



Board of Education

Minutes

The Board of Education

A Regular School Board Meeting of the Board of Education of Fort Smith Public Schools was held Monday, February 28, 2022, beginning at 5:30 PM in the Service Center, Bldg. B, Auditorium, 3205 Jenny Lind, P.O. Box 1948, Fort Smith, AR 72901.

Ms. McFerran, president, called the meeting to order. Other board members present were: Ms. Talicia Richardson, Mr. Dalton Person, Ms. Dee Blackwell, Mr. Matt Blaylock, and Mr. Troy Eckelhoff. Ms. Yvonne Keaton-Martin was absent. District administrators present included: Dr. Terry Morawski, Superintendent; Mr. Martin Mahan, Deputy Superintendent; Dr. Chris Davis, Assistant Superintendent of Human Resources and Campus Support; Dr. Tiffany Bone, Assistant Superintendent of Curriculum and Instruction; Mr. Charles Warren, Chief Financial Officer; Mr. Darian Layes, Executive Director of Student Services; Mr. Vance Gregory, Executive Director of Technology; Ms. Zena Featherston Marshall, Executive Director of Communication and Community Partnerships; and Ms. Nadine Brooks, Office Manager to the Superintendent.

A moment of silence was followed by the pledge of allegiance and mission statement.

RECOGNITIONS

Ms. Marshall presented the following recognitions.

February Superintendent Star Students

Knol Bright, Fairview

Eiza Lopez, Sutton Elementary

Carlos Martinez, Morrison Elementary

Joseph Martinez, Sunnymede Elementary

Liam Mikles, Ballman Elementary

Jovany Vargas Olivares, Trusty Elementary

Other Recognitions

Grizzly Gear, the School-Based Enterprise (SBE) at Northside High School, is among 461 school-based enterprises achieving Gold Certification for the 2021-2022 school year. This is the 10th consecutive year that Grizzly Gear has achieved Gold Certification. Grizzly Gear was established in 2011 and held its grand opening in January 2012. The SBE has earned top level certifications since that first year. Northside High School students who contributed to the 2022 certification include Ben Maurer, Alexis Register, Braden Springs, and Chase Delaney with the assistance of their Small Business Operations teachers and DECA chapter advisors, Melinda Briscoe and Linda Holland.

Grizzly Gear will be recognized during DECA's International Career Development Conference in Atlanta, GA.

CITIZENS PARTICIPATION

Ms. Catrina Hibbs spoke regarding literature taught in tenth grade classrooms at Southside High School.

SUPERINTENDENT'S REPORT

Dr. Morawski thanked staff and family members that supported students during the three alternative method of instruction days due to the recent inclement weather. He commended Mr. Beaumont and his staff for their efforts and Mr. Shaffer, Mr. Hollenbeck, and Mr. Chuck Peacock for getting the parking lot scraped on Friday for the Northside High School basketball game.

Dr. Morawski reported that the appeal to get Northside football moved to the Western Division was denied. The next step is to request a conference vote from members of both central and west divisions. That vote would require a two-thirds vote from each division to accept and release Northside. Dr. Morawski reported that he would keep the board informed.

Dr. Morawski reported that the Board Policy Committee was rescheduled from last week to March 1 at 2:30 p.m. due to the inclement weather. Policies to be discussed included the facility naming policy, and a review of the nepotism policy. He noted that recommendations would be considered for a vote at the March 14 board meeting.

Dr. Morawski reported that there was no work session scheduled in March. He noted that the board would meet on March 14 for a regular board meeting.

Dr. Morawski reported that there are several award ceremonies and events in the next few months that board members will be invited to attend.

CONSENT AGENDA - Action All

The consent agenda included the January Financial Statement, January 24 Minutes and February 7 Minutes, February Professional Staff Recommendations, February Student Services Report, and approval of correction to Policy 3.6 Licensed Personnel Employee Training.

Mr. Person made a motion, seconded by Ms. Richardson, to approve the consent agenda items as presented. The vote passed 6/0.

PRESENTATION – CLOSING THE EMPATHY GAP - 2021-2022 TEACHER OF THE YEAR

Ms. Susanna Post provided the board with an overview of her experience as the 2021 Arkansas Teacher of the Year. Ms. Post spoke of her journey and how she found success as a Fort Smith Public School teacher in a classroom at Belle Point Alternative Center. Ms. Post spoke about the honor of being selected as a District Teacher of the Year, Semifinalist and then selected as the Arkansas Teacher of the Year.

