



Board of Education

Minutes of Regular School Board Meeting
The Board of Education

A Regular School Board Meeting of the Board of Education of Fort Smith Public Schools was held November 26, 2018, beginning at 5:30 PM in the Service Center, Bldg B.

Ms. Susan McFerran, president, called the meeting to order. Other board members present were Ms. Yvonne Keaton-Martin, Mr. Wade Gilkey, Mr. Greg Magness, and Ms. Talicia Richardson and Mr. Bill Hanesworth and Ms. Jeannie Cole. Dr. Doug Brubaker, Superintendent, Dr. Terry Morawski, Deputy Superintendent, Mr. Martin Mahan, Assistant Superintendent of Human Resources and Campus Support, Dr. Barry Owen, Chief Academic Officer, Mr. Charles Warren, Chief Financial Officer, Ms. Zena Featherston Marshall, Executive Director of Communication and Community Partnerships, Mr. Darian Layes, Executive Director of Student Services and Ms. Nadine Brooks, Secretary to the Superintendent were present.

The Pledge of Allegiance was recited and Dr. Barry Owen gave the Invocation.

Ms. McFerran read the mission statement.

The consent agenda included the minutes of the October 22 Regular School Board Meeting and November 12 Work Session, October Financial Report, and November Student Services Report. Mr. Hanesworth made a motion, seconded by Ms. Jeannie Cole, to approve the consent agenda items as presented. The vote passed 7/0.

SUPERINTENDENT'S REPORT

Dr. Brubaker yielded to Mr. Mahan to present the professional staff recommendations. Mr. Mahan noted that there were no leaves of absence.

Professional Staff Recommendations

Resignation

Leachman, Kelsey

Retirement

Haaser, Steve

Mr. Hanesworth made a motion, seconded by Ms. Richardson, to accept the resignation and retirement as presented. The vote passed 7/0.

Recommendation for Employment

Hornbuckle, Jimi

Mr. Hanesworth made a motion, seconded by Ms. Cole, to approve the recommendation of employment as presented. The vote passed 7/0.

Recognitions

Star Awards: Malia Burnett, sixth-grader at Orr Elementary, Carlie Burris, sixth-grader at Barling Elementary, Kimberly Dimas, sixth-grader, Tilles Elementary, Nelso Gonzalez, sixth-grader at Fairview Elementary, Julissa Guzman, Kindergartner, Sunnymede Elementary, Ladainian Lekdavanh, sixth-grader, Morrison Elementary, Sadie McGaugh, second-grader, Ballman Elementary, Sparrow Musgrove, second-grader at Beard Elementary, Titan Nicely, second-grader at Pike Elementary, Demarion Raullerson, Kindergartner at Howard Elementary, Manuel Garcia Reyes, Sixth-grader, Trusty Elementary, Armani Tuttle, sixth grader at Cavanaugh

Woods Elementary first-grade teachers Tracy Floyd, Rheachel Hendricks and Kristina Thrift were recognized as winners in the 23rd Annual Bessie B. Moore Arkansas Awards Program for Excellence in Teaching Economics with their entry *Economics Comes Naturally in the Natural State*. They were recognized on November 7, 2018.

Sutton Elementary Physical Education teacher Kevin Kaelin was named the 2018 Elementary P.E. Teacher of the Year by the Arkansas Association of Health, Physical Education, Recreation and Dance (ArkAHPERD). Mr. Kaelin is a 24-year veteran physical education teacher with 20 of those years at Sutton. He has received more than \$100,000 dollars in grants for Sutton. He sponsors the 6th grade fishing derby, and he has hosted a school-wide dance program for 15 years. This fun and energetic activity is so popular that they have had to move it to Kimmons Junior High.

Cavanaugh and Sutton Elementary Schools and Chaffin Junior High were recognized by the Office for Education Policy (OEP) at the University of Arkansas with *Outstanding Educational Performance Awards: Highlighting High-Growth Arkansas Schools, 2018*.

Cavanaugh was recognized in Top 20 Elementary Schools in Arkansas based on *Overall ACT Aspire Growth*, Top 10 Elementary Schools in Arkansas based on *ACT Aspire ELA Growth* and in the Top 5 Elementary Schools in Arkansas by Region, *ELA Growth -- Northwest Region*.

Sutton was recognized in the Top 10 Elementary Schools in Arkansas based on *ACT Aspire ELA Growth*.

Chaffin Junior High received the Statewide High Overall Growth: Middle Level, Statewide High ELA Growth: Middle Level, High Overall Growth: Middle Level (Northwest Region) and High ELA Growth: Middle Level (Northwest Region).

Cavanaugh Principal Hank Needham received the Lifetime Achievement Award from the National PTA. This is the highest honor given to PTA members and leaders. It recognizes a person who lives out his or her commitment to children on a daily basis and tirelessly advocates for children's education, health and well-being. Mr. Needham was nominated for this important recognition by the Cavanaugh PTA for his work in developing the Cavanaugh Park near Cavanaugh Elementary School.

Director Dr. Gary Udouj of the Fort Smith Adult Education Center, was elected by his peers as the president of the Arkansas Association of Continuing and Adult Education (AACAE). As the Director of the center since 2008 he has served in the leadership teams of his professional organizations and been recognized by many for outstanding service. He contributes his leadership skill as a volunteer in many capacities including as a graduate from Leadership Fort Smith, serving on the Mercy Board of Advisors since 2013 and currently the BOST Board of Directors president.

Review Current Bids and Proposals

Dr. Morawski presented a list of current bids and proposals. He noted that this is a new agenda item and will be reported each month. Ms. Richardson requested that the number of responses to bids and proposals be included in the report. Mr. Gilkey asked if there was local interest. Dr. Morawski reported that local bids and proposals have been received when applicable. This was an information item and required no action.

