p> <p>8 And, then, secondly the long-term goal was for</p> <p>9 Medicaid and Medicare billing services. Not</p> <p>10 Medicare. Medicaid billing services. And then</p> <p>11 trainings have been in place. We've had de-</p> <p>12 escalation trainings. We've had trauma</p> <p>13 informed care trainings in place, but when you</p> <p>14 have constant turnover of staff, then it's hard</p> <p>15 to really -- our staff to get a grasp of</p> <p>16 understanding of what that entails.</p> <p>17 Licensing has offered to come on site and</p> <p>18 help with some de-escalation trainings, and we</p> <p>19 welcome that. The trauma informed care</p> <p>20 trainings that we've done, our Risking</p> <p>21 Connections, our Relias program has trauma</p> <p>22 informed care trainings on it. And then, also,</p> <p>23 Melissa has done a really good job in doing</p> <p>24 surveys with the staff, and talking about their</p> <p>25 own personal trauma that the staff has endured,</p> <p style="text-align: right;">Page 87</p>	<p>1 from -- actually, January to present, our staff</p> <p>2 has dropped. And then the managerial staff is</p> <p>3 in place. The stability of the managers, I</p> <p>4 will -- some of you know Melissa, some of you</p> <p>5 do not, but she stepped into this role two</p> <p>6 years ago, and she's been through the fire, and</p> <p>7 she has not left me. She has stuck it out.</p> <p>8 She's a hard worker, and she works countless</p> <p>9 hours. She has made a really great rapport</p> <p>10 with the young people. The kids love her. And</p> <p>11 when she's on site, the kids do very, very,</p> <p>12 well. But you know she has to go home</p> <p>13 sometimes, and then the kids act out.</p> <p>14 And, then, the kids who make relationships</p> <p>15 with staff members, and those staff members</p> <p>16 leave, then the kids fall to pieces. I mean,</p> <p>17 it's just -- so we do have a really good group</p> <p>18 of staff, who bond with these kids, who are</p> <p>19 making -- building relationships with them, but</p> <p>20 they're not on duty 24/7 all the time. And so,</p> <p>21 that's when we see that we have young people</p> <p>22 that began to start acting out and have some</p> <p>23 uncontrollable behaviors.</p> <p>24 And I don't know if licensing is aware. I</p> <p>25 know DCFS is, but Maggie House gets some of the</p> <p style="text-align: right;">Page 89</p>

