

AGENDA

EARLE SCHOOL DISTRICT

December 30, 2019

The Commissioner of Education assumed authority over the Earle School district on November 6, 2017. The Commissioner of Education acts in lieu of a local school board until such time that a school board is reinstated.

Reports

1. Superintendent's Report
 2. Fiscal Report
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Action Items

1. Recommendation to accept the resignation of Bonnie Bassett Whitaker
2. Recommendation to approve the termination of employment of Renee Brimingham
3. Recommendation to accept the resignation of Stephanie Bhula
4. Recommendation to hire Jessica A. Franklin on an Emergency Teaching Permit for position of High School Chemistry, Physical Science and 7th Grade Science Teacher
5. Recommendation to utilize Virtual Arkansas to provide instruction from a certified English Language Arts teacher for grades 10-12
6. Recommendation to add Assistant High School Basketball Coach Stipend split 50/50 between Corey Garrett and Steven Jefferson for Boys Basketball
7. Recommendation to hire Lisa Austin for position of Elementary Paraprofessional

REPORTS

REPORT

SUPERINTENDENT

Superintendent's Report

Earle School District

December 2019

Academics

Solution Tree began work at the building and district level this month. The District Leadership Team began a book study on Transforming School Culture by Anthony Muhammad.

The high school campus celebrated students with a 95% or above rate of attendance. The high school and elementary celebrated those students who scored proficient in all four areas on the ACT Aspire. We are encouraging students to come to school and work hard to achieve success.

Human Capital

We are entering into a Memorandum of Understanding with DESE and iDatafy in an effort to recruit highly qualified and desirable candidates. It is our goal to post open positions earlier and have certified teachers on board by mid-July. We have the following openings at this time: Self-contained special education teacher, special education paraprofessional, high school English teacher, high school science teacher, and .5 elementary music teacher.

Student Support

Our building and district level parent and community liaisons celebrated grandparents on December 13th. Grandparents joined their grandchildren for lunch and festivities. It was nice to see so much support from our families.

The Student Government Association (SGA) presented to the District Leadership Team this month. They shared their experiences from the Arkansas Leadership Academy Student Voice Institute. They have made goals for themselves and will present to the high school student body in January. They will attend another session this spring.

Stakeholder Communication

Donors purchased 250 recorders for our music classes. We are so grateful to have our community partner with the district.

Fiscal Operations

The FY19 audit was completed this month. There were four reportable findings and two supplemental findings. A letter of proposed corrective actions was submitted.

Facilities

The final work is being done on the new elementary school this month.

REPORT

FISCAL

Budget Summary

FY20 as of 2019-12-20
EARLE SCHOOL DISTRICT(1802000)

FY20 as of 2019-12-20			
Beginning Balance 7/1/2019	Revenue	Expenditures	Ending Balance 12/31/2019
85,347.19	2,309,986.50	2,203,860.96	191,472.73
FY20 Budget			
Beginning Balance 7/1/2019	Revenue	Expenditures	Projected Balance 6/30/2020
85,347.19	4,726,643	4,650,046.93	161,943.26
FY19			
Beginning Balance 7/1/2018	Revenue	Expenditures	Ending Balance 6/30/2019
223,977.25	5,284,179.49	5,422,809.55	85,347.19
FY18			
Beginning Balance 7/1/2017	Revenue	Expenditures	Ending Balance 6/30/2018
509,663.29	5,152,258.19	5,437,944.23	223,977.25
FY17			
Beginning Balance 7/1/2016	Revenue	Expenditures	Ending Balance 6/30/2017
420,145.54	5,075,042.22	4,985,524.47	509,663.29

Projected Ending
76,596.07

(138,630.06)

(285,686.04)

(Does not include Building, Categorical, Federal, Activity and Food Service Funds)
Dec 20, 2019

Revenue

EARLE SCHOOL DISTRICT

Period 13

Unrestricted Funds

Fund/SOF 1000-1200|1204|1206:1211|1213:1222|1224:1274|1277:1280|1282:1292|1294:1319|1321:1322|1324:1390|1392:1400|1405:1999
Fund/SOF 2000-2200|2204|2206:2211|2213:2222|2224:2274|2277:2280|2282:2292|2294:2319|2321:2322|2324:2390|2392:2400|2405:2999
Fund/SOF 4000:4999

Object Detail for Account

10000:51999|52300-52399|52500:59999

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-12-20	FY20 Budget	Variance in FY20 Budget and FY20 YTD
11110	PROPERTY TAXES-CURRENT	802,331.59	805,212.47	895,831.81	905,297.34	1,027,400.00	(122,102.66)
11115	PROPERTY TAX RELIEF	0.00	899.16	10,323.69	51,093.81	11,632.00	39,461.81
11120	PROPERTY TAX-40% BY 6/30	404,257.66	281,096.37	317,571.88	0.00	305,010.00	(305,010.00)
11125	PROP TAX RELIEF-1-6/30	0.00	112,304.07	119,282.47	0.00	64,053.00	(64,053.00)
11140	PROPERTY TAXES-DELINQUENT	0.00	93,788.44	118,971.16	64,766.57	128,425.00	(63,658.43)
11150	EXCESS COMMISSION	0.00	2,981.93	35,624.77	0.00	35,000.00	(35,000.00)
11160	LAND REDEMP-IN STATE SALE	0.00	22,328.25	11,640.32	3,245.36	10,000.00	(6,754.64)
11500	INT UNAPPORTIONED PROPERTY	0.00	0.00	388.72	0.00	0.00	0.00
12800	REVENUE IN LIEU OF TAXES	0.00	42,774.34	12,610.83	11,313.55	10,000.00	1,313.55
19110	16TH SECTION LAND RENT	0.00	0.00	0.00	0.00	0.00	0.00
19120	OTHER RENT-LAND OWNED LEA	0.00	0.00	0.00	6,624.00	0.00	6,624.00
19130	LEA BLDGS & FACILITIES	25,550.00	0.00	500.00	200.00	0.00	200.00
19410	INSURANCE LOSS CLAIMS	11,600.57	0.00	0.00	0.00	0.00	0.00
19800	REFUNDS OF PRIOR YR EXPEN	0.00	56,250.15	15,190.24	1,971.61	0.00	1,971.61
19900	MISC REV FR LOCAL SOURCES	19,994.63	14,973.13	682.29	125.00	0.00	125.00
22100	MINORITY INITIATIVE GRANT	0.00	0.00	0.00	0.00	0.00	0.00
31101	FOUNDATION AID FUNDING	3,264,073.00	3,153,773.00	3,020,673.00	1,160,049.00	2,784,114.00	(1,624,065.00)
31103	98% TAX COLLECTION RATE G	0.00	3,086.00	20,218.00	0.00	0.00	0.00
31400	TRANSPORTATION AID	0.00	0.00	0.00	54,471.00	54,471.00	0.00
31460	DECLINING ENROLLMENT FUND	45,758.00	63,673.00	58,520.00	0.00	140,567.00	(140,567.00)
32226	HIGH PRIORITY DIST GRANT	90,986.82	92,538.02	76,396.89	0.00	72,000.00	(72,000.00)
32227	COLLEGE PREP ENRICH PGM	0.00	0.00	0.00	0.00	0.00	0.00
32250	PATHWISE MENTORING GRANT	12,104.18	0.00	0.00	0.00	0.00	0.00
32310	HAND CHILD-SUPV/EXTEND YR	2,585.37	2,349.41	2,376.44	0.00	2,000.00	(2,000.00)

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-12-20	FY20 Budget	Variance in FY20 Budget and FY20 YTD
32314	EXTENDED DAY	11,322.00	444.00	0.00	0.00	0.00	0.00
32361	PRE-AP FUNDINGS	100.00	0.00	0.00	0.00	0.00	0.00
32382	NSL MATCH GRANT	0.00	25,633.50	35.96	9,810.26	0.00	9,810.26
32710	AR BETTER CHANCE(ABC)GRNT	156,480.00	162,537.92	170,460.99	0.00	0.00	0.00
32726	DHS/DCCECE EVEN START SUP	0.00	0.00	5,578.56	0.00	0.00	0.00
32727	HIPPY/ABC CHILD CARE	104,875.00	112,783.60	91,000.00	0.00	0.00	0.00
32740	INFANT/TODDLER PROGRAM	5,755.40	9,828.00	0.00	0.00	0.00	0.00
32915	D/S FUNDING	117,268.00	105,676.00	96,549.00	40,986.00	81,971.00	(40,985.00)
32916	DHS -HUMAN SERVICE WORKER	0.00	0.00	0.00	0.00	0.00	0.00
32940	BLOOMBOARD TRAININGS	0.00	4,211.34	0.00	0.00	0.00	0.00
51999	PRIOR YR AUDIT ADJUSTMNT	0.00	(17,008.91)	0.00	0.00	0.00	0.00
52300	TRANS FROM BUILDING FUND	0.00	0.00	183,000.00	0.00	0.00	0.00
52600	TRANS FROM FEDERAL GRANTS	0.00	125.00	0.00	0.00	0.00	0.00
52900	INDIRECT	0.00	0.00	17,250.00	0.00	0.00	0.00
53100	SALE OF EQUIPMENT	0.00	0.00	516.00	0.00	0.00	0.00
53400	COMPEN-LOSS FIXED ASSETS	0.00	0.00	2,986.47	0.00	0.00	0.00
53500	COMP LOSS NONFIXED ASSET	0.00	0.00	0.00	33.00	0.00	33.00
Total Revenue		5,075,042.22	5,152,258.19	5,284,179.49	2,309,986.50	4,726,643.00	(2,416,656.50)

(Excluding transfers from 52000-52299 and 52400-52499)

Dec 20, 2019

EXPENDITURES

EARLE SCHOOL DISTRICT

Period 13

Unrestricted Funds

Fund/SOF 1000-1200|1204|1206:1211|1213:1222|1224:1274|1277:1280|1282:1292|1294:1319|1321:1322|1324:1390|1392:1400|1405:1999

Fund/SOF 2000-2200|2204|2206:2211|2213:2222|2224:2274|2277:2280|2282:2292|2294:2319|2321:2322|2324:2390|2392:2400|2405:2999

Fund/SOF 4000:4999

Object Detail for Account

61000:69299|69330:69339|69350:69999

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-12-20	FY20 Budget	Variance in FY20 Budget and FY20 YTD
Salaries & Benefits Totals							
61110	CERT SALARY	1,595,422.46	2,224,420.93	2,103,636.87	817,636.69	2,384,822.91	(1,567,186.22)
61120	CLS SALARY	477,319.88	698,752.43	799,545.82	345,855.41	800,913.49	(455,058.08)
61210	TEMP-CERTIFIED	0.00	890.50	1,177.50	0.00	0.00	0.00
61220	TEMP-CLASSIFIED	23,404.00	19,214.25	6,912.97	2,982.50	0.00	2,982.50
61510	CERTIFIED BONUS	0.00	750.00	76,396.89	0.00	0.00	0.00
61520	CLASSIFIED WORKSHOPS	0.00	4,250.00	0.00	0.00	0.00	0.00
61610	CERTIFIED WORKSHOPS	0.00	675.00	14,910.32	0.00	0.00	0.00
61620	CLASSIFIED WORKSHOP	0.00	0.00	0.00	0.00	0.00	0.00
61710	CERT SUBSTITUTES	208,229.50	9,630.36	0.00	0.00	0.00	0.00
61720	CLS SUBSTITUTES	8,640.00	4,921.88	11,092.83	1,985.00	10,334.67	(8,349.67)
61810	CERT UNUSED SICK	20,298.80	0.00	10,826.20	0.00	0.00	0.00
61819	CRT UNUSED SICK LEAVE	0.00	7,345.00	0.00	0.00	0.00	0.00
61820	CLS UNUSED SICK	0.00	0.00	2,072.00	0.00	0.00	0.00
61829	UNUSED SICK LEAVE	12,155.00	14,996.00	0.00	0.00	0.00	0.00
61830	UNUSED VACATION LEAVE	650.00	0.00	0.00	0.00	0.00	0.00
61840	CLS UNUSED VACATION	0.00	0.00	419.75	0.00	0.00	0.00
61849	UNUSED VACATION	1,300.00	0.00	0.00	0.00	0.00	0.00
61859	UNUSED PERSONAL LEAVE	0.00	0.00	0.00	0.00	0.00	0.00
61950	ANNUITY CERTIFIED	0.00	0.00	0.00	0.00	0.00	0.00
62110	CERT GROUP INS	0.00	8,140.98	12,110.72	3,548.16	0.00	3,548.16
62120	CLS GROUP INS	0.00	2,628.33	5,979.11	2,655.59	0.00	2,655.59
62210	CERT SOC SEC	103,818.25	131,062.30	125,482.70	49,930.69	48,060.92	1,869.77
62220	CLS SOC SEC	71,066.49	48,486.38	51,375.49	20,004.44	15,338.23	4,666.21
62260	CERT MEDICARE	24,645.77	30,935.24	29,342.67	11,677.34	11,257.41	419.93
62270	CLS MEDICARE	7,685.11	10,404.10	12,019.18	4,678.62	3,587.17	1,091.45

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-12-20	FY20 Budget	Variance in FY20 Budget and FY20 YTD
62310	CERT TCH RET-CONT	258,942.01	314,460.59	290,827.50	105,322.19	104,657.37	664.82
62311	SURCHARGE INSTRUCTIONAL	0.00	328.18	693.99	697.82	0.00	697.82
62320	CLS TCH RET - CONT	69,679.80	101,182.06	109,147.43	52,268.26	36,198.25	16,070.01
62321	SURCHARGE NON-INSTRUCTION	0.00	541.70	0.00	0.00	0.00	0.00
62510	CERT UNEMPLOY COMP	0.00	2,190.09	1,675.00	502.00	0.00	502.00
62520	CLS UNEMPLOY COMP	0.00	0.00	0.00	0.00	0.00	0.00
62610	CERT WKR'S COMP	0.00	4,839.72	10,426.29	5,633.58	3,322.49	2,311.09
62620	CLS WKR'S COMP	0.00	2,966.28	4,775.71	7,024.98	2,921.73	4,103.25
62700	HLT BENEFITS	0.00	0.00	0.00	0.00	0.00	0.00
62710	CERT HEALTH BENEFITS	51,528.88	65,663.69	62,311.32	23,553.88	22,910.40	643.48
62711	CRT PREMIUM ASSISTNCE EBD	4,325.86	4,553.81	4,535.26	1,529.23	0.00	1,529.23
62720	CLS HEALTH BENEFITS	16,048.57	23,783.08	17,816.96	7,875.45	3,818.40	4,057.05
62721	CLS PREM ASSISTANCE EBD	1,753.04	2,288.81	2,478.79	852.79	0.00	852.79
62810	CERT PUB RET CONT.	0.00	0.00	0.00	0.00	0.00	0.00
62820	CLS PUB RET CONT	0.00	0.00	0.00	0.00	0.00	0.00
62910	OTHER BENEFITS-CERTIFIED	0.00	0.00	0.00	0.00	0.00	0.00
62920	OTHER BENEFITS-CLASSIFIED	0.00	0.00	0.00	0.00	0.00	0.00
Salaries & Benefits Totals		2,956,913.42	3,740,301.69	3,767,989.27	1,466,214.62	3,448,143.44	(1,981,928.82)
Other Expenditure Totals	PURC SVS-PROF & TECHNICAL	0.00	0.00	0.00	0.00	0.00	0.00
	MANAGEMENT SERVICES	0.00	1,800.00	1,800.00	3,600.00	1,950.00	1,650.00
	INSTRUCTIONAL SERVICES	3,550.00	37,113.98	89,382.91	75,040.28	49,437.83	25,602.45
	SUBSTITUTE TEACH PURC.SVC	83,406.72	91,128.79	93,066.44	53,696.25	80,000.00	(26,303.75)
	STUDENT ASSESSMENT	0.00	6,062.03	5,796.85	0.00	5,850.00	(5,850.00)
	PD- CERTIFIED	0.00	47,699.33	13,095.92	19,815.82	26,000.00	(6,184.18)
	PD- CLASSIFIED	0.00	660.00	3,600.00	134.95	8,300.00	(8,165.05)
	ENGINEERING & FACLTES COOR	0.00	0.00	1,800.00	0.00	0.00	0.00
	ACCOUNTING	0.00	5,218.00	2,215.00	0.00	1,900.00	(1,900.00)
	FINANCIAL AUDITS	14,860.00	31,220.00	0.00	0.00	0.00	0.00
	LEGAL	24,548.30	12,840.40	4,174.38	546.30	4,200.00	(3,653.70)
	MEDICAL	0.00	1,582.00	334.00	600.00	5,400.00	(4,800.00)
	OTHER PROF SERVICES	0.00	0.00	0.00	0.00	0.00	0.00
	SOFTWARE MAINTNCE & SUPPR	9,612.13	1,785.00	1,785.00	0.00	1,800.00	(1,800.00)
	OTHER PURC PROF/TECH SVS	0.00	3,107.07	6,130.59	3,133.55	3,300.00	(166.45)
	UTILITY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00
	WATER/SEWER	16,328.56	18,114.80	12,034.44	5,888.25	29,600.00	(23,711.75)
	DISPOSAL/SANATATION	22,474.96	20,728.79	20,768.88	10,467.06	39,900.00	(29,432.94)

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-12-20	FY20 Budget	Variance in FY20 Budget and FY20 YTD
64230	CUSTODIAL	83,460.12	27,613.05	0.00	0.00	5,450.00	(5,450.00)
64240	LAWN CARE	0.00	2,250.00	125.00	0.00	1,000.00	(1,000.00)
64310	NON TECH REPAIRS & MAINTN	97,823.80	116,540.08	54,564.13	8,034.84	70,450.00	(62,415.16)
64320	TECH REPAIRS & MAINTNCE	31,563.12	95,015.22	159.98	0.00	5,000.00	(5,000.00)
64420	EQUIP & VEHICLES	0.00	10,066.27	82,448.45	68,350.20	63,201.00	5,149.20
65210	PROPERTY INSURANCE	89,298.50	85,374.15	88,007.90	107,949.93	24,500.00	83,449.93
65220	LIABILITY INSURANCE	6,334.00	6,334.00	7,768.00	0.00	7,800.00	(7,800.00)
65240	FLEET INSURANCE	10,325.00	8,829.00	10,324.88	8,843.29	47,000.00	(38,156.71)
65250	ACCIDENT INS FOR STUDENTS	0.00	14,982.62	14,982.62	0.00	15,000.00	(15,000.00)
65310	TELEPHONE	110,695.00	86,513.98	35,372.27	13,984.56	200.00	13,784.56
65320	POSTAGE	3,110.28	3,457.18	1,948.84	295.22	1,900.00	(1,604.78)
65330	NETWORK/INTERNET SERVICES	0.00	0.00	0.00	3,531.00	1,400.00	2,131.00
65331	BROADBAND	0.00	0.00	0.00	285.00	0.00	285.00
65400	ADVERTISING	201.00	1,032.99	66.99	356.60	100.69	255.91
65500	PRINTING & BINDING	0.00	1,317.45	76.11	0.00	200.00	(200.00)
65650	INTERM AGENCY-OUT OF STATE	0.00	0.00	3,703.33	0.00	0.00	0.00
65810	TRVL-CERT-IN DISTRICT	117.18	268.80	0.00	0.00	0.00	0.00
65820	TRVL-CLS IN DISTRICT	0.00	0.00	198.04	80.64	550.00	(469.36)
65830	TRVL CERT-OUT DISTRICT	11,085.96	6,370.87	733.12	0.00	0.00	0.00
65840	TRVL CLS OUT DISTRICT	12,019.31	10,838.07	6,225.30	761.37	3,000.00	(2,238.63)
65850	TRVL CERT OUT STATE	0.00	600.18	0.00	0.00	0.00	0.00
65870	NON-EMPLOYEE TRAVEL	3,712.88	296.52	0.00	0.00	0.00	0.00
65880	MEALS	10,489.55	6,767.75	3,458.27	408.81	6,150.00	(5,741.19)
65890	LODGING	24,413.92	4,176.26	3,982.70	3,539.68	1,750.00	1,789.68
65900	MISC PURC SVS	9,534.07	4,568.44	0.00	0.00	0.00	0.00
65910	SVS PURCHASED LOCALLY	0.00	0.00	24,427.88	4,541.68	12,600.00	(8,058.32)
65920	PURC-OTHER LEA IN STATE	0.00	60,588.02	0.00	0.00	0.00	0.00
66100	GEN SUPPLIES	197,629.09	179,073.66	126,385.99	22,210.15	81,100.21	(58,890.06)
66210	NATURAL GAS	44,002.54	66,075.28	55,704.06	3,836.42	450.00	3,386.42
66220	ELECTRICITY	129,977.13	124,257.20	110,197.79	52,848.18	4,300.00	48,548.18
66260	GASOLINE/DIESEL	63,588.18	34,316.55	46,926.61	25,530.95	1,700.00	23,830.95
66410	TEXTBOOKS	0.00	4,280.90	0.00	0.00	0.00	0.00
66500	TECHN SUPPLIES	0.00	3,262.29	1,095.84	3,601.17	7,350.00	(3,748.83)
66512	TABLET COMPUTERS	0.00	0.00	2,520.20	0.00	200.00	(200.00)
66520	OTHER	0.00	0.00	0.00	0.00	0.00	0.00
66527	T-II TECHNOLOGY	0.00	15,603.01	500.61	0.00	120.00	(120.00)

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-12-20	FY20 Budget	Variance in FY20 Budget and FY20 YTD
67300	EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00
67320	VEHICLES	1,500.00	887.84	0.00	0.00	0.00	0.00
67330	FURNITURE & FIXTURES	0.00	0.00	1,555.30	0.00	400.00	(400.00)
67340	TECH RELATED HARDWARE	0.00	23,337.70	0.00	1,244.72	150.00	1,094.72
67350	EQUIPMENT-CURR	0.00	9,416.00	0.00	0.00	100.00	(100.00)
67390	OTHER EQUIPMENT	0.00	0.00	2,002.49	0.00	1,600.00	(1,600.00)
68100	DUES AND FEES	274,455.40	139,805.80	14,931.08	2,598.65	19,600.00	(17,001.35)
68300	INTEREST	160,371.46	74,443.19	380,002.35	171,346.88	342,693.76	(171,346.88)
68600	INT. & PENALTIES-(EX. IRS)	0.00	281.58	65.67	0.00	0.00	0.00
68610	IRS PENALTIES	0.00	18,188.28	0.00	543.94	0.00	543.94
68830	PROPERTY TAX	0.00	2,375.59	1,208.05	0.00	2,250.00	(2,250.00)
68900	MISC EXPENDITURES	0.00	3,342.85	0.02	0.00	0.00	0.00
69100	REDEMPTION OF PRINCIPAL	459