



Board of Education

Minutes

The Board of Education

A Work Session of the Board of Education of Fort Smith Public Schools was held Monday, April 12, 2021, beginning at 5:30 PM in the Service Center, Bldg B., 3205 Jenny Lind, P.O. Box 1948, Fort Smith, AR 72901.

Mr. Hanesworth, president, called the meeting to order. Other board members present were Ms. Susan McFerran, Mr. Dalton Person, Ms. Yvonne Keaton-Martin, Ms. Dee Blackwell and Mr. Wade Gilkey. Ms. Talicia Richardson was absent. Dr. Terry Morawski, Superintendent, Mr. Martin Mahan, Deputy Superintendent, Mr. Charles Warren, Chief Financial Officer, Mr. Darian Layes, Executive Director of Student Services, Mr. Vance Gregory, Executive Director of Technology, Ms. Zena Featherston Marshall, Executive Director of Communication and Community Partnerships, Dr. Chris Davis, Supervisor of Human Resources and Campus Support and Ms. Nadine Brooks, Secretary to the Superintendent were also present.

SUPERINTENDENT'S REPORT

Dr. Morawski reported that senior signs would be given out to seniors at Northside High School on April 21 and Southside on April 22. Board members were welcome to come join staff members on these dates.

Dr. Morawski reported that the graduation date for Southside is May 20 and Northside is May 21.

Dr. Morawski reported that the next board meeting is Monday, April 26.

Dr. Morawski reported that the District is to receive an additional 38.1 million dollars in ESSR Funding. The administration is waiting for clarification as to how the funds can be spent. The District has two years to spend the funds for expenses related to the pandemic or future health related costs.

CONSIDER ADOPTING STUDENT RELATED POLICY CHANGES FOR FIRST READING

Mr. Layes presented current policy changes to the most recent recommendation provided by Arkansas School Board Association (ASBA). He reviewed the proposed ASBA Model Policies that the administration believe are necessary and appropriate to Sections 4.7 and 4.11. Mr. Marshal Ney, the District's attorney, reviewed these recommendations. Updates with redline and clean copy were presented for board review. Mr. Person suggested a grammatical change to paragraph one of unexcused absences. Mr. Layes stated that he would make that change.

Mr. Layes stated that these policies will come before the Board for first reading on April 26, 2021. If these policies are adopted, any needed revisions of the student handbook necessary will follow.

PRESENTATION - PROPOSED CHANGE FOR TWELVE-MONTH EMPLOYEE CONTRACT

Mr. Warren presented the justification and financial impact for a policy recommendation that includes the following items:

- A reduction of the twelve-month employee contract period from 250 days to 240 days.
- A reduction of the maximum vacation days earned from 18 days to 15 days.
- A reduction of the maximum accumulation days from 35 days to 15 days.

Upon separation, an employee will be paid for any vacation earned up to fifteen days in accordance with the table above. Upon separation, a twelve month employees on contract on June 30, 2021 will be paid for any vacation earned up to thirty five days.

On June 30, 2020, the District accrued a total of \$1,264,711.57 for vacation pay. The average payout of vacation pay from the last four years is \$49,918.72.

Salary indices will be adjusted to maintain FY21 contract levels in FY22.

Planned salary growth can be “limited”. In other words, extra days off will be provided in lieu of base salary schedule increases for twelve-month employees.

Savings from “limiting” the growth of twelve-month compensation can be available to add to base salary of the certified salary schedule.

The ten additional days for FY 2022 are:

July 2 nd	Four day 4 th of July weekend
November 22 nd , 23 rd , 24 th	Full week of Thanksgiving
December 30 th	New Year’s Eve
January 17 th	MLK Day
March 21 st , 22 nd , 23 rd	Full week of Spring Break
April 15 th	Good Friday

Ms. McFerran suggested that the administration consider changing office hours for 12 month employees to ending at 4:30 p.m. daily. Mr. Warren stated that he would look into this as it doesn’t require a policy change and report back to the Board at the April 25 Board meeting.

Mr. Person asked if these changes applied to teachers. Mr. Warren explained that teachers were not 12 month employees and would not be affected.

Mr. Warren stated that this would be brought to the Board as a policy change at the April 26 meeting and would require two readings.

PRESENTATION: GRADE RECONFIGURATION

Mr. Mahan provided a recap and update on Chaffin, Darby, Kimmons and Ramsey transitioning to middle schools since the junior high schools will become 6th to 8th Grade middle school campuses beginning in August 2021.

Also, beginning in August 2021, Northside and Southside will transition from 10th to 12th grade campuses to 9th – 12th grade campuses

The district posted core instructional positions (English, Math, Science, and Social Studies).

Mr. Mahan reported that Phase 1 Staffing is Complete.

January: Freshman Centers

Interviews followed for those who applied and included essential coaching staff required for each freshman center.

February: Sixth-Grade Positions in Middle Schools

Interviews followed for those who applied.

