



**FAYETTEVILLE
PUBLIC SCHOOLS**
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Board of Education

Thursday, February 27, 2014, 5:00 PM

Adams Leadership Center, Winborn Conference Room

Agenda Item

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February 27, 2014

Call to Order

Pledge of Allegiance
Holt Middle School
Matt Morningstar, Principal

Roll Call
Tim Hudson, President
Jim Halsell, Vice President
Bryn Bagwell, Secretary
Justin Eichmann, Member
Traci Farrah, Member
Susan Heil, Member
Steve Percival, Member



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IV. Recognition of People, Events and Programs

V. Citizen Participation

VI. Consent Agenda

Reading of the Minutes

Certified Staff Changes

Classified Staff Changes

Student Transfers



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Minutes of the January 23, 2014 Regular Meeting of the
Fayetteville Board of Education

The meeting convened at 5:00PM in the Adams Leadership Center with President Tim Hudson presiding. The Pledge of Allegiance was led by students from Woodland Junior High.

Roll Call

The roll was called and board members Justin Eichmann, Steve Percival, Tim Hudson, Susan Heil, Bryn Bagwell, Jim Halsell and Traci Farrah were present.

Recognition

Former board member Hugh Kincaid read a proclamation from Governor Beebe in recognition of Board Appreciation Month.

The Fayetteville High School cheer team received a Recognition of Outstanding Achievement Award for winning their 4th consecutive state championship.

SanJuana Mota received a Recognition of Outstanding Achievement Award for being named a 2013 National Hispanic Recognition Scholar.

Barbara Prichard, gifted and talented coordinator, received a Recognition of Outstanding Achievement Award for being elected to the National Academic Assembly of the College Board.

Linda Bolin, administrative assistant for athletics, received an Above & Beyond Award for her work in the district.

Consent Agenda

The Board voted 7-0 to approve the consent agenda. Justin Eichmann made the motion, which was seconded by Susan Heil.

6 Year Facility Master Plan

The Board approved the six year facilities master plan for the district. David Tate, director of facilities, noted that the district is required to submit the report every two years. Justin Eichmann made the motion, which was seconded by Traci Farrah.

Revisions to Policy 5.64 (Graduation Requirements)

The Board voted 7-0 to approve revisions to Policy 5.64 (Graduation Requirements). It was noted that wording should be changed from AP Physics 1 & 2 to AP Physics 1 and AP Physics 2 to reflect the fact that these are two separate classes. Susan Heil made the motion, which was seconded by Steve Percival.

FHS Update

Phil Jones from Nabholz reported that roof work is complete. Work on the 1950 building conversion is continuing. Drywall installation in the central addition has begun. The glass curtain wall now extends to the 1990 building.

John Coleman with Viridian reported that Phase 2 is tracking at 60 points. Mr. Coleman also discussed two examples of how commissioning has positively impacted the project. One is lighting control and the other is functional testing.



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Financial Report

Dr. Lisa Morstad, chief financial officer, presented the monthly financial report.

Revisions to Policy 5.33 (Student Wellness)

Ginny Wiseman, associate superintendent for administration, reported that the Coordinated School Health Committee reviewed the Student Wellness Policy after it was brought to our attention that some teachers are using non-nutritional value foods as rewards in the classroom. The committee agreed to add a statement discouraging the use of foods with minimal nutritional value for classroom activities. The Board will be asked to approve the revised policy at the February board meeting.

Superintendent Search Process

Board member Susan Heil presented an update on the superintendent search process that was done in 2008 and 2009. The board agreed to continue discussion on the search process at a board workshop to be held in the near future.

Executive Session and Adjournment

The Board adjourned at 6:19pm to discuss an employment issue. The meeting was adjourned at 7:42pm.

Tim Hudson, President

Bryn Bagwell, Secretary



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Minutes of the January 30, 2014 Special Meeting of the
Fayetteville Board of Education

The meeting convened at 5:15pm in the Adams Leadership Center with President Tim Hudson presiding. All board members were present.

Board president Tim Hudson introduced Dr. Tom Kimbrell, Commissioner of the Arkansas Department of Education, who has expressed interest in the superintendent's position for the Fayetteville Public Schools. The board voted 7-0 to convene in executive session to consider an employment matter. Steve Percival made the motion, which was seconded by Jim Halsell. The board went into executive session at 5:17pm. The board reconvened in open session at 8:50pm and the meeting was adjourned.

Minutes of the February 12, 2014 Special Meeting of the
Fayetteville Board of Education

The meeting convened at 5:00pm in the Adams Leadership Center with President Tim Hudson presiding. All board members were present.

Board president Tim Hudson reported that Dr. Tom Kimbrell decided not to pursue the Fayetteville school district superintendent job. The board reviewed the superintendent search process that was used in 2008 and 2009. The board agreed to place the superintendent position profile on the district website and ask for input from patrons. The profile will be discussed and revised, if necessary, based on the input received. Before the February 27th board meeting, Steve Percival agreed to reach out to applicants within the state of Arkansas. Mr. Percival will also make inquiries through the Arkansas School Board Association regarding proposals from search firms for "a la carte" proposals.

The Board convened to executive session at 5:43pm to discuss an employment issue. The meeting adjourned at 8:35pm.

Tim Hudson, President

Bryn Bagwell, Secretary



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February 27, 2014

B. Certified Staff Changes

TO: Board of Education

FROM: Vicki Thomas, Superintendent

I recommend approval of the following personnel actions:

Provisional Employment¹

<i>Name</i>	<i>Position & Assignment</i>	<i>Replacement/New Position</i>	<i>Period</i>
Maurissa L. Roberts ^{4,9}	PLTW/Interventionist	Replacement	13/14
Catherine Hawks ³	Teacher/Woodland	Replacement	13/14

Resignation

<i>Name</i>	<i>Position & Assignment</i>
Cassandra Barnett	Media Specialist/FHS
Molly Carman	Teacher/FHS
Beverly Davenport	Teacher/Holt
Joel Emerson	Teacher/FHS
Marian Heinrichs	Teacher/FHS
Sonya Zimmer	Teacher/Holcomb
Dona Modica	Teacher/Butterfield
Meredy Dockery	Teacher/Owl Creek
Jennifer Ebert	Teacher/Asbell
Stephanie Harter	Teacher/Leverett
Kari Sutton	Teacher/Washington
Patricia Shepard	Teacher/Asbell
Cheryl Sewell	Teacher/Happy Hollow
Elizabeth Gann	Teacher/Butterfield
Kathy Butler	Teacher/Leverett
Melissa Wick	Teacher/Washington
Sue Gillman	Teacher/McNair
Lana Clark	Teacher/Adult Education
Ginny Wiseman	Associate Superintendent/District
Evelyn Marbury	Administrator/FHS
Elizabeth Mitchell	Administrator/Root
Debbie McFall	Teacher/FHS
Barbara Bulla	Counselor/FHS
Karen Bley	Counselor/Leverett



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Cheryl Moore	Counselor/Ramay
Kathleen Spigarelli	Director/Adult Education
Debra Wilson	Director of Special Services/District
Rebecca Cox	Teacher/FHS
Deborah Lane	Teacher/Ramay
Julianne Lewis	Teacher/Woodland
Kay Magness	Teacher/Woodland
Tamara Stassen	Teacher/FHS
Kasi Davis	Instructional Facilitator /Asbell
Michael New	Teacher/JDC
Christina Brown	Teacher/Asbell
Renee Ellis	Teacher/Owl Creek
Linda Heter	Teacher/FHS
Mary Terry	Teacher/Owl Creek
Gail Johnson-Hogan	Teacher/Woodland
Joanne Pearcey	Teacher/Owl Creek
David Young	Teacher/FHS
John Andrews	Teacher/Washington
Bert Stark	Administrator/Vandergriff
Anita Lawson	Administrator/Woodland
Robin Buff	Teacher/FHS
Michael Johnson	Teacher/FHS
William Rosser	Teacher/FHS
Deborah Crouch	Speech Language Pathologist/FHS
Ellen Shirley	Speech Language Pathologist/Ramay
Jean Paul	Teacher/Holt
Vicky Lynn Burnett	Teacher/FHS
John Delap	Teacher/FHS
Susan Hunt	Teacher/FHS
Denice Nelson	Teacher/Woodland
Janette Cooper	Teacher/Asbell
Elizabeth Combs	Teacher/FHS
Laura Leto	Teacher/FHS
Sarah Jaber	Teacher/Owl Creek
Diana Konz	Teacher/Owl Creek
Deonna Tucker	Teacher/Vandergriff
Dianna Reyes	Teacher/Asbell
Jonelle Lipscomb	Teacher/FHS
Linda Parham	Counselor/Root



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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 1 of 3 year new hire probationary period

⁵Year 2 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

¹¹Contract contingent upon waiver approval

¹²Contingent upon receipt of ABESBA License

¹³Contingent upon receipt of Medicaid Billing

¹⁴Position for Fall semester only

¹⁵Position for Spring semester only



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February 27, 2014

C. Classified Staff Changes

TO: Board of Education

FROM: Vicki Thomas, Superintendent

I recommend approval of the following personnel actions:

Provisional Employment^{1,2}

<i>Name</i>	<i>Position & Assignment</i>	<i>Replacement/New</i>	<i>Period</i>
Blake Bilderback	Warehouse Asst./District	Replacement	13/14
Rosalee Marshall-Parker	Bus Driver/Transportation	Replacement	13/14
John Barnett	Bus Driver/Transportation	Replacement	13/14
John Baseler	Custodian/District	Replacement	13/14
Andre Goldberg	Special Education Asst./Owl Creek	Replacement	13/14
Alta Cagle	Food Service Tech./FHS	Replacement	13/14

Reinstatement

<i>Name</i>	<i>Position</i>	<i>Period</i>
Rose Bowlin	Food Service Tech./Asbell	13/14

Resignations

<i>Name</i>	<i>Position & Assignment</i>
Maria Alvarado	Custodian/District
Stephanie Ralston	Food Service Tech./District
Danielle O'Reilly	Special Education Instructional Asst./McNair
Brenda Kirkland	GED Tester/Adult Ed
Linda Springer	Resource Center Clerk/Adult Ed
Jimmy Steichman	Custodian/Asbell
Pamela Kiser	HR/Central Office
Marianne Baxter	Kindergarten/Title I Aide/Holcomb
Michelle Dallas	Nurse/Holt
Stanley Horton	ISS Supervisor/Holt
Lois Ray	Administrative Asst./Holt
Cheryl Miller	Custodian/FHS
Wesley Sage	Custodian/FHS
Ruby Cook	Food Service Manager/Leverett
Julia McKee	Custodian/McNair
Dyanna Carver	Clerical Asst./Owl Creek
Sharon Rexford	Sign Language Int./Owl Creek
Wilma Baker	Custodian/Ramay
Wendy Phaneuf	Attendance Secretary/Ramay



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Marian Bolen
Neva Drake
JD Bradford
C.Nadene Commet
William Vanzandt
Susan Brisiel
Myrna Faires
Susan Jamerson
Susan Farmer

Nurse/Root
Admin. Asst./Root
Bus Driver/Transportation
Bus Driver/Transportation
Bus Driver/Transportation
Admin. Asst./Vandergriff
Special Education Para./Woodland
Admin. Asst./Woodland
PE Aide/Vandergriff

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

²One Year Probationary Period

³Based on Student Count

⁴Grant Funded

⁵One Year Only



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Consent Agenda

D. Student Transfers

TO: Board of Education

FROM: Vicki Thomas

I recommend approval of the following student transfer requests:

Incoming:

Donald Cook requests that his child, Bristen Cook, grade 9, be transferred from the Farmington School District to the Fayetteville School District

Outgoing:

Kerry McBride requests that her child, Justin McBride, grade 11, be transferred from the Fayetteville School District to the Elkins School District



February 27, 2014

2012-13 Audit Report

TO: Board of Education

FROM: Lisa Morstad

I will present the final 2012-13 audit report. The report will be located under “Quick Links” on the business office web page after it is approved by the Board.

Click on this link: <http://www.fayar.net/imagesAdmin/2013audit.pdf> to access the audit report.