<p>1 hardest to place kids in the state. I'm 2 telling you. They get very, very, difficult 3 kids, and we're willing to accept those 4 children. We don't turn them down. We accept 5 those children. We take the harder to place 6 kids, and when you take those harder to place 7 kids, yes you going to have more incidents. We 8 had an incident today, where we had a child who 9 ran out into traffic. She ran out into the 10 highway, and two staff members had to go and 11 grab that child out of the traffic, and she 12 breaks one of the staff members nose, and then 13 she kicks the other staff member, so he's got 14 some internal injuries as a result of it. 15 They're having to -- I mean, this is not 16 the type of incident that happens frequently, 17 but I'm just telling you, you know, we've got 18 staff that get beat up, and yet they still come 19 to work. And so I'm so thankful for our 20 dedicated staff members, who truly do love and 21 care about these young people. 22 Now, what are we doing to move forward to 23 make Maggie House a better place? Our children 24 in acute settings, I've already talked about 25 this, they are chemically and physically</p> <p style="text-align: right;">Page 90</p>	<p>1 our cameras. That's going to be an expensive 2 endeavor, but it's absolutely important to the 3 safety of our young people and also for the 4 safety of our staff members. 5 And then, lastly, we would like to request 6 to allow our probation to be three months 7 instead of six months, as we are actively 8 already beginning to make the proper changes 9 and the needed adjustments in our program, to 10 make QRTP at Maggie House absolutely to meet 11 the appropriate needs to help our young people 12 be successful. 13 MS. DOHERTY: Well, it doesn't cost anything 14 when you're on probation, so I'm not sure what 15 the -- 16 MS. STRIPLING: What did she say? 17 MS. DOHERTY: The reason to reduce the 18 number from six months to three months, what 19 would be the purpose of that? 20 MS. STRIPLING: Well, by the three-month 21 timeframe, we feel like we're going to already 22 have our clinical director on-site, and have 23 those insight services provided, that we 24 currently do not have, and that has been the 25 biggest struggle we felt like, is that our</p> <p style="text-align: right;">Page 92</p>
<p>1 restrained, and yet our program does not 2 restrain. The gap has caused significant 3 burden on our program, but our program is 4 adapting to these changes. We're implementing 5 a higher level of care. This is already begun. 6 Ms. Ebony -- we're already doing more one on 7 one care with our young people, hiring full- 8 time therapist, care director, to be over 9 licensed therapy, getting our Medicaid 10 approval, hiring full-time on-site therapist, 11 developing proactive implementation plans for 12 our youth that cannot return to acute 13 hospitals. Several of our young people, there 14 is not an acute hospital in the state that's 15 going to accept them. They won't take them 16 back. And so, up front, we're trying to see 17 what implementation plans can we set forth to 18 try to be proactive, and to work with these 19 young people. 20 And then, also, one of the things that 21 licensing brought up on one of their visits is 22 that they felt like -- the thing with the lack 23 of supervision with staff. There are blind 24 spots. The camera does not pick up everything 25 in the facility, and so we're going to increase</p> <p style="text-align: right;">Page 91</p>	<p>1 children are not getting the proper therapy 2 that they need. 3 MS. DOHERTY: But what's the -- what is the 4 downside to y'all -- three months or six 5 months? 6 MS. STRIPLING: I mean, I think, you know, 7 the stress and strain of being on probation, 8 and constantly guarding that, you know, we're 9 going to screw up and they're going to close 10 our whole doors. 11 MS. RUSS: Speaking for licensing, like, we 12 would not be in support of that request, 13 because it takes us time to actually monitor 14 those agencies, and six months is enough time 15 for us to effectively do so. Three months is a 16 short amount of time, unless someone has 17 anything different to say. 18 MR. FLYNN: And six month has been the 19 practice? 20 MS. RUSS: Correct. 21 MR. TOLLETTE: And for me, I run a 22 residential facility, and I have for 48 years, 23 so everything you talk about is familiar to me. 24 You just haven't had a death in your facility 25 probably have you?</p> <p style="text-align: right;">Page 93</p>



