



Board of Education

Minutes of Work Session
The Board of Education

A Work Session of the Board of Education of Fort Smith Public Schools was held November 11, 2019, beginning at 5:30 PM in the Northside High School, 2301 N. B Street

Board Members Present: Ms. Susan McFerran, Ms. Talicia Richardson, Ms. Jeannie Cole, Ms. Yvonne Keaton-Martin, Mr. Greg Magness, Mr. Wade Gilkey and Mr. Bill Hanesworth. Administrators and Staff Present: Dr. Doug Brubaker, Superintendent, Dr. Terry Morawski, Deputy Superintendent, Mr. Charles Warren, Chief Financial Officer, Ms. Zena Featherston Marshall, Executive Director of Communication and Community Partnerships, Mr. Martin Mahan, Assistant Superintendent for Curriculum and Instruction, Ms. Sherri Penix, Assistant Superintendent of Human Resources and Campus Support, Mr. Vance Gregory, Executive Director of Technology, Mr. Darian Layes, Executive Director of Student Services and Ms. Nadine Brooks, Secretary to the Superintendent.

Ms. McFerran, president, called the meeting to order at 5:30 p.m.

2020-2021 BUDGET TIMELINE

Mr. Warren presented a 2020-2021 budget timeline discussed in the context of the four factors of funding. Mr. Warren referenced the Vision 2023 Strategic Plan. Strategy 5: Staffing—Recruit and retain highly-qualified faculty, staff and administration. He noted that 77% of the District's budget is paid in the form of salary and benefits. He reported local revenue could be calculated in March 2020 but that state revenue couldn't be calculated until after April 15, 2020.

Therefore, available funds to add to the salary schedule will be determined in April, 2020 and the 2020-2021 budget proposed in August, 2020.

PERSONNEL POLICY COMMITTEE (PPC) PROPOSAL

Ms. Penix introduced representatives of the Personnel Policy Committee. Chair Ryan Gray provided an overview of the establishment of the PPC since its inception in February of 2019. He reviewed the structure and subcommittees established. Mr. Grant Brewer, Benefits & Compensation Subcommittee Chair, provided information regarding a salary schedule proposal for the 2020-2021 school year. Mr. Grant Presented enrollment count comparisons and steps of other school districts similar in size to the District.

STUDENT POLICY UPDATE - CONSIDER APPROVAL OF STUDENT HANDBOOK CHANGE TO REFLECT NEWLY ADOPTED STUDENT POLICY 4.14 (STUDENT MEDIA) FOR 2019-2020

Mr. Layes reported that on November 18, the Board will consider approval on second reading Student Policy 4.14 concerning student publications based on the Arkansas School Board Association model policies. He reported that the District Handbook will need to be adjusted to reflect this change in policy if it is adopted on November 18. The changes necessary to reflect Policy 4.14, should it be adopted, were presented in redline documents showing edits and changes from the previously adopted handbook content.

Mr. Layes reported that maintaining alignment of the handbook with the new student policies is necessary to prevent confusion in policy and procedures. Mr. Layes reported that since the handbook is now distributed electronically, this update will be posted for students and families as soon as it and Policy 4.14 are fully approved. A notice that additional changes could be expected to the handbook during the year is included in this year's handbook.

The administration recommended that the handbook change be approved for inclusion in the 2019-20 District Handbook at the November 18 Board meeting.

AAA LEGAL REVIEW

Dr. Brubaker reported that Mr. Ney would be at the November 18 School Board meeting to review the relationship with AAA and how to move forward with the reclassification for the high schools.

Ms. McFerran thanked Northside High School Principal and staff for hosting the groundbreaking and work session.

ADJOURN

There was no further business and the meeting adjourned at 5:50 p.m.

Susan McFerran, President

Yvonne Keaton-Martin, Secretary