VII-A1



**FAYETTEVILLE
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February 27, 2014

Budget Revisions

TO: Board of Education

FROM: Lisa Morstad

I will present budget revisions to the 2013-14 budget for your approval.

VII-B1

	Executive Summary						
	Fayetteville Public Schools						
	FY2013-2014						
2/18/2014	Revised	Year to Date		Revised		%	
Revenues:	FY13 Budget	6/30/2013	FY14 Budget	FY14 Budget	Change	Chg	Note
		12 months of 12 = 100%					
Property Tax Reserve	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000	0.00		c
21 C Fund	\$ 100,000	\$ 100,000	\$ -	\$ -	0.00		
Capital Funds for FHS Phase I	\$ 1,576,717	\$ 1,576,717	\$ -	\$ -	0.00		
Uncommitted Cfwd	\$ 2,533,320	\$ 2,533,320	\$ 1,142,427	\$ 1,180,540	38113.00		a
Restricted Carryforwards	\$ 954,797	\$ 954,797	\$ -	\$ 969,089	969089.00		a
State Funds	\$ 27,162,810	\$ 27,077,173	\$ 28,747,746	\$ 29,743,427	995681.12	3%	b
Local Funds	\$ 59,910,148	\$ 61,170,473	\$ 60,550,179	\$ 60,550,179	0.00		c
Interest on checking account	\$ 160,000	\$ 137,351	\$ 160,000	\$ 80,000	(80000.00)	-50%	d
Fed Funds/Grants/Restricted	\$ 11,744,672	\$ 11,726,607	\$ 10,998,738	\$ 10,834,889	(163848.55)	-1%	e
Vocational Education	\$ 27,000	\$ 40,625	\$ 27,000	\$ 60,000	33000.00	122%	f
Coke Contract	\$ 60,000	\$ 62,000	\$ 60,000	\$ 60,000	0.00		
Athletic Gate Receipts	\$ 160,000	\$ 289,203	\$ 160,000	\$ 160,000	0.00		
Miscellaneous	\$ 210,000	\$ 224,724	\$ 210,000	\$ 150,000	(60000.00)	-2%	g
Food Service sales	\$ 1,500,000	\$ 1,594,901	\$ 1,500,000	\$ 1,490,376	(9624.00)	-1%	h
Board Reserve	\$ 5,281,200	\$ 5,281,200	\$ 5,281,200	\$ 5,281,200	0.00		
Total Revenues & Reserve:	\$ 114,380,664	\$ 115,769,092	\$ 111,837,290	\$ 113,559,701			
Expenditures:							
Salaries	\$ 64,653,731	\$ 64,713,003	\$ 63,818,118	\$ 63,867,793	49675.00	0%	i
Fringe Benefits	\$ 15,516,895	\$ 15,786,622	\$ 15,536,348	\$ 15,545,421	9072.82	0%	i
Debt Service Payments	\$ 14,113,653	\$ 13,793,107	\$ 14,557,220	\$ 14,557,220	0.00		
Maintenance & Operations:							
Maintenance	\$ 1,280,755	\$ 1,114,481	\$ 1,089,071	\$ 1,089,071	0.00		
Utilities	\$ 1,673,899	\$ 1,584,278	\$ 1,673,899	\$ 1,673,899	0.00		
Transportation	\$ 977,873	\$ 976,515	\$ 863,042	\$ 863,042	0.00		
Food Service	\$ 1,250,000	\$ 1,673,003	\$ 1,062,500	\$ 1,600,000	* 537500.00	51%	j
Technology	\$ 606,207	\$ 526,332	\$ 515,276	\$ 515,276	0.00		
Curriculum & Instruction	\$ 2,132,201	\$ 2,122,316	\$ 2,151,326	\$ 2,700,758	549432.00	26%	k
School Improv/Prog. Devlp.	\$ 235,422	\$ 233,984	\$ 167,675	\$ 167,675	0.00		
Athletics/Physical Education	\$ 335,926	\$ 404,780	\$ 275,337	\$ 275,337	0.00		
Grant Expenditures (not personnel)	\$ 1,400,654	\$ 1,362,938	\$ 1,226,154	\$ 1,226,154	0.00		
Miscellaneous	\$ 720,902	\$ 753,933	\$ 582,725	\$ 582,725	0.00		
Tuition	\$ 44,000	\$ 67,708	\$ 37,400	\$ 60,000	22600.00	60%	f
C21 Curriculum	\$ 202,549	\$ 225,263	\$ -	\$ -	0.00		
Board Reserve	\$ 5,281,200	\$ 5,281,200	\$ 5,281,200	\$ 5,281,200	0.00		
Property Tax Reserve	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000	\$ 2,585,042	(414958.00)	-14%	l/c
Restricted Carryforward	\$ 954,797	\$ 969,089		\$ 969,089	969089.00		a
Total Expenditures & Reserve:	\$ 114,380,664	\$ 114,588,552	\$ 111,837,290	\$ 113,559,701			
* Revised budget for Food Service reflects an increase of \$537,500. This increase is a more accurate reflection of anticipated food service (non-personnel) costs. Even with the increase, Food Service is operating within a balanced projected budget of \$3.7 million.							

Executive Summary
Fayetteville Public Schools
FY2013-2014
Notes to Financial Report

- a. Restricted carryforward balances were unknown at time of proposed budget in June 2013 as district books had not closed for the fiscal year.
- b. Increase in state funds is due to growth funding above the original budgeted amount. The district saw growth of 279 students instead of the 140 originally included in the budget
- c. Property tax revenues are projected to remain flat in FY14 and will not be definitively quantified until June 30th. Property tax reserves were established to accommodate fluctuations in property tax receipts.
- d. Interest on district accounts is lower than anticipated as fund balances were utilized for cash flow purposes during the summer months and did not earn interest. Property tax revenues are also being received later this year than prior years.
- e. The decrease in federal funds is primarily due to a lower than projected amount in federal reimbursements for the food service program. Adjustments reflect the projections of the new Child Nutrition Director.
- f. Vocational education funds are directly related to the number of students participating in the program. Participation in this program has been increasing. Revenues correlate with prior year's participation.
- g. Miscellaneous revenue is projected to be down related to lower building rental revenue this year over prior year.
- h. Food service meal sales reflect the projections of the new Child Nutrition Director.
- i. Increase is related to staff hired above original budget to handle student growth. Net of budget adjustment for food service budget allocation between personnel and non-personnel budget by new Child Nutrition Director.
- j. Food service non-personnel costs reflect projections of the new Child Nutrition Director and actuals from FY13. Food Service is operating within a balanced projected budget of \$3.7 million consisting of federal reimbursements and meal sales.
- k. Increase in budget is related to textbook adoption for FY14
- l. Decrease in property tax reserve is utilized to handle increased expenditures in revised budget and flat property tax revenues (see note c)



February 27, 2014

Ethics Law Disclosures

TO: Board of Education

FROM: Lisa Morstad

I will ask the Board to approve the ethics law disclosures.

VII-C1



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Act 1599 of 2001 Ethics Disclosures – Summary Sheet
February 2014

Business Name	Employee Name	Indirect or Direct Interest	Transaction Amount
Sign-A-Rama	Karen Allain	Direct	Est. \$12,000
Sir Speedy	Evelyn Marbury	Indirect	Est. \$10,000



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Resolution

Whereas the Fayetteville School District Board of Education met in regular session on _____2/27/14____. The meeting was open to the public and was conducted in the usual meeting place, Ray Adams Leadership Building, 1000 West Stone Street, Fayetteville, Arkansas, and

Whereas _____ members were present, constituting a quorum for the conduct of legal business; and

Whereas the Board of Education received a recommendation from the Chief Financial Officer to approve contracts with **Sign-a-rama** as shown on the accompanying Contract or General Disclosure Form; and

Whereas the relevance of the relationships were set forth in the Contract/General Disclosure Form;

Whereas specific facts for each contract were presented as shown on the accompanying Contract/General Disclosure Form; and

Whereas the unusual circumstances necessitating approval of each contract was considered as set forth on said Contract/Disclosure Form; and

Whereas the Board of Education considers each contact to be in the best interest of the School District and appropriate for the normal conduct of necessary business.

Now Therefore be it resolved: That the Board after serious consideration moves to approve contract(s) as listed on the accompanying Contract/General Disclosure Form and further set forth any restrictions and/or limitations as noted; and

Be it further resolved: That the Board directs that the period of the contract shall commence upon the date of approval or as acknowledged by the Commissioner of the Arkansas Department of Education and shall conclude two (2) years after said date; and

Be it further resolved: That due to the reasons set forth above and on the accompanying Contract/General Disclosure Form, it is declared the intent of the Fayetteville Public School District Board of Education to approve and/or recommend further ratification of the presented contracts, and that this Resolution is approved in accordance with Act 1599 of 2001 as the data contained thereon is known to school officials.

The Board of Education further directs that any contracts requiring specific approval by the Commissioner of the Arkansas Department of Education be submitted forthwith for prompt consideration.

Adopted this _____ day of _____, 20____

Superintendent of Schools



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President, Board of Education
Attachment(s)

Secretary, Board of Education



**FAYETTEVILLE
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Resolution

Whereas the Fayetteville School District Board of Education met in regular session on _____2/27/14____. The meeting was open to the public and was conducted in the usual meeting place, Ray Adams Leadership Building, 1000 West Stone Street, Fayetteville, Arkansas, and

Whereas _____ members were present, constituting a quorum for the conduct of legal business; and

Whereas the Board of Education received a recommendation from the Chief Financial Officer to approve contracts with **Sir Speedy Printing** as shown on the accompanying Contract or General Disclosure Form; and

Whereas the relevance of the relationships were set forth in the Contract/General Disclosure Form;

Whereas specific facts for each contract were presented as shown on the accompanying Contract/General Disclosure Form; and

Whereas the unusual circumstances necessitating approval of each contract was considered as set forth on said Contract/Disclosure Form; and

Whereas the Board of Education considers each contact to be in the best interest of the School District and appropriate for the normal conduct of necessary business.

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Be it further resolved: That due to the reasons set forth above and on the accompanying Contract/General Disclosure Form, it is declared the intent of the Fayetteville Public School District Board of Education to approve and/or recommend further ratification of the presented contracts, and that this Resolution is approved in accordance with Act 1599 of 2001 as the data contained thereon is known to school officials.

The Board of Education further directs that any contracts requiring specific approval by the Commissioner of the Arkansas Department of Education be submitted forthwith for prompt consideration.

Adopted this _____ day of _____, 20____

Superintendent of Schools



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President, Board of Education
Attachment(s)

Secretary, Board of Education

**FAYETTEVILLE PUBLIC SCHOOLS
CONTRACT DISCLOSURE FORM**

23

I am a(an): ☐ Board Member ☐ Administrator ☒ Employee of the Fayetteville Public Schools.

Name: <i>Karen Allain</i>		
Address: <i>2903 Colton Drive</i>		City, State, Zip: <i>Springdale, AR 72762</i>
Home Phone: <i>(479) 872-6030</i>		Work Phone: <i>(479) 527-3660</i>
Business Name: <i>Signarama</i>		
Transaction(s) subject to disclosure and approval <input checked="" type="checkbox"/> Purchase of Commodities <input type="checkbox"/> Purchase of Services <input type="checkbox"/> Other		
Estimated dollar amount of transaction(s) <i>\$12,000</i>		
Dates covered by this transaction: <i>July 1, 2013</i> TO <i>June 30, 2015</i>		
<input checked="" type="checkbox"/> I am directly interested in the transaction. <input type="checkbox"/> I am indirectly interested in the transaction.		
Financial Interest	Relationship	Nature of Family Member Relationship
<i>Owner of business</i>	<input checked="" type="checkbox"/> Self/Spouse <input type="checkbox"/> Family Member	<i>Owns business with spouse</i>
Justification for Approval: <input type="checkbox"/> Goods or services purchased on quote/bid for lowest price. <input type="checkbox"/> Single source provider <input type="checkbox"/> Equal opportunity for local retail vendors to provide services. <input checked="" type="checkbox"/> Other <input type="checkbox"/> Emergency transaction as defined by Section 9 of Act 1599 of 2001		
Explanation:		

PLEASE ATTACH ANY OTHER INFORMATION OR DOCUMENTS YOU BELIEVE ARE NECESSARY FOR A FULL, COMPLETE AND ACCURATE DISCLOSURE OF THE FACTS AND CIRCUMSTANCES OF THE TRANSACTIONS.

