Dr. Deanie Mehl, president, called the meeting to order. Other Board members present were Ms. Jeannie Cole, Ms. Yvonne Keaton-Martin, and Ms. Susan McFerran, Ms. Talicia Richardson and Mr. Wade Gilkey. Mr. Bill Hanesworth was absent. Dr. Gordon Floyd, Superintendent, Dr. Annette Henderson, Assistant Superintendent for Human Resources and Support Services, Dr. Barry Owen, Assistant Superintendent for Instructional Services, Mr. Charles Warren, Chief Financial Officer, Mr. Darian Layes, Director of Student Services, Ms. Zena Featherston Marshall, Director of Communication and Community Partnerships and Ms. Nadine Brooks, Secretary to the Superintendent were present.

The pledge of allegiance was recited and Mr. Charles Warren gave the Invocation.

The consent agenda included the November School Board minutes, November Financial Report, and the December Student Services Report. Ms. Jeannie Cole made a motion, seconded by Ms. Yvonne Keaton-Martin, to approve the consent agenda as presented. The vote passed 6/0.

SUPERINTENDENT'S REPORT:

Dr. Gordon Floyd yielded to Dr. Annette Henderson to review the professional staff recommendations.

Retirement
Bradney, Karen

Ms. Susan McFerran made a motion, seconded by Ms. Jeannie Cole, to approve the resignations and retirement. The vote passed 6/0.

Recommendations for Employment
Hurst, Marshal

Ms. Yvonne Keaton-Martin made a motion, seconded by Ms. Susan McFerran, to approve the recommendations for employment. The vote passed 6/0.

Dr. Gordon Floyd and Dr. Deanie Mehl recognized Principal Melissa Braddy, former Principal Sherri Penix and teachers at Euper Lane Elementary for the schools designation by U.S. Secretary of Education John King, as a National Blue Ribbon School based on overall academic excellence. Euper Lane is one of three schools to receive this recognition as an exemplary high performance school in the state and 279 public schools in the nation. Ms. Melissa Braddy, Ms. Sherri Penix and Dr. Mary Ann Johns received the award from the U.S. Secretary of Education in Washington, D.C. and earlier this month by Commissioner of Education, Johnny Key

Christian Parker, Southside High School senior, was selected one of two Arkansans students as a delegate to the 2016-2017 William Randolph Hearst Foundation United States Youth Senate Program. Christian will participate in a week long annual program. Christian will also receive a $10,000 scholarship.
Dr. Gordon Floyd introduced Dr. Kelley Todd, Southside High School Business Teacher, as the spotlight teacher of the month. Dr. Todd has 20 years of teaching experience, is certified by the National Board of Professional Teaching Standards, is an in-service trainer for the Arkansas Department for Career Education, FBLA District Coordinator for 27 schools in the River Valley, and various other awards. Dr. Todd spoke about career education, highlighting the digital communication courses offered and to be offered next year. She also reported about FBLA competitions at the district, state and national levels.

Mr. Martin Mahan, Director of Secondary Education, presented information on workforce education and career/technical education for FSPS students highlighting the many options available to students. Mr. Mahan noted that courses are added each year and FSPS CTE teachers with the many partnerships are preparing students to be college ready.

SUPERINTENDENT CONTRACT:

Dr. Deanie Mehl reported that the contract extended to Dr. Doug Brubaker with an annual salary of $210,000, 15 days of vacation, and moving allowance has been accepted by Dr. Brubaker. She reported that Dr. Brubaker will begin employment with FSPS on January 18, 2016. Ms. Yvonne Keaton-Martin made a motion, seconded by Mr. Wade Gilkey to accept the contract as negotiated. Ms. Jeannie Cole expressed concern with legislation targeting memberships being paid by school districts. Dr. Mehl stated that the contract could be modified if that happens. Dr. Mehl reported that state statute prevents the District from issuing a contract longer than three years so Dr. Brubaker’s 2.5 year contract can be modified since he begins employment in January instead of July. The motion passed 6/0.

ADDENDUM TO INTERIM SUPERINTENDENT CONTRACT:

Dr. Deanie Mehl reported that Board members also discussed in executive session continuing Dr. Gordon Floyd’s interim salary of $202,022 until June 30, 2017 at which time his salary will return to that of Deputy Superintendent. Dr. Mehl reported that this would give Dr. Brubaker an opportunity to acclimate to the Superintendent position. Dr. Floyd will continue to perform some of the duties of the superintendent. Ms. Jeannie Cole made a motion, seconded by Ms. Susan McFerran to maintain Dr. Gordon Floyd’s interim salary until June 30, 2016. The motion passed 6/0.

BOARD MEMBERS FORUM:

Ms. Susan McFerran thanked all who helped with gingerbread houses at Fairview Elementary on Friday, December 16. Ms. Yvonne Keaton-Martin attended the Southside High School Madrigal Choirs Dinner tasting the students performance was very good. Ms. Jeannie Cole enjoyed watching Sunnymede students perform for their Partners in Education.

CITIZENS PARTICIPATION:

Dr. Mehl introduced Dr. Doug Brubaker to speak during Citizens Participation. Dr. Brubaker thanked the Board for the opportunity to come to Fort Smith.
Public Schools. He stated that he and his family are excited noting the things happening in the district.

EMPLOYEE GRIEVANCE: Dr. Mehl recessed the regularly scheduled meeting at 6:35 to closed session at the request of counsel of the employee. She stated that Dr. Henderson, Assistant Superintendent of Human Resources, Dr. Floyd, Superintendent and Mr. Mitch Llewellyn, FSPS Attorney would remain. All others were dismissed.

ADJOURN: The Board returned from closed session regarding the employee grievance at 7:35 p.m. Ms. Yvonne Keaton-Martin made a motion, seconded by Ms. Talicia Richardson. The motion passed 6/0.

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Deanie Mehl, President

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Bill Hanesworth, Secretary