Regular School Board Meeting  
May 23, 2016  
5:30 p.m.

PRESENT:  
Dr. Deanie Mehl, president, called the meeting to order. Board members present were Ms. Yvonne Keaton-Martin, Mr. Bill Hanesworth, Ms. Jeannie Cole, Mr. Wade Gilkey, and Ms. Susan McFerran. Dr. David Hunton was absent. Dr. Benny Gooden, Superintendent, Dr. Gordon Floyd, Deputy Superintendent, Dr. Annette Henderson, Assistant Superintendent for Human Resources and Support Services, Dr. Barry Owen, Assistant Superintendent for Instructional Services, Mr. Charles Warren, Director of Financial Services, 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 Dr. Barry Owen gave the invocation.

The consent agenda included the April School Board minutes, April Financial Report and May 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. Benny Gooden yielded to Dr. Gordon Floyd to review the professional staff recommendations.

**Resignations**
Britt, Ashley  
Carter, Chris  
Clark, Gabriella  
Dobbs, Denise  
Ebert, Miranda  
Ellison, Larissa  
Galvan, Maria  
Hegemann, Molly  
Hill, Cecilia  
Hooks, Robert  
Howard, Amanda  
Johnson, Tanya  
Kursh, Marian  
Lauver, Maxine  
Lee, Lindsay  
Lewis, Anna  
Lewis, Ashley  
Loyd, Jay  
Malinka, Bethany  
Martinez, Jessica  
Mills, Melody  
Nowak, Britni  
Pham, Tam  
Pumphrey, Beau
Ramsey, Deanna
Ray, Joshua
Sadler, Kelly
Shewmaker, Kathryn
Smith, Mindy
Stephens, Greg
Tran, Ngoc
Wall, Jessica
Watkins, Kimberly
West, Allison
Williams, Rashunda
Womack, Corey
Wortham, Jessie

Retirements
Barclay, Debbie
Beckman, John
Bercher, Andra
Bullock, Ian
Coleman, Kenda
Cromer, William
Cross, Vickie
Daniel, Stephen
Donoho, Laura
Dunn, Paula
Fretheim, Janet
Gooden, Benny
Gray, Rhonda
Hall, R. Kay
Hibbs, Sandra
Hunt, Marie
Keller, Donna
Kesner, Brenda
Lewis, Bryant
Love, Alan
McPherson, Suzanne
Merry, Leigh
Ratcliff, Cheryl
Seaton, Dana
Stanton, Patricia
Thompson, Lisa
Washington, Mona

Ms. Susan McFerran made a motion, seconded by Mr. Bill Hanesworth, to approve the resignations and retirements. The vote passed 6/0.
Recommendations for Employment
Arnold, Cara
Bodine, Alyssa
Bower, Janice
Brown, Corrina
Bullock, Thomas
Burnett, Laurie
Cole, Emilee
Dodd, Douglas
Elbon, Jason
Friend, Caitlin
Harwood, Ann
Hayes, Kelly
Hughart, Sue
Huntington, Tyler
Johnson, Lisa
Jones, Jennifer
Kasworm, Cheyenne
Lane, Greta
Lee, Brent
Lloyd, Stephanie
Luther, Jennifer
Monchamp, Camille
Nichols, Danielle
Ray, Katherine
Roden, Ruby
Russell, Lorene
Rutledge, Steve
Sanchez, Jennifer
Sharp, Kassie
Shepherd, Trisha
Sikes, Carol
Tomlin, Sara
Watkins, Stephanie
Wear, Linda
Weisenfel, Karren
Young, Timothy

Mr. Bill Hanesworth made a motion, seconded by Ms. Jeannie Cole, to approve the recommendations for employment. The vote passed 6/0.

Leaves of Absence
Forsgren, Gala
Orendorff, Kelsey
Stanfill, Kimberly
Mr. Bill Hanesworth made a motion, seconded by Ms. Yvonne Keaton-Martin to approve the leaves of absence. The vote passed 6/0.

Dr. Benny Gooden and Dr. Deanie Mehl recognized the following students and staff:

Salomon Paramo from Northside High School was recognized for receiving First Place in Carpentry Display at the Skills USA Arkansas Competition.

Amethyst Williams from Chaffin Junior High School was recognized for an Award of Excellence for Literature at the National PTA Reflections Competition.

Andrew Smith, Northside High School was recognized with a President’s Volunteer Service Award by the Prudential Spirit of Community Awards Program.

Dr. Ginni McDonald, principal of Northside High School, was recognized as Secondary Principal of the Year by the Arkansas Association of Secondary School Principals.