Signature: <i>Karen Allain</i>	Date: <i>2-12-14</i>
--------------------------------	----------------------

FOR OFFICE USE ONLY

Date Form Received by District:	School Official's Signature:
Local Board Action: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	Date Certified to ADE:
Required to be presented to the Director of the Department of Education for written approval: <input type="checkbox"/> YES <input type="checkbox"/> NO	
Date Director's Written Approval received by district:	Effective Date:

**FAYETTEVILLE PUBLIC SCHOOLS
CONTRACT DISCLOSURE FORM**

23

I am a(an): ☐ Board Member ☒ Administrator ☐ Employee of the Fayetteville Public Schools.

Name: <u>Evelyn Marbury</u>		
Address: <u>1270 Edinburgh Loop</u>		City, State, Zip: <u>Springdale AR</u>
Home Phone: _____		Work Phone: <u>479-455-1415</u>
Business Name: <u>Sir Speedy Printing</u>		
Transaction(s) subject to disclosure and approval		
<input type="checkbox"/> Purchase of Commodities <input checked="" type="checkbox"/> Purchase of Services <input type="checkbox"/> Other		
Estimated dollar amount of transaction(s) <u>\$10,000</u>		
Dates covered by this transaction: <u>August 1, 2013</u> TO <u>June 30, 2014</u>		
<input type="checkbox"/> I am directly interested in the transaction. <input checked="" type="checkbox"/> I am indirectly interested in the transaction.		
Financial Interest	Relationship	Nature of Family Member Relationship
	<input checked="" type="checkbox"/> Self <input checked="" type="checkbox"/> Family Member	<u>Son owns business</u>
Justification for Approval:		
<input checked="" type="checkbox"/> Goods or services purchased on quote/bid for lowest price. <input checked="" type="checkbox"/> Single source provider <input checked="" type="checkbox"/> Equal opportunity for local retail vendors to provide services. <input type="checkbox"/> Other <input type="checkbox"/> Emergency transaction as defined by Section 9 of Act 1599 of 2001		
Explanation:		

PLEASE ATTACH ANY OTHER INFORMATION OR DOCUMENTS YOU BELIEVE ARE NECESSARY FOR A FULL, COMPLETE AND ACCURATE DISCLOSURE OF THE FACTS AND CIRCUMSTANCES OF THE TRANSACTIONS.

Signature: <u>Evelyn Marbury</u>	Date: <u>2/10/14</u>
----------------------------------	----------------------

FOR OFFICE USE ONLY

Date Form Received by District:	School Official's Signature:
Local Board Action: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	Date Certified to ADE:
Required to be presented to the Director of the Department of Education for written approval: <input type="checkbox"/> YES <input type="checkbox"/> NO	
Date Director's Written Approval received by district:	Effective Date:



**FAYETTEVILLE
PUBLIC SCHOOLS**
LEARN. GROW. PERFORM. LEAD.

February 27, 2014

Debt Refunding
Bond Issuance

TO: Board of Education

FROM: Lisa Morstad

I will ask the Board to approve a resolution authorizing the submittal of DOE applications and offering refunding bond issues to achieve economic savings.

I will ask the Board to approve the resolution to proceed with the issuance of the \$13,605,000.00 balance of the 2010 voter approved bonds for the Fayetteville High School project.

VII-D1

Dennis R. Hunt
Senior Vice President and Manager
Stephens Inc.

Jackson T. Stephens, 1923-2005
Chairman Emeritus in Perpetuity

February 12, 2014

Ms. Vicki Thomas
Superintendent
Fayetteville School District
P.O. Box 849
Fayetteville, AR 72701

RE: Potential Refunding Opportunities –
\$5,895,000 Fayetteville School District Refunding Bonds, Dated April 1, 2009
\$7,815,000 Fayetteville School District Construction Bonds, Dated July 1, 2009
\$8,555,000 Fayetteville School District Refunding Bonds, Dated July 1, 2009

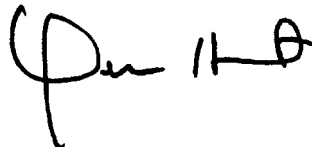
Dear Ms. Thomas:

As an ongoing service to the Fayetteville School District, we have identified three outstanding bond issues that are potentially viable candidates to refund in order to achieve economic savings for the District. Based on the current interest rate market, the District can reduce its current interest rates on the three series of bonds and achieve a net savings to the District of approximately \$800,000. Approximately \$705,000 of this savings amount will be realized by June 1, 2014.

In order to position the District to quickly enter the market at the appropriate time, I would recommend the Board adopt the attached Resolution. This Resolution will allow the District to obtain approval from the Department of Education for the refundings and position the District to quickly offer the refunding bonds at the appropriate time to maximize the potential savings based on market conditions. Of course, if these refundings are successful, the financings will be brought back to the Board for final approval.

I look forward to reviewing this information with you and your Board at your February 20, 2014 meeting.

Sincerely,



Dennis Hunt

CC: Dr. Lisa Morstad

**RESOLUTION TO REFUND OUTSTANDING BONDS
IN ORDER TO PRODUCE DEBT SERVICE SAVINGS**

BE IT RESOLVED by the Board of Directors of Fayetteville School District No. 1 of Washington County, Arkansas (the "District") that:

1. The District recognizes that debt service savings may be achieved by refunding the District's outstanding bond issues dated April 1, 2009 Refunding, July 1, 2009 Refunding and July 1, 2009 Construction (the "Prior Bonds").

2. The District authorizes Stephens Inc., as fiscal agent for the District, to file an application with the State Board of Education to issue refunding bonds (the "Bonds") in order to refund the Prior Bonds.

3. The Superintendent of Schools is authorized to offer the Bonds for public sale.

4. Stephens Inc. has advised the District that it may submit a competitive bid in connection with the public sale of the Bonds.

5. The District hereby authorizes Stephens Inc. to submit a competitive bid in connection with the public sale of the Bonds.

CERTIFICATE

I, the undersigned, Secretary of the Board of Directors of the above District, certify the foregoing to be a true copy of a Resolution duly adopted by the Board at a regular meeting of the Board held on the ____ day of _____, 2014. The Resolution appears in the official minutes of the meeting which are in my custody. At the time of the meeting the duly elected (or appointed), qualified and serving members of the Board and their respective votes on the adoption of the Resolution were as follows:

<u>Director</u>	<u>Vote</u> <u>(Aye, Nay, Abstain or Absent)</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

I further certify that the meeting of the Board was duly convened and held in all respects according to law; that to the extent required by law due and proper notice of the meeting was given to the members of the Board and to the public; that the meeting was open to the public; that a legal quorum was present throughout the meeting; that all other requirements and proceedings under the law incident to the proper adoption and passage of the Resolution have been duly fulfilled, carried out and otherwise observed; and that I am authorized to execute this Certificate.

CERTIFIED under my hand and seal of the District this ____ day of _____,
2014.

(SEAL)

Secretary

Dennis R. Hunt
Senior Vice President and Manager
Stephens Inc.

Jackson T. Stephens, 1923-2005
Chairman Emeritus in Perpetuity

February 12, 2014

Ms. Vicki Thomas
Superintendent
Fayetteville School District
P.O. Box 849
Fayetteville, AR 72701

RE: 2010 Voter Approved Bonds

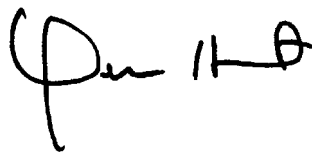
Dear Ms. Thomas:

As requested, we have prepared and attached a resolution that authorizes you and your staff to offer the balance of the 2010 voter approved bonds. The resolution also includes a provision for the District to be reimbursed from bond proceeds for any expenses the District may incur in advance of issuing the bonds.

It is anticipated these 2010 voter approved bonds will be offered and brought back for the Board's consideration and approval at its March 2014 meeting.

If you have any questions regarding this resolution, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "Dennis R. Hunt", with a stylized flourish at the end.

Dennis Hunt

CC: Dr. Lisa Morstad

RESOLUTION AUTHORIZING THE ISSUANCE OF CONSTRUCTION BONDS AND RELATED REIMBURSEMENTS

WHEREAS, on September 21, 2010 at the Annual School Election of the Fayetteville School District No. 1 of Washington County, Arkansas (the "District") voters approved the issuance of \$51,000,000 in Construction Bonds:

WHEREAS, the District has previously issue \$31,460,000 Construction Bonds on November 10, 2010, \$2,435,000 in Construction Bonds on August 1, 2012 and \$3,500,000 in Construction Bonds on December 1, 2013; and

WHEREAS, the District desires to issue the remaining balance of \$13,605,000 in Construction Bonds; and

WHEREAS, the District intends to declare its "official intent" to reimburse itself for the Expenditure (defined below) from the proceeds of the Bonds within the meaning of the applicable Treasury Regulations promulgated by the United State Treasury Department (the "Regulations");

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the District:

Section 1. That the District hereby authorizes the Administration to offer \$13,605,000 in Construction Bonds to be secured by mills approved by the voters at the September 21, 2010 Annual School Election with a final maturity of no later than June 1, 2035.

Section 2. That the District hereby expresses its intent under the Regulations to advance its own funds to pay up to \$2,500,000 of the costs of the Project and to reimburse itself from Bond proceeds for all expenditures for such costs paid by the District prior to the issuance of the Bonds (the "Expenditure"). Debt service on the Bonds will be paid from revenues derived from debt service taxes heretofore voted for payment of bond issues of the District.

Section 3. That proceeds of the Bonds will be applied to reimburse the District within eighteen (18) months after the later of (a) the date of the Expenditure or (b) the date on which the Project is placed in service and, in any event, within three (3) years after the date of the making of the Expenditure.

Section 4. That the District is aware of no reason which would cause it to expect that the Expenditure would be reimbursed from any source other than the proceeds of the Bonds.

Section 5. That the District is aware of no reason which would cause it to believe that the Expenditure will not be reimbursed from proceeds of the Bonds.

Section 6. That the Board is aware of nothing in the budget or financial circumstances of the District which is inconsistent with the intent and declaration of the District to finance the Expenditure with the Bonds. The Board is aware of no reason to expect that funds other than

proceeds of the Bonds will be reserved or allocated on a long-term basis or otherwise set aside for the Expenditures pursuant to budgetary or financial policies of the District.

Section 7. That the Expenditure will be a "capital expenditure" within the meaning of applicable Treasury Regulations or will constitute a portion of the costs of issuance of the Bonds.

Section 8. That this Resolution is adopted to document compliance with applicable Treasury Regulations, including Treas. Reg. § 1.150-2.

Section 9. That a copy of this Resolution shall be filed in the main administrative office of the District. It shall be continuously available for public inspection during regular business hours on every business day until the date of issuance of the Bonds.

Section 10. That all Resolutions in conflict herewith are repealed to the extent of such conflict.

Section 11. That this Resolution shall be in full force and effect from and after its adoption.

CERTIFICATE

I, the undersigned, Secretary of the Board of Directors of the above District, certify the foregoing to be a true copy of a Resolution duly adopted by the Board at a _____ (regular or special) meeting of the Board held on the _____ day of _____, 2014. The Resolution appears in the official minutes of the meeting which are in my custody. At the time of the meeting the duly elected (or appointed), qualified and serving members of the Board and their respective votes on the adoption of the Resolution were as follows:

<u>Director</u>	<u>Vote</u> <u>(Aye, Nay, Abstain or Absent)</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

I further certify that the meeting of the Board was duly convened and held in all respects according to law; that to the extent required by law due and proper notice of the meeting was given to the members of the Board and to the public; that the meeting was open to the public; that a legal quorum was present throughout the meeting; that all other requirements and proceedings under the law incident to the proper adoption and passage of the Resolution have been duly fulfilled, carried out and otherwise observed; and that I am authorized to execute this Certificate.

