

SUMMARY

JULY STATUS UPDATE

RESPONSE TO APA RECOMMENDATIONS

- Throughout the report, some of the timelines have changed. Some of the changes are to provide the new superintendent with an opportunity to provide input into decisions and others to better coordinate with the start of school.
- In an ongoing effort to gain better insight into the budget process, the Board approved a charge for a new Staffing Task Force at the June 22, 2015 meeting. The first meeting of the Task Force is planned for July 28, 2015 to include principals, central office staff and representatives from a number of groups including the Equity Council and FCEA.
- Plans continue for budget and procurement training for Principals, Bookkeepers and Budget Managers early in the 2015-16 school year.
- Training on conflict resolution skills is being planned for IAKSS hiring managers and the leadership team has begun working with a behavioral consultant on team building.
- FCPS Travel and Professional Development guidelines have been updated effective July 15, 2015. (COMPLETE)
- Changes in the way budget transfers are being handled have been successfully piloted and will roll out to budget units throughout the year. The issue of an appropriate threshold requiring board approval is being deferred until the new superintendent is in place, allowing for his input on an appropriate resolution. Implementation of any change in policy will begin with the Final Working Budget that is to be adopted by the Board in September, 2015.
- We are committed to providing appropriate professional development for our employees and agree we should designate which certifications are relevant for specific positions. Legal options are being explored for an employee agreement regarding expected continuation of service.

- A number of policies recommended in the audit are being presented to the Board at the July 27, 2015 meeting.
- Training on conflict of interest and arm's length business dealings are planned for the Principal's Retreat on July 29 and 30, 2015.
- As work began with the Kentucky School Boards Association (KSBA) on updating policies, the issue of paying for professional and/or civic memberships became more complex than expected. Thus, it is not included in the policy update. Work continues to try to address the issue.
- Technical difficulties and staffing issues require an amendment to the go-live date for the fraud hotline. Staff is working on a communication plan and a detailed process for implementation.