



Board of Education

ACTION

TITLE: Consider Adopting Certified Personnel Policy Changes

DATE: August 25, 2025

RESPONSIBLE ADMINISTRATOR: Dr. Chris Davis
Assistant Superintendent

BACKGROUND/CONSIDERATIONS:

The administration desires to update current policies to the most recent recommendation provided by the Arkansas School Board Association (ASBA) with regards to personnel board policies.

On August 14, 2025 the Certified Personnel Policy - Policy Subcommittee met to review and discuss recommended policy changes. Additionally, on August 20, 2025 the Certified Personnel Policy Committee met, discussed, and voted on the following recommendations made by the Arkansas School Board Association. They voted unanimously to approve all the recommendations, effective immediately upon Board approval.

3.5—LICENSED PERSONNEL CONTRACT RETURN

- [Red Line](#)
- [Clean](#)

3.6—LICENSED PERSONNEL EMPLOYEE TRAINING

- [Red Line](#)
- [Clean](#)

3.8—LICENSED PERSONNEL SICK LEAVE

- [Red Line](#)
- [Clean](#)

3.17—LICENSED PERSONNEL CODE OF CONDUCT

- [Red Line](#)
- [Clean](#)

3.19—LICENSED PERSONNEL EMPLOYMENT

- [Red Line](#)
- [Clean](#)
- 3.26—LICENSED PERSONNEL SEXUAL HARASSMENT
 - [Red Line](#)
 - [Clean](#)
- 3.38—LICENSED PERSONNEL RESPONSIBILITIES GOVERNING BULLYING
 - [Red Line](#)
 - [Clean](#)
- 3.41—LICENSED PERSONNEL VIDEO SURVEILLANCE AND OTHER MONITORING
 - [Red Line](#)
 - [Clean](#)
- 3.49—TEACHERS' REMOVAL OF STUDENT FROM CLASSROOM
 - [Red Line](#)
 - [Clean](#)
- 3.56.1—LICENSED PERSONNEL MATERNITY LEAVE
 - [Red Line](#)
 - [Clean](#)
- 3.56.2—LICENSED PERSONNEL PAID LEAVE FOR PLACEMENT OF ADOPTIVE OR FOSTER CHILD
 - [Red Line](#)
 - [Clean](#)
- 3.58—LICENSED PERSONNEL USE OF ARTIFICIAL INTELLIGENCE
 - [Red Line](#)
 - [Clean](#)
- 3.59—ANTISEMITISM PROHIBITED
 - [Red Line](#)
 - [Clean](#)

RECOMMENDATION:

The administration recommends that the Board approve the recommended revisions to Board policy.

If the Board agrees, the motion would read: **Move** to approve the revisions to Board policies, to be effective immediately.