CERTIFIED under my hand and seal of the District this _____ day of _____, 2014.

Secretary

(SEAL)



February 27, 2014

Revisions to Policy 5.33 (Student Wellness)

TO: Board of Education

FROM: Ginny Wiseman

I will ask the Board to approve the revisions to Policy 5.33 (Student Wellness).

VII-E1



5.33-Wellness Policy

The health and physical well-being of our students directly affects their ability to learn. With the increase of childhood obesity, research indicates that a healthy diet and regular physical activity can help prevent obesity and the diseases resulting from it. The problems of obesity and inactivity are a public health issue. The responsibility for addressing the problem lies not only with schools and the Department of Education, but with the community and its residents, organizations and agencies. Therefore, the Fayetteville Public Schools shall enlist the support of the larger community to find solutions which improve the health and physical activity of our students and consistently promote and protect childrens' health, well-being, and ability to learn by supporting:

- health and physical education
- health and nutrition services
- counseling, psychological, and social services
- healthy school atmosphere
- health promotion for staff
- family and community involvement
- improved academic achievement for all students

Goals

In its efforts to improve the school nutrition environment, promote student health, and reduce childhood obesity, the district will adhere to the Arkansas Rules Governing Nutrition and Physical Activity Standards in Arkansas Public Schools. Adhering to these rules will include, but is not limited to district efforts to:

1. Appoint a district school health coordinator who shall be responsible for ensuring that each school fulfills the requirements of this policy
2. Strive to ensure that professional development for staff includes nutrition and physical activity issues and to implement a grade appropriate nutrition education program that will develop an awareness of and appreciation for nutrition and physical activity throughout the curriculum
3. Enforce existing physical education requirements and engage students in healthy levels of vigorous physical activity
4. To improve the quality of physical education curricula and increase the training of physical education teachers
5. Follow the Arkansas Physical Education and Health Education Frameworks in grades K-12
6. Not use food or beverages as rewards for academic, classroom, or sports performances
7. Ensure that drinking water is available without charge to all students
8. Establish class schedules, and bus routes that don't directly or indirectly restrict meal access



9. Provide students with ample time to eat their meals in pleasant cafeteria and dining areas
10. Establish no more than nine (9) school wide events which permit exceptions to the food and beverage limitations established by rule. The schedule of the events shall be by school, approved by the principal
11. Discourage the use of foods with minimal nutritional value for classroom activities such as manipulatives or any other instructional purpose.
12. Abide by the current allowable food and beverage portion standards
13. Meet the more stringent of Arkansas' or the U.S. Department of Agriculture's Nutrition Standards for distributed snacks during the school day, reimbursable meals and a la' carte foods served in the cafeteria
14. Restrict access to vended foods and beverages, competitive foods and foods of minimal nutritional value (FMNV) as required by law and rule
15. Conform new and/or renewed vending contracts to the content restrictions contained in the Rules and reduce district dependence on profits from the sale of FMNV
16. Abide by the testing requirements of the Body Mass Index (BMI), starting with K and continued with even numbered grades with exemption of students in grades eleven through twelve (11-12), permitting any parent to refuse BMI testing of their child with written proof of refusal
17. Utilize the School Health Index available from the Center for Disease Control (CDC) to assess how well the district is doing at implementing this wellness policy and at promoting a healthy environment for its students

Advisory Committee

To enhance the district's efforts to improve the health of our students, a local advisory committee shall be formed and structured in a way that ensures age-appropriate recommendations are made which correlate to our district's grade configurations. The local advisory committee shall have the powers and responsibilities delegated to it by statute and rule. The overarching goal of the committee shall be to raise awareness of the importance of nutrition and physical activity and promote student wellness by monitoring how well the district is doing at implementing this policy. The district shall use the Center for Disease Control's (CDC's) School Health Index as a basis for assessing each school's progress toward meeting the requirements of this policy. The results of the annual assessment shall be included in each school's ACSIP plan, provided to each school's principal, and reported to the board. The committee shall include members from the district school board, school administrators, food service personnel, physical education and health teachers, parents, nurses, community members, and a student representative. The district will inform and update the public about the implementation of the wellness policy. The district will follow the state and federal guidelines regarding nutrition and physical activity.



**FAYETTEVILLE
PUBLIC SCHOOLS**
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Legal References: Richard B. Russell National School Lunch Act 42 U.S.C. § 1751 et seq.
Child Nutrition Act of 1996 42 U.S.C. § 1771 et seq.
Arkansas Department of Education Rules Governing Nutrition and

Physical

Activity Standards in Arkansas Public Schools
A.C.A. §§20-7-133, 134 and 135
Allowable Competitive Foods/Beverages-Maximum Portion Size List
for Middle, Junior High, and High School
Nutrition Standards for Arkansas Public Schools (Commissioner's
Memo FIN-06-106)

Adopted: 4-26-12

Revised:



February 27, 2014

Fayetteville High School Construction Update

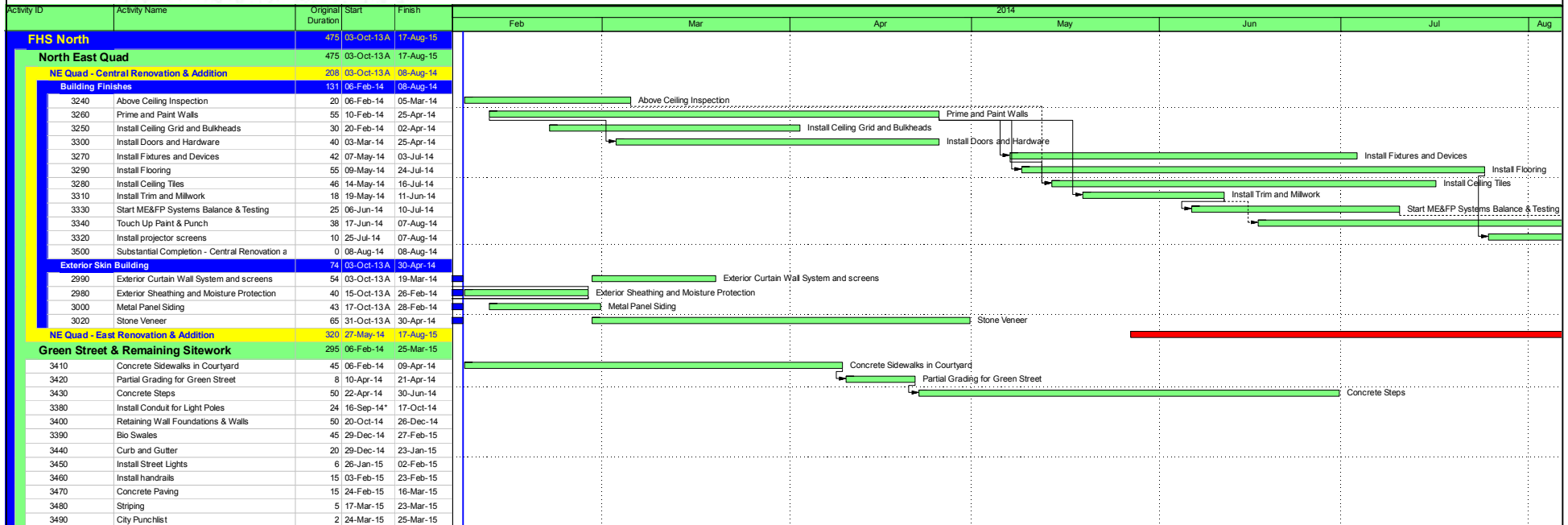
TO: Board of Education

FROM: Vicki Thomas

Information regarding the renovation and construction at Fayetteville High School will be presented.

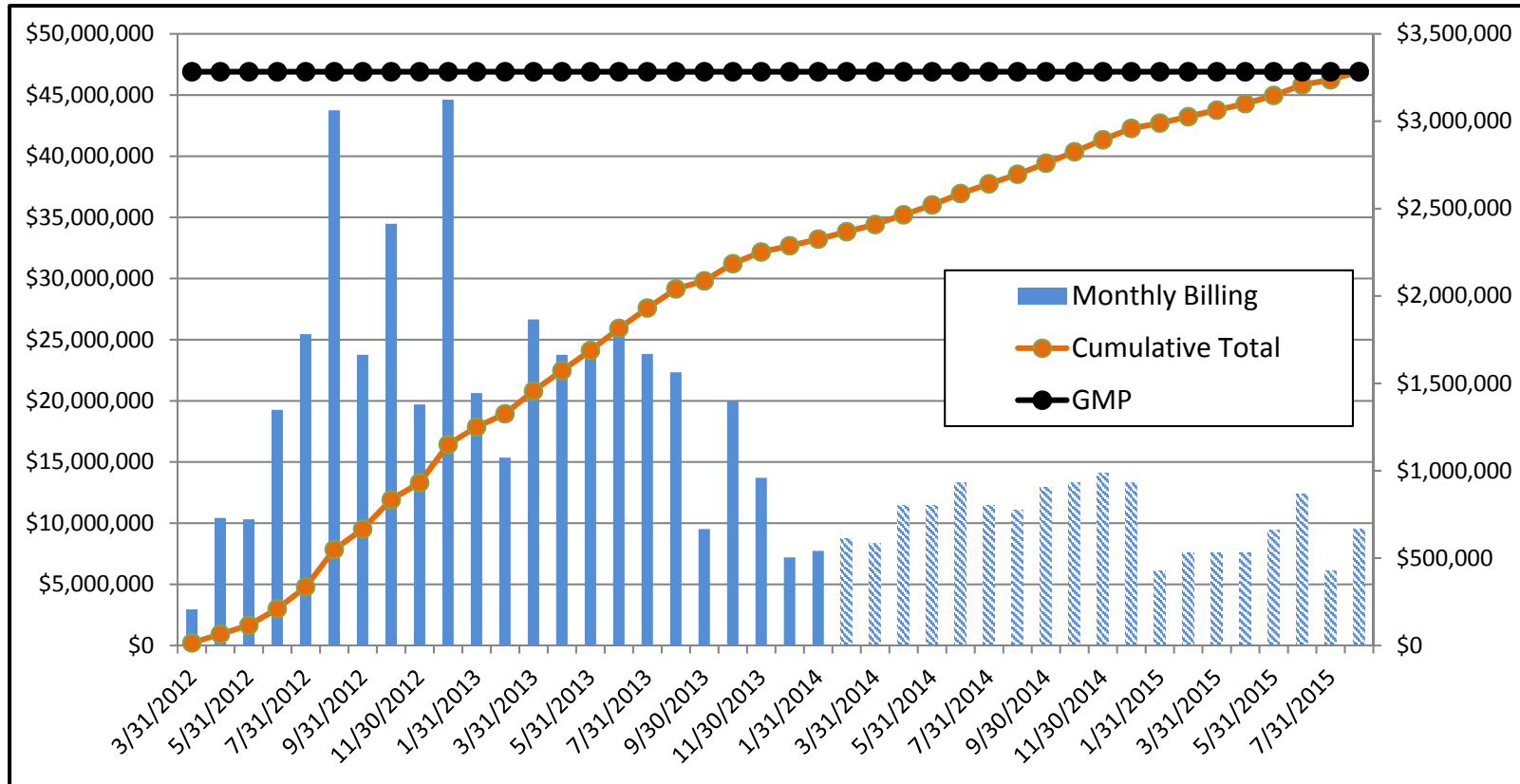
VIII-A1

FHS North



■ Actual Work
 ■ Critical Remaining Work
■ Remaining Work
 ◆ Milestone

GMP Summary





February 27, 2014

Summary of EPC Buyout Plan

TO: Board of Education

FROM: Greg Mones

I will present an update regarding the buyout plan including participation and projected savings from EPC.

