
Board of Education

ACTION

TITLE: Consider Adopting Licensed and Classified Personnel Policies Related to State Emergency COVID-19 Leave

DATE: August 24, 2020

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

Charles Warren
Chief Financial Officer

VISION 2023 STRATEGY: 5. Staffing

BACKGROUND/CONSIDERATIONS:

The Arkansas CARES Act Steering Committee recently approved a request for \$20 million to establish a COVID-19 Emergency Leave Fund for school employees. To qualify for this funding, school boards are required to adopt a policy governing its eligibility and administration. The Arkansas School Boards Association has developed the attached model policy for this purpose.

- Under Executive Order 21-014 and the COVID-19 Emergency Resolution adopted by the Board on June 22 (attached), the proposed emergency policy can be implemented during the current fiscal year.
- Consultation with the Certified Personnel Policy Committee (PPC) is also not required during the emergency; however, Administration has requested input from both the Certified and Classified PPCs.

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.

- Board Policy BG (attached) states, “Policies of the Board of Education shall be adopted only after approval by the majority of the Board at 2 regular Board meetings.” The Resolution for Suspension of District Policy to Align with Emergency COVID-10 Legislation and Statutory/Rule Waivers adopted by the Board on June 22 also permits the Board to waive this requirement.
- Counsel recommends consideration of a separate motion to waive Board Policy BG prior to consideration of a motion to adopt the Licensed and Classified Personnel Policies Related to State Emergency COVID-19 Leave.

RECOMMENDATION

The administration recommends that the Board:

1. Waive Board Policy BG
2. Adopt the state Emergency Covid-19 Leave Policies for Licensed and Classified personnel that will expire on December 31, 2020.

If the Board agrees, the motions would read:

1. Move to waive Board Policy BG.
2. Move to adopt the state Emergency Covid-19 Leave Policies for Licensed and Classified personnel that will expire on December 31, 2020.

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