



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 May 21, 2018, 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 Mr. Greg Magness, Ms. Yvonne Keaton-Martin, Ms. Jeannie Cole, Ms. Talicia Richardson, and Mr. Wade Gilkey and Mr. Bill Hanesworth. Dr. Doug Brubaker, Superintendent, Dr. Gordon Floyd, Deputy Superintendent, Dr. Terry Morawski, Chief Operations Officer, Dr. Barry Owen, Chief Academic Officer, Mr. Charles Warren, Chief Financial Officer, Ms. Zena Featherston Marshall, Executive Director of Communication and Community Partnerships, Mr. Martin Mahan, Executive Director of Human Resources, Mr. Darian Layes, Executive Director of Student Services and Ms. Nadine Brooks, Secretary to the Superintendent were present.

The Pledge of Allegiance was recited and Ms. Keaton-Martin gave the Invocation.

Ms. McFerran read the mission statement.

The consent agenda included the minutes of the April Regular School Board Meeting, the April Financial Report, May Student Services Report, United Way Parents as Teachers Agreement, and Special Education Statements on Intent. Ms. Yvonne Keaton-Martin made a motion, seconded by Ms. Jeannie Cole, to approve the consent agenda items as presented. The vote passed 7/0.

SUPERINTENDENT'S REPORT

Professional Staff Recommendations

Resignations

Thessing, Steve
Fedde, Leah
Morris, Tyler
Hicks, Alana
Walton, Majetta
Cross, Todd
Wylie, Regina
Elmore, Brandon
Kilgore, Sara

Retirements

Lovett, Jo Ann
Haver, Wayne
Lively, Debra
Liner, Virginia
Lee, Sue

Ms. Yvonne Keaton-Martin made a motion, seconded by Mr. Wade Gilkey, to approve the resignations and retirements. The vote passed 7/0.

Recommendations for Employment

Pierce, Jami
Titsworth, Audra
Hines, Brenda
Potter, Breanna
Meeker, Jacqueline
Sheehan, David
Turney, Paige
Damiano, Amber
Cardoza, Lacey

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

Recognitions

May Star Awards: Christopher Pacheco, sixth grader at Bonneville Elementary, David Albertson, fifth grader at Woods Elementary, Jazanay Criswell, third grader at Spradling Elementary, Aiden Dodson, sixth grader at Trusty Elementary, Leandro Hernandez, fourth grader at Euper Lane Elementary, Tyleah Hinton, sixth grader at Morrison Elementary, Erica Ibarra, sixth grader at Howard Elementary, Mia Joseph, fourth grader at Carnall Elementary, Jasir Salinas, fifth grader at Sutton Elementary, and Peyton Zimmerman, fourth grader at Cook Elementary.

Arkansas Scholastic Press Association

The Arkansas Scholastic Press Association Conference was held in Fort Smith on April 19th and 20th. Over 70 schools and 1,000 high school students competed. Chaffin Junior High's Nabila Siddiqui won first place for her Journalistic Photo Story which focused on local Syrian refugees who have successful lives. Her advisor is teacher Jessica Macy.

Southside DECA

The chapter received awards for the following campaigns at the State Career Development Conference: membership, community service, and promotion. 49 students competed on behalf of SHS DECA, and of those 38 were state finalists. 31 students are national qualifiers. First place state winners are:

Kaitlyn Mehelich - Principles of Hospitality & Tourism
Sean Sebastian - Accounting Applications
Keaton Black - Business Finance
Mallory Koenigseder - Hotel & Lodging Management
Persephone Himes - Franchise Business Plan
Stephanie Nguyen - Advertising Campaign

Ms. Adina Boatright was recognized as an Outstanding DECA Advisor. She received a 10-year service award and was selected for the marketing division's ACTE Carl Perkins Community Service Award.

Fort Smith Public Schools JROTC

The Fort Smith JROTC Shooting Team won the American Legion State Championship Match in the Precision and Sporter Shooting Events.

Precision Team (State Champions 17 times in the last 19 years)

Members: Citlaly Cenicerros, Koi Hampton, Jackie Pham, Nhu Pham (Individual Accomplishments won first Place Overall in Kneeling)

Sporter Team Members: Christa Head, Rudy Vasquez, Oneida Ibarra, Rebecca Chacon (also won state championship in the tournament.) These teams won 21 trophies at this event. Their advisor is retired First Sgt. Steve Lowdermilk.

Northside High School Boys Soccer

The Northside High School Boys Soccer Team soundly defeated their opponents last Friday to win the 2018 7A State Boys Soccer Championship. This is the second state championship for the Northside High School Boys who are coached by Mauricio Maciel, William Lovvorn, Ismael Ihmeidan and Ismael Salazar.

Barling Elementary School received Arkansas A+ designation in April. This program is a research-based whole-school network with a mission of nurturing creativity in every learner through an arts-integrated network. Over the next three years, staff will receive extensive training, learning how to implement the arts into everyday lessons. According to the Arkansas A+ website, research shows that students in Arkansas A+ schools have higher achievement, better attendance and decreased discipline problems.

Educators & Staff

Angie Clark, Darby Junior High School Band Director was named as the Fort Smith Jaycees Young Educator of the Year. She is recognized for the instruction and guidance that she provides every day for band students and for all Darby students.

