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**Board of Education**

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**ACTION**

**TITLE:** Consider Approval of Resolution Required by Act 1120 of 2013

**DATE:** October 26, 2020

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

**VISION 2023 STRATEGY:** Strategy 5. Staffing

**BACKGROUND/CONSIDERATIONS:**

Act 1120 of 2013 (A.C.A. 6-13-635) states that a school district board of directors shall review and approve by a written resolution an increase in salary of five percent (5%) or more for a school district employee. This resolution is presented to the auditor as part of the annual audit review.

As you can see from the attached list many of the affected employees were in part-time positions and moved to full-time. Others assumed extra duties which carry a stipend. Some advanced on the salary schedule based on education and experience while others got new jobs within the district with greater responsibility and higher pay. Additional changes to the step increases for the certified and classified salary schedules and the state bonus is now included in the salary for National Board Certified teachers. Departing employees receive a pay-out of unused sick leave, personal business leave or vacation leave as provided by policy which may fall into the 5% category. The wording of the law raises some questions as to who should be included on this list, but we have always taken the approach that we will list everyone whose compensation increased by 5% or more regardless of the circumstance.

**RECOMMENDATION:**

The administration recommends approval of the attached resolution.

If the Board agrees, the motion would read:

**Move to approve the accompany resolution as required by Act 1120 of 2013 (A.C.A. 6-13-635).**

**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.