Summary: Shift in Position Locations - Minimal Cost

Placement of Fine Arts and Athletics-Related Positions- in process

Mr. Mahan reported that all 6th Graders will be enrolled in the following core classes:

- English Language Arts
- Social Studies
- Math
- Science

Mr. Mahan reported that all 6th Graders may choose from the following elective classes:

- Choir
- Band
- Orchestra
- Exploratory Athletics*
- Computer Applications
- Physical Education
- Reading/Math Intervention
- Dyslexia Interventions

Choir

- Year long Beginner class,
- Does not compete,
- School performances for parents and community
- Year long class
- Performs at Concert Assessment and individual All-Region competition
- Year long Advanced class •Performs at Concert Assessment and individual All-Region competition

Band

- Year long Beginner class,
- Does not compete,
- School performances for parents and community
- Year long class
- Performs at Concert Assessment and individual All-Region competition
- Year long Advanced class
- Performs at Concert Assessment and individual All-Region competition
- Marching performances - to be determined.

Orchestra

- Year long Beginner class
- Does not compete
- School performances for parents and community
- Year long class
- Performs at Concert Assessment and individual All-Region competition
- Year long Advanced class
- Performs at Concert Assessment and individual All-Region competition

Athletic opportunities in 6th grade include:

Exploratory Athletics - 9 Week Exploratory Courses

6th Graders who sign up for Exploratory Athletics will be required to participate in all the sports below.

Basketball

Flag Football or Volleyball

Soccer (Potential expansion to 7th and 8th grade over a three year span)

Track

All 6th Graders will take a one-period exploratory course taught in nine-week segments. The first three nine-week segments listed below are expected participation. Depending on a

student's choice of electives, the fourth exploratory selection may also be required to fulfill state requirements as listed below:

1. STEM
2. Career Connections
3. Art*
4. One of the following choices
 - a. Spanish
 - b. PE/Health*
 - c. Music*

**State Required Participation. Students who do not choose Music and/or the Athletics-Focused PE from the elective choices will be required to participate in those focus-area exploratory classes during the nine-week rotation.*

Middle and High Schools have adopted a 7-Period Day that incorporates 8 segments of time.

Each student participates in 7 classes (Core/Electives) but the schedule is managed in a way that allows a segment of time for enrichment and/or support services.

You may hear this time referred to in these ways:

- Northside - WIN
- Southside - FLEX
- Middle Schools – Cornerstone

Mr. Mahan concluded with the next steps which include the following:

- Complete Staffing
- Middle and High Schools are developing plans for events and tours to help students and families become accustomed to new building and new learning models
- "Moving Up To Middle Schools" including the 6th Grade Schedule will be distributed by mail, email and through social media to all 6th Grade families.

This was a presentation and no action was required.

PRESENTATION: ONTRACK UPDATE

Mr. Mahan recognized Dr. Mary Ann Johns and Dr. Ginni McDonald to present an update on the District's #OnTrack initiative.

Dr. McDonald provided an update on seventh through 12th grade students (virtual and on-site with an "F" in one or more classes through the third quarter.

Dr. Johns provided an update on K-6 Istation in Reading and Mathematics for all elementary schools through March 2021. Elementary principals Dr. Taneka Tate, Carnall Elementary, Ms.

Monica Austin, Pike Elementary, and Sonia Guerrero, Tilles Elementary shared access and availability measures taken at their campuses. Dr. Johns provided ways that schools support students' wellbeing and initiatives introduced this year.

Dr. McDonald shared action plans in place that included summer programs, online credit recovery that will continue into August. Principals Todd Marshall, Chaffin Junior High, Katie Kreimer, Darby Junior High School, Lisa Miller, Southside High School, Keri Rathbun, Northside High School, Hank Needham, Cavanaugh Elementary School, Velmar Greene, Howard Elementary School, and Britney Watson, Morrison Elementary School all shared action plans in place at their campuses.

Dr. Johns stated that Math and Reading are more difficult to teach virtually than in person but teachers and students are working through the challenge.

This was a presentation and no action was required.

PRESENTATION: HPM UPDATE

Mr. Mahan recognized Mr. Scott Ditto, HPM

Mr. Ditto reviewed the Master Program schedules at Southside High School, Northside High School, Ramsey Middle School, Darby Middle School, PEAK Security Walls, and Security Vestibules

Mr. Ditto provided an update on construction projects underway. These include access and security phase 2, Package B Ballman Elementary School, Carnall Elementary School, Howard Elementary School, and Pike Elementary School.

Mr. Ditto reported that a look ahead includes access and security Phase 2 Package C Beard Elementary School, Euper Lane Elementary School, and Trusty Elementary School.

This was a presentation and no action was required.

BOARD MEMBERS FORUM

There were no comments.

ADJOURN

There was no further business and the meeting adjourned at 7:32 p.m.

Bill Hanesworth, President

Dee Blackwell, Secretary