<p>1 MS. FREEMAN: No.</p> <p>2 MR. TOLLETTE: Thank you. That's why I</p> <p>3 said, I've been at it a long time. My thoughts</p> <p>4 were how did the young lady get away from the</p> <p>5 facility? Is it not secure? How did she get</p> <p>6 out in the road?</p> <p>7 MS. STRIPLING: We're not a lock-down.</p> <p>8 MS. FREEMAN: Oh, today? Yeah, she ran out</p> <p>9 the front door. So we're not locked down. All</p> <p>10 they have to do is hold the door for 10</p> <p>11 seconds, and it opens. The front door, from</p> <p>12 her cottage, you hold it down for 10 seconds,</p> <p>13 it opens and she just runs out.</p> <p>14 MR. TOLLETTE: And I have a senior facility,</p> <p>15 so --</p> <p>16 MS. STRIPLING: And the highway is very</p> <p>17 close to the facility.</p> <p>18 MR. TOLLETTE: Okay. I haven't seen your</p> <p>19 facility. This is what's stipulating to me as</p> <p>20 a commissioner here and hearing everything. I</p> <p>21 have the compassion, but I also feel like my</p> <p>22 colleague said, pretty much six months won't</p> <p>23 matter if you're getting everything right. I</p> <p>24 tell my staff that work with me, we do the</p> <p>25 right thing every day. It's like having a</p> <p style="text-align: right;">Page 94</p>	<p>1 MS. STRIPLING: We have. We have reduced</p> <p>2 the numbers, and they stayed reduced for maybe</p> <p>3 -- not even a month. I would say a few weeks,</p> <p>4 and then DCFS is desperate for placement and</p> <p>5 they needed us, and so we would take the</p> <p>6 children.</p> <p>7 MR. WATSON: Well, here's Andrew Watson</p> <p>8 speaking, just on Andrew Watson's behalf. If</p> <p>9 it were me, I don't care if DCFS calls or not.</p> <p>10 If I don't feel like I'm ready, I'm not taking</p> <p>11 those kids.</p> <p>12 MR. DOHERTY: It's not just ready; you have</p> <p>13 a staffing standard, a number. I'm DCFS and I</p> <p>14 still wouldn't -- I would not take them.</p> <p>15 MR. WATSON: But to me, I look at it and I'm</p> <p>16 thinking, okay, you've got this six-month</p> <p>17 window, this six-month period. Don't take any</p> <p>18 more kids for this six-month period, and as</p> <p>19 kids rotate out, don't bring new kids in, until</p> <p>20 you get your staffing taken care of, until you</p> <p>21 get your counseling situation taken care of.</p> <p>22 MS. STRIPLING: Our understanding, we can't</p> <p>23 deny children.</p> <p>24 MR. FLYNN: That's not right.</p> <p>25 MS. STRIPLING: Like they refer them; we</p> <p style="text-align: right;">Page 96</p>
