



Board of Education
Thursday, May 24, 2007, 5:00 PM
Adams Leadership Center, Winborn Conference Room

	<i>Agenda Item</i>	<i>Page #</i>
I.	Call to Order, Steve Percival, President	I-1
II.	Pledge of Allegiance, Root Elementary School	II-1
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	<i>*Any item shall be removed from the consent items section at the request of one board member.</i>	
VII.	Action Items	
	A. QZABs – <i>Susan Norton</i>	VII-A1
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	A. Strategic Goal #3 – <i>Randy Willison</i>	VIII-A1
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	C. Elementary Enrollment Figures – <i>Ginny Wiseman</i>	VIII-C1
	D. Future High School Construction Options – <i>Randy Willison</i>	VIII-D1
IX.	Adjournment	IX-1



May 24, 2007

Roll Call

Steve Percival, President
Howard Hamilton, Vice President
Susan Heil, Secretary
Christine Bell, Member
John Delap, Member
Tim Hudson, Member
Tim Kring, Member



May 24, 2007

Consent Agenda

Reading of the Minutes

Certified Staff Changes

Support Staff Changes

Student Transfers

Financial Report



Fayetteville Board of Education

Minutes of the April 26, 2007 Regular Meeting

The meeting convened at 5:00PM in the Adams Leadership Center with President Steve Percival presiding. The Pledge of Allegiance was led by students from Vandergriff Elementary School.

Roll Call

The roll was called and board members John Delap, Tim Kring, Howard Hamilton, Steve Percival, Christine Bell and Tim Hudson were present.

Recognition

Susan Brisiel, administrative assistant at Vandergriff Elementary School, and Tommy Davenport, transportation director, received Above & Beyond Awards from the Fayetteville Chamber of Commerce for their outstanding work in the district.

The Washington Elementary School Knowledge Master team received a Recognition of Outstanding Achievement Award for winning the elementary division of the 2007 Arkansas Knowledge Master Open.

Dick Johnson, assistant superintendent of student life services, reported that students at Fayetteville High School will have the opportunity to participate in the Big Brothers Big Sisters program through Service Learning. This program will begin during the 2007-08 school year. Mr. Johnson added that this enables students to acquire life skills as stated in Strategic Goal #8. Connie Crisp, service learning sponsor, introduced the FHS students who will be participating in the program.

Consent Agenda

Howard Hamilton made a motion to adopt the consent agenda. Tim Hudson seconded the motion, which passed by a 6-0 vote.

Arkansas Supreme Court Decision on TIF Lawsuit

School district attorney Rudy Moore, Jr. reported on the decision by the Arkansas Supreme Court on the TIF district in Fayetteville. The court upheld a lower court ruling that the TIF districts cannot divert the 25 mills mandated by the state for basic property taxes for schools.



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Mr. Moore added that the court also reversed a lower court's decision regarding the number of mills designated to the school district for the TIF district's formula. The Court found that the assessor's certification was in error and thus the TIF redevelopment district will receive an additional 4.5 mills for debt retirement.

Jefferson Right of First Refusal Contract

The Board voted 6-0 to accept the Jefferson Right of First Refusal Agreement. Dr. Randy Willison, associate superintendent, reported that the Jefferson Center for Arts and Education group had been provided with a copy of the agreement and had no questions or revision requests. Rudy Moore, Jr. added that the legal description for the property is being created. Christine Bell made the motion, which was seconded by Howard Hamilton.

Secondary Textbook Adoption

The Board voted 6-0 to approve the secondary textbooks as recommended. The books have been on display, notice has been published in the paper and information regarding the textbooks has been on the district website. Tim Hudson made the motion, which was seconded by Tim Kring.

Strategic Goal #2

The Curriculum, Instruction & Assessment team presented an update on progress made toward Strategic Goal #2 which states, "develop, implement, and support an articulated curriculum, effective instructional strategies, and a comprehensive assessment program that integrates progressive technology." Board members and audience members took part in an electronic assessment similar to what is used in the classroom. Several staff members made a presentation on how different areas of curriculum are being taught in classrooms throughout the district.

The 21st Century Classroom: Virtual Tour of Best Practices

Susan Norton, chief information officer, reported that each month teachers who are implementing 21st century skills will be showcased. This will enable the Board to see new instructional models at work in the classroom. Jan Paul from Holt Middle School was the featured teacher in this month's presentation.



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Executive Session & Adjournment

The Board convened in executive session at 6:30PM to discuss an employment matter. The Board reconvened in open session at 7:15PM. The meeting was adjourned at 7:16PM.

Closed Session

The Board convened in closed session at 7:17PM to discuss student expulsion matters. The Board convened in open session at 7:35PM. Ginny Wiseman, associate superintendent for administration, asked that the Board uphold the recommendation of Jim Price, principal of Fayetteville High School, that Student A be expelled for the remainder of the 2006-07 school year. Christine Bell made a motion to expel Student A for the remainder of the 2006-07 school year. Howard Hamilton seconded the motion, which passed by a 6-0 vote. Ms. Wiseman asked that the Board uphold the recommendation of Mr. Price that Student B be expelled for the remainder of the 2006-07 school year. Tim Hudson made a motion to expel Student B for the remainder of the 2006-07 school year. Howard Hamilton seconded the motion, which passed by a 6-0 vote. Ms. Wiseman asked that the Board uphold the recommendation of Mr. Price that Student C be expelled for the remainder of the 2006-07 school year. Howard Hamilton made a motion to expel Student C for the remainder of the 2006-07 school year. Christine Bell seconded the motion, which passed by a 6-0 vote. The meeting was adjourned at 7:37PM.

Stephen M. Percival, President

Susan W. Heil, Secretary



Fayetteville Board of Education

Minutes of the May 7, 2007 Special Meeting

The meeting convened at 10:00AM in the Adams Leadership Center with President Steve Percival presiding. Roll was called and board members John Delap, Tim Kring, Susan Heil, Christine Bell, Steve Percival, Howard Hamilton and Tim Hudson were present.

Steve Percival, board president, and Dr. Bobby New, superintendent, discussed the importance of 21st Century learning and how curriculum and instruction will impact the design of a new high school facility.

Susan Norton, chief information officer, Judy New, assistant superintendent for curriculum and instruction, and Randy Willison, associate superintendent, presented information regarding steps that are being taken to equip staff and students with 21st Century Skills.

The Board viewed a video featuring speaker Daniel Pink regarding skills necessary for the workforce of the future.

The Board agreed on the following four key elements of curriculum:

- Critical thinking
- Integrated work teams and classrooms (small learning communities)
- Effective communication of ideas
- 21st century skills

The meeting was adjourned at 1:25PM.



Fayetteville Board of Education

Minutes of the May 14, 2007 Special Meeting

The meeting convened at 10:00AM with President Steve Percival presiding. The meeting was held at the James at the Mill Restaurant. Roll was called and board members John Delap, Tim Kring, Susan Heil, Christine Bell, Steve Percival, Howard Hamilton and Tim Hudson were present.

Steve Percival, board president, and Dr. Bobby New, superintendent, reviewed the issues discussed at the May 7th workshop and the topics for discussion during today's session.

Wes Burgess from Crafton, Tull, Inc. presented information regarding the options for renovation and/or construction at the current high school site. Dr. Lisa Morstad, chief financial officer, presented a summary of tax impact and building quality scenarios associated with construction options.

After discussion by the Board, it was agreed that administration will provide an executive summary at the May 24th board meeting. This presentation will include highlights of the information presented at the board workshops. In addition, a public meeting will be held to allow for public input. The Board will then vote at the June 28th meeting.

The meeting was adjourned at 2:00PM.

Stephen M. Percival, President

Susan W. Heil, Secretary



May 24, 2007

Consent Agenda

B. Certified Personnel

TO: Board of Education

FROM: Bobby New, Superintendent

I recommend approval of the following personnel actions:

Contract Renewal

Ruston Cole
Tony Bishop
Katherine Williams
Dona Brady
Kacie Craft
Crystal Watson
Richard Armendariz²
Deidre Baxter²
Tana Dawson²
Gena McGee²
Matthew Parker²
Cheyanne Plunkett²

Laura Ring²
Travis Shofner²
Debon Stotts²
Kevin Thomas²
Jaime Wilf²
Lisa Richardson^{2,8}
Brandy Vann
Joel Henderson¹²
Jessica Claire Lowe¹²
Emery Faulkner¹²
Jeremy Mabry

Resignations

<i>Name</i>	<i>Position & Assignment</i>	<i>Effective Date</i>
Jeanette Cordell	Title I Reading Teacher, Owl Creek	6/8/07
H. Charles Sullivan	Special Education Teacher, FHS	6/8/07
Faith Davis	Special Education Teacher, Vandergriff	6/8/07

Provisional Employment¹

<i>Name</i>	<i>Position & Assignment</i>	<i>FTE</i>	<i>Replacement/New</i>	<i>Period</i>
James Lewis ^{2,3}	Principal, Owl Creek	1.00	Replacement	07-08



Extended Leave

<i>Name</i>	<i>Position & Assignment</i>	<i>Period</i>
Deborah Smith ⁷	1 st Grade, Washington	07-08

