



**LITTLE ROCK SCHOOL DISTRICT
810 W. MARKHAM STREET
LITTLE ROCK, AR 72201**

MINUTES

FEBRUARY 13, 2018

The agenda for a special meeting on February 13, 2018 was submitted by Superintendent Mike Poore to the Arkansas Commissioner of Education, Johnny Key, appointed by the State Board to assume all authority of the board of directors.

I. DECLARATIONS OF EXCESS PROPERTY – WOODRUFF ECC

Administration submitted a resolution that would authorize the Woodruff ECC building to be sold as a declared excess property. This item was **tabled** by Commissioner Key with the following comments: “Pending waiver request to Division of Public School Facilities.”

II. 2017-2018 FINANCIAL NEGOTIATIONS

Administration recommended that the District approve a gross bonus of \$1,000 to be paid to all eligible employees. The recommendation was tabled by Commissioner Key with the following comments:

Item No. II

I am requesting additional financial information necessary to make a fully-informed decision. Please submit the following:

- 1. Updated budget for 2017-18 from e-Finance*
- 2. Projected budget for 2018-2019, including any proposed reductions.*
- 3. Any updates to funding plan for Southwest H.S. and other identified capital projects.*

APPROVED 03/29/18

**Originals Signed by:
Michael A. Poore, Superintendent**

**Approved by:
Johnny Key, ADE Commissioner**

School Level	Oct. 1 2017	Registration Proj.	Total (+/-)
High School	6,102	6,173	+71
Middle School	4,616	5,066	+450
Elementary	11,620	11,230	-390
Total	22,338	22,469	+131

I am proud of how my staff and I have managed our resources. I take pride in our work with the Little Rock Education Association and their president, Teresa Gordon. Please let me know if you seek any additional information.

Capital Improvement Funds		
Fiscal Year	Funding Source	Amount
2018	Desegregation Settlement	\$ 37,347,429
2018	2nd Lien Bonds	\$ 93,291,592
2018	Dedicated M&O (1 mill)	\$ 3,454,710
2018	Bond Refund Savings	\$ 205,405
2019	Dedicated M&O (1 mill)	\$ 3,489,257
2019	Bond Refund Savings	\$ 220,350
2020	Dedicated M&O (1 mill)	\$ 3,524,150
2020	Bond Refund Savings	\$ 223,787
2020	Estimated General Fund Transfer	\$ 7,000,000
	Total Capital Funds	\$ 148,756,680

Projected Capital Improvement Projects		
	New High School	\$ 100,358,890
	New High School Contingency	\$ 3,000,000
	2nd Lien Bond Projects	\$ 45,000,000
	Total Projected Costs	\$ 148,358,890

Fiscal Year 2019 Proposed Budget Reductions	
Assistant Principals	\$ 1,250,000.00
Classroom Teachers (15) due to enrollment	\$ 1,050,000.00
Paraprofessionals (35)	\$ 936,705.00
Central Office Staff	\$ 600,000.00
Computer Lab Aides	\$ 365,818.58
Secondary Duty Stipends (AM, Lunch, PM)	\$ 350,000.00
School Improvement Specialists	\$ 250,000.00
Novanet Lab Aides	\$ 124,890.76
Security Officers (3)	\$ 91,237.50
Estimated Budget Reductions	\$ 5,018,651.84



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

Johnny Key
Commissioner

March 2, 2018

**State Board
of Education**

Mr. Mike Poore, Superintendent
Little Rock School District
810 West Markham
Little Rock, Arkansas 72201

Dr. Jay Barth
*Little Rock
Chair*

Mr. Poore,

Joe Black
*Newport
Vice Chair*

My sincere thanks to you and to Kelsey Bailey for providing the financial information I requested. Upon review of the information, I approve the bonus proposal.

Susan Chambers
Bella Vista

There is no question teachers deserve credit and compensation for their dedicated service to our students. The loss of over \$40 million dollars of revenue from the desegregation settlement has required tough choices. This was especially tough since the \$40 million reduction had to occur within a three-year span beginning in 2015. I cannot overstate the importance of the shared sacrifice by educators and support staff of LRSD to meeting this timeline.

Charisse Dean
Little Rock

Dr. Fitz Hill
Little Rock

I am glad the current financial condition of the district is sufficient to support the bonus. In the long term, however, providing bonuses is not the best way to remain competitive in recruiting and retaining effective talent. I strongly encourage LRSD and LREA leaders to take a hard look at the structure of the district's pay plan. As you and I have discussed, while Little Rock is among the top districts in the state for average teacher salary (ranked 4th in the 2016 BLR Salary Report), it is way behind other districts in starting pay (ranked 60th in the 2016 BLR Salary Report). In addition, during the first three years teaching in LRSD, a new teacher receives a step increase that is only half of the increase built in after year three. Low starting pay, coupled with low step increases for newer teachers, puts the district at a competitive disadvantage.

Ouida Newton
Poyen

Mireya Reith
Fayetteville

R. Brett Williamson
El Dorado

Diane Zook
Melbourne

We at ADE are eager to work with the district to improve the structure of the pay plan for the long-term benefit of the district. Please keep me apprised of the discussions regarding this topic, and let me know what support we can provide.

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.gov

Sincerely,

Johnny Key, Commissioner

*An Equal
Opportunity
Employer*