<p>1 house. Sometimes, you pick up your clothes,</p> <p>2 you know, sometimes you don't, but basically</p> <p>3 you're still cleaning, you know.</p> <p>4 MR. FLYNN: You're not going to notice the</p> <p>5 difference between how you operate in the</p> <p>6 second three months. You just do what you're</p> <p>7 supposed to do, and don't worry about it.</p> <p>8 Then, in six months if everything is okay then</p> <p>9 it goes away.</p> <p>10 MR. TOLLETTE: Right. But, I was trying to</p> <p>11 kind of help you to understand where we're</p> <p>12 coming from with three months, six months, you</p> <p>13 know. And even if you get the new person on</p> <p>14 site, we've got to figure out if that new</p> <p>15 person in the next three months is going to</p> <p>16 really get the goals accomplished.</p> <p>17 MR. WATSON: Have you looked at maybe</p> <p>18 reducing the numbers for a period of time,</p> <p>19 until you get where you need to be?</p> <p>20 MS. STRIPLING: I'm sorry, I'm hard of</p> <p>21 hearing. I've got my hearing aids in.</p> <p>22 MR. WATSON: That's okay. I need to talk</p> <p>23 louder. My question was have y'all looked into</p> <p>24 reducing the numbers for a period of time,</p> <p>25 until you get to where you want to be?</p> <p style="text-align: right;">Page 95</p>	<p>1 have to take them. We have no say so.</p> <p>2 MS. MASSEY-FOTI: Again, speaking on behalf</p> <p>3 of myself, Beverly Foti and not the board. Yes,</p> <p>4 you do have a right to choose not to take them.</p> <p>5 My facility also has a QRTP, and let me just</p> <p>6 say that Arkansas was one of the first states</p> <p>7 to step out and institute the QRTP program,</p> <p>8 which is licensed as a regular residential</p> <p>9 facility. Lower level of care, supposedly.</p> <p>10 MS. STRIPLING: But it's not.</p> <p>11 MS. MASSEY-FOTI: It is not, but it has been</p> <p>12 our experience, the level of acuity of the</p> <p>13 patients that are being referred is very high.</p> <p>14 I'm not defending you; I'm just saying that</p> <p>15 QRTP has their own issues right now, and</p> <p>16 numerous providers have said either we're no</p> <p>17 longer going to do that -- we just had someone</p> <p>18 in here earlier, who was increasing their</p> <p>19 capacity to do something else, and getting out</p> <p>20 of the QRTP business. So, yes, you have a</p> <p>21 right to say, "We are not taking any more kids</p> <p>22 until we get this straight," or "We are not</p> <p>23 taking this child, because they don't -- we do</p> <p>24 not feel safe providing care for them nor do</p> <p>25 our staff."</p> <p style="text-align: right;">Page 97</p>