VIII-B1

Estimated Post Plan Summary

February-14



ESP™

Employee Severance Plan™

26877 Northwestern Highway, Suite 305
Southfield, Michigan 48033-8417
Phone: 1-800-747-1504
Fax: 1-888-676-8792
www.epcinternet.com

Employee Severance Plan - ESP™

Comments

- ✓ 54 teachers, 1 classified manager (included in teachers analysis), 7 administrators and 24 classified employees elected the ESP™.
- ✓ EPC originally projected 60 teachers, 5 administrators and 50 classified employees to elect the ESP™.
- ✓ All Employees by Building

Building	Teachers	Admin.	Classified	Totals
ADMINISTRATION	1	0	2	3
ASBELL	6	0	1	7
BUTTERFIELD	3	0	0	3
DISTRICT	2	2	0	4
DISTRICT - Professional Learning Ctr.	0	1	0	1
HAPPY HOLLOW	1	0	0	1
HOLCOMB	1	0	1	2
HOLT	1	1	3	5
HS EAST	17	1	1	19
HS WEST	0	0	1	1
LEVERETT	3	0	1	4
LOA	1	0	0	1
MCNAIR	1	0	1	2
OWL CREEK	6	0	2	8
RAMAY JH	3	0	1	4
ROOT	1	1	2	4
TRANSPORTATION	0	0	3	3
VANDERGRIFT	1	1	2	4
WASHINGTON	3	0	0	3
West Campus	0	0	1	1
WOODLAND JH	4	0	2	6
Totals	55	7	24	86

- ✓ With 86 employees electing the ESP™ and 77 replaced, it is estimated that the district would save **\$6,916,331** over 8 years.

Total Staff

Cumulative Projected Net Budget Reduction from Implementing the ESP™

Teachers - 90% Replaced

Teachers - ESP™ - 55 Estimated Opting for the ESP™ - 49 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
55	49	\$271,959	\$101,395	\$98,223	\$946,349	\$865,260	\$785,185	\$707,247	\$660,770
Cumulative	→	\$271,959	\$373,353	\$471,577	\$1,417,926	\$2,283,186	\$3,068,370	\$3,775,617	\$4,436,387

Administrators - 100% Replaced

Administrators - ESP™ - 7 Estimated Opting for the ESP™ - 7 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
7	7	\$82,268	\$59,791	\$51,173	\$199,340	\$175,120	\$149,973	\$118,425	\$91,224
Cumulative	→	\$82,268	\$142,059	\$193,232	\$392,572	\$567,692	\$717,665	\$836,090	\$927,314

Classified Staff - 90%

Classified Staff - ESP™ - 24 Opting for the ESP™ - 21 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
24	21	\$143,616	\$61,021	\$116,698	\$282,593	\$265,781	\$234,697	\$227,357	\$220,868
Cumulative	→	\$143,616	\$204,637	\$321,335	\$603,927	\$869,708	\$1,104,405	\$1,331,763	\$1,552,630

Total Staff - ESP™ - 86 Estimated Opting for the ESP™ - 77 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
86	77	\$497,843	\$222,206	\$266,094	\$1,428,282	\$1,306,160	\$1,169,856	\$1,053,029	\$972,861
Cumulative	→	\$497,843	\$720,049	\$986,143	\$2,414,425	\$3,720,585	\$4,890,441	\$5,943,470	\$6,916,331

Normal Retirements - No ESP™ - 18 Normal Retirements

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
18	9	\$475,591	\$223,491	\$229,488	\$229,099	\$235,342	\$234,939	\$241,435	\$241,016
Cumulative	→	\$475,591	\$699,230	\$928,881	\$1,158,158	\$1,393,691	\$1,628,836	\$1,870,491	\$2,111,742

Fayetteville Public Schools Feasibility Study Results with ESP™ 86 Participants

Projected 8 year cumulative budget savings increase over normal exits: **\$4,804,589**
 Projected 8 year percentage budget savings increase over normal exits: **228%**

Fayetteville Public Schools
ESP - Employee Severance Plan™
55 Opting - 49 Replaced - Less Than Full Replacement (90%)
(Includes 1 Classified Manager)

Estimated Number Opting for the ESP™: 55	Exit Salary + ATRS + FICA = \$74,544	Group 1 Average Monthly Benefit: \$814
Estimated Number Replaced: 49	Replacement Salary + ATRS + FICA = <u>(\$59,126)</u>	Group 1 Annual Benefit: \$9,762
Normal Retirements: 8	Gross Budget Reduction = \$15,419	Group 1 Five Year Benefit: \$48,811
Estimated Net Additional ESP™ Exits: 47		Group 2 Average Monthly Benefit: \$521
		Group 2 Annual Benefit: \$6,250
		Group 2 Eight Year Benefit: \$50,000

ESTIMATED BUDGET SAVINGS from ESP™ EXITS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Net Number of Staff	55	47	42	36	31	25	18	11
Exit Salaries	\$4,099,938	\$3,538,620	\$3,193,792	\$2,764,912	\$2,404,705	\$1,958,671	\$1,424,346	\$879,138
Replacement Salaries	<u>(\$2,897,165)</u>	<u>(\$2,496,883)</u>	<u>(\$2,258,157)</u>	<u>(\$1,938,251)</u>	<u>(\$1,663,666)</u>	<u>(\$1,302,318)</u>	<u>(\$847,192)</u>	<u>(\$363,586)</u>
EPC Consulting Fee 55 Employees	(\$12,100)	(\$12,100)	(\$12,100)					
Group 1 Plan Cost for 44 Employees with 60 Month Benefit	(\$760,917)	(\$760,917)	(\$760,917)					
Group 2 Plan Cost for 11 Employees with 96 Month Benefit	(\$186,219)	(\$186,219)	(\$186,219)					
Group 2 Plan Benefit FICA Match 11 Employees	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)
*Future Reduced Sick Leave Pay	\$25,836	\$16,309	\$19,766	\$16,637	\$20,164	\$23,760	\$23,997	\$38,087
**Future Reduced Health Insurance (6)	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800
Annual Totals	\$271,959	\$101,395	(\$1,249)	\$845,882	\$763,788	\$682,698	\$603,736	\$556,223
Cumulative Totals	\$271,959	\$373,353	\$372,104	\$1,217,987	\$1,981,775	\$2,664,473	\$3,268,210	\$3,824,433

ESTIMATED BUDGET EFFECT FROM NORMAL EXITS/REPLACEMENTS with the ESP™								
	0	0	8	8	8	8	8	8
Exit Salaries	\$0	\$0	\$608,341	\$614,425	\$620,569	\$626,775	\$633,043	\$639,373
Replacement Salaries	\$0	\$0	(\$482,514)	(\$487,339)	(\$492,212)	(\$497,135)	(\$502,106)	(\$507,127)
*Sick Leave Pay	\$0	\$0	(\$26,355)	(\$26,619)	(\$26,885)	(\$27,154)	(\$27,425)	(\$27,700)
Annual Totals	\$0	\$0	\$99,472	\$100,467	\$101,472	\$102,486	\$103,511	\$104,546
Cumulative Totals	\$0	\$0	\$99,472	\$199,939	\$301,411	\$403,897	\$507,408	\$611,954

ESTIMATED TOTAL BUDGET REDUCTION								
Annual Totals	\$271,959	\$101,395	\$98,223	\$946,349	\$865,260	\$785,185	\$707,247	\$660,770
Cumulative Totals	\$271,959	\$373,353	\$471,577	\$1,417,926	\$2,283,186	\$3,068,370	\$3,775,617	\$4,436,387

*Estimated Sick Leave is \$3,230 (including employer FICA match).

**Health insurance is \$1,800.

The model is using actual exit salaries of the 55 employees electing the plan,
 and is using estimated replacement salaries reflecting a 3% annual increase.
 Plan Costs are estimated and may vary between now and August.

Fayetteville Public Schools
No Severance Plan - 8 Normal Retirements Per Year
Less Than Full Replacement - Not Replacing 6 in First Year

Exit Salary + ATRS + FICA =	\$74,544
Replacement Salary + ATRS + FICA =	(\$59,126)
Gross Budget Reduction =	\$15,419

ESTIMATED BUDGET REDUCTION FROM NORMAL RETIREMENTS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
	8	8	8	8	8	8	8	8
<i>Exit Salaries</i>	\$596,355	\$602,318	\$608,341	\$614,425	\$620,569	\$626,775	\$633,043	\$639,373
<i>Replacement Salaries</i>	(\$118,252)	(\$477,737)	(\$482,514)	(\$487,339)	(\$492,212)	(\$497,135)	(\$502,106)	(\$507,127)
<i>*Sick Leave Pay</i>	(\$25,836)	(\$26,094)	(\$26,355)	(\$26,619)	(\$26,885)	(\$27,154)	(\$27,425)	(\$27,700)
<i>**Future Reduced Health Insurance (6)</i>	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800
<i>Annual Totals</i>	\$463,067	\$109,287	\$110,272	\$111,267	\$112,272	\$113,286	\$114,311	\$115,346
<i>Cumulative Totals</i>	\$463,067	\$572,354	\$682,626	\$793,893	\$906,165	\$1,019,451	\$1,133,762	\$1,249,108

Assumptions:

8 normal retirements per year.

*Estimated Sick Leave is \$3,230 (including employer FICA match).

**Health insurance is \$1,800.

Cumulative Projected Net Budget Reduction from Implementing the ESP™ Less Than Full Replacement

Teaching Staff - ESP™ - 55 Opting for the ESP™ - 49 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
55	49	\$271,959	\$101,395	\$98,223	\$946,349	\$865,260	\$785,185	\$707,247	\$660,770
Cumulative	→	\$271,959	\$373,353	\$471,577	\$1,417,926	\$2,283,186	\$3,068,370	\$3,775,617	\$4,436,387

Normal Retirements with NO ESP™

Teaching Staff - No ESP™ - 8 Normal Retirements - Not Replacing 6 in 1st Year

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
8	Not Replacing 6 in 1st Year	\$463,067	\$109,287	\$110,272	\$111,267	\$112,272	\$113,286	\$114,311	\$115,346
Cumulative	→	\$463,067	\$572,354	\$682,626	\$793,893	\$906,165	\$1,019,451	\$1,133,762	\$1,249,108

Fayetteville Public Schools Feasibility Study Results with 55 ESP™ Teaching Staff

Projected 8 year cumulative budget savings increase over normal exits: \$3,187,279
 Projected 8 year percentage budget savings increase over normal exits: 255%

Adminstrators Replaced from Within EXAMPLE

Senior Administrator Retires	\$123,511	<i>Savings from Exiting Position</i>
Replaced by an Internal Promotion	<u>-\$99,699</u>	<i>Cost</i>
Budget Reduction	\$23,812	<i>Sub Total 1</i>
Promoted Personnel (above) is Replaced by Senior Teacher	\$74,544	<i>Savings from Promoted Position</i>
Promoted Senior Teacher is Replaced by New Hire Teacher	<u>-\$59,126</u>	<i>Cost of New Hire</i>
Budget Reduction from Promoted Position	\$15,419	<i>Sub Total 2</i>
Total Budget Savings	\$39,231	

All figures include ATRS and FICA Costs

Fayetteville Public Schools
ESP - Employee Severance Plan™
7 Opting - 7 Replaced - Full Replacement

Estimated Number Opting for the ESP™: 7
 Estimated Number Replaced: 7
 Normal Retirements: 1
 Estimated Net Additional ESP™ Exits: 6

Exit Salary + ATRS + FICA = \$123,511
 Replacement Salary + ATRS + FICA = (\$99,699)
Gross Budget Reduction = \$23,812

Group 1 Average Monthly Benefit: \$833
 Group 1 Annual Benefit: \$10,000
 Group 1 Five Year Benefit: \$50,000
 Group 2 Average Monthly Benefit: \$521
 Group 2 Annual Benefit: \$6,250
 Group 2 Eight Year Benefit: \$50,000