¹Pending Completion of a criminal background check and receipt of eligibility information from the Department of Education

²One year only

³Year 1 of 1 year new hire probationary period

⁴Year 2 of 3 year new hire probationary period

⁵Year 1 of 3 year new hire probationary period

⁶Year 3 of 3 year new hire probationary period

⁷Per policy 4150

⁸Contingent upon receipt of Arkansas Teaching Licensure

⁹One year contract contingent on grant funding

¹⁰Contingent upon acceptance in ALP program

¹¹Remainder of 06-07 school year only

¹²One year contract contingent upon waiver approval



May 24, 2007

Consent Agenda

C. Support Staff Changes

TO: Board of Education

FROM: Bobby C. New

I recommend approval of the following changes in support staff:

Provisional Employment¹

<i>Name</i>	<i>Position & Assignment</i>	<i>Pay Grade/ Rate</i>	<i>Replacement/New New Position</i>	<i>Period</i>
Michael Chad Wilson	Grounds Keeper, Maint.	19	Replacement	06-07
Carolyn Hale ⁵	Office Aide, FHS	15	Replacement	06-07
Jacquetta Wardlow	Clerical Assistant, McNair	15	Replacement	06-07
Debra Davis	Custodian, Ramay	14	Replacement	06-07
Maria Amador	Custodian, Washington	14	Replacement	06-07

Resignations

<i>Name</i>	<i>Position & Assignment</i>	<i>Effective Date</i>
April Wilson	Speech Pathology Aide, Asbell	4/12/07
Kathleen Discher	Crossing Guard, Vandergriff	4/27/07
Eula Kelly	Custodian, Ramay	4/13/07
Debra Davis	Custodian, Ramay	5/3/07
Rhonda Wood	Custodian, FHS	6/30/07
Linda Mathews	Food Service Technician, Leverett	6/8/07
Emily Baldwin	Special Ed Aide, Vandergriff	6/8/07
B. Michelle Welsh	Kindergarten/Title I Aide, Happy Hollow	6/8/07
John Chapman	GIS Project Mgr, Technology	5/11/07
Michael Davis	District Tech. Specialist, Technology	5/11/07
Marekah Fagan	Custodian, Washington	5/4/07
William S. Files ⁶	Study Hall Supervisor, FHS	4/27/07
DesJohne Rhodes	Administrative Assistant, Administration	6/29/07
Mary Copeland	Food Service Technician, Woodland	6/8/07
Diya LeDuc	Homeless/ESL Liaison, District	June 2007



Resignations

<i>Name</i>	<i>Position & Assignment</i>	<i>Effective Date</i>
Kim Puckett	Occupational Therapist, District	6/11/07

¹Pending completion of a criminal background check and receipt of eligibility information from the Department of Education

⁵Remainder of 06-07 school year only

⁶Recommendation for termination



Classified Contract Renewals for 2007-08

Jolene	R	Ahrendsen
Mary	L.	Alderson
Tilford	V.	Alderson
Anna	L.	Allen
Kimberly	R.	Allen
Marcela	M.	Allen
Maria	I.	Amador
Seema		Anand
Elizabeth	M.A.	Arambel
Shannon	K.	Arcana
Patty		Ayson-Plummer
Brenda	J.	Baker
Wilma	J.	Baker
Michael	L.	Ball
Shannon	B.	Ball
Catherine	K.	Barginear
Saundra	S.	Bates
Charles	G.	Baxter
Harry	B.	Beadles
Mary	K.	Beatty
Rebekah	N.	Beavers
Lloyd	R.	Bell
Robert	L.	Bell
Alice	L.	Belue
Gregory	A.	Belue
Brandy	N.	Bembry
James	H.	Bemis
Kevin	P.	Bennoch
Lisa	A.	Beringer
Stephanie	D.	Bishop
Elizabeth		Bland
Patricia	M.	Blood
Marian	V.G.	Bolen
Linda	G.	Bolin
Michael	K.	Bolin
Teresa	L.	Bond
Diana		Bonilla
Beckie		Booth
Betty	S.	Bowerman
Tina	M.	Bowlin
Gina	L.	Bozoian
Carolyn	F.	Bradford
J.D.		Bradford
Andrew	A.	Bradley
Cheryl	D.	Bragg



Angelita	R	Branch
Barbara	D.	Bratton
Douglas	R.	Braun, Jr.
Susan	M.	Brisiel
Laurie	J.	Britt
Destiny	A.	Brown
Georgia		Brown
Leslee	C.	Brown
Shannon	N.	Brown
Susan	M.	Brown
Norman	R.	Bryant
Susan	B.	Bryant
Suzan	B.	Buchanan
Kimberly	R.	Buck
Jeri	L.	Buckalew
Anita		Bukey
Carol		Burkett
Laura	Y.	Burns
Willie	J.	Burns
Beth		Burrell
Sharon	A.	Buss-Rosso
Mary	Anne	Butt
Patricia	A.	Buysse
Gaylin	S.	Carl
Angela	D.	Carney
Mary	S.	Carr
Zachary	B.	Carroll
Danny	R.	Carter
Lesla	B.	Carter
Melody	M.	Carter
Dyanna	L.	Carver
Krista	L.	Cass
Johnny	R.	Caudill
Cynthia	A.	Caudle
Larry	J.	Caudle
Steven	H.	Caudle
Shaaron	L.	Center
Christy	L.	Centers
Sara	L.	Chamberlin
Tonya		Childress
Andrea	D.	Cleary
Jack	W.	Collins
Mary	J.	Collins
Milo		Collins
Nancy	J.	Combs
C.	Nadene	Commet
DeWayne	A.	Conner



Lance	X	Cook
Mary	S.	Cook
Ruby	G.	Cook
Renee	L.	Cook
Everett	W.	Coonfield
Daniel		Copeland
Mary	J.	Copeland
Lillian	S.	Cornwell
Martha	A.	Couch
Brandon		Craft
Joyce	L.	Crawford
Vicki	C.	Cross
Terri		Crum
Maeleen	M.	Cunningham
Danny	A.	Curtis
Mark	A.	Czmyrid
Tommy	K.	Davenport
Arlene	D.	Davis
Debra	L.	Davis
Lesa		Davis
Michael	K.	Davis
Susie	F.	Davis
Tammie	R.	Dickson
Michael	G.	Dillard
Teresa	J.S.	Dimm
Amelia	F.	Dobbs
Pauletta		Dodson
Julie	A.	Domer
David	K.	Donnell
Dianna	M.	Drain
Jack	D.	Drain
Jacqueline	K.	Drake
Jerry	D.	Drake
Susie		Drake
Jennifer	L.	Drake
Ryan	D.	Dugger
Tracy	A.	Duncan
Branan	N.	Dunlap
Leanne		Dunn
Connie	G.	Edwards
Raja		El-Khoury
Jennifer	L.	Ellison
Jodi	M.	Elsasser
Ruby	E.	Enoch
Ann	B.	Fairchild
Myrna	B.	Faires
Susan	K.	Farmer



Libby	E.	Ferguson
Amy	K.	Field
Loutricia	G.	Fitzgerald
Sean	P.	Fitzgibbon
Maria	S.	Flores
Bryan		Foshe
Mona	A.	Foster
Jason	E.	Fowler
Ruth	I.	Fowler
Mindy	L.	Fox
Eugene	V.	Franks
Nancy	F.	Franks
Cherrie	J.	Frazee
Todd	C.	Fricke
John	J.	Fritz
Georgia	D.	Fultz
Charles		Funderburgh
LaDonna		Gage
Janet	P.	Garcia
Virginia	L.	Garner
Brenda		Gaston
Carla	D.	Gates
Pamela	C.	Gayer
Karen	L.	Gegner
Matthew	E.	Gegner
Mary	L.	Gibbs
Carolyn	A.	Gilbrech
Linda	C.	Girtman
Mark	L.	Gish
Michael	L.	Glass, Jr.
Susan	E.	Glenn
Brenda	W.	Glidewell
Judy	L.	Goad
Mary		Gocio
Rebecca	A.	Goff
Violeta	J.	Gomez
Kay	C.	Gourley
Diana	J.	Gramling
Preston	A.	Griffith
Jackie	D.	Grubb
Celeste	E.	Guile
Amy	D.	Guthrie
Jay		Guthrie
Freemon	J.	Hafen
Phillip	D.	Hafen
John	Michael	Hairston