<p>1 MR. WATSON: I say stand your ground and do 2 what's best for Maggie House. I think that the 3 direction that you're going, upping the 4 counseling, you know, trying to do your own 5 counseling, and not bringing in more children 6 for this next six months -- I think you can see 7 a turnaround. I'm hoping that you do see that. 8 And I'm recommending that you do that, because 9 I want y'all to be in existence in the future. 10 And I don't want y'all to be so burned out, 11 that you continue to have that staff turnover. 12 I mean, QRTP, it's tough. It's a tough 13 thing. And you're not the only one struggling. 14 And there's probably some out there that are 15 having the same kind of issues, they just 16 haven't been discovered yet. 17 MS. DOHERTY: I don't mean to interrupt, but 18 for the board, weren't y'all just kind of 19 giving us a notice of -- that they had this and 20 six months and what it is? 21 MS. RUSS: Correct. 22 MR. TOLLETTE: One last question, if you 23 take fewer kids, does that affect your 24 financial operation, in a way that could be, 25 you know, detrimental?</p> <p style="text-align: right;">Page 98</p>	<p>1 they were building. 2 MR. FLYNN: And so the Medicaid can help you 3 in the future to get the staffing in place, 4 because Charleston is a small community, away 5 from larger communities with people to draw 6 from. And so, it's a long way to commute to. 7 Somebody has to pull up and move there, so it 8 is hard to find staffing in most of those 9 places. 10 MS. STRIPING: And, you know, one thing that 11 we have done recently, that Melissa has been 12 fighting for, for quite some time is to provide 13 a little higher compensation for those staff 14 that have stuck through this, who have endured 15 and stayed with her, and so we successfully 16 just got that done, but it's been a long haul 17 to even get that. So you understand what it's 18 like, but you know, we're trying to reward 19 those those that are following the rules, those 20 that are loving our kids, despite their 21 behaviors, and loving them through those hard 22 times. Absolutely. 23 MR. TOLLETTE: And your facility, the staff 24 residential, they live on site too? 25 MS. FREEMAN: No.</p> <p style="text-align: right;">Page 100</p>
<p>1 MS. DOHERTY: Sure, it will. 2 MS. STRIPLING: Well, my boss is not going 3 to like it. They're not going to like it, but 4 sometimes you have to make hard decisions. 5 MS. FLYNN: It's better than a child being 6 hurt. 7 MS. STRIPLING: Yes. 8 MR. HEIMER: I would say the point of 9 probation, is to remind everybody to pull back 10 and go okay there needs to be some changes. 11 And all I've heard from you was passion and 12 desire to make really positive changes. And so 13 kudos on responding exactly the right way in 14 this situation, where sometimes we all get kind 15 of caught in the weeds and we can't see the 16 forest for the trees and stuff, and to be able 17 to pull back and see these things. So I fully 18 believe that you guys are going to come out of 19 this, but -- and I wish you the best of luck 20 with it. 21 MS. DOHERTY: And I have been to your 22 facility. I was at the grand opening. I love 23 it up there. And y'all will make it through 24 this. I've been over there. It's a great 25 community. I was there and wore a hard hat, as</p> <p style="text-align: right;">Page 99</p>	<p>1 MR. TOLLETTE: Oh, they come in and out? 2 MS. FREEMAN: We just come in on shifts. 3 MS. RUSS: Okay. If there's not anything 4 else, that's all I have to report. 5 CHAIRMAN ALTOM: Anything else on the 6 agenda? 7 MS. RUSS: Yes, sir. 8 MS. LITZSEY: I'm Sharra Litzsey with the 9 Placement and Residential Licensing Unit, and I 10 will be giving an update on psychiatric 11 residential programs. And the first program 12 will be Perimeter of the Ozarks. And here's a 13 representative to answer any questions that you 14 guys may have. 15 On June 9th, the Placement and Residential 16 Licensing Unit presented a corrective action to 17 Perimeter of the Ozarks. Listed in this 18 document, there are regulations that were 19 cited, and concerns that PRLU decided we should 20 move forward with a six-month corrective action 21 agreement for this agency. To answer any 22 questions, is Mr. Ray Carson. 23 MR. CARSON: Hi, by the way. 24 BOARD MEMBERS (Collectively): Hi. 25 MR. CARSON: I can now teach my residents</p> <p style="text-align: right;">Page 101</p>