ESTIMATED BUDGET SAVINGS from ESP™ EXITS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Net Number of Staff	7	6	5	5	4	3	2	1
<i>Exit Salaries</i>	\$864,579	\$755,889	\$642,506	\$655,356	\$534,771	\$409,099	\$278,188	\$141,876
<i>Replacement Salaries</i>	(\$697,894)	(\$610,159)	(\$518,635)	(\$529,008)	(\$431,670)	(\$330,228)	(\$224,555)	(\$114,523)
<i>Replace 50% From Within</i>	\$53,965	\$52,346	\$50,775	\$49,252	\$47,775	\$46,341	\$44,951	\$43,603
<i>EPC Consulting Fee 7 Employees</i>	(\$1,540)	(\$1,540)	(\$1,540)					
<i>Group 1 Plan Cost for 6 Employees with 60 Month Benefit</i>	(\$106,289)	(\$106,289)	(\$106,289)					
<i>Group 2 Plan Cost for 1 Employee with 96 Month Benefit</i>	(\$16,929)	(\$16,929)	(\$16,929)					
<i>Group 2 Plan Benefit FICA Match 1 Employee</i>	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)
<i>*Future Reduced Sick Leave Pay</i>	\$4,835	\$4,932		\$5,131	\$5,234	\$5,339		
Annual Totals	\$82,268	\$59,791	\$31,429	\$179,202	\$154,579	\$129,021	\$97,054	\$69,425
Cumulative Totals	\$82,268	\$142,059	\$173,488	\$352,690	\$507,269	\$636,290	\$733,344	\$802,769

ESTIMATED BUDGET EFFECT FROM NORMAL EXITS/REPLACEMENTS with the ESP™								
	0	0	1	1	1	1	1	1
<i>Exit Salaries</i>	\$0	\$0	\$128,501	\$131,071	\$133,693	\$136,366	\$139,094	\$141,876
<i>Replacement Salaries</i>	\$0	\$0	(\$103,727)	(\$105,802)	(\$107,918)	(\$110,076)	(\$112,277)	(\$114,523)
<i>*Estimated Sick Leave Payment</i>	\$0	\$0	(\$5,031)	(\$5,131)	(\$5,234)	(\$5,339)	(\$5,445)	(\$5,554)
Annual Totals	\$0	\$0	\$19,744	\$20,138	\$20,541	\$20,952	\$21,371	\$21,798
Cumulative Totals	\$0	\$0	\$19,744	\$39,882	\$60,423	\$81,375	\$102,746	\$124,545

ESTIMATED TOTAL BUDGET REDUCTION								
Annual Totals	\$82,268	\$59,791	\$51,173	\$199,340	\$175,120	\$149,973	\$118,425	\$91,224
Cumulative Totals	\$82,268	\$142,059	\$193,232	\$392,572	\$567,692	\$717,665	\$836,090	\$927,314

*Estimated Sick Leave is \$4,835 (including employer FICA match).
 The model is using actual exit salaries of the 7 employees electing the plan,
 and is using estimated replacement salaries reflecting a 2% annual increase.
 Plan Costs are estimated and may vary between now and August.

Fayetteville Public Schools
No Severance Plan - 1 Normal Retirement Per Year
Full Replacement

Exit Salary + ATRS + FICA =	\$123,511
Replacement Salary + ATRS + FICA =	(\$99,699)
Gross Budget Reduction =	\$23,812

ESTIMATED BUDGET REDUCTION FROM NORMAL RETIREMENTS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
	1	1	1	1	1	1	1	1
Exit Salaries	\$123,511	\$125,982	\$128,501	\$131,071	\$133,693	\$136,366	\$139,094	\$141,876
Replacement Salaries	(\$99,699)	(\$101,693)	(\$103,727)	(\$105,802)	(\$107,918)	(\$110,076)	(\$112,277)	(\$114,523)
Replace 50% From Within	\$7,709	\$7,478	\$7,254	\$7,036	\$6,825	\$6,620	\$6,422	\$6,229
*Estimated Sick Leave Payment	(\$4,835)	(\$4,932)	(\$5,031)	(\$5,131)	(\$5,234)	(\$5,339)	(\$5,445)	(\$5,554)
Annual Totals	\$26,686	\$26,834	\$26,997	\$27,174	\$27,366	\$27,572	\$27,793	\$28,027
Cumulative Totals	\$26,686	\$53,521	\$80,518	\$107,692	\$135,058	\$162,631	\$190,423	\$218,451

Assumptions:

1 normal retirement per year.

*Estimated Sick Leave is \$4,835 (including employer FICA match).

Cumulative Projected Net Budget Reduction from Implementing the ESP™ *Full Replacement*

Administrators - ESP™ - 7 Opting for the ESP™ - 7 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
7	7	\$82,268	\$59,791	\$51,173	\$199,340	\$175,120	\$149,973	\$118,425	\$91,224
Cumulative	—————→	\$82,268	\$142,059	\$193,232	\$392,572	\$567,692	\$717,665	\$836,090	\$927,314

Normal Retirements with NO ESP™

Administrators - No ESP™ - 1 Normal Retirement

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
1	1	\$26,686	\$26,834	\$26,997	\$27,174	\$27,366	\$27,572	\$27,793	\$28,027
Cumulative	—————→	\$26,686	\$53,521	\$80,518	\$107,692	\$135,058	\$162,631	\$190,423	\$218,451

Fayetteville Public Schools Feasibility Study Results with 7 ESP™ Administrators

Projected 8 year cumulative budget savings increase over normal exits: **\$708,863**
 Projected 8 year percentage budget savings increase over normal exits: **324%**

Fayetteville Public Schools
ESP - Employee Severance Plan™
24 Opting - 21 Replaced - Less Than Full Replacement (90%)

Estimated Number Opting for the ESP™: 24
Estimated Number Replaced: 21
Normal Retirements: 8
Estimated Net Additional ESP™ Exits: 16

Exit Salary + ATRS/APERS + FICA =	\$35,339
Replacement Salary + ATRS/APERS + FICA =	(\$24,737)
Gross Budget Reduction =	\$10,602

Group 1 Average Monthly Benefit:	\$372
Group 1 Annual Benefit:	\$4,462
Group 1 Five Year Benefit:	\$22,312
Group 2 Average Monthly Benefit:	\$232
Group 2 Annual Benefit:	\$2,789
Group 2 Eight Year Benefit:	\$22,312

ESTIMATED BUDGET SAVINGS from ESP™ EXITS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Net Number of Staff	24	16	13	10	8	5	4	3
<i>Exit Salaries</i>	\$848,132	\$576,730	\$477,965	\$375,019	\$306,015	\$195,085	\$159,189	\$121,780
<i>Replacement Salaries</i>	(\$519,481)	(\$328,015)	(\$257,366)	(\$183,759)	(\$133,882)	(\$54,624)	(\$27,858)	\$0
<i>EPC Consulting Fee 24 Employees</i>	(\$5,280)	(\$5,280)	(\$5,280)					
<i>Plan Cost for 21 Employees with 60 Month Benefit</i>	(\$166,006)	(\$166,006)	(\$166,006)					
<i>Plan Cost for 3 Employees with 96 Month Benefit</i>	(\$22,810)	(\$22,810)	(\$22,810)					
<i>Group 2 Plan Benefit FICA Match 3 Employees</i>	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)
<i>*Future Reduced Sick Leave Pay</i>	\$4,306	\$1,647	\$1,680	\$1,142	\$1,748	\$594	\$606	\$1,855
<i>**Future Reduced Health Insurance (3)</i>	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400
Annual Totals	\$143,616	\$61,021	\$32,938	\$197,158	\$178,637	\$145,811	\$136,693	\$128,390
Cumulative Totals	\$143,616	\$204,637	\$237,575	\$434,733	\$613,370	\$759,181	\$895,874	\$1,024,264

ESTIMATED BUDGET EFFECT FROM NORMAL EXITS/REPLACEMENTS with the ESP™								
	0	0	8	8	8	8	8	8
<i>Exit Salaries</i>	\$0	\$0	\$294,132	\$300,015	\$306,015	\$312,135	\$318,378	\$324,746
<i>Replacement Salaries</i>	\$0	\$0	(\$205,893)	(\$210,010)	(\$214,211)	(\$218,495)	(\$222,865)	(\$227,322)
<i>*Sick Leave</i>	\$0	\$0	(\$4,480)	(\$4,570)	(\$4,661)	(\$4,754)	(\$4,849)	(\$4,946)
Annual Totals	\$0	\$0	\$83,760	\$85,435	\$87,144	\$88,886	\$90,664	\$92,477
Cumulative Totals	\$0	\$0	\$83,760	\$169,195	\$256,338	\$345,225	\$435,889	\$528,366

ESTIMATED TOTAL BUDGET REDUCTION								
Annual Totals	\$143,616	\$61,021	\$116,698	\$282,593	\$265,781	\$234,697	\$227,357	\$220,868
Cumulative Totals	\$143,616	\$204,637	\$321,335	\$603,927	\$869,708	\$1,104,405	\$1,331,763	\$1,552,630

*Estimated Sick Leave is \$538 (including employer FICA match).

**Future Reduced Health Insurance is \$1,800.

The model is using actual exit salaries of the 24 employees electing the plan,
 and is using estimated replacement salaries reflecting a 2% annual increase.

Plan Costs are estimated and may vary between now and August.

**Fayetteville Public Schools
 No Severance Plan - 8 Normal Retirements Per Year
 Less Than Full Replacement - Not Replacing 3 in 1st Year**

Exit Salary + ATRS/APERS + FICA =	\$35,339
Replacement Salary + ATRS/APERS + FICA =	<u>(\$24,737)</u>
Gross Budget Reduction =	\$10,602

ESTIMATED BUDGET REDUCTION FROM NORMAL RETIREMENTS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
	8	8	8	8	8	8	8	8
Exit Salaries	\$282,711	\$288,365	\$294,132	\$300,015	\$306,015	\$312,135	\$318,378	\$324,746
Replacement Salaries	(\$123,686)	(\$201,855)	(\$205,893)	(\$210,010)	(\$214,211)	(\$218,495)	(\$222,865)	(\$227,322)
*Sick Leave Payment	(\$4,306)	(\$4,392)	(\$4,480)	(\$4,570)	(\$4,661)	(\$4,754)	(\$4,849)	(\$4,946)
**Future Reduced Health Insurance (3)	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400
Annual Totals	\$160,119	\$87,517	\$89,160	\$90,835	\$92,544	\$94,286	\$96,064	\$97,877
Cumulative Totals	\$160,119	\$247,636	\$336,796	\$427,631	\$520,174	\$614,461	\$710,525	\$808,402

Assumptions:

8 normal retirements per year.

*Estimated Sick Leave is \$538 (including employer FICA match).

**Future Reduced Health Insurance is \$1,800.

Cumulative Projected Net Budget Reduction from Implementing the ESP™ Less Than Full Replacement

Classified Staff - ESP™ - 24 Opting for the ESP™ - 21 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
24	21	\$143,616	\$61,021	\$116,698	\$282,593	\$265,781	\$234,697	\$227,357	\$220,868
Cumulative	—————▶	\$143,616	\$204,637	\$321,335	\$603,927	\$869,708	\$1,104,405	\$1,331,763	\$1,552,630

Normal Retirements with NO ESP™

Classified Staff - No ESP™ - 8 Normal Retirements - Not Replacing 3 in First Year

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
8	Not Replacing 3 in 1st Yr	\$160,119	\$87,517	\$89,160	\$90,835	\$92,544	\$94,286	\$96,064	\$97,877
Cumulative	—————▶	\$160,119	\$247,636	\$336,796	\$427,631	\$520,174	\$614,461	\$710,525	\$808,402

Fayetteville Public Schools Feasibility Study Results with 24 ESP™ Classified Staff

Projected 8 year cumulative budget savings increase over normal exits: \$744,228
 Projected 8 year percentage budget savings increase over normal exits: 92%

Estimated Post Plan Summary

February-14



ESP™

Employee Severance Plan™

26877 Northwestern Highway, Suite 305
Southfield, Michigan 48033-8417
Phone: 1-800-747-1504
Fax: 1-888-676-8792
www.epcinternet.com

Employee Severance Plan - ESP™

Comments

- ✓ 54 teachers, 1 classified manager (included in teachers analysis), 7 administrators and 24 classified employees elected the ESP™.
- ✓ EPC originally projected 60 teachers, 5 administrators and 50 classified employees to elect the ESP™.
- ✓ All Employees by Building

Building	Teachers	Admin.	Classified	Totals
ADMINISTRATION	1	0	2	3
ASBELL	6	0	1	7
BUTTERFIELD	3	0	0	3
DISTRICT	2	2	0	4
DISTRICT - Professional Learning Ctr.	0	1	0	1
HAPPY HOLLOW	1	0	0	1
HOLCOMB	1	0	1	2
HOLT	1	1	3	5
HS EAST	17	1	1	19
HS WEST	0	0	1	1
LEVERETT	3	0	1	4
LOA	1	0	0	1
MCNAIR	1	0	1	2
OWL CREEK	6	0	2	8
RAMAY JH	3	0	1	4
ROOT	1	1	2	4
TRANSPORTATION	0	0	3	3
VANDERGRIFT	1	1	2	4
WASHINGTON	3	0	0	3
West Campus	0	0	1	1
WOODLAND JH	4	0	2	6
Totals	55	7	24	86

- ✓ With 86 employees electing the ESP™ and 76 replaced, it is estimated that the district would save **\$7,740,073** over 8 years.