Anne	M.	Hale
Dallas	L.	Hale
Gloria	D.	Hammons
Bryce	T.	Hansen
Deborah	A.	Harnish
Janet	K.	Harrelson
Debbie	G.	Harris
Wayland	A.	Harris
Joanna		Hausam
Marianne	D.	Hauser
John	R.	Hayes Jr.
Lori		Heath
Rory	D.	Heimsoth
Rena	L.	Hendrix
Donna		Henry
MacKenzie	L.	Hickman
Michal	C.	Hicks
Sandra	L.	Hicks
James	E.	Higgins
Brenda	D.	Higgs
Feleicia	K.	Hill
Michael	L.	Hill
Pamela	A.	Hill
Patricia	J.	Hill
Quida	J.	Hill
Sherry		Hill
Mark		Hitt
Nancy	G.	Hobgood
Herman		
"Jerry"	G.	Hogue
Shonda	R.	Holt
Naomi	J.	Hoodenpyle
Joanna	L.	Hossay
Gayle	E.	Howard
Danielle	L.	Hudson
Dana		Ingram
Carole	S.	Jackson
Susan	M.	Jamerson
Kathy	D.	Janes
Cheryl	J.	Jefferson
Lisa		Jenkins
Jason	M.	Johnson
Cherie	A.	Johnson
Shirley	L.	Jones
Diana	L.	Jordan
Lora	D.	Jordan
Lola	J.	Jordon



David	Gordon	Justice
Dorothea		Justice
Mark	J.	Kamer
Janie		Kelly
Rick	D.	Kelly
Kathy	L.	Kelsey
Tara	E.	Keltner
Jeffrey	D.	Kerr
William		Keys
Mark	R.	Kilgore
Melisa	K.	Kilpatrick
Sara	L.	Kincaid
Christine		Kinser
Pamela	L.	Kiser
Joshua	R.	Knight
Amanda	L.	Koch
	Lee	
Jessie	Smith	Koeppe
Devin	L.	Konecny
Mitchell	A.	Kunz
Janey	E.	Lacy
Annamaria	R.	Langston
Melody	F.	Leach
Donna		Lewis
JoAnn		Lewis
Preston	F.	Lewis
Rose	M.	Linares
Julie	M.	Liter
Trisha	L.	Littlejohn
Mollyanne		Lloyd
Richard	A.	Lock
Merrin	K.	Locke
Sheila	M.	Logan
Mary	F.	Logue
Melanie	F.	Long
Victoria	A.	Long
Mary		Longdon
Mary		Loots
Bettye	A.	Lowery
Donald	J.	Lumsargis
Judy	D.	Luper
Llona		Luttrell
Michael	J.	Macaulay
Tricia		Main
Aldona	L.	Maples
Steven	L.	Marchese



Kathy		Mars
Chris	D.	Martin
Rita		Martinez
Randy	L.	Mathias
Andrew	P.	Mayes
Joseph	L.	McAtee
Michael	L.	McCabe
Jamie	R.	McCarty
Linda		McCawley
Jerry	O.	McClendon
Pamela	L.	McCool
Jacqueline	L.	McCoskey
DeLane		McCoy
Michael	D.	McCoy
Claude	A.	McGehee
Shelley	K.	McGehee
Judith	A.	McGhee
Anna	L.	McGinty
Angela	C.	McKnight
Valerie	J.	McLoud
Gail	W.	McWhorter
Lonnie	D.	Meadows
Mary	J.	Medlin
John	C.	Mefford
Elizabeth		Metcalf
Tina	A.	Michael
Cheryl	F.	Miller
Elizabeth	A.	Miller
Jason	G.	Miller
Lorenzo	V.	Miravite, Jr.
Jay	S.	Mirus
Barbara		Mitchell
Robert	B.	Mitchell
John	B.	Mobley
Christina	M.	Moncrief
Corrine	L.	Moore
Penny	J.	Morgan
Tameka	N.	Morrison
Terry	L.	Morrison
Debra	L.	Morse
Kevin	P.	Morse
Beverly	J.	Mouser
Arnold	M.	Nass
Paula	A.	Neal
Joy	M.	Nelson
Rose	Anne	Netherland
Connie	L.	Newberry



Barbara	B.	Noland
Janice		Oliver
Patricia	D.	Omohundro
William	L.	Omohundro
Carmen		Osburn
Rowlanda	J.	Palermo
Aimee	J.	Papazian
Norma		Parham
Alice	M.	Parker
Michele	L.	Parker
Nathan	T.	Parker
Randy	L.	Parker
Raymond	C.	Parker
Tyler	K.	Parker
Linda	C.	Parnell
Tracey	J.	Patrick
Mark	E.	Paul
Sheryl	D.	Pearson
Randel	R.	Penny
Maria	Dilma	Perkins
Jeanne	V.	Peterson
Robbie	E.	Peterson
Wendy	L.	Phaneuf
Brenda	L.	Phillips
Kimberly	S.	Phillips
Harlan	E.	Pifer
Doris	F.	Piguet
Joyce	E.	Pitts
Steven	J.	Poage
Cary	S.	Pollock
Jacob	W.	Porter
Steven	D.	Porter
Thomas	D.	Posinski
Martin	H.	Post
Julie	A.	Powell
Leanne		Price
Ella	J.	Quinn
Ralph	M.	Ramey
Roger	A.	Ramey
Allen	R.	Rankin
Lloyd	D.	Rash
Kathy	L.	Ratliff
Ricky	S.	Ratliff
Jeany		Ray
Marsha	A.	Ray
Dessie	R.	Reed
Gary	W.	Reed



Michael	B.	Reese
Amanda	G.	Reith
Jefferie	L.	Renegar
Sharon	K.	Rexford
Robert	N.	Richards
Deborah	J.	Richardson
Pamela	K.	Richardson
Bonnie	G.	Ritch
Ricky		Ritch
Dana	L.	Roberts
Rebecca	J.	Robinson
Sandra	E.	Rodriguez
Mildred	K.	Rogers
Curtis	W.	Romero
Kathleen	W.	Rosteck
Norma		Rothwell
Duva	E.	Routh
Crystal	G.	Rowell
Dana	D.	Rozell
D.	J.	Rush
Wesley	D.	Sage
Joyce		Sanders
Dianna	R.	Sanderson
Blanca	L.	Santillano
James	C.	Scarborough
Connie	J.	Schell
Jackie		Schell
Patricia	S.	Schram
Angela	S.	Schuldt
Maranda	D.	Seawood
Summer		Shankle
Malcolm	P.	Sharp
Tammy	R.	Shedd
Buddy	W.	Sheridan
Martha	B.	Sheridan
Sally	A.	Shipley
Emily	R.	Shirley
Travis	S.	Shofner
Valeria	M.	Sigears
Chrystal	S.	Silva
Debbie	C.	Simmons
Sandra	K.	Skelton
Damariz	J.	Skinkis
Cassie	J.	Smith
Cynthia	A.	Smith
Gordon	W.	Smith
Lori	A.	Smith



Linda	L.	Sorensen
Corina		Sosa
Sylvia		Sosa
Mitchell	L.	Spencer
Linda	Y.	Springer
Jimmy		Steichman
Atha	J.	Stephenson
Debra	L.	Stephenson
James	D.	Stephenson
Janet	M.	Stevens
Thomas	S.	Stevens
D.	Grant	Stewart
James	A.	Stewart
Teresa		Stewart
Sherry	L.	Stidman
Janell		Stiers
Corina	M.	Stiles
Elvia		Stiles
Cheryl	A.	Story
Bonnie		Stout
Debra	K.	Stout
Curtis	A	Strange
Deborah	A.	Strange
Shirley	A.	Stropes
Wilma	S.	Stufflebean
Shari-Lyn	A.	Suchocki
Glenda	S.	Sullins
Rosemary	A.	Tacker
David	M.	Tankersley
Elizabeth	A.	Tarver
David	L.	Tate
Dana	A.	Taylor
Sharron	K.	Teague
Kathryn	L.	Thill
Linda	S.	Thomas
Shirley	M.	Thomas
Romey		Thomason
Jeffery	S.	Thompson
Martha	E.	Thornton
Jacki	L.	Tighe
Ryan	W.	Tinsley
Stacey	R.	Tiritilli
Mindy	L.	Tolly
Sharon	K.	Treece
Thomas	E.	Tuck
Fred		Turrentine
Trisha	L.	Ussery



Megan	S.L.	VanBlaricum
Roy	D.	VanBrunt
Paula		Vance
William	L.	Vanzandt
Samuel	R.	Vaughn
Alan	D.	Vick
Jan	S.	Vire
Cheryl	J.	Wages
Laura	L.	Wainscott
John	C.	Walch
Kathy	D.	Wallace
Jerry	L.	Wallis
Sherry	A.	Wallis
Richard "Russ"	L.	Ward
Earl	C.	Warder
Jacquetta	K.	Wardlow
Theresa	D.	Warford
Donna	L.	Warren
Brandon	Leann	Watson
Suzanne	C.	Watson
Leslie	A.	Webb
Carolyn	A.	West
Jessica	S.	West
David	L.	Whitaker
C.	Michele	White
David	A.	Whittenburg
Jeffery	M.	Whittenburg
Glenda	J.	Wilcox
Sharon	L.	Wilcox
Judy	L.	Wiles
Christine	N.	Wilken
James	Cody	Wilkins
Mary	N.	Williams
Claire	L.	Wilson
Jamie	L.	Wilson
Marilyn	K.	Wilson
Michael	Chad	Wilson
Roy	L.	Wilson
Wilma	A.	Wilson
Jerusha	M.	Winchester
Beth	J.	Woessner
Fawn	S.	Wonsower
Jessica	M.	Wright
Robert	M.	Wright
Robin	S.	Wyckoff
Beth		Wynne



Harold	D.	Yates
Traci		Yeargan
Lydia	A.	Zumack



May 24, 2007

Consent Agenda

D. Student Transfers

TO: Board of Education

FROM: Bobby C. New

I recommend approval of the following student transfer requests:

Incoming:

Gary Head requests that his child, Alison Head, grade 5, be transferred from the Springdale School District to the Fayetteville School District.

