



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 July 22, 2019, 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. Greg Magness, Mr. Bill Hanesworth, Ms. Jeannie Cole, Mr. Wade Gilkey, and Ms. Talicia Richardson. Dr. Doug Brubaker, Superintendent, Dr. Terry Morawski, Deputy Superintendent, Mr. Martin Mahan, Assistant Superintendent for Curriculum and Instruction, Mr. Charles Warren, Chief Financial Officer, Mr. Darian Layes, Executive Director of Student Services, Ms. Sherri Penix, Assistant Superintendent of Human Resources and Campus Support, Mr. Vance Gregory, Executive Director of Technology and Ms. Zena Featherston Marshall, Executive Director of Communication and Community Partnerships were also present.

A moment of silence was followed by the Pledge of Allegiance.

Ms. McFerran read the mission statement.

CITIZENS PARTICIPATION

Ms. Dixie Geren and Ms. Sheila Geren spoke about concerns to the renovations for Northside High School.

SUPERINTENDENT'S REPORT

Professional Staff Recommendations

Dr. Brubaker yielded to Ms. Penix to present the professional staff recommendations. There were no leaves of absence.

Resignations

Certified

McVey, Shawn
Slater, Amy
Foster, Kristen
Ahern, Lauren
Martinez, Nelida

Classified

Sickles, Pam
Clover, Molly
Yowell, Melinda
Borchers, Anna
Mason, Leigha

Retirement

Classified

Borengasser, James

Mr. Greg Magness made a motion, seconded by Ms. Cole, to accept the recommendations for resignations and retirement as presented. The vote passed 7/0.

Employment

Certified

Miller, Meredith
Roffine, Lacy
Simmons, Jo
Rolen, Ashley
Cope, Joseph
Howard, Lee
Rothmeyer, Michael

Classified

Gregory, Lisa
Daniels, Shanna
Salas, Dulce Mireya
McCarty Sarah
Waterbury, Susan
Henriquez, Zulma
Williams, Pamela
Hamilton, Elizabeth
Velez, Dulce
Robinson, Eglá

Mr. Gilkey made a motion, seconded by Mr. Hanesworth, to approve the recommendations for employment as presented. The vote passed 7/0.

Student Media Policy Update

Dr. Brubaker reported on the Student Media Policy that was approved by the board on May 20, 2019 and adopted into the student handbook on July 8. He stated that in May of 2019 the district had a student media policy that had last been updated in 1998. The district adopted changes based on the most recently updated Arkansas School Board Association (ASBA) model policy that was released in 2018. Recent Legislation Law, Act 912 of 2019 calls for school districts to adopt "rules and regulations in the form of a written student media policy developed in conjunction with the student media advisors and the appropriate school administrators.

He stated that administrators will engage with the student media sponsors to develop rules and regulations consistent with the statute and the guidelines from the ASBA. As shared in the abstract about the handbook changes that were approved on July 8, policies in the handbook can now be reviewed and updated as new laws go into effect and case law is determined throughout the school year.

CONSENT AGENDA - Action All

The consent agenda included the minutes of the July 8, 2019 Called School Board Meeting and June Financial Report, July Student Services Report, and adoption of Student Policy 4.59 - Home Schooled and Private School Attendance in Academic Classes - Second Reading.

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

CONSIDER APPROVAL OF 2019-20 SCHOOL IMPROVEMENT PLANS

Mr. Mahan reported that the Arkansas Department of Education requires that all schools, starting in 2018-2019, submit to the District by May 1 of the current school year a School Improvement Plan for the upcoming school year. For 2018-2019, the plans were approved by the School Board on June 25, 2018, and posted to each school's website by August 1, 2019.

The 2019-2020 School Improvement Plans for all Fort Smith Public Schools (FSPS) were submitted on or before May 1, 2019 for review by the District Leadership Team. Feedback and recommendations were provided to each building based upon the reviews made by team members. Schools were allowed to make revisions based upon the feedback prior to submission to the school board.

