



LITTLE ROCK
SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT

October 7, 2019

Dear LRSD Family,

As mentioned in my video sent earlier today, we have had a great start to the school year - so many positives can be shared. I know that each person receiving this letter has his/her "why" for choosing this profession. You have an impact on the children of LRSD and I appreciate each of you, whether you are a classified or certified employee.

As a follow-up to the special State Board meeting held on September 20, 2019, I wanted you to be aware of the information and future action steps that were discussed, regarding the future of our District. These discussions and potential action items will now be reviewed and possibly voted on at the next State Board of Education Meeting on October 10th. ([State Board Agenda Link](#)). Discussion will center around two key topics: how to return LRSD to local control and whether or not the State will renew the Professional Negotiated Agreement (PNA), set to expire on October 31, 2019.

It is my responsibility to inform all LRSD employees of the importance and expectation of reporting to work - such a simple statement, yet one that is complex in our current environment. A work stoppage is actually prohibited by the PNA. Employees participating in a work stoppage are subject to termination. Policies governing leave can be found on our District website. The relevant policies are 3.7 and 3.9 for licensed employees, and policy 8.5 for non-licensed employees. Additional relevant information can be found on the website including the PNA and the employee handbook. An important aspect of these policies is how sick leave is applied. As in the past, we must follow policy, and misuse or abuse of leave, including sick leave, will not be tolerated and could result in disciplinary action, including termination.

This is a difficult time. Emotions and uncertainty are evident and real. Please educate yourself on the issues to be discussed at the State Board meeting and review the policies outlined in this letter. We have gone through many challenges over the past several years. I appreciate your professionalism and know that will continue tomorrow. If there is one thing of which I am certain - our students need us!

I also know that each of you is committed to our students and I greatly respect and appreciate the care, intellect and spirit of collaboration you bring to the job every day.

Sincerely,

Michael Alan Poore
Superintendent