Judy Hall requests that her child, Austin David Murders, grade 8, be transferred from the Farmington School District to the Fayetteville School District.

David Zodrow requests that his children, Jill Zodrow, grade 8, and Nell Zodrow, grade 6, be transferred from the Farmington School District to the Fayetteville School District.

Tina McAlister requests that her child, Anne Katherine McAlister, grade 7, be transferred from the Springdale School District to the Fayetteville School District.

Outgoing:

Kellie Cantu requests that her child, Philip T. Gardner, grade 11, be transferred from the Fayetteville School District to the Springdale School District.

Sherry Feist requests that her children, Louis Richards, grade 8, and Attrice Richards, grade 9, be transferred from the Fayetteville School District to the Elkins School District.

Tammie Greening requests that her child, Mason M. Greening, grade 10, be transferred from the Fayetteville School District to the Farmington School District.

Robert Murphy requests that his child, Erin E. Murphy, grade 6, be transferred from the Fayetteville School District to the Springdale School District.

Ronnel Jeppsen requests that his child, Sean Jeppsen, Kindergarten, be transferred from the Fayetteville School District to the Siloam Springs School District.

**Executive Summary Financial Report
Fayetteville Public Schools
FY2006-07**

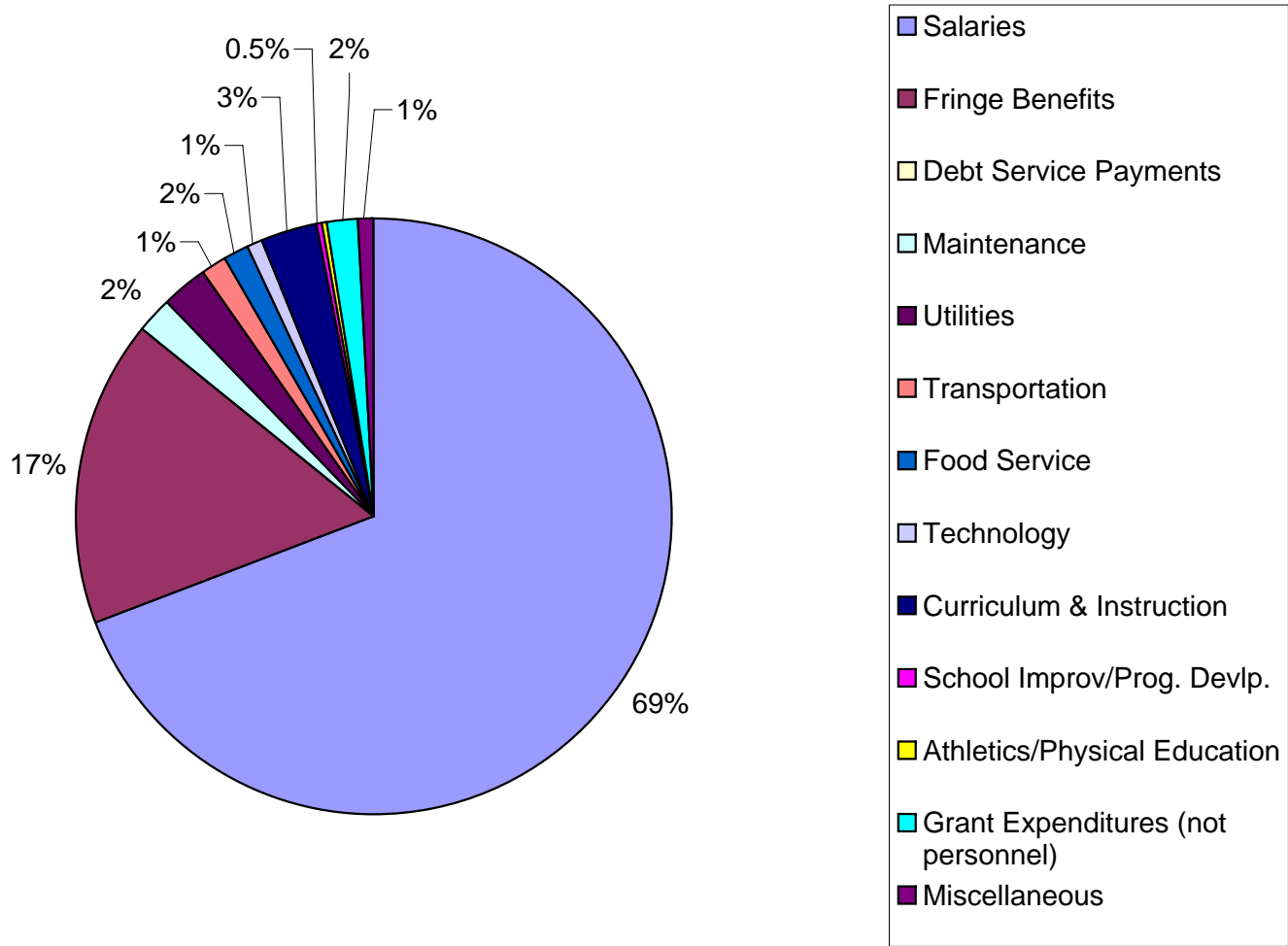
5/18/2007

	Revised FY07 Budget	Year To Date 4/30/2007 10 months of 12 = 84%	Note	% of Budget	Year To Date 4/30/2006 10 months of 12 = 84%
Revenues:					
Uncommitted Cfwd	\$ 7,931,843.15	\$ 7,931,843.15			\$ 2,220,199.28
Restricted Carryforwards	\$ 2,898,475.49	\$ 2,898,475.49			\$ 2,898,475.49
State Funds	\$ 25,983,364.00	\$ 19,179,978.00		74%	\$ 21,201,417.42
Local Funds	\$ 39,667,119.95	\$ 31,666,449.99		80%	\$ 29,685,904.42
Interest on checking account	\$ 800,000.00	\$ 1,128,446.67		141%	\$ 430,898.56
Fed Funds/Grants/Restricted	\$ 7,083,658.00	\$ 6,056,648.95		86%	\$ 6,391,972.92
Vocational Education	\$ 156,563.00	\$ 153,563.00		98%	\$ 329,604.00
Pepsi Contract	\$ 207,418.00	\$ 207,418.00		100%	\$ 207,418.00
Athletic Gate Receipts	\$ 118,000.00	\$ 95,731.00		81%	\$ 126,131.00
E-rate	\$ 120,000.00	\$ -	a	0%	\$ 15,379.00
Miscellaneous	\$ 150,000.00	\$ 313,740.66	b	209%	\$ 55,400.21
Food Service sales	\$ 1,245,000.00	\$ 1,150,367.50		92%	\$ 1,135,352.60
Reserve	\$ 5,281,200.00	\$ 5,281,200.00		100%	\$ 4,287,214.24
Total Revenues & Reserve:	\$ 91,642,641.59	\$ 76,063,862.41		83%	\$ 68,985,367.14
Expenditures:					
Salaries	\$ 51,858,225.23	\$ 37,966,018.01	c	73%	\$ 33,427,914.85
Fringe Benefits	\$ 12,964,556.31	\$ 9,129,413.55	c	70%	\$ 8,558,114.55
Debt Service Payments	\$ 4,850,000.00	\$ 1,273,146.51	d	26%	\$ 1,364,992.47
Maintenance & Operations:					
Maintenance	\$ 1,256,505.31	\$ 1,063,866.06	a	85%	\$ 949,958.85
Utilities	\$ 1,720,173.65	\$ 1,313,803.42	a	76%	\$ 1,241,045.10
Transportation	\$ 746,873.30	\$ 744,587.84	e	100%	\$ 396,538.51
Food Service	\$ 843,557.10	\$ 892,243.75	f	106%	\$ 922,953.29
Technology	\$ 500,864.00	\$ 387,220.06	a	77%	\$ 306,965.51
Curriculum & Instruction	\$ 1,708,251.66	\$ 1,646,911.14	g	96%	\$ 1,403,877.44
School Improv/Prog. Devlp.	\$ 274,921.69	\$ 248,405.14	g	90%	\$ 169,371.51
Athletics/Physical Education	\$ 207,804.91	\$ 27,062.66	a	13%	\$ 37,485.99
Grant Expenditures (not personnel)	\$ 1,820,000.00	\$ 1,031,190.29	a	57%	\$ 1,313,924.94
Miscellaneous	\$ 406,519.72	\$ 399,770.38	h	98%	\$ 352,433.21
Tuition	\$ 200,000.00	\$ 198,518.11	a	99%	\$ 169,939.11
Reserve	\$ 5,281,200.00	\$ 5,281,200.00		100%	\$ 5,281,200.00
FY 2005 Restricted Carryforward	\$ 6,399,070.49				
Unrestricted Carryfwd	\$ 604,118.21				\$ 2,898,475.49
Total Expenditures & Reserve:	\$ 91,642,641.59	\$ 61,603,356.92		67%	\$ 58,795,190.82

Executive Summary
Fayetteville Public Schools
FY2006-2007
Notes to Financial Report

- a. Funding/Expenditures not incurred equally throughout the year.
- b. Higher due to timing of receipts of NWACC rental payments.
- c. Lower because first teacher payroll did not occur until September
- d. Debt service payments due on December 1st and June 1st.
- e. Higher because of the purchase of buses early in the fiscal year and increasing costs of fuel.
- f. Higher food services are directly tied to higher participation.
See related increase in food service sales (revenue) year to date.
- g. Includes purchases of textbooks and supplies purchased before beginning of school year.
- h. Includes a warehouse purchase of paper goods which will be distributed and charged out to schools as requisitioned.