Aimee Brinkley, Northside teacher was recognized as Arkansas’ 2016 Outstanding Biology Teacher by the National Association of Biology Teachers.

Belle Point was recognized as a 2015-2016 Arkansas Department of Education (ADE) Outstanding Model Program. Belle Point was selected as a model program from site visits done by the ADE Alternative Education Unit. Belle Point received a plaque and a banner to display model program status. Ms. Lori Lamb made the presentation to Belle Point. Ms. Maria Arnold, Director of Belle Point and Ms. Michelle Schumate, Dean of Students.

Dr. Gooden also noted that Belle Point staff nominated three outstanding students to attend Student Leadership Day in Little Rock. All three students brought STEM Night projects to display for the Capitol visitors. David Bell (Engineered Boats), Tiarra Shepherd (Bath Bombs Natural Cosmetics), and Lauryn Freeman (Hydroponics).

Teacher Mary Winters, Sutton Elementary, was recognized by ADE Alternative Education Arkansas on May 19, 2016 for Supporting Positive Development of Our Students.

Representatives George McGill and Justin Boyd presented checks to principals for improved performance and growth through the Arkansas Department of Education’s School Recognition Program. Euper Lane for Top 5% Performance and Top 5% Growth, Chaffin Top 10% Performance and Top 5% Growth, Woods Top 10% Performance, Bonneville Top 10% Growth, and Cavanaugh Top 10% Performance.

Representatives also presented the Northside ROTC Rifle Team with an AR House Citation for their recent championship win.
**Additonal Attorney Representation**

Dr. Benny Gooden reported that School Attorney Mitch Llewellyn due to a potential conflict toward him and his family relative to the SHS mascot issue, wishes to withdraw his representation on the mascot and related matters. He noted that Mr. Llewellyn is willing to continue on the District matters and with the appeal of the FOIA decision which is currently pending state, but that the District should select additional counsel for any new challenges which may emerge associated with the Southside mascot. Mr. Llewellyn recommended Mr. David Matthews at the same compensation currently paid to Thompson & Llewellyn. Ms. Jeannie Cole made a motion, seconded by Ms. Yvonne Keaton-Martin to approve the representation by Mr. David Matthews for matters related to the SHS mascot. The motion passed 6/0.

**COMMITTEE OF THE WHOLE REPORT**

**Special Education IDEA Assurances**

Ms. Jeannie Cole presented the required Individual with Disabilities Education Act (IDEA) assurances and agreements. Ms. Cole reported that these are two separate agreements. One governs services to preschool students with disabilities and includes a Statement of Intent as well as a set of Special Education Assurances and Agreements. The other governs services to grades K-12. Also included is a Statement of Intent and a set of Special Education Assurances and Agreements. The District will receive $3 million in IDEA funds. Ms. Jeannie Cole made a committee motion to adopt the Pre-K assurances for 2016/2017. The motion passed 6/0. Ms. Jeannie Cole made a committee motion to adopt the K-12 assurances for 2016/2017. The motion passed 6/0.

**Personnel Policies 2nd Reading**

Ms. Susan McFerran made a motion, seconded by Ms. Yvonne Keaton-Martin to waive the formal reading of these policies. The motion passed 6/0.

Dr. Gordon Floyd presented the following classified policies for second reading:

**Policy GBG – Political Activities of Certified Personnel** updates our rules regarding campaigning and political advocacy to reflect electronic messaging. It prohibits school equipment or school email being used for political purposes. New language in the policy specifically allows dissemination of information about current or proposed legislation, policies, or regulations.

**Policy GCBDA – Leave of Absence** sets notification deadlines for employees returning from a leave of absence. This will allow the human resources office time to plan for an employee’s return to work, or to fill a vacancy created by the employee’s resignation or leave extension.

**Policy GCI – Teaching Assignments and Transfers** provides for electronic communication of job openings. Vacancies will be continuously updated, eliminating the need for periodic hard copy postings. A printed copy of the vacancy list will still be available upon request.
Dr. Floyd also presented the following classified personnel policies for second reading.

**Political Activities of Classified Personnel.** This is the classified personnel version of Policy GBG for certified employees. It addresses the electronic transmission of political messages.

**Personal Injury as a Result of Assault or Other Violent Criminal Act.** This policy is mandated by ACA 6-17-1308. The statute requires that the School Board adopt a policy pursuant to the law. GBE is a similar policy covering certified employees.

Ms. Susan McFerran made a committee motion to adopt the certified policies and classified policies presented for second and final reading. The motion passed 6/0.