Ms. Post highlighted the following responsibilities of serving as the Arkansas Teacher of the Year:

- Ex-officio Member of the State Board of Education
- CCSSO SEET Collaborative (Systems to Elevate Excellent Teaching)
- AR Summative Assessment Selection Committee
- AR MTSS (Multi-Tiered Systems of Support) Task Force
- EPP - Educator Prep Program Review Team
- TLAG - Teacher Leader Advisory Group
- 2022 AR PBS Rise & Shine
- 2022 AR IDEAS Professional Development
- Speaking
- ADE Summit
- Educators Rising Conferences
- AAEA - Superintendent's Symposium
- AAEA - Summer Conference
- Professional Learning at Co-ops and Schools
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Ms. Post recognized her family for their support of her journey this past year and stated that this has been an opportunity of a lifetime.

PRESENTATION - ONBOARDING

Dr. Morawski stated that one of his superintendent goals for this year was to look further into onboarding specific to teachers and taking that broader. Dr. Morawski introduced Dr. Chris Davis to present an update.

Dr. Davis reviewed the following data:

One in five employees reported their onboarding was poor or non-existent.

12% of employees strongly agree their organization does a great job of onboarding new employees.

69% of employees are more likely to stay with a company for three years if they have a great onboarding experience.

Great employee onboarding can improve employee retention by 82%.

Most organizations conclude their onboarding after one week.

Dr. Davis presented current numbers of experience by teacher subpopulation for 2022. Dr. Davis explained Onboarding as the process of integrating a new employee into an organization and Orientation as part of the process to assimilate a new employee into an organization

Dr. Davis reviewed the five steps of the onboarding process. These steps are: 1) Orientation 2) Pre-service Training, 3) Novice Teacher Program, 4) Mentor Training Program, and 5) Ongoing Professional Learning.

Ms. McFerran asked if mentor teachers received compensation. Dr. Davis stated that there is a stipend available and he is also working with the Professional Development Department to determine how the District can offer other incentives to mentor teachers.

Mr. Person expressed concern for a new teacher's time and how the district can safeguard how many tasks are put on them. Dr. Davis stated that he and staff are reviewing what items need to be done and what items may no longer be necessary or required.

Dr. Morawski added that the goal is to have a resource person for new teachers and establishing a strong support culture at the District so that we aren't losing people after a few years.

Ms. Richardson asked if a novice teacher was on the task force. Dr. Davis confirmed that there were novice teachers.

Ms. Richardson asked if tenured teachers were on task force as well. She wanted teachers that might want to be experience this have that opportunity as well.

Ms. Richardson suggested that mentors and mentees be provided with incentives with less restrictions by giving them opportunities to provide a substitute for short periods of time to get away from the classroom at times to get tasks done.

CONSIDER APPROVAL OF PROPOSED BUDGET OF EXPENDITURES WITH TAX LEVY FOR FISCAL YEAR BEGINNING JULY 1, 2023 AND ENDING JUNE 30, 2024

Mr. Warren provided the proposed budget of expenditures and the corresponding tax levy stating that it is required that it be published at least sixty (60) days prior to the annual school election that will be held in May 2022. The published budget documents the school tax rate of the current rate of 42.058 mills. This tax levy is the same rate approved by voters in the May 2018 school election. This proposed budget is based upon projection of expenditures during the 2023-2024 fiscal year at the current millage rate. The act of publishing this budget is an action required to comply with Arkansas' constitutional provisions relative to the ad valorem tax.

The administration recommended that the Board approve the 2023-2024 proposed budget as presented.

Ms. Richardson made a motion, seconded by Ms. Blackwell, to approve the attached proposed budget of expenditures and tax levy for 2023-2024 to be published as required by law. The vote passed 6/0.

Mr. Blaylock recused himself from the next two items at 6:43 p.m.

Dr. Morawski stated that the next two items would be paid from ESSER funds and other funds.

CONSIDER APPROVAL FOR ARCHITECTURAL SERVICES

Mr. Shaffer reviewed the process for hiring of architects for professional services for the facility stakeholder plan. He reviewed the Selection Committee Members, Facility Stakeholder Plan noting that this was an Arkansas State pre-approved ESSER funded project with the following information.