FY07 Expenditures thru 4/30/07





May 24, 2007

Qualified Zone Academy Bonds (QZAB)

TO: Board of Education

FROM: Susan Norton

I will ask the Board to approve the submittal of applications to the Department of Education for Qualified Zone Academy Bonds.



May 24, 2007

Elementary Enrollment Figures

TO: Board of Education

FROM: Ginny Wiseman

I will present the projected elementary enrollment figures for 2007-08.



May 24, 2007

Strategic Goal #3

TO: Board of Education

FROM: Randy Willison

I will present an update on Strategic Goal #3 which states “improve efficiency and quality of district facilities, fleet management, and food service operations.”



May 24, 2007

Policy Changes and Adoptions

TO: Board of Education

FROM: Ginny Wiseman, Susan Norton and Lisa Morstad

Changes to the following policies will be presented:

- 5.29 Computer/Network Use (only change is in Section G on page 3)
- 5.17 Student Discipline (only change is in Section A on page 7)
- 5.34 School Health
- 5.47 Bullying
- 4150 Certified Leave (Changes are on page 4 of the policy. Changes in blue will be presented by Lisa Morstad and changes in red will be presented by Janice Herring, certified PPC representative.)
- 4243 School Employees (Classified) Leave Policy (Changes in blue will be presented by Lisa Morstad and changes in red will be presented by Roy Wilson, classified PPC representative)

The following new policies will be presented:

- 4550 Classified Employee Evaluation Procedure Policy
- 4540 Classified Staff Grievance Procedure Policy
- 4153 Certified Vacation Policy
- 4245 Classified Vacation Policy
- 4155 Certified Alternative Work Schedule Policy
- 4530 Classified Alternative Work Schedule Policy

The Board will be asked to approve the policy changes and additions at the June meeting.

Computer/Network Use Policy 5.29

C) **Confidentiality of Student Information and Personal Information.**

Personally identifiable information concerning students may not be disclosed or used in any way on the Internet without the permission of a parent or guardian or, if the student is 18 or over, the permission of the student himself/herself. Users should never give out private or confidential information about themselves or others on the Internet, particularly credit card numbers and Social Security numbers.

D) **“Hacking”, “Spamming”, and Other Illegal Activities**

It is a violation of Policy [5.29](#) to use the districts computer network or the Internet to gain unauthorized access to other computers or computer systems, or to attempt to gain such unauthorized access. Any use which violates state or federal law relating to trespass, copyright, trade secrets, the distribution of obscene or pornographic materials, or which violates any other applicable law or municipal ordinance, is strictly prohibited.

E) **Active Restriction Measures**

The School, either by itself or in combination with the State of Arkansas Department of Information Systems (DIS) providing Internet access, will utilize filtering software or other technologies to prevent students from accessing materials/sites that (1) are obscene, (2) contain child pornography, or (3) could be harmful to minors. The School will also monitor the online activities of students, through direct observation, to ensure that students are not accessing such depictions or any other material that is inappropriate for minors. Monitoring through technical means will only be used in special circumstances if it is necessary to track documented violations (see Expectation of Privacy, below). Internet filtering software or other technology-based protection systems may be disabled by a supervising teacher or school administrator, as necessary, for purposes of bona fide research or other educational projects being conducted by students age 17 and older.

G) **Failure to Follow Policy**

Use of the computer network and Internet for education, research, administration, and incidental personal use is a privilege, not a right. **Students who violate Policy 5.29 shall be disciplined in accordance with Student Discipline Policy 5.17.** ~~A user who violates Policy 4202, shall, at a minimum, have his or her access to the computer network and Internet terminated, which the district may refuse to reinstate for the remainder of the student’s enrollment or staff member’s employment.~~ A user violates the Policy by his or her own action and should understand that it is a personal responsibility to report any violations by others that come to their attention. Further, a user violates the Policy if he or she permits another to use his or her account or password to access the computer network and Internet, including any user whose

**Student Discipline
Policy 5.17**

1. Possession and/or use of a paging device, cell phone or other electronic communication device on school property or at a school activity during normal school hours.
2. Use, possession, or distribution of tobacco products or smoking paraphernalia (including, but not limited to, lighters, matches, rolling papers, cigarette holders, and pipes) during the school day, whether on or off school property, or during a school-sponsored activity at any time of day, whether on or off school property.
3. Possession of hand-held laser pointers.
4. Possession, distribution, or posting of magazines, books, electronic data, or printed material not appropriate for school.

A. Category III

1. Possession or use of narcotics, drugs, anabolic steroids, alcohol, or other controlled substances as defined by statute. (See Policy No. 5.17, section 6, page 2 for further criteria and exceptions.)
2. Assault, bullying, fighting, physical abuse, extortion, persistent or severe harassment, and/or verbal abuse of another student.
3. Verbal abuse, extortion, or harassment of a school employee, whether on or off school premises.
4. Possession of a knife/replica of a knife or any instrument or article that might be/or appear to be injurious to a person or property.
5. Possession and/or use of fireworks, stink bombs, or any incendiary device.
6. Falsely reporting a fire or setting off a fire alarm.
7. Damage, destruction, or theft of private or public property valued at more than \$100 but less than \$1000.
8. Indecent exposure/act.
9. Unauthorized use of/or attempt to gain **or assist in** unauthorized access to software/programs/data used by the School District.

B. Category IV

1. Assault or physical abuse of a school employee, whether on or off school premises.
2. Purchasing of, offering for sale, sale, or distribution of narcotics, drugs, anabolic steroids, alcohol, substances portrayed as drugs, or other controlled substances as defined by statute.
3. Possession and/or use of a knife/replica of a knife or any instrument or article that might be/or appear to be injurious to a person or property in an attempt to threaten or cause harm to another person.
4. Possession of any firearm/replica of a firearm or other weapon prohibited on the school campus by law.
5. Arson, bomb threat, or terroristic threat
6. Damage, destruction, or theft of private or public property valued at more than \$1000.
7. Breaking and entering of any school building or facility.
8. Computer trespass – Any person who intentionally and without authorization alters, deletes, damages, destroys, or disrupts any computer, computer system, computer network, computer program, or data. (§ 5-41-104. Computer trespass)

5.34—SCHOOL HEALTH POLICY

The Fayetteville Schools will take appropriate actions to protect the health and safety of all students. The Superintendent of Schools is authorized to establish such procedures as may be necessary to comply with applicable laws and regulations or to otherwise insure the health and safety of students. Such procedures shall be considered a part of this policy.

Students (or their representatives) who feel that this policy is administered in an arbitrary, capricious, discriminatory, or otherwise unfair manner may appeal through appropriate administrative channels, then to the Board of Education

I. Admission to School

A. Kindergarten through Grade Twelve:

Except as otherwise provided in these regulations, no child shall be admitted to a public or private school of this state who has not been immunized against poliomyelitis, diphtheria, tetanus, pertussis, red (rubeola) measles, rubella, mumps, hepatitis B, and varicella (See Table I.), as evidenced by a certificate of a licensed physician or a public health department acknowledging the immunization.

Parents may request waivers of these requirements for health, philosophical, or religious reasons. Such waivers must be properly documented and approved by the Arkansas Department of Health.

If the child does not meet the immunization requirements for entering school, the school is requested to refer the child to a medical authority (private doctor or health department) for immunization or consultation for when the immunization is due.

- B. ~~Parents shall be encouraged to have their children undergo a thorough physical examination prior to initial enrollment in school. Such examination shall not be required for enrollment.~~ **A physical examination shall be provided by the parents of all enrolling kindergarten students.** Forms for reporting the results of ~~these~~ **this** examinations shall be available in each school. In lieu of a physical examination parents may state, in writing, that they do not want their child to have a physical examination.

II. Control and Reporting of Infectious Diseases

- A. In general, each school will follow the guidelines established in the Arkansas School Infectious Disease Guidelines as those guidelines apply to each identified disease.
- B. Acute infectious diseases will be managed by the school nurse and the building principal. Reporting of diseases and exclusion of students with those diseases will follow the recommendations found in the Guidelines.
- C. Chronic infectious diseases (such as AIDS, Hepatitis B) will be managed by an Infectious Disease Review Team (IDRT) established for each student who is identified as having such a disease. The IDRT will consist of the following members:
1. A physician appointed by the superintendent
 2. A school nurse appointed by the superintendent.