CONSIDER ADOPTING FINANCIAL POLICY CHANGES FOR FIRST READING

Mr. Warren reported that the administration has revised the Financial Policies to better align with the structure and language used in the model policies provided by Arkansas School Board Association (ASBA). He reported that Financial Policies Section 7 is presented to replace the Current Section D Policies. Mr. Warren noted that during the review of current policies in comparison to ASBA model policies, a number of current policies were found to be outdated and unnecessary. Policies previously not addressed will be introduced for approval. The following table shows the transition of current policies to the new policies.

Current Section	Title	Proposed Section
DA	Fiscal Management Goals	n/a
DBH	Budget Adoption	7.2
DFA	Revenues from Investments	n/a
DFB	Revenues from School-Owned Real Estate	n/a
DFBA	Sale of Real Property	7.13

DG	Depository of Funds	n/a
DIC	Financial Reports and Statements	7.2
DIDA	Inventory of Fixed Assets	7.13
DIF	Financial Records	7.15
DIG	Imprest Account	7.7.1
DJA	Purchasing Authority	7.5
DJAA	Electronic Transfer of Funds	7.20
DJC	Bidding Requirements	7.5
DJFAA	Procedure for Requisitioning	n/a
DN	School Properties Disposal Procedure	7.13

The ASBA model policies included policies that the administration is still reviewing to determine if the policy is necessary and appropriate. The following table provides an explanation of the sections labeled as “Reserved”:

Proposed Section	Title	Explanation of Reserved Designation
7.4	Grants and Special Funding	Closer review of policy is necessary
7.16	Information Technology Security	Closer review of policy is necessary
7.21	Naming School Facilities	Not considered necessary at this time
7.22	Private Sponsorship of Extracurricular Events	Closer review of policy is necessary
7.23	Healthcare Coverage and the Affordable Care Act	Not considered necessary – Procedures preferred over policy

After discussion, Mr. Hanesworth made a motion, seconded by Mr. Gilkey, to approve on first reading the Financial Policies, Section 7 – Business and Financial Management as presented to become effective July 1, 2019. The vote passed 7/0.

CITIZENS PARTICIPATION

Ms. McFerran reported that Citizens Participation was scheduled earlier on the agenda so that comments about a pending item could be made to the board before a vote was taken. Ms. McFerran stated that 15 minutes would be allotted.

Mr. John Joplin, Mr. Sid Johnson and Ms. Lorrie Woodward spoke on behalf of the Fort Smith Education Association (FSEA). They requested that the Board vote against action to rescind FSEA’s collective bargaining agreement.

RECOGNIZE THE LAPSE OF THE EXCLUSIVE CONSULTATION AGREEMENT BETWEEN THE FORT SMITH BOARD OF EDUCATION AND THE FORT SMITH EDUCATION ASSOCIATION f/k/a FORT SMITH CLASSROOM TEACHERS ASSOCIATION AND THE NEED FOR GREATER CERTIFIED STAFF REPRESENTATION

Dr. Brubaker asked Mr. Marshall Ney, FSPS District Attorney, to review the lapse of the consultation agreement between Fort Smith Board of Education and the Fort Smith Education Association. Mr. Ney reported that when last reviewed, historical FSEA declining membership data, and the current data through payroll deductions by employees, reflected 372 paid certified memberships of 1184 certified staff or 31% of certified staff. HE noted that 69% of certified staff are not members. After multiple correspondences with Ms. Woodward an “unofficial” count of 379 was provided. Mr. Ney’s advice to the Board was that the current situation does not comply with the law (AR Code § 6-17-202) or District Policy GCQF and his belief was that the policy and the FSEA consulting agreement had lapsed. Mr. Ney reported that the law states that a PPC be in place unless a majority are represented by an organization. His recommendation was that the Board recognize a lapse in the current agreement and that a Certified Personnel Policy Committee (PPC) be formed.

After discussion, Mr. Hanesworth made a motion, seconded by Mr. Gilkey, to authorize the Superintendent to notify the Fort Smith Education Association in writing that the professional consultation agreement has lapsed and that the Board intends to proceed with a broad-based, fully representative committee of certified staff with representation from each of its 27 school buildings rather than pursue a new collective bargaining agreement with any entity. The vote passed 7/0.

CONSIDER ADOPTION OF A RESOLUTION ENDORSING THE SUPERINTENDENT'S WAIVER REQUEST TO THE STATE BOARD OF EDUCATION CONCERNING THE FORMATION OF A CERTIFIED PPC

Dr. Brubaker reported that the district seeks to form a Certified Personnel Policy Committee (PPC) to dramatically increase certified staff representation in the district with respect to personnel policies, salaries, and education matters of mutual concern. Under A.C.A. 6-15-103, the Fort Smith Public Schools has requested authorization from the Arkansas State Board of Education in the form of a waiver to A.C.A. 6-17-203 and 6-17-205 to convene an elected, broad-based, certified PPC with representation from each of its 27 school buildings. The requested duration of the waiver is two years. Dr. Brubaker stated that a resolution from the Board would strengthen the petition as it would demonstrate support from our governing body. Dr. Brubaker read the resolution aloud. Mr. Hanesworth made a motion, seconded by Ms. Keaton Martin, to adopt the resolution as presented. The vote to adopt the resolution endorsing the superintendent’s waiver request to the State Board of Education concerning the formation of certified Personnel Policy Committee passed 7/0.

BOARD MEMBERS FORUM

Mr. Magness suggested when selecting contractors for construction to be mindful of local businesses.

ADJOURN

There was no further business and the meeting adjourned at 6:17 p.m.

Susan McFerran, President

Yvonne Keaton-Martin, Secretary