**Personnel Certified Policy for 1st Reading**
Ms. Jeannie Cole made a motion, seconded by Mr. Wade Gilkey to waive the formal reading of this policy. The motion passed 6/0.

Dr. Gordon Floyd presented the following certified policy for first reading:

**Policy GCN – Evaluation**
This revision to this policy affirms a teacher’s right to representation during an evaluation conference. It also provides an avenue for a review of a teacher’s evaluation by the Assistant Superintendent for Human Resources.

Ms. Susan McFerran made a committee motion to adopt the first reading of Policy GCN. The motion passed 6/0. This policy will be presented for second and final reading on June 27.

**Student Handbook Revisions**
Dr. Gordon Floyd presented the following student handbook revisions:

**Section I - Attendance Policies, Attendance, B. Parent/Guardian Contact, Paragraph 2. Page 5**
The District is required to follow plans agreed upon by IEP or 504 committees. The requirements of these plans may conflict with our attendance policy. The statement added to the handbook clarifies our responsibility in regard to students with IEP or 504 plans.

**Section IV – Nutritional Guidelines, Allowable Practices, Paragraph 6. Page 13**
The web link cited in this section has been changed. This modification to the handbook updates that change.

**Section VI – Academic Policies, C. State Mandated Testing and Student Academic Improvement Plan, Paragraphs 5 and 6. Pages 20-21**
This modification deletes references to the End of Year assessment which is no
longer part of the state testing program.

Section IX – Eligibility for Athletic Competition, In-District Transfers, Paragraph 1. Pages 21-22
Students who transfer to a school outside their attendance area and subsequently transfer back to their home school incur a loss of eligibility. This change reduces the period of eligibility loss from the remainder of the year and the entire next year to 365 days. This ensures that only a single season is missed due to a loss of eligibility.

Section XII – Fort Smith Public Schools Network/Internet Acceptable Use Guidelines. Page 30
Parents have a legal right to view the email accounts of their minor children. This establishes a procedure for providing that access.

Section XVIII – Student Conduct Not Permitted on School Premises or at Any Activity Related to School, N. Electronic Devices, Paragraph 3. Page 36
Elementary students are not permitted to use cell phones at school. An obvious exception would be for use in class under a teacher’s supervision. This change acknowledges that exception.

Mr. Bill Hanesworth made a motion, seconded by Ms. Jeannie Cole, to approve the changes to the 2016/2017 student handbook. The motion passed 6/0.

**2016/2017 Salary Schedule Recommendations**
Mr. Bill Hanesworth reported that Mr. Charles Warren and Dr. Benny Gooden had presented the salary schedule recommendations in extensive detail at the committee meeting. He noted that there are four areas of financing: property taxes, local taxes, state foundation aid and state categorical aid for funding the schools. Dr. Benny Gooden reported that with CTA agreement, the recommendation is a $250 raise at base certified salary with average increase of $904, representing 1.67% increase.

Mr. Bill Hanesworth made a committee motion to approve the 2016/2017 Salary Schedule Recommendations as presented. The vote for approval was 6/0.

**Millage**
Dr. Deanie Mehl presented the millage increase for discussion. After discussion, Ms. Yvonne Keaton-Martin made a committee motion to move the millage to April, 2017. The vote for approval was 5/1.

**Superintendent Contract/Gordon Floyd**
Dr. Deanie Mehl presented Interim Superintendent Gordon Floyd’s contract for approval stating that his contract is at same rate as current superintendent contract,. He will resume his position as Deputy Superintendent when a new
superintendent is hired. Ms. Susan McFerran made a committee motion to accept this contract. The vote for approval was 6/0.

**BOARD MEMBERS**

Ms. Susan McFerran congratulated Dr. Gary Udouj and the Adult Education staff on the recent graduation ceremony. Jeannie Cole informed the Board that the FSPS Foundation awarded more than $60,000 in grant scholarships.

**CITIZENS**

Mr. Bill Hanesworth made a motion, seconded by Mr. Wade Gilkey to extend the 15 minute time limit for citizen participation to 3 minutes per person. The following citizens spoke regarding the SHS Mascot:

Joey McCutchen, Jim Rowland, Jeff Williams, Talisha Richardson, Wayne Haver, Travis Biggs, Ryan Solley, Felix Curry, Mike Falleur, Rusty Bush, Eric Burnett, Dalton Person, Rickey Smith, Jackie Flake, Barbara Karber, Todd Stewart, Bobby Aldridge.

**ADJOURN:**

The regularly scheduled board meeting adjourned at 7:25 p.m.

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Deanie Mehl, President

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Yvonne Keaton-Martin, Secretary