3. The building principal

The IDRT will work with the student, the student's parents and physician, and appropriate public health officials to make a recommendation to the superintendent regarding the most appropriate educational program for the student.

The IDRT will use criteria outlined in the Guidelines for determining when the student should be excluded from school. Although such exclusion should not be considered routinely, it may be necessary for the safety of the infected student or for the safety of others at the school.

The IDRT's recommendations will be forwarded to the superintendent. The Superintendents' decision in such cases may be appealed to the Board of Education.

- D. Appropriate in-service training in the control and treatment of infectious diseases will be provided annually to all school employees, under the direction of the school nurses. Such training shall be mandatory for all staff members and shall include those areas in the Guidelines under "Procedures for School Management of Infectious Diseases" (pp. 5-11).
Staff members who have direct contact with a student who has a chronic infectious disease may be given additional training if such training is recommended by the IDRT and the superintendent. Such training would be provided by school nurses or appropriate public health officials or medical professionals.
- E. Custodial procedures for maintaining a clean and healthful school environment will be established by the Supervisor of School Plant Services.
- F. Procedures for handling and preparing food in school facilities will be established by the Director of Food Services.

III. Health Screenings

The school district will conduct annual health screenings in the following areas **as required by the Department of Education and the Department of Health:**

- A. Dental screening ~~for all elementary students.~~
- B. Vision screening ~~for students in kindergarten and grades 1, 3, 5, 7, 9, 11, Special Education, Students new to the district and teacher referrals to be arranged by the Director of Nursing.~~
- C. Hearing screening ~~for students in kindergarten and grades 1, 3, 5, 7, 9, 11, Special Education, Students new to the district and teacher referrals to be arranged by the Director of Nursing.~~
- D. Scoliosis screening ~~for girls in grades 5-10 and boys in grades 6, 8, and 10 to be arranged by the Director of Nursing.~~
- E. Body Mass Index (BMI). ~~Heights and weights are to be done on all students in kindergarten through twelfth grade according to the guidelines by the Department of Health to be arranged by the Director of Nursing.~~

Principals **School Nurses** are expected to cooperate in making the necessary arrangements for these screenings.

IV. Administration of Medication

School personnel will administer “**prescription**” medication to students under the following conditions:

- A. A parent has filled out and signed a Medication Administration Release Form for each medication to be given.
- B. The parent has furnished the medication in the original **pharmacy labeled** container which indicates:
 1. The student’s name
 2. The name of the medication.
 3. Clear directions for administration of the medication.
- C. A written record will be kept by the school documenting the administration of any medication. The record will include:
 1. Student’s name
 2. Name of the medication
 3. Date and time administered
 4. Dosage
 5. Signature of person administering medication

* ~~Students may be allowed to carry and use inhalers while in school or while participating in a school sponsored activity, provided the conditions A and B above are followed.~~

In accordance with Act 1694 of 2005, students may be allowed to carry and use prescription asthma inhalers and auto-injectable epinephrine while in school, at on-site school-sponsored activities, and at off-site school-sponsored activities when the following guidelines are met:

- **Parent/guardian shall provide the school with written authorization for the student to carry an inhaler and/or auto-injectable epinephrine.**
- **A medical doctor, nurse practitioner or physician’s assistant shall complete the written authorization form, which may be obtained from the school nurse.**
- **Form shall include student’s name, date of birth, age, ID number, Parent/guardian information, address, emergency contact information, medication, specific information in how to give medication, possible side effects and their management, prescriber’s name, address, phone number, instructions to follow after administration of medication, parent/guardian signature, specific written authorization from prescriber to allow student to carry medication with him/her at all times.**
- **The authorization is valid for the duration of the school year at the school the student is currently attending.**
- **The authorization must be renewed yearly.**
- **If the student transfers to another school, a new authorization must be obtained.**

School personnel will administer **over the counter medications** to students under the following conditions:

- A. A parent has filled out and signed a Medication Administration Release Form for each medication to be given with clear directions for the administration of the medication.
- B. The parent furnishes the medication in the original container. The container must be sealed when presented to the school.
- C. The container must have the student's name written on the container.
- D. Over the counter medications can be given by school personnel only if the parent has furnished a note from a physician with clear directions for administration of the medication.

The school ~~principal~~ **nurse** is responsible for establishing procedures to carry out the administration of medication.

Adopted: 9-28-76

Amended: 11-19-85

Amended: 2-28-89

Re-codified: 8/28/03

Revised: 5-26-05

Revised: 6-22-06

5.47—BULLYING

Bullying creates an atmosphere of fear and intimidation, robs a person of his/her dignity, detracts from the safe environment necessary to promote student learning, and will not be tolerated by the Board of Directors.

Definition:

It is the act of one or more individuals intimidating one or more persons through verbal, physical, mental, or written interactions.

Students who bully another person shall be held accountable for their actions whether it occurs on the school grounds, off school grounds at a school sponsored or approved function, activity, or event; going to or from school or a school activity; or while being transported *in school vehicles*, on a school bus, *or at a school bus stop*.

Students are encouraged to report behavior they consider to be bullying to their teacher, building principal or designee, including a single action that if allowed to continue would constitute bullying. The report may be made anonymously. Teachers and other school employees who have witnessed, or are reliably informed that, a student has been a victim of behavior they consider to be bullying shall report the incident(s) to the principal or designee, including a single action that if allowed to continue would constitute bullying.

Any person or persons who file a complaint will not be subject to retaliation or reprisal in any form. Parents or legal guardians may submit written reports of incidents they feel constitute bullying to the principal or designee, or if allowed to continue would constitute bullying. The principal or designee shall be responsible for investigating the incident(s) to determine if disciplinary action is warranted.

Bullying is a category III (Student Discipline Policy) infraction. Consequences include but are not limited to a) school requested parent/guardian conference, and b) 0-10 days suspension; and c) referral to pre-expulsion hearing committee with the possibility of expulsion for up to one calendar year.

Copies of this policy shall be available upon request.

Date Adopted: 9-25-03

SCHOOL EMPLOYEES LEAVE POLICY

The Fayetteville Board of Education recognizes the need for employees to be protected from loss of salary during temporary absences from work caused by personal illness or disability, sickness in the immediate family, and other reasons of an emergency or personal nature.

DEFINITIONS

School employee shall include any employee of this school district who works not less than 20 hours per week, and who is not compelled by law to secure a teaching license from the State Board of Education as a condition precedent to employment.

PROCEDURES

I. Sick Leave

- A. Sick leave shall mean absence with full pay from one's duties for the reason of personal illness or illness in the immediate family.
- B. Immediate family shall include the employee's spouse, children, parents, and any other relatives in the same household.
- C. Accumulated sick leave shall mean the total number of days of unused sick leave that a school employee has to his/her credit.
- D. Each eligible employee shall have an accumulation rate of one (1) day per month or major portion thereof that the employee is employed at full pay. Such accumulation shall begin with the first month or major portion thereof beginning with the first day of the first school term for which the individual is employed. Provided, if an employee resigns or leaves his employment position for any reason before the end of the school term, the school district may deduct from his last pay check full compensation for any days of sick leave used in excess of the number of days earned. An employee shall be entitled to such leave only for reasons of personal illness or illness of his immediate family.
- E. A record of sick leave used and accumulated shall be established and maintained by the business office. Sick leave that is unused by an employee during any school year shall be accumulated in the employee's sick leave account at the rate of one (1) day per month, or major portion thereof until ninety (90) days have been accumulated. An employee who qualifies for sick leave under section D may use any amount up to his total

number of accumulated days. Accumulated days of sick leave that are used up may be restored up to ninety (90) days in the same manner that they were first accumulated.

1. After 90 days are accrued, unused sick leave shall accrue at 3 days per year thereafter.

F. Upon retirement, non-certified employees who qualify for benefits in the retirement system will be reimbursed for unused sick leave in excess of forty-five (45) days at the then current daily rate for substitute teachers.

II. Sick Leave Bank for Non-Certified Personnel:

~~A. Eligibility: Employees who work more than 20 hours per week are eligible to participate in the Sick Leave Bank.~~

~~B. Participation:~~

- ~~1. In each contractual year (July 1—June 30) the employee must declare their intention to participate in the Sick Leave Bank by September 15 or within 15 days of the beginning of employment.~~
- ~~2. Each employee electing to participate in the Bank must contribute one-half (½) day of accumulated sick leave to the Bank. Such declaration shall be made on a Sick Leave Bank Form distributed and collected by the Human Resource Office.~~
- ~~3. If, during the course of a school year, the Sick Leave Bank runs out of contributed days, the District's Business Office will notify employees of this occurrence and will request the immediate completion of another Sick Leave Bank form. An employee's failure to contribute another one-half day of accumulated sick leave will terminate that employee's participation in the Sick Leave Bank until the next opportunity to contribute arises.~~

Participation in the Sick Leave Bank (SLB) is available to all classified employees who are eligible for sick leave, and is on a voluntary basis.

An employee becomes a member of the SLB by contributing one (1) sick day to the bank. New staff members and others not contributing previously will be given an opportunity to join.