<p>1 the virtue of patience. Thank you so much.</p> <p>2 MR. TOLLETTE: We just got this material, so</p> <p>3 we're skimming.</p> <p>4 MR. CARSON: I'm accustomed to that.</p> <p>5 MR. TOLLETTE: Well, the first thing I see,</p> <p>6 is the records were not all in order. Do you</p> <p>7 have a comment to that, an excuse for that, or</p> <p>8 a reason for it? No staff?</p> <p>9 MR. CARSON: Records in terms of?</p> <p>10 MR. TOLLETTE: Well, you know, they went</p> <p>11 into the personnel records. I'm reading that</p> <p>12 there were multiple things that weren't on the</p> <p>13 required checklist within the files of staff.</p> <p>14 Is there any comment you want to make to that?</p> <p>15 MR. CARSON: Yes, I will comment to that, to</p> <p>16 say that we were completely not in compliance.</p> <p>17 I will tell you that on the 28th of May I was</p> <p>18 named as the interim CEO of that agency.</p> <p>19 Within three days, my HR director resigned</p> <p>20 without notice and left the facility. And then</p> <p>21 within a week after that, we had a child abuse</p> <p>22 and neglect hotline complaint that we initiated</p> <p>23 ourselves, based on inappropriate conduct of a</p> <p>24 staff member.</p> <p>25 Pursuant to that, then Ms. Vardell let us</p> <p style="text-align: right;">Page 102</p>	<p>1 surely, we've given them a period of time to</p> <p>2 come into compliance with that, because we felt</p> <p>3 like if you -- as a condition of your being on</p> <p>4 the floor, that should've been done before you</p> <p>5 finished with your training.</p> <p>6 We do allow them to come to training and</p> <p>7 participate in pre-service training; however,</p> <p>8 we do not allow them to have access to the</p> <p>9 unit, or to the children, until they have that.</p> <p>10 So that was -- that was within agency policy;</p> <p>11 however, pursuant to this corrective action</p> <p>12 agreement, we did training with all of our</p> <p>13 leadership team members on that particular</p> <p>14 policy.</p> <p>15 MR. TOLLETTE: And you're improving the</p> <p>16 record-keeping now?</p> <p>17 MR. CARSON: Uh-huh.</p> <p>18 MR. TOLLETTE: Okay. I just jumped on the</p> <p>19 first thing I saw.</p> <p>20 MR. CARSON: That's okay.</p> <p>21 CHAIRMAN ALTOM: In reviewing your</p> <p>22 corrective action plans that's listed in here,</p> <p>23 you're in agreement to everything that's listed</p> <p>24 that you have to do?</p> <p>25 MR. CARSON: Absolutely.</p> <p style="text-align: right;">Page 104</p>
<p>1 know that that person was on the</p> <p>2 disqualification list. So that's when we</p> <p>3 really got to get in there and find out where</p> <p>4 my agency can say my agency dropped the ball on</p> <p>5 that. And then I found out later, that it had</p> <p>6 been going on for a pretty fair amount of time.</p> <p>7 MR. TOLLETTE: And you are the new CEO, so</p> <p>8 to speak?</p> <p>9 MR. CARSON: Yes. I tease with my staff,</p> <p>10 that I have a couple of personalities. I was</p> <p>11 hired in February as the director of clinical</p> <p>12 services. And, then, within -- like I said,</p> <p>13 May is when I was dubbed as the interim CEO.</p> <p>14 MR. TOLLETTE: Congratulations.</p> <p>15 MR. CARSON: Well, thank you.</p> <p>16 MR. TOLLETTE: So what are you doing to</p> <p>17 correct this? What have you implemented?</p> <p>18 MR. CARSON: Oh, my. The list is very</p> <p>19 extensive. First of all, we instantly started</p> <p>20 going through all of the existing staff and</p> <p>21 making sure that they were actually cleared,</p> <p>22 and then, we had to -- I believe it was three,</p> <p>23 that we had to put on unpaid suspensions, until</p> <p>24 they actually had their approvals done. So</p> <p>25 when they were able to come back, slowly but</p> <p style="text-align: right;">Page 103</p>	<p>1 CHAIRMAN ALTOM: Did you come up with that,</p> <p>2 or was that a collaborative effort? How did</p> <p>3 that work?</p> <p>4 MR. CARSON: You mean in terms of --</p> <p>5 CHAIRMAN ALTOM: With licensing and</p> <p>6 yourself.</p> <p>7 MR. CARSON: I'm not sure I understand and</p> <p>8 I'm sorry.</p> <p>9 CHAIRMAN ALTOM: It says the agency is</p> <p>10 required to complete the following. And</p> <p>11 there's a list here. The facility shall send</p> <p>12 documentation to the Licensing Unit that a</p> <p>13 current staff has received all required</p> <p>14 regulatory -- all that stuff I'm talking about.</p> <p>15 When this list was made, was this just made and</p> <p>16 given to you, or was this something that was --</p> <p>17 MR. CARSON: I was allowed to give input on</p> <p>18 what we would do to come into correction. That</p> <p>19 is correct. And then that input was given to</p> <p>20 the Licensing Unit, and they formulated the</p> <p>21 corrective action agreement, which I was very</p> <p>22 happy to sign.</p> <p>23 CHAIRMAN ALTOM: Okay. So you're very happy</p> <p>24 to have this in place and to be --</p> <p>25 MR. CARSON: I'm not happy that I just</p> <p style="text-align: right;">Page 105</p>