Master Plan Resolution: **10/25/21**

Master Plan Public Meeting: **12/07/21**

Projects include but not limited to

Kimmons Cafeteria Expansion: **1.5 million**

Ramsey Classroom Addition: **1 million**

Morrison Classroom Addition: **5 million**

Virtual Academy: **1.2 million**

Service Center Freezer Upgrade: **900K**, Request for Qualifications Timeline for Architectural Services and Architectural Firm Recommendations.

A Request for Qualifications (RFQ) for Architectural Services was issued and has been processed for current and future projects based on the District Facility Master Plan. A schedule of the Request for Qualifications activity is listed below.

Date	RFQ Event
February 6, 2022	RFQ Advertised on District Website
February 6, 2022	RFQ Advertised in Newspaper (2 Sundays)
February 21, 2022	RFQ Response Deadline
February 25, 2022	Candidate Scoring & Evaluation
February 28, 2022	<i>Board Considers Award of Architectural Services</i>

Mr. Shaffer presented the grading rubric noting the top three scores from MAHG Architects, Lewis Architects and Risley Architects for these projects. Hight Jackson, Architecture Plus and Childers & Corgan Architects were also included in the grading rubric.

Mr. Shaffer explained that in order to get these projects completed in this three year window of ESSER funding that began in 2021, the recommendation was to be able to use any of these firms for projects throughout the District.

Dr. Morawski clarified that the motion to award to the most qualified firm/s gives the District the opportunity to go beyond the top three recommendations if additional firms are need to complete the projects. He noted that many districts are using these same funds to complete multiple projects.

After discussion, Mr. Person made a motion, seconded by Ms. Blackwell, to award Architectural Services to the most qualified firm/s and thereafter to proceed with the execution of an AIA (American Institute of Architects) contract with the most qualified firm/s in a form approved by legal counsel. The vote passed 5/0.

CONSIDER APPROVAL FOR ENGINEERING SERVICES

Mr. Shaffer reviewed the process for hiring of engineers for professional services for the Indoor Air Quality Improvement Plan. Mr. Shaffer reviewed the Selection Committee Members, Indoor Air Quality Improvement Plan, Request for Qualifications Timeline for Engineering Services and The Engineering Firm Recommendations. Mr. Shaffer reported that this was an Arkansas State pre-approved ESSER funded project with the following information.

Arkansas State pre-approved ESSER funded project

Master Plan Resolution: **10/25/21**

Master Plan Public Meeting: **12/07/21**

Current budget 14.6 million (construction and design cost)

- Bi-polar Ionization
- UV-c
- Dedicated Outdoor Air Source
- Upgrade filtration

A Request for Qualifications (RFQ) for Engineering Services was issued and has been processed for current and future projects based on the district Facility Master Plan. A schedule of the Request for Qualifications activity is listed below.

Date	RFQ Event
February 6, 2022	RFQ Advertised on District Website
February 6, 2022	RFQ Advertised in Newspaper (2 Sundays)
February 21, 2022	RFQ Response Deadline
February 25, 2022	Candidate Scoring & Evaluation
February 28, 2022	<i>Board Considers Award of Professional Services</i>

Mr. Shaffer presented the grading rubric noting the top two scores of HSA Engineering/MAHG and Lewis Architects Engineers. HP Engineering, Engineering Elements/Architecture Plus and Burrows Engineering were also included in the grading rubric.

The administration recommended that the Board of Education award Engineering Services projects to the most qualified firm/s and thereafter to proceed with the execution of an AIA contract with the most qualified firm/s in a form approved by legal counsel.

After discussion, Ms. Blackwell made a motion, seconded by Ms. Richardson, to award Engineering Services to the most qualified firm/s and thereafter to proceed with the execution of an AIA (American Institute of Architects) contract with the most qualified firm/s in a form approved by legal counsel. The vote passed 5/0.

Mr. Blaylock returned to the meeting at 7:10 p.m.

BOARD MEMBERS FORUM

Board members discussed filing for school board for the upcoming election.

Mr. Eckelhoff reported that the Southside High School Cheerleaders placed 3rd place at Nationals.

ADJOURN

There was no further business and the meeting was adjourned at 7:11 p.m.

Susan McFerran, President

Dee Blackwell, Secretary