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## Board of Education

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Minutes of Work Session  
The Board of Education

A Work Session of the Board of Education of Fort Smith Public Schools was held May 11, 2020, at 5:30 PM for a Virtual Meeting per COVID19 CDC Guidance

Mr. Bill Hanesworth, president, called the meeting to order. Other board members present were Ms. Yvonne Keaton-Martin, Ms. Susan McFerran, Mr. Wade Gilkey, and Ms. Talicia Richardson, Mr. Dalton Person and Ms. Dee Blackwell. Dr. Doug Brubaker, Superintendent, Dr. Terry Morawski, Deputy Superintendent, Mr. Martin Mahan, Assistant Superintendent for Curriculum and Instruction, Ms. Sherri Penix, Assistant Superintendent of Human Resources and Campus Support, 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, and Ms. Nadine Brooks, Secretary to the Superintendent were also present.

### **CONSIDER APPROVING THE PROPOSED 2020-2021 SALARY SCHEDULES**

Mr. Person recused himself from the discussion since he has family members employed by the District at 5:32 pm. Ms. Penix reported that she and Dr. Morawski have met with the Personnel Policy Committee (PPC) and Classified Committee. Mr. Warren had presented the four factors of funding to these committees for the fiscal year 2020-2021 (FY21). Ms. Penix stated that these committees understood the negative impact on FY21 revenue collected, and the economic impact at this time presented by Mr. Warren and the need for the District to be cautious in setting salary schedules for 2020-2021. Therefore, the administration recommends there be no increase of any of the salary schedule base for certified or classified salary schedules.

The administration recommends the board consider approve the proposed 2020-2021 salary schedules as presented at the May 18 Board of Education Meeting.

Mr. Dalton Person returned to the meeting at 5:35 p.m.

### **CONSIDER APPROVAL OF THE 2020-21 TITLE I PART C MIGRANT EDUCATION GRANT ASSURANCES**

Mr. Mahan reported that this is an annual compliance item. The Fort Smith Public Schools Migrant Education Program provides supplemental academic and supportive services to the children of families who migrate to find work in the agricultural and fishing industries. The program is designed to help migrant children who are uniquely affected by the combined influences of poverty, language, cultural barriers and the migratory lifestyle to meet the same challenging academic content and student academic achievement standards that are expected of all children. The Arkansas Department of Education requires local school boards approve the assurances to be eligible for grant funding.

The administration recommends that the Board approve the 2020-21 Title I Part C Migrant Education Grant Assurances at the May 18 Board Meeting.

**CONSIDER APPROVAL OF THE 2020-2021 BOARD OF EDUCATION MEETING SCHEDULE**

Dr. Brubaker reported that at his request, Ms. Brooks had drafted a meeting schedule of board meetings for 2020-2021 School Year. These meeting times are scheduled on dates when students are in attendance and District employees are not on holiday. He asked that board members review it. It will be brought back for approval at the meeting scheduled for May 18.

**CONSIDER ADOPTING FINANCIAL POLICY CHANGES FOR FIRST READING**

Dr. Brubaker reported that Mr. Warren, Chief Financial Officer, and staff met with Mr. Ney to review and edit financial policy changes to Section 7. Mr. Warren stated that In November 2018, the School Board adopted the structure and language used in the model policies provided by Arkansas School Board Association (ASBA) for Financial Policies Section 7.

Updates were provided by ASBA to the model policies since then. The administration has reviewed the updated ASBA template and incorporated the relevant changes to the Section 7. Most changes were minor and reviewed in the table that Mr. Warren presented.

After discussion, the administration recommended the board consider approval on first reading changes to District Financial Policies, Section 7, as presented at the May 18 Board Meeting.

**PRESENTATION - TEACHER CANDIDATES**

Ms. Penix, Assistant Superintendent of Human Resources and Campus Support Human provided information on the application, interview, hiring and onboard process for teacher candidates when they apply for a position in the Fort Smith Public Schools. Board members, Ms. Penix and Dr. Brubaker discussed looking into ways that the process could be streamlined to make the process quicker to ensure that the District hire quality candidates, not losing them to other Districts.

**PRESENTATION - VISION 2023 CAPITAL IMPROVEMENT PROGRAM**

Dr. Morawski and Mr. George Watts, HPM Program Director presented an update to Capital 2023 Projects. Mr. Watts provided a master schedule overview, and construction updates at Northside and Southside high schools and Ramsey Junior High. He also provided a pre-construction update for Darby Junior High School and the Peak Center.

**ADJOURN**

There was no further business and the meeting adjourned at 6:45 p.m.

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Bill Hanesworth, President

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Dee Blackwell, Secretary