The administration recommended School Board approval of school improvement plans for all FSPS schools for 2019-2020.

Ms. Keaton-Martin made a motion, seconded by Mr. Hanesworth, to approve school improvement plans for all FSPS schools for 2019-2020. The vote passed 7/0.

CONSIDER APPROVAL OF ARKANSAS DEPARTMENT OF EDUCATION STATEMENT OF ASSURANCES FOR PROGRAMS UNDER THE ELEMENTARY AND SECONDARY EDUCATION ACT OF 1965, AS AMENDED BY THE EVERY STUDENT SUCCEEDS ACT

The Federal Programs Assurances are for local education agency (LEA) use in requesting district funds for covered programs under the Elementary and Secondary Education Act. To assure the LEA's eligibility for funds, the Superintendent must provide an original signature attesting to compliance with all assurances applicable to each program for which the plan is submitted.

The administration recommends the Board approve the 2019-2020 Statement of Assurances and authorize the Superintendent to sign the assurances so they may be submitted to the Arkansas Department of Education on or before October 1, 2019.

Ms. Richardson made a motion, seconded by Mr. Gilkey, to approve the 2019-2020 ACSIP Assurances and authorize the Superintendent to sign the assurances for submission to the Arkansas Department of Education. The vote passed 7/0.

PRESENTATION - ALL IN: EMPHASIZING DIVERSITY IN FORT SMITH MINORITY RECRUITMENT UPDATE

Dr. Brubaker reported that one of the goals as part of Vision 2023 is to increase the diversity of staff to better reflect the student body.

Mr. Mahan and Ms. Penix reported on Minority Recruitment stating that the committee's purpose was to gather input and to develop a plan to attract minority applicants to the profession of teaching and to market Fort Smith as a destination city for teachers.

The Minority Recruitment Committee met six times during the 2018-19 school year. The committee developed a strategy that included the following:

- Attending college career days
- Creating recruitment care packages
- Advancing the Orientation to Teaching intern program
- Developing a program to assist paraprofessionals in their pursuit of a teaching license
- Hosting a recruitment event for potential applicants

The committee's work concluded with a recruitment event. The event focused on promoting Fort Smith and the Fort Smith Public Schools. The event highlighted the city by hosting potential applicants and allowing them to visit the Chamber of Commerce, UAFS, and the Arkansas Osteopathic Medical School. The event also showcased the district with

visits to Spradling, Kimmons and Northside. Ms. Zena Featherston assisted the committee in branding the event as: ALL IN: Emphasizing Diversity in Fort Smith.

ALL IN: Emphasizing Diversity in Fort Smith was hosted on April 12th-April 13th. Over fifty potential applicants were contacted in person, by e-mail and by phone. Potential applicants were provided a two night stay in a local hotel, a day focused on Fort Smith, and a day dedicated to providing each candidate with an interview. Several city leaders that included Mayor George McGill, Pastor Paul Davis, Pastor Jackie Flake, Dr. Ron Darbeau, Ms. Alice Alt, Dr. Brubaker and Mr. Isaac Davis.

The ALL IN: Emphasizing Diversity in Fort Smith attracted six potential applicants. One of the six applicants will graduate from college in May of 2020. Four of the six applicants have been hired by the district.

The Minority Recruitment Committee concluded the year with a meeting to discuss the commendations and recommendations concerning the ALL IN: Emphasizing Diversity in Fort Smith. Suggestions, input and plans are already being gathered to ensure that this effort improves on an annual basis.

Ms. Penix reported on future plans for recruiting and inviting staff to be involved in the career fairs and recruiting process.

BOARD MEMBERS FORUM

Ms. McFerran encouraged board members to attend the New Teacher Induction on July 25.

ADJOURN

There was no further business and the meeting adjourned at 6:26 p.m.

Susan McFerran, President

Yvonne Keaton-Martin, Secretary