Woods Elementary Teacher Stacy Bates collaborated with Kathy Watson and Crystal Costa to produce an illustrated book as part of the Bicentennial Celebration. Kathy Watson wrote a poem entitled "My City is a Fort." Teacher Stacy Bates illustrated the book and Crystal Costa of Times Records ensured that all elementary schools will receive copies through sponsorships of businesses and individuals.

CONSIDER THE SALE AND DISPOSAL OF FIXED ASSETS

Mr. Warren presented a list of fixed assets to be considered for sale and disposal. He reported that School Board Policy DN requires School Board authorization to sell or dispose of fixed assets. The fixed assets are requested to be auctioned to the general public on a tentative date of June 26, 2018. The buses listed are to be sold online. After discussion, Mr. Hanesworth made a motion, seconded by Ms. Cole to approve the sale or disposal of the listed fixed assets. The vote passed 7/0.

CONSIDER CLASSIFIED PERSONNEL POLICY CHANGES FOR FIRST READING

Dr. Floyd reported that administration has met with representatives from the Classified Personnel Policy Committee to consider policy revisions for the Board's consideration. He noted that the district has four sets of personnel policies for classified employees. Clerical personnel, paraprofessionals and transportation employees have separate sets of policies. Employees from Buildings & Grounds and Child Nutrition share a single policy manual. The policies presented to the Board in this recommendation are labeled with the appropriate classified designation: GDBDB – SICK LEAVE (Clerical) GDBDBA – SICK LEAVE (Buildings and Grounds/Child Nutrition) GDBDBB – SICK LEAVE (Paraprofessionals). These policy changes align with the sick leave modification recommended to the certified policies. The changes eliminate the requirement for a formal application in order to receive any severance pay for which an employee may be eligible. He noted that while there are some differences in our classified policies regarding severance pay, the proposed change is the same for each classification. GDBEA – VACATION (Clerical) GDBEAB – VACATION (Paraprofessionals) GDBEAA – VACATION (Buildings and Grounds/Child Nutrition) GDBEAC – VACATION (Transportation) The vacation policy is identical for all employees, classified and certified. The proposed changes in the classified policy are the same as the changes in the certified policy. The policy modification addresses how vacation leave is earned and charged to an employee's account. The administration recommends that the Board approve on first reading changes to classified policies GDBDB, GDBDBA, and GDBDBB – SICK LEAVE as well as policies GDBEA, GDBEAB, GDBEAA, and GDBEAC – VACATION.

Mr. Bill Hanesworth made a motion, seconded by Ms. Yvonne Keaton-Martin, to approve on first reading of the classified personnel policies as presented. The vote passed 7/0.

CONSIDER CERTIFIED PERSONNEL POLICY CHANGES FOR FIRST READING

Dr. Floyd reported that administration has met with representatives from the Fort Smith Classroom Teachers Association for the Board's consideration.

GCBDBA - SICK LEAVE. Under some circumstances employees who leave the district qualify for payment of unused sick leave. In order to maintain a proper account of the disbursement the departing employee has had to make a formal application for the payment. Updated payroll procedures now allow for automatic disbursement of the severance payment to qualifying individuals thus rendering the formal application superfluous. This policy change eliminates the

application requirement. The change also strikes some outdated language regarding effective dates of prior policy modifications.

GCBE – VACATION. Twelve month employees do not follow the school holiday calendar. They work most school holidays but earn vacation days to be used during the course of the year. This revision does not change the substance of our vacation policy. It neither increases nor decreases the vacation time earned. It simply clarifies how the leave is calculated and applied to an employee's account. This calculation most often comes into play when an employee is hired after July 1, the beginning of our payroll year, or leaves before June 30.

GCQI – DISRUPTIVE STUDENT BEHAVIOR. The current policy lists discipline procedures which are in accordance with state law. However, the law sometimes changes. While any change in the law would take precedence of our policy, it causes confusion when the law and policy conflict. This modification reflected here provides a statement of commitment to the maintenance of a positive classroom environment within the framework of law, policy and regulations.

Dr. Floyd noted that these policy changes must be approved by the Board in two separate readings. By law, they will take effect on July 1 following final approval.

The administration recommends that the Board approve on first reading changes to policies GCBDBA - SICK LEAVE, GCBE – VACATION, and GCQI – DISRUPTIVE STUDENT BEHAVIOR.

Mr. Hanesworth made a motion, seconded by Mr. Gilkey, to approve on first reading of the certified personnel policies as presented. The vote passed 7/0.

BOARD MEMBERS FORUM

Mr. Hanesworth commended Gary Udouj and the Adult Education Center for their successful program and the lives they've changed. Ms. Cole thanked everyone involved in the Arts and Sounds performance. Mr. Hanesworth and Ms. Cole both expressed hope that the event will happen again. Ms. Richardson commented on attending Northside High School when Ray Lozano spoke on Drug Awareness. She spoke with school counselors after his presentation about the programs provided to students and how these align with the goals and objectives in the Strategic Plan for the District.

CITIZEN PARTICIPATION: There was no one present for Citizen Participation.

ADJOURN: There was no further business and the meeting adjourned at 6:20 p.m.

Susan McFerran, President

Yvonne Keaton-Martin, Secretary