Such declaration and contribution shall be made on a Sick Leave Bank Election Form distributed and collected by the District's Business Office. The SLB Form is due in the business office no later than September 15 or within 15 days of beginning employment.

After a SLB member withdraws days from the bank, they must contribute one (1) day of their sick leave allowance at the beginning of the next school year to reestablish membership in the sick leave bank.

If, during the course of a school year, the Classified Sick Leave Bank balance of contributed days is reduced to fifty (50), the District's Human Resources Office will notify classified staff of this occurrence and will request the immediate completion of another Sick Leave Bank form. An employee's failure to contribute another one day of accumulated sick leave will terminate that employee's participation in the Sick Leave Bank until the next opportunity to contribute arises.

C. Governance

- ~~1.~~ The Non-Certified Sick Leave Bank shall be kept separate in the number of days recorded and accounted for, but shall be governed by the ~~existing~~ Sick Leave Bank Committee ~~with the addition of two non-certified employees elected by the non-certified staff.~~ The committee members will serve to the next election. This election shall take place in the Fall of the year and shall be conducted and certified by the PPC.
- ~~2.~~ The committee shall decide on requests based on the committee's Rules of Operation. ~~(See Certified Sick Leave Bank Policy)~~ Requests for leave days from the Bank should be routed to the Human Resource Office.

The Sick Leave Committee shall oversee the administration of the Sick Leave Bank. The committee shall be comprised of the Superintendent (or designee), the FEA President (or designee), three teachers elected by a majority of certified staff in an election directed and certified by the PPC, and two non-certified employees elected in an election directed and certified by the classified PPC. The committee shall decide on requests based on the committee's rules of operation. Requests for leave from the Sick Leave Bank should be routed to the Human Resources Office.

D. Rules of Operation

1. Only those employees who have made contributions ~~in the most recent contribution period~~ may make requests for days from the Bank.
2. Sick Leave Bank days will be granted only in cases of physical, mental, or emotional illness of the employee or illness or death in the immediate family. Immediate family shall include the employee's spouse, children, parents, and any other relatives living in the same household.
3. The Sick Leave Bank days may be used only upon exhaustion of a member's accumulated sick leave, emergency leave, *and non-contract days (if applicable)* which can be used as sick leave. Days used from the Sick Leave Bank are grants and do not require repayment. *However, they must contribute one (1) day of their*

sick leave allowance at the beginning of the next school year to reestablish membership in the sick leave bank.

4. Therefore, the committee expects employees to use discretion in making requests for days from the Sick Leave Bank. Before approving a request for days, the Sick Leave Bank Committee may review sick leave record and/or require appropriate documentation. (This may include a doctor's or psychologist's statement verifying disability and/or expected duration.)
5. Requests for Sick Leave Bank days should be made on a Sick Leave Bank request form and submitted to the Chairperson of the committee through the Human Resource Office. Forms may be obtained by contacting the Human Resource Office.
6. Sick Leave Bank days will not be granted if an applicant is eligible for or receiving income from an income protection insurance policy or similar coverage.
7. Sick Leave Grants made from the bank shall be for no more than twenty (20) days for an individual applicant per year. Employees in need of more than twenty days may apply ~~under the Catastrophic Leave Policy~~ **for an additional twenty days, which if approved, will result in the deduction from the employee's salary an amount equal to twenty-two percent (22%) of the employees current daily pay rate (not to exceed \$60 per day) for each additional day taken. This second application will run concurrently with FMLA and require completion of FMLA paperwork.**
8. Unused days contributed to the Sick Leave Bank will accumulate and carry forward (in total – not by the individual).

III. Emergency Leave

- A. Emergency leave may be taken for:
 1. Illness or death of a close friend or relative not covered under sick leave. **If additional time is required for this reason, leave will be graded for up to 15 days. This additional leave will result in the deduction from the employee's salary an amount equal to twenty-two percent (22%) of the employees current daily pay rate (not to exceed \$60 per day) for each additional day taken.**
 2. Legal business or family matters of an emergency nature which require absence during school hours.
 3. **Attendance of employee's child/grandchild's Pre K-12 school-related function(s) or volunteer activity. Only one (1) day per school year can be used for this occasion.**
- B. Emergency leave may not be taken for routine family or routine business trips.

- C. If the applicant determines that the need for emergency leave meets the requirements as stated above, a statement of explanation for leave is not required on the request for leave form. ^{*}~~If an administrator has reason to believe that the requirements have not been correctly applied, verification may be requested.~~ ***The applicant will notify their supervisor within five(5) business days of the reason for the leave.***
- D. Emergency leave may not exceed three (3) of absence per year with no deduction.
- E. Three (3) days additional emergency leave may be charged to sick leave if necessary.
- F. Three (3) days of emergency leave may be used as sick leave if all sick leave has been exhausted.

^{*}~~No standard form has been developed for this purpose. Since it is only for building use, each principal will notify employees how to apply. The district business office is to be notified of leave taken by using the letter E on the date it was taken on the monthly time sheet.~~

Examples of Emergency Leave

- Funerals not covered by sick leave***
- Court appearances***
- Legal consultations***
- Sick baby sitter***
- Broken water pipe***
- Stopped up sewer***
- Appliance repair requiring presence of owner***
- Recognized religious holidays***
- Property damage to public or private roadways which causes an employee to be unable to reach the work site.***

IV. ~~Catastrophic Leave~~

A. ~~Participation~~

~~Catastrophic leave may be granted employees who are employed by the district twenty hours or more per week without deduction in pay in response to a calamitous illness or death in the immediate family if the employee so affected has exhausted all other applicable paid leave and if the employee's basic economic needs are in jeopardy as a result of the occurrence. Such leave shall not be granted for days for which the employee is eligible for workers compensation or other disability pay~~

~~benefits supported by the district. Such leave shall not be applicable to usual and customary absences associated with childbirth and child rearing.~~

~~B. Governance~~

~~A committee made up of representative (s) chosen by the following groups shall act on requests for such leave.~~

- ~~1 Maintenance/Custodial/Transportation~~
- ~~1 Secretary/Aide~~
- ~~1 Food Service~~
- ~~1 Administration~~
- ~~2 Teachers~~

~~C. Rules of Operation~~

- ~~1. Leave of up to ten days may be granted by the committee in response to the initial request. The initial request may be presented by a person other than the affected employee.~~
- ~~2. If ten days is insufficient, an additional leave of up to fifteen days may be granted by the committee. The request for leave in excess of ten days may be presented by a person other than the affected employee if the affected employee is unable to meet with the committee.~~
- ~~3. If the committee believes additional leave is needed, the committee may recommend additional leave to the superintendent. If the superintendent concurs, he/she shall recommend a further extension to the school board.~~
- ~~4. The superintendent will be responsible for informing the committee and the board of expenditures made for catastrophic leave.~~
- ~~5. If the board believes the cost of the benefit is jeopardizing funding of the activities planned for the school year or the future financial health of the school district, the board may discontinue or modify the terms of this policy at any time.~~

IV. Personal Leave

- A. A non-certified employee may apply for personal leave when the reason for the requested leave does not fall within any of the other leave categories. Application for such leave should be made one week in advance and will be approved by the Supervisor, provided that a registered substitute can be obtained (if applicable). For the first day of personal leave approved during an academic year, there will be no deduction of salary. The Business Office will deduct from the employee's salary an amount equal to twenty two percent (22%) of the employees daily salary (not to exceed \$60) for the next two days of personal leave that are approved. It is strongly recommended that personal leave not be requested during the first and last weeks of school or in conjunction with school holidays.**

B. Up to ten days of military leave may be granted per school year, for which an amount equal to the lesser of the employee's military pay or daily teaching pay will be deducted from the teacher's salary provided the employee submits evidence that the assignment is mandatory and the employee has no option to the assignment other than on contracted school time.

C. If approved, additional leave days may be taken without pay. Each additional day taken will result in the deduction of a full day's pay from the next salary check.

Examples of Personal Leave

--Tax Consultations

--Real Estate transactions, including moving

--Family reunions

--Vacations

--Shopping trips

--Bad weather/roads (unless out of normal commuting distance)*

--Weddings (including own)

--Transportation problems (unless out of normal commuting distance)*

--Graduations and other ceremonies

--Trips with spouse

--Transporting/accompanying children to college

* If out of normal commuting distance, would be classified as emergency leave.

V. Professional Leave

A. Categories of Professional Leave

There will be two categories of Professional Leave:

1. Professional Development/Business Leave
2. Civic Leave

B. Professional Development/Business Leave may be granted on approval of the supervisor and the superintendent (or his designee). Request for Professional Development/Business Leave must be made and approved in advance. Approval may be granted for the following reasons

1. Education/Work-related meetings and conferences
2. School visitations
3. Field trips and other activities where students are being chaperoned/supervised

4. Participation in Professional Organizations

5. Approved Professional Development

D. Civic Leave may be granted for the following:

1. Jury Duty

2. Other civic responsibilities and activities

3. Political activity affecting education

VI. Limitations and Conditions

If an administrator has reason to believe that the requirements for any type of leave as described in Sections I-V of this policy have not been correctly applied, verification may be required of the employee. The administrator will notify the employee in writing of why verification is required.