Total Staff

Cumulative Projected Net Budget Reduction from Implementing the ESP™

Teachers - 90% Replaced

Teachers - ESP™ - 55 Estimated Opting for the ESP™ - 49 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
55	49	\$271,959	\$101,395	\$98,223	\$946,349	\$865,260	\$785,185	\$707,247	\$660,770
Cumulative	→	\$271,959	\$373,353	\$471,577	\$1,417,926	\$2,283,186	\$3,068,370	\$3,775,617	\$4,436,387

Administrators - Less Than Full Replacement

Administrators - ESP™ - 7 Estimated Opting for the ESP™ - 6 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
7	6	\$176,058	\$155,806	\$149,446	\$299,906	\$278,012	\$255,229	\$231,526	\$205,072
Cumulative	→	\$176,058	\$331,864	\$481,311	\$781,216	\$1,059,228	\$1,314,458	\$1,545,984	\$1,751,056

Classified Staff - 90%

Classified Staff - ESP™ - 24 Opting for the ESP™ - 21 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
24	21	\$143,616	\$61,021	\$116,698	\$282,593	\$265,781	\$234,697	\$227,357	\$220,868
Cumulative	→	\$143,616	\$204,637	\$321,335	\$603,927	\$869,708	\$1,104,405	\$1,331,763	\$1,552,630

Total Staff - ESP™ - 86 Estimated Opting for the ESP™ - 76 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
86	76	\$591,633	\$318,222	\$364,367	\$1,528,847	\$1,409,053	\$1,275,111	\$1,166,130	\$1,086,709
Cumulative	→	\$591,633	\$909,854	\$1,274,222	\$2,803,069	\$4,212,122	\$5,487,233	\$6,653,364	\$7,740,073

Normal Retirements - No ESP™ - 18 Normal Retirements

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
18	10	\$577,091	\$324,990	\$231,288	\$230,899	\$237,142	\$236,739	\$243,235	\$242,816
Cumulative	→	\$577,091	\$802,530	\$1,033,981	\$1,265,057	\$1,502,390	\$1,739,335	\$1,982,791	\$2,225,842

Fayetteville Public Schools Feasibility Study Results with ESP™ 86 Participants

Projected 8 year cumulative budget savings increase over normal exits: **\$5,514,231**
 Projected 8 year percentage budget savings increase over normal exits: **248%**

Fayetteville Public Schools
ESP - Employee Severance Plan™
55 Opting - 49 Replaced - Less Than Full Replacement (90%)
(Includes 1 Classified Manager)

Estimated Number Opting for the ESP™: 55	Exit Salary + ATRS + FICA = \$74,544	Group 1 Average Monthly Benefit: \$814
Estimated Number Replaced: 49	Replacement Salary + ATRS + FICA = <u>(\$59,126)</u>	Group 1 Annual Benefit: \$9,762
Normal Retirements: 8	Gross Budget Reduction = \$15,419	Group 1 Five Year Benefit: \$48,811
Estimated Net Additional ESP™ Exits: 47		Group 2 Average Monthly Benefit: \$521
		Group 2 Annual Benefit: \$6,250
		Group 2 Eight Year Benefit: \$50,000

ESTIMATED BUDGET SAVINGS from ESP™ EXITS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Net Number of Staff	55	47	42	36	31	25	18	11
Exit Salaries	\$4,099,938	\$3,538,620	\$3,193,792	\$2,764,912	\$2,404,705	\$1,958,671	\$1,424,346	\$879,138
Replacement Salaries	<u>(\$2,897,165)</u>	<u>(\$2,496,883)</u>	<u>(\$2,258,157)</u>	<u>(\$1,938,251)</u>	<u>(\$1,663,666)</u>	<u>(\$1,302,318)</u>	<u>(\$847,192)</u>	<u>(\$363,586)</u>
EPC Consulting Fee 55 Employees	(\$12,100)	(\$12,100)	(\$12,100)					
Group 1 Plan Cost for 44 Employees with 60 Month Benefit	(\$760,917)	(\$760,917)	(\$760,917)					
Group 2 Plan Cost for 11 Employees with 96 Month Benefit	(\$186,219)	(\$186,219)	(\$186,219)					
Group 2 Plan Benefit FICA Match 11 Employees	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)	(\$8,215)
*Future Reduced Sick Leave Pay	\$25,836	\$16,309	\$19,766	\$16,637	\$20,164	\$23,760	\$23,997	\$38,087
**Future Reduced Health Insurance (6)	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800
Annual Totals	\$271,959	\$101,395	(\$1,249)	\$845,882	\$763,788	\$682,698	\$603,736	\$556,223
Cumulative Totals	\$271,959	\$373,353	\$372,104	\$1,217,987	\$1,981,775	\$2,664,473	\$3,268,210	\$3,824,433

ESTIMATED BUDGET EFFECT FROM NORMAL EXITS/REPLACEMENTS with the ESP™								
	0	0	8	8	8	8	8	8
Exit Salaries	\$0	\$0	\$608,341	\$614,425	\$620,569	\$626,775	\$633,043	\$639,373
Replacement Salaries	\$0	\$0	(\$482,514)	(\$487,339)	(\$492,212)	(\$497,135)	(\$502,106)	(\$507,127)
*Sick Leave Pay	\$0	\$0	(\$26,355)	(\$26,619)	(\$26,885)	(\$27,154)	(\$27,425)	(\$27,700)
Annual Totals	\$0	\$0	\$99,472	\$100,467	\$101,472	\$102,486	\$103,511	\$104,546
Cumulative Totals	\$0	\$0	\$99,472	\$199,939	\$301,411	\$403,897	\$507,408	\$611,954

ESTIMATED TOTAL BUDGET REDUCTION								
Annual Totals	\$271,959	\$101,395	\$98,223	\$946,349	\$865,260	\$785,185	\$707,247	\$660,770
Cumulative Totals	\$271,959	\$373,353	\$471,577	\$1,417,926	\$2,283,186	\$3,068,370	\$3,775,617	\$4,436,387

*Estimated Sick Leave is \$3,230 (including employer FICA match).

**Health insurance is \$1,800.

The model is using actual exit salaries of the 55 employees electing the plan,
 and is using estimated replacement salaries reflecting a 3% annual increase.
 Plan Costs are estimated and may vary between now and August.

Fayetteville Public Schools
No Severance Plan - 8 Normal Retirements Per Year
Less Than Full Replacement - Not Replacing 6 in First Year

Exit Salary + ATRS + FICA =	\$74,544
Replacement Salary + ATRS + FICA =	(\$59,126)
Gross Budget Reduction =	\$15,419

ESTIMATED BUDGET REDUCTION FROM NORMAL RETIREMENTS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
	8	8	8	8	8	8	8	8
Exit Salaries	\$596,355	\$602,318	\$608,341	\$614,425	\$620,569	\$626,775	\$633,043	\$639,373
Replacement Salaries	(\$118,252)	(\$477,737)	(\$482,514)	(\$487,339)	(\$492,212)	(\$497,135)	(\$502,106)	(\$507,127)
*Sick Leave Pay	(\$25,836)	(\$26,094)	(\$26,355)	(\$26,619)	(\$26,885)	(\$27,154)	(\$27,425)	(\$27,700)
**Future Reduced Health Insurance (6)	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800	\$10,800
Annual Totals	\$463,067	\$109,287	\$110,272	\$111,267	\$112,272	\$113,286	\$114,311	\$115,346
Cumulative Totals	\$463,067	\$572,354	\$682,626	\$793,893	\$906,165	\$1,019,451	\$1,133,762	\$1,249,108

Assumptions:

8 normal retirements per year.

*Estimated Sick Leave is \$3,230 (including employer FICA match).

**Health insurance is \$1,800.

Cumulative Projected Net Budget Reduction from Implementing the ESP™ Less Than Full Replacement

Teaching Staff - ESP™ - 55 Opting for the ESP™ - 49 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
55	49	\$271,959	\$101,395	\$98,223	\$946,349	\$865,260	\$785,185	\$707,247	\$660,770
Cumulative	—————→	\$271,959	\$373,353	\$471,577	\$1,417,926	\$2,283,186	\$3,068,370	\$3,775,617	\$4,436,387

Normal Retirements with NO ESP™

Teaching Staff - No ESP™ - 8 Normal Retirements - Not Replacing 6 in 1st Year

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
8	Not Replacing 6 in 1st Year	\$463,067	\$109,287	\$110,272	\$111,267	\$112,272	\$113,286	\$114,311	\$115,346
Cumulative	—————→	\$463,067	\$572,354	\$682,626	\$793,893	\$906,165	\$1,019,451	\$1,133,762	\$1,249,108

Fayetteville Public Schools Feasibility Study Results with 55 ESP™ Teaching Staff

Projected 8 year cumulative budget savings increase over normal exits: \$3,187,279
 Projected 8 year percentage budget savings increase over normal exits: 255%

Adminstrators Replaced from Within EXAMPLE

Senior Administrator Retires	\$123,511	<i>Savings from Exiting Position</i>
Replaced by an Internal Promotion	<u>-\$99,699</u>	<i>Cost</i>
Budget Reduction	\$23,812	<i>Sub Total 1</i>
Promoted Personnel (above) is Replaced by Senior Teacher	\$74,544	<i>Savings from Promoted Position</i>
Promoted Senior Teacher is Replaced by New Hire Teacher	<u>-\$59,126</u>	<i>Cost of New Hire</i>
Budget Reduction from Promoted Position	\$15,419	<i>Sub Total 2</i>
Total Budget Savings	\$39,231	

All figures include ATRS and FICA Costs

Fayetteville Public Schools
ESP - Employee Severance Plan™
7 Opting - 6 Replaced - Less Than Full Replacement

Estimated Number Opting for the ESP™: 7
 Estimated Number Replaced: 6
 Normal Retirements: 1
 Estimated Net Additional ESP™ Exits: 6

Exit Salary + ATRS + FICA = \$123,511
 Replacement Salary + ATRS + FICA = (\$99,699)
Gross Budget Reduction = \$23,812

Group 1 Average Monthly Benefit: \$833
 Group 1 Annual Benefit: \$10,000
 Group 1 Five Year Benefit: \$50,000
 Group 2 Average Monthly Benefit: \$521
 Group 2 Annual Benefit: \$6,250
 Group 2 Eight Year Benefit: \$50,000

ESTIMATED BUDGET SAVINGS from ESP™ EXITS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Net Number of Staff	7	6	5	5	4	3	2	1
<i>Exit Salaries</i>	\$864,579	\$755,889	\$642,506	\$655,356	\$534,771	\$409,099	\$278,188	\$141,876
<i>Replacement Salaries</i>	(\$598,195)	(\$508,466)	(\$414,908)	(\$423,206)	(\$323,753)	(\$220,152)	(\$112,277)	\$0
<i>Replace 50% From Within</i>	\$46,256	\$44,868	\$43,522	\$42,216	\$40,950	\$39,721	\$38,530	\$37,374
<i>EPC Consulting Fee 7 Employees</i>	(\$1,540)	(\$1,540)	(\$1,540)					
<i>Group 1 Plan Cost for 6 Employees with 60 Month Benefit</i>	(\$106,289)	(\$106,289)	(\$106,289)					
<i>Group 2 Plan Cost for 1 Employee with 96 Month Benefit</i>	(\$16,929)	(\$16,929)	(\$16,929)					
<i>Group 2 Plan Benefit FICA Match 1 Employee</i>	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)	(\$765)
<i>*Future Reduced Sick Leave Pay</i>	\$4,835	\$4,932		\$5,131	\$5,234	\$5,339	\$5,445	\$5,554
<i>**Future Reduced Health Insurance (1)</i>	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Annual Totals	\$176,058	\$155,806	\$129,703	\$279,767	\$257,471	\$234,277	\$210,155	\$183,274
Cumulative Totals	\$176,058	\$331,864	\$461,567	\$741,334	\$998,805	\$1,233,083	\$1,443,238	\$1,626,511

