

HEBER SPRINGS SCHOOL DISTRICT

Board of Education

Regular Meeting

5:30 p.m. Administration Office

March 16, 2020

Mission: "To help each student achieve his or her maximum potential"

Call to order

- 1. Approval of the Agenda**
- 2. Election of Officers**
- 3. Approval of the Minutes**
- 4. Approval of Financial Report**
- 5. Transfer SWN Funds \$187,905 to Fund 3000, \$602,276.29 to Fund 3002**
- 6. Hires: Kelly Warren and Alex Beach**
- 7. Copier Bid**
- 8. Facility Naming**
- 9. District Audit**
- 10. Certified Salary Schedules**
- 11. Classified Salary Schedules**
- 12. Waivers**
- 13. Policy Approval: 1.6, 1.8, 1.16, 1.17, 1.18, 1.21, 3.7, 3.21 3.25, 3.32, 3.36, 3.40, 3.54**
- 14. Executive Session**

Heber Springs Board of Directors Resolution

Resolution: We, the undersigned, being all the directors of this corporation consent and agree that the following corporate resolution was made.

We do hereby consent to the adoption of the following as it was agreed upon by the board of directors of Heber Springs School District. The District would seek a waiver for Teacher Licensure, Class Size and Teaching Load, and Library Media Specialist.

Teacher Licensure

Heber Springs School District is requesting a waiver from the cited statutes and rules in order to accommodate a more personalized learning environment for our students. This is especially important when the district may desire to hire professionals from the community to provide instruction to our students in their areas of expertise, even if they do not possess a teaching license in the area needed. In addition, if we can move teachers out of grade level certification to meet staffing allocations, it would prevent the need for hiring additional certified teachers. As an example, our elementary is grades K-5; a 5th grade teacher with a 5-8 endorsement could not teach fourth grade in the same building.

* Due to statewide teaching shortages in rural Arkansas there is a small selection of credentialed/qualified number of teachers.

*Grade to grade populations fluctuate; this makes staffing flexibility difficult.

*Our teachers will still comply with AQT.

We are requesting the waiver for 5 years.

Class Size and Teaching Load

Heber Springs School District is specifically requesting for our teachers to be allowed to have no more than three additional students over the maximum according to accreditation standard 10.02 because of our fluctuating population. For example, teachers at the six (6th) through twelfth (12th) grade levels would be able to instruct a maximum of (168) one hundred sixty eight (168) per day and a maximum of 33 students per class. The district would compensate teachers with over 150 students based upon the numbers and days the teachers were over the 150 student limit.

* We understand that special education classes cannot be waived.

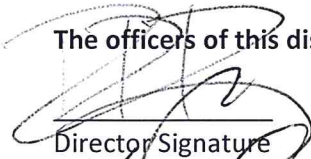



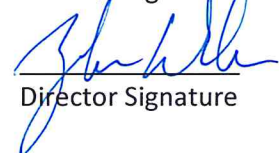
* We are requesting the waivers for 5 years.

Library Media:

Our media center needs to provide a place where our students can do more than just checkout books. It needs to be a place where technology is used to learn in a variety of mediums. We need our media specialist to spend more time teaching and facilitating in these learning modalities, but this can't be done under the current statutes and codes based on restrictions of media specialist time spend on administrative duties and specialist duties. The medial specialist will be utilized to instruct and facilitate independent learning time. This would give us some additional help in the implementation of a Flexible Schedule waiver that we have already received.

* We are requesting the waivers for 5 years.

The officers of this district are authorized to perform the acts to carry out this resolution:

 Director Signature	<u>Ryan Bufalo</u> Printed Name	<u>3/16/20</u> Date
 Director Signature	<u>Keri Thomas</u> Printed Name	<u>3/16/20</u> Date
 Director Signature	<u>Bryce Farmer</u> Printed Name	<u>3/16/20</u> Date
 Director Signature	<u>Jason T. Jones</u> Printed Name	<u>3/16/20</u> Date
 Director Signature	<u>Zach Allen</u> Printed Name	 Date

Personnel Policies Committee Agenda
March 3, 2020

- I. Attendance
- II. Approve February's minutes
- III. Old Business

-no old business to discuss

IV. New Business

- a. District Waivers
- b. Certified Salary Schedule
- c. Sick Bank (middle school)
- d. Full-time communications director

Alison Malloy

Alison Malloy

S. Lutzhall

Kory Lutz

Mr. Lutz

Maggie Lutz

Public Waiver Informational Meeting

March 11, 2020

Amy Shumate

Dana Wells

Pam Smith

Kristen Euton

Andrea Mote

Debbie Quinelly

Alvin

Nadison Shanks

Regina Snow

Anthony Anthony

Jacki Zachrich

Mary Cowley

Jay Riddle

Vance Miller

Public Waiver Informational Meeting

March 11, 2020

Cristie Shelton

Mae

Susan Lacy

Lynnet Inman

Christy Duncan

Penny Roberts

21th, Orem

Heather Frank

Kelly Weaver

Shannon Harts

Jeanni Fone

Jay Moore

Patricia Hodges

Marc Griffin

Mike Shaw

Frank