
Board of Education

ACTION

TITLE: Consider Adopting Updates for Board Personnel Licensed and Classified Policy Changes – First Reading

DATE: January 25, 2021

RESPONSIBLE ADMINISTRATOR: Sherri Penix, Assistant Superintendent of Human Resources and Campus Support

VISION 2023 STRATEGY: 5. Staffing

BACKGROUND/CONSIDERATIONS:

The District’s policies for licensed and classified personnel have been updated to reflect modifications of the Model Policies by Arkansas School Boards Association. These changes have been reviewed and approved by the District’s Certified and Classified PPCs. Clean and redlined versions are being provided to enable the Board to see the specific changes that are being proposed. By law, some of the personnel policy changes will not be effective until the new contract year, commencing on July 1, 2021. Specifically, revisions to Certified Policy Nos. 3.8, 3.33, 3.40 and 3.54 and Classified Policy Nos. 8.17, 8.19 and 8.23 will not become effective until July 1, 2021. All remaining changes to the personnel will be become effective upon the second reading.

RECOMMENDATION:

The administration recommends that the Board approve the 1st reading of the revisions to the Personnel Licensed and Classified Policies.

If the Board agrees, the motion would read: *move to* approve the 1st reading of the revisions to the Board Personnel Licensed and Classified Policies to be effective upon the dates stated by the administration.

VISION 2023 STRATEGIES - **1. Career Planning:** Develop and implement education and career pathways so that each student graduates with a viable plan and relevant skill set for his or her future. **2. Equity:** Develop and implement a system-wide plan to provide all students with the resources they need to optimize their learning. **3. Instruction:** Design, develop and implement programs to promote rigor, relevance, collaboration, critical- thinking skills and learning environments designed to meet each student’s unique needs and aspirations. **4. Learning Environment/Facilities:** Align resources, facilities and technology strategically and equitably across the district to maximize security and enhance the learning environment. **5. Staffing:** Recruit and retain highly-qualified faculty, staff and administration. **6. Technology:** Provide appropriate technology that is consistently available, effectively supported and equitably distributed for group and individual instruction. **7. Wellness:** Develop and train empathetic and nurturing employees to be sensitive to and supportive of the needs of all children and families.