<p>1 jumped into a board of a ship that has some 2 holes in it, but I'm going to work through it. 3 Absolutely. The commitment is there on my 4 part, to make sure that we get these issues 5 addressed within the time outlined by the 6 division. 7 CHAIRMAN ALTOM: Great. Thank you. 8 MR. CARSON: Yes, sir. 9 MR. TOLLETTE: Thank you very much. 10 CHAIRMAN ALTOM: Does the board have any 11 other questions? 12 (No audible responses given.) 13 CHAIRMAN ALTOM: Do you have any questions 14 of us? 15 MR. CARSON: No. Just a comment. I 16 certainly appreciate the support that the 17 division has given me and my team for getting 18 into compliance. I do appreciate that. I 19 would just simply say I'm proud of Arkansas, 20 because I've dealt with other states as well, 21 that aren't quite as supportive, I'll just say. 22 CHAIRMAN ALTOM: Great. Thank you. 23 MR. TOLLETTE: Are you going to stay here 24 now? 25 MR. CARSON: I'm here. I'm converted.</p> <p style="text-align: right;">Page 106</p>	<p>1 their entire staff, so they are working with A- 2 State and the Conscious Discipline Program for 3 their staff to be trained on that, and I can 4 let them update on that as well. 5 A part of this letter of reprimand, 6 discussed decreasing admissions, and I wanted 7 to report that there have been new admissions 8 to the agency. They have had some discharges, 9 but there have also been some new admissions. 10 And, also, we have received a decreased number 11 of incident reports. 12 MR. FLYNN: A decreased or increased? 13 MS. LITZSEY: A decreased number of incident 14 reports. 15 MR. FLYNN: Great. 16 MS. LITZSEY: Are there any questions? 17 MR. TOLLETTE: Just kind of explain it to 18 me, what happened. You can make it short. The 19 board is ready to go, but I want to know what 20 happened. 21 MR. JACKSON: To make a long story short, 22 it's not a -- well, it's not a short story but 23 we had kids in our place that needed to be 24 removed, and were requested to be removed 25 because we didn't have the capacity to take</p> <p style="text-align: right;">Page 108</p>
<p>1 MR. TOLLETTE: Can you put both hands up 2 right now, and woo pig sooie. 3 MR. CARSON: See, I'm a MSSU grad and I had 4 a tiger on the front of my -- or the back of my 5 truck, because in Missouri, you put your plate 6 on the front. I went to the DMV and asked the 7 lady -- I said, "Ma'am, is it a requirement 8 that I have a hog on the front of my truck?" 9 She wasn't very happy about that. 10 MR. TOLLETTE: Welcome to Arkansas. 11 MR. CARSON: Yes sir. 12 MR. TOLLETTE: Thank you and good luck. 13 CHAIRMAN ALTOM: Thank you. 14 MR. LITZSEY: Again, I'm Sharra Litzsey, and 15 I want to report on another psychiatric 16 residential facility, Perimeter Behavior Health 17 of Forrest City, and there are representatives 18 from the agency to answer any questions that 19 you guys may have. 20 On May 2nd, we placed Perimeter of Forrest 21 City on a letter of reprimand, and I just 22 wanted to kind of give the board an update on 23 that letter. Since they were placed on a 24 letter of reprimand, the agency has moved 25 forward with having conscious discipline for</p> <p style="text-align: right;">Page 107</p>	<p>1 care of these kids, and there was a very long 2 and arduous process. We had kids that were 3 five months past discharge. So there were a 4 lot of our kids -- a lot of issues there. 5 We had some maintenance issues. We also 6 had staffing issues. We were not allowing warm 7 bodies to be in our facility. We were holding 8 the staff accountable. We were compliant 100 9 percent with PRLU and any other entity that 10 came in our facility, so when you do that, you 11 lose a lot of people. And those are some of 12 the primary reasons. 13 Since then, we have complied with 14 everything. We stopped our admissions 15 ourselves. We didn't wait to be mandated. We 16 did it ourselves. Our admission right now, is 17 44. When we do go back up to capacity, we're 18 reducing that. And, you know, just to deal 19 with the staffing that we do have. I think two 20 years ago, Conscious Discipline got approved, 21 you know, funding through our education 22 department. We are also looking at DBT and 23 getting that approved, as well. 24 You know, we just made sure that -- we have 25 to run it right, and sometimes, you know, you</p> <p style="text-align: right;">Page 109</p>

<p>1 have bumps and it's hard to really run it like 2 we're supposed to. It's rough. 3 And, then, we have a building, that's one 4 of the oldest buildings in Forrest City. It 5 was originally a senior citizen's home. So for 6 that to be converted into a PRTF, there's a lot 7 of challenges there with funding and -- to the 8 point to where we closed down a unit, because 9 it was flooding. We got that fixed, and then 10 we submitted -- we committed to a company, 11 Dillard's, and they're going to work on fixing 12 our doors. We had a bad situation with one 13 door company, that we paid a lot of money, but 14 they didn't do what they said they were going 15 to do. And they had a clause in the contract 16 where we couldn't get any money back, so that 17 happened. 18 And just making sure that every single 19 person in the building is on the same page. We 20 have some good leaders. They resigned and 21 we're trying to recover from that as well, the 22 turnover. You know, working with an agency is 23 good and bad, because you have people that are 24 disconnected to the main mission, to the 25 procedures, so there's a lot of mistakes that</p> <p style="text-align: right;">Page 110</p>	<p>1 CHAIRMAN ALTOM: Any other comments from the 2 board? Do you have any questions of the board? 3 (No audible responses given.) 4 CHAIRMAN ALTOM: Thank you for coming. 5 MS. RUSS: That is it. That will conclude 6 the agenda from the Licensing Unit. 7 CHAIRMAN ALTOM: That concludes the agenda 8 for the Licensing Unit. Next date of the Child 9 Welfare Agency Review Board meeting is August 10 31st. I will entertain a motion to adjourn. 11 MR. WHATLEY: Motion to adjourn. 12 MS. DOHERTY: I second. 13 CHAIRMAN ALTOM: We're adjourned. 14 (WHEREUPON, the proceedings were concluded 15 in this matter at 4:05 p.m.) 16 17 18 19 20 21 22 23 24 25</p> <p style="text-align: right;">Page 112</p>
<p>1 happen there. Although they're qualified, 2 they're not acclimated to the specifics of what 3 we have to do, so that can be an issue within 4 itself. 5 Right now, we're on the up and up, you 6 know, since we made these drastic changes. And 7 we've also dealt with a bout of COVID 8 throughout our building very recently. You 9 know, we dealt with that pretty effectively as 10 well. So that's where we are now. 11 MR. TOLLETTE: And you made me feel good. 12 We've had a lot of people sit here and explain 13 all of their issues. I wanted you to explain 14 yours, and give you time, because you came a 15 long way to sit in front of us. 16 MR. JACKSON: I appreciate that. 17 MR. TOLLETTE: And I didn't want to cut you 18 off. You're stepping up to the plate. Are you 19 committed? 20 MR. JACKSON: Yes, we are. 21 MR. TOLLETTE: Thank you. 22 MR. JACKSON: I appreciate it. We did drive 23 a long way, because it's just that important. 24 MR. TOLLETTE: Thank you, board, for 25 forgiving him time.</p> <p style="text-align: right;">Page 111</p>	<p>1 CERTIFICATE 2 3 STATE OF ARKANSAS ) 4 )ss 5 COUNTY OF PULASKI ) 6 7 I, Tiffanie N. Harrison, CCR, Certified Stenomask 8 Reporter before whom the foregoing testimony was 9 taken, do hereby certify that the witness was duly 10 sworn by me; that the testimony of said witness was 11 taken by me and was thereafter reduced to typewritten 12 form under my supervision; that the deposition is a 13 true and correct record of the testimony given by said 14 witness; that I am neither counsel for, related to, 15 nor employed by the parties to the action in which 16 this deposition was taken, and further, that I am not 17 a relative or employee of any attorney or counsel 18 employed by the parties hereto, nor financially 19 interested in the outcome of this action. 20 I FURTHER CERTIFY, that I have no contract with 21 the parties within this action that affects or has a 22 substantial tendency to affect impartiality, that 23 requires me to relinquish control of an original 24 deposition transcript or copies of the transcript 25 before it is certified and delivered to the custodial attorney, or that requires me to provide any service not made available to all parties to the action. WITNESS MY HAND AND SEAL this 28th day of July, 2022.  _____ TIFFANIE N. HARRISON Arkansas State Supreme Court Certified Court Reporter #757</p> <p style="text-align: right;">Page 113</p>

CERTIFICATE

STATE OF ARKANSAS            )  
   )ss  
 COUNTY OF PULASKI         )

I, Tiffanie N. Harrison, CCR, Certified Stenomask Reporter before whom the foregoing testimony was taken, do hereby certify that the witness was duly sworn by me; that the testimony of said witness was taken by me and was thereafter reduced to typewritten form under my supervision; that the deposition is a true and correct record of the testimony given by said witness; that I am neither counsel for, related to, nor employed by the parties to the action in which this deposition was taken, and further, that I am not a relative or employee of any attorney or counsel employed by the parties hereto, nor financially interested in the outcome of this action.

I FURTHER CERTIFY, that I have no contract with the parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original deposition transcript or copies of the transcript before it is certified and delivered to the custodial attorney, or that requires me to provide any service not made available to all parties to the action.

WITNESS MY HAND AND SEAL this 28th day of July, 2022.

*Tiffanie Harrison*

TIFFANIE N. HARRISON  
 Arkansas State Supreme Court  
 Certified Court Reporter #757



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[altom - assurance]

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[collectively - corporation]

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[correct - detrimental]

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