Approved: 5-22-79

Revised: 6-22-84

Revised: 7-22-00

Revised: 7-1-05

Leave Policy
Policy 4150

1. Sick Leave Bank days will not be granted if an applicant is eligible for or is receiving income from an income protection insurance policy or similar coverage.
2. Sick leave grants made from the bank shall be for no more than twenty days for an individual applicant per year. Teachers in need of more than twenty days may apply for an additional twenty days, which if approved, will result in the deduction from the teacher's salary an amount equal to the standard daily cost of a substitute teacher for each additional day taken. This second application will run concurrently with FMLA and require completion of FMLA paperwork. Any unused sick leave bank days granted may not carry forward to any subsequent year and shall be returned to the Sick Leave Bank.
3. Unused days contributed to the Sick Leave Bank will accumulate and carry forward (in total--not by individual).

III. Emergency Leave

- A. Emergency leave may be taken for:
 1. Illness or death of a close friend or relative not covered under sick leave. *If additional time is required for this reason, the cost of a substitute will be deducted, for up to 15 days.*
 2. Legal business or family matters of an emergency nature which require absence during school hours.
 3. *Attendance of employee's child/grandchild's Pre K-12 school-related function(s) or volunteer activity. Only one (1) day per school year can be used for this occasion.*
- B. Emergency leave may not be taken for routine family or routine business trips.
- C. If the applicant determines that the need for emergency leave meets the requirements as stated (in III. A and B) above, a statement of explanation for leave is not required on the request for leave form. The applicant will notify their building principal within five (5) business days of the reason for the leave.
- D. Emergency leave may not exceed three (3) days of absence per year with no deduction.

Classified Employee Evaluation Procedure Policy #4550

Fayetteville Public Schools recognizes that thorough, regular appraisal of performance is critical to the realization of district goals. The primary purpose of personnel evaluation is the growth of individual staff members, the strengthening of the school staff as a whole, and the improvement of support services provided.

Annual formal evaluations of classified personnel will be done prior to April 30 of each year employed. The evaluations should be filed in the Human Resources office no later than May 1 of each year.

Evaluations will be performed using the appropriate form provided by the Human Resources Department.

CLASSIFIED STAFF GRIEVANCES PROCEDURE
Policy #4540

Definitions:

Grievance: a claim or concern related to the interpretation, application, or claimed violation of the personnel policies, including salary schedules, federal or state laws and regulations, or terms or conditions of employment, raised by an individual employee of this school district. Specifically, no grievance may be entertained against a supervisor for directing, instructing, reprimanding, or “writing up” an employee under his/her supervision. A group of employees who have the same grievance may file a group grievance.

Group Grievance: A grievance may be filed as a group grievance if it meets the following criteria: (meeting the criteria does not ensure that the subject of the grievance is, in fact, grievable)

1. More than one individual has interest in the matter; and
2. The group has a well-defined common interest in the facts and/or circumstances of the grievance; and
3. The group has designated an employee spokesperson to meet with administration and/or the board; and
4. All individuals within the group are requesting the same relief.

Employee: any non probationary person employed under a written contract by this school district.

Immediate Supervisor: the person immediately superior to an employee who directs and supervises the work of that employee.

Working day: Any weekday other than a holiday whether or not the employee under the provisions of their contract is scheduled to work or whether they are currently under contract.

- I. The Board of Education recognizes the need to implement an orderly process for the early resolution of differences concerning the implementation of established rules and policies and to provide for an orderly settlement in a manner fair and equitable to all employees.
- II. All contracted employees in the School District shall have the right to challenge the application and/or interpretation of rules, regulations, or policies affecting the employee through recognized administrative channels. Each employee who has a grievance may process it by giving written notice of the grievance to his or her immediate supervisor. If necessary or desired, the decision rendered at that level may be appealed to the next person in line as defined by the school district's organizational chart, until reaching the final staff appeal to the Superintendent of Schools.

- III. Each administrator will deal with a grievance as quickly as possible but will have a maximum of ten (10) workdays after a grievance is filed in which to investigate and render a decision. The decision will be delivered in writing to the employee who filed the grievance. If no decision is delivered within the ten (10) workday limit, the grievance may be advanced to the next level. If the employee decides to appeal this decision, copies of the decision and the original grievance should be forwarded to the next appropriate administrator, along with notice of appeal. Such an appeal must be made, in writing, within ten (10) workdays of the announced decision.
- IV. If the grievance is not resolved after reaching the Superintendent of Schools, the grievant may submit to the Superintendent a written request for a hearing before the Board of Education at the next regularly scheduled Board Meeting, unless both parties have agreed to a different date. After reviewing the grievance and the superintendent's reply, the board will decide if the grievance, on its face, is grievable under district policy.

The employee shall have an adequate opportunity to present the grievance but no less than (90) minutes, unless a shorter period is agreed to by the employee, and both parties shall have the opportunity to present and question witnesses. The decision of the Board shall be final.

- V. After the hearing the Board of Education will report the final decision no later than ten (10) workdays following the hearing.

Certified Staff Vacation Policy #4153

Full time Certified Staff employed on a twelve (12) month contract, shall receive paid vacation days.

A full time 12 month employee is defined as personnel that work 230 days or more with a FTE of 1.00. The number of vacation days to be received will be calculated as follows:

2– 5 years of completed service	2 days per year
6 - 10 years of completed service	5 days per year
11 - 15 years of completed service	7 days per year
16 or more years of completed service	10 days per year

Example: After completing two work years, an employee would earn two vacation days on July 1st (the start of the 3rd year of service).

Vacation leave must be approved 10 work days in advance by the immediate supervisor. Leave may be granted or denied consistent with the operational needs of the District, as determined by the immediate supervisor.

Fayetteville School District urges all eligible employees to take their allotted vacation time during the year it is earned. However, the nature of some positions may make this difficult to accomplish. Unused vacation days may be carried over to the next year at a maximum of ten (10) days. All employees who terminate service from the district shall be compensated up to 10 days of unused vacation time at their daily rate of pay at the time of termination (the number of days to be compensated will be prorated if termination occurs prior to the end of the contract).

This leave must be exhausted prior to being granted days from the sick leave bank.

Support Staff Vacation Policy #4245

Full time Support Staff employed on a twelve (12) month contract, shall receive paid vacation days.

A full time 12 month employee is defined as personnel that work 230 days or more and at least 7 1/2 hours per day. The number of vacation days to be received will be calculated as follows:

2– 5 years of completed service	2 days per year
6 - 10 years of completed service	5 days per year
11 - 15 years of completed service	7 days per year
16 or more years of completed service	10 days per year

Example: After completing two work years, an employee would earn two vacation days on July 1st (the start of the 3rd year of service).

Vacation leave must be approved 10 work days in advance by the immediate supervisor. Leave may be granted or denied consistent with the operational needs of the District, as determined by the immediate supervisor.

Fayetteville School District urges all eligible employees to take their allotted vacation time during the year it is earned. However, the nature of some positions may make this difficult to accomplish. Unused vacation days may be carried over to the next year at a maximum of ten (10) days. All employees who terminate service from the district shall be compensated up to 10 days of unused vacation time at their daily rate of pay at the time of termination (the number of days to be compensated will be prorated if termination occurs prior to the end of the contract).

This leave must be exhausted prior to being granted days from the sick leave bank.

CERTIFIED ALTERNATIVE WORK SCHEDULE
Policy #4155

Fayetteville Public School District endorses the concept and use of Alternative Work Scheduling:

- To promote employee morale
- To maximize employee performance
- To minimize employee tardiness and short term absences
- To increase flexibility in meeting irregular scheduling needs

In establishing an Alternative Work Schedule, however, both managers/supervisors and employees recognize that the use of an alternative work schedule can not prevent or interfere with the accomplishment of the mission, goals, and tasks of the Fayetteville Public School District. Also, the Fayetteville Public School District recognizes that an Alternative Work Schedule may not work for every position and in every work environment. Therefore, managers/supervisors of the Fayetteville Public School District will be responsible for deciding on whether an Alternative Work Environment will work for their department.

CLASSIFIED ALTERNATIVE WORK SCHEDULE
Policy #4530

Fayetteville Public School District endorses the concept and use of Alternative Work Scheduling:

- To promote employee morale
- To maximize employee performance
- To minimize employee tardiness and short term absences
- To increase flexibility in meeting irregular scheduling needs

In establishing an Alternative Work Schedule, however, both managers/supervisors and employees recognize that the use of an alternative work schedule can not prevent or interfere with the accomplishment of the mission, goals, and tasks of the Fayetteville Public School District. Also, the Fayetteville Public School District recognizes that an Alternative Work Schedule may not work for every position and in every work environment. Therefore, managers/supervisors of the Fayetteville Public School District will be responsible for deciding on whether an Alternative Work Environment will work for their department.



May 24, 2007

Future High School Construction Options

TO: Board of Education

FROM: Randy Willison

I will present various options for constructing and/or renovating a high school building as well as other major capital needs in the district.