ESTIMATED BUDGET EFFECT FROM NORMAL EXITS/REPLACEMENTS with the ESP™								
	0	0	1	1	1	1	1	1
<i>Exit Salaries</i>	\$0	\$0	\$128,501	\$131,071	\$133,693	\$136,366	\$139,094	\$141,876
<i>Replacement Salaries</i>	\$0	\$0	(\$103,727)	(\$105,802)	(\$107,918)	(\$110,076)	(\$112,277)	(\$114,523)
<i>*Estimated Sick Leave Payment</i>	\$0	\$0	(\$5,031)	(\$5,131)	(\$5,234)	(\$5,339)	(\$5,445)	(\$5,554)
Annual Totals	\$0	\$0	\$19,744	\$20,138	\$20,541	\$20,952	\$21,371	\$21,798
Cumulative Totals	\$0	\$0	\$19,744	\$39,882	\$60,423	\$81,375	\$102,746	\$124,545

ESTIMATED TOTAL BUDGET REDUCTION								
Annual Totals	\$176,058	\$155,806	\$149,446	\$299,906	\$278,012	\$255,229	\$231,526	\$205,072
Cumulative Totals	\$176,058	\$331,864	\$481,311	\$781,216	\$1,059,228	\$1,314,458	\$1,545,984	\$1,751,056

*Estimated Sick Leave is \$4,835 (including employer FICA match).

**Future Reduced Health Insurance is \$1,800.

The model is using actual exit salaries of the 7 employees electing the plan,
 and is using estimated replacement salaries reflecting a 2% annual increase.
 Plan Costs are estimated and may vary between now and August.

Fayetteville Public Schools
No Severance Plan - 1 Normal Retirement Per Year
Less Than Full Replacement - Not Replacing 1 in 1st Year

Exit Salary + ATRS + FICA =	\$123,511
Replacement Salary + ATRS + FICA =	(\$99,699)
Gross Budget Reduction =	\$23,812

ESTIMATED BUDGET REDUCTION FROM NORMAL RETIREMENTS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
	1	1	1	1	1	1	1	1
Exit Salaries	\$123,511	\$125,982	\$128,501	\$131,071	\$133,693	\$136,366	\$139,094	\$141,876
Replacement Salaries	\$0	(\$101,693)	(\$103,727)	(\$105,802)	(\$107,918)	(\$110,076)	(\$112,277)	(\$114,523)
Replace 50% From Within	\$7,709	\$7,478	\$7,254	\$7,036	\$6,825	\$6,620	\$6,422	\$6,229
*Estimated Sick Leave Payment	(\$4,835)	(\$4,932)	(\$5,031)	(\$5,131)	(\$5,234)	(\$5,339)	(\$5,445)	(\$5,554)
**Future Reduced Health Insurance (1)	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Annual Totals	\$128,185	\$28,634	\$28,797	\$28,974	\$29,166	\$29,372	\$29,593	\$29,827
Cumulative Totals	\$128,185	\$156,820	\$185,617	\$214,591	\$243,758	\$273,130	\$302,722	\$332,550

Assumptions:

1 normal retirement per year.

*Estimated Sick Leave is \$4,835 (including employer FICA match).

**Future Reduced Health Insurance is \$1,800.

Cumulative Projected Net Budget Reduction from Implementing the ESP™ Less Than Full Replacement

Administrators - ESP™ - 7 Opting for the ESP™ - 6 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
7	6	\$176,058	\$155,806	\$149,446	\$299,906	\$278,012	\$255,229	\$231,526	\$205,072
Cumulative	—————→	\$176,058	\$331,864	\$481,311	\$781,216	\$1,059,228	\$1,314,458	\$1,545,984	\$1,751,056

Normal Retirements with NO ESP™

Administrators - No ESP™ - 1 Normal Retirement - 1 Not Replaced in 1st Year

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
1	1	\$128,185	\$28,634	\$28,797	\$28,974	\$29,166	\$29,372	\$29,593	\$29,827
Cumulative	—————→	\$128,185	\$156,820	\$185,617	\$214,591	\$243,758	\$273,130	\$302,722	\$332,550

Fayetteville Public Schools Feasibility Study Results with 7 ESP™ Administrators

Projected 8 year cumulative budget savings increase over normal exits: **\$1,418,506**
 Projected 8 year percentage budget savings increase over normal exits: **427%**

Fayetteville Public Schools
ESP - Employee Severance Plan™
24 Opting - 21 Replaced - Less Than Full Replacement (90%)

Estimated Number Opting for the ESP™: 24
Estimated Number Replaced: 21
Normal Retirements: 8
Estimated Net Additional ESP™ Exits: 16

Exit Salary + ATRS/APERS + FICA =	\$35,339
Replacement Salary + ATRS/APERS + FICA =	(\$24,737)
Gross Budget Reduction =	\$10,602

Group 1 Average Monthly Benefit:	\$372
Group 1 Annual Benefit:	\$4,462
Group 1 Five Year Benefit:	\$22,312
Group 2 Average Monthly Benefit:	\$232
Group 2 Annual Benefit:	\$2,789
Group 2 Eight Year Benefit:	\$22,312

ESTIMATED BUDGET SAVINGS from ESP™ EXITS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Net Number of Staff	24	16	13	10	8	5	4	3
<i>Exit Salaries</i>	\$848,132	\$576,730	\$477,965	\$375,019	\$306,015	\$195,085	\$159,189	\$121,780
<i>Replacement Salaries</i>	(\$519,481)	(\$328,015)	(\$257,366)	(\$183,759)	(\$133,882)	(\$54,624)	(\$27,858)	\$0
<i>EPC Consulting Fee 24 Employees</i>	(\$5,280)	(\$5,280)	(\$5,280)					
<i>Plan Cost for 21 Employees with 60 Month Benefit</i>	(\$166,006)	(\$166,006)	(\$166,006)					
<i>Plan Cost for 3 Employees with 96 Month Benefit</i>	(\$22,810)	(\$22,810)	(\$22,810)					
<i>Group 2 Plan Benefit FICA Match 3 Employees</i>	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)	(\$644)
<i>*Future Reduced Sick Leave Pay</i>	\$4,306	\$1,647	\$1,680	\$1,142	\$1,748	\$594	\$606	\$1,855
<i>**Future Reduced Health Insurance (3)</i>	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400
Annual Totals	\$143,616	\$61,021	\$32,938	\$197,158	\$178,637	\$145,811	\$136,693	\$128,390
Cumulative Totals	\$143,616	\$204,637	\$237,575	\$434,733	\$613,370	\$759,181	\$895,874	\$1,024,264

ESTIMATED BUDGET EFFECT FROM NORMAL EXITS/REPLACEMENTS with the ESP™								
	0	0	8	8	8	8	8	8
<i>Exit Salaries</i>	\$0	\$0	\$294,132	\$300,015	\$306,015	\$312,135	\$318,378	\$324,746
<i>Replacement Salaries</i>	\$0	\$0	(\$205,893)	(\$210,010)	(\$214,211)	(\$218,495)	(\$222,865)	(\$227,322)
<i>*Sick Leave</i>	\$0	\$0	(\$4,480)	(\$4,570)	(\$4,661)	(\$4,754)	(\$4,849)	(\$4,946)
Annual Totals	\$0	\$0	\$83,760	\$85,435	\$87,144	\$88,886	\$90,664	\$92,477
Cumulative Totals	\$0	\$0	\$83,760	\$169,195	\$256,338	\$345,225	\$435,889	\$528,366

ESTIMATED TOTAL BUDGET REDUCTION								
Annual Totals	\$143,616	\$61,021	\$116,698	\$282,593	\$265,781	\$234,697	\$227,357	\$220,868
Cumulative Totals	\$143,616	\$204,637	\$321,335	\$603,927	\$869,708	\$1,104,405	\$1,331,763	\$1,552,630

*Estimated Sick Leave is \$538 (including employer FICA match).

**Future Reduced Health Insurance is \$1,800.

The model is using actual exit salaries of the 24 employees electing the plan,
 and is using estimated replacement salaries reflecting a 2% annual increase.

Plan Costs are estimated and may vary between now and August.

Fayetteville Public Schools
No Severance Plan - 8 Normal Retirements Per Year
Less Than Full Replacement - Not Replacing 3 in 1st Year

Exit Salary + ATRS/APERS + FICA =	\$35,339
Replacement Salary + ATRS/APERS + FICA =	<u>(\$24,737)</u>
Gross Budget Reduction =	\$10,602

ESTIMATED BUDGET REDUCTION FROM NORMAL RETIREMENTS/REPLACEMENTS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
	8	8	8	8	8	8	8	8
Exit Salaries	\$282,711	\$288,365	\$294,132	\$300,015	\$306,015	\$312,135	\$318,378	\$324,746
Replacement Salaries	(\$123,686)	(\$201,855)	(\$205,893)	(\$210,010)	(\$214,211)	(\$218,495)	(\$222,865)	(\$227,322)
*Sick Leave Payment	(\$4,306)	(\$4,392)	(\$4,480)	(\$4,570)	(\$4,661)	(\$4,754)	(\$4,849)	(\$4,946)
**Future Reduced Health Insurance (3)	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400	\$5,400
Annual Totals	\$160,119	\$87,517	\$89,160	\$90,835	\$92,544	\$94,286	\$96,064	\$97,877
Cumulative Totals	\$160,119	\$247,636	\$336,796	\$427,631	\$520,174	\$614,461	\$710,525	\$808,402

Assumptions:

8 normal retirements per year.

*Estimated Sick Leave is \$538 (including employer FICA match).

**Future Reduced Health Insurance is \$1,800.

Cumulative Projected Net Budget Reduction from Implementing the ESP™ Less Than Full Replacement

Classified Staff - ESP™ - 24 Opting for the ESP™ - 21 Replaced

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
24	21	\$143,616	\$61,021	\$116,698	\$282,593	\$265,781	\$234,697	\$227,357	\$220,868
Cumulative	—————▶	\$143,616	\$204,637	\$321,335	\$603,927	\$869,708	\$1,104,405	\$1,331,763	\$1,552,630

Normal Retirements with NO ESP™

Classified Staff - No ESP™ - 8 Normal Retirements - Not Replacing 3 in First Year

Opting	Replaced	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
8	Not Replacing 3 in 1st Yr	\$160,119	\$87,517	\$89,160	\$90,835	\$92,544	\$94,286	\$96,064	\$97,877
Cumulative	—————▶	\$160,119	\$247,636	\$336,796	\$427,631	\$520,174	\$614,461	\$710,525	\$808,402

Fayetteville Public Schools Feasibility Study Results with 24 ESP™ Classified Staff

Projected 8 year cumulative budget savings increase over normal exits: \$744,228
 Projected 8 year percentage budget savings increase over normal exits: 92%



February 27, 2014

E-rate Update & Broadband Internet Contract

TO: Board of Education

FROM: Susan Norton

We have issued a new RFP for broadband internet connectivity to enable us to increase our internet speeds in support of Common Core and PARCC testing.

I will present the steps in the E-Rate process that will lead us to awarding a new contract for the increased service. I will bring the contract for your approval at the March board meeting.

VIII-C1



February 27, 2014

Legislative Update

TO: Board of Education

FROM: Jim Halsell

I will present an update on current legislative issues.

VIII-D1



February 27, 2014

Superintendent Search Process

TO: Board of Education

FROM: Tim Hudson

The Board will continue discussion regarding the process for identifying candidates and successfully filling the position of superintendent.

VIII-E1



February 27, 2014

IX. Expulsion Hearings

X. Adjournment