

---

**Board of Education**

---

ACTION

**TITLE:** Consider Approval of the Resolution Required by ACT 1120 of 2013

**DATE:** October 1, 2018

**RESPONSIBLE ADMINISTRATOR:** Martin Mahan, Assistant Superintendent of Human Resources and Campus Support

**BACKGROUND/CONSIDERATIONS:**

Act 1120 of 2013 (A.C.A. 6-13-635) requires a resolution by the School Board whenever an employee's compensation is increased by 5% or more over the previous year. 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 simply advanced on the salary schedule based on education and experience while others got new jobs within the district with greater responsibility and higher pay. Departing employees receive severance pay as provided by policy which sometimes put them 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 that the resolution be approved for referral to the full Board for its October meeting.

If the board agrees, the motion would read:

***Move to present the accompanying resolution for approval to the Board of Education as required by Act 1120 of 2013 (A.C.A. 6-13-635).***

**RESOLUTION**

IT IS HEREBY RESOLVED that the above listed salary increase(s) be and are hereby adopted by the Board of Education of the Fort Smith School District and have been reviewed by the Board as directed by the Arkansas Department of Education. Guidance issued by ADE to comply with Act 1120 of 2013 (§ 6-13-635 A. C. A.) was contained in Commissioner's Memo FIN-14-048.

IT IS FURTHER RESOLVED that the Superintendent is hereby directed to implement this resolution by making it available for review as part of the FY 2018 Audit process.

RESOLUTION adopted this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
President

**CERTIFICATE**

I hereby certify that the foregoing is a full and complete copy of the Resolution as it appears in the records of the school district and the resolution has not been rescinded, modified or amended and is now in full force and effect.

IN WITNESS WHEREOF I have set my hand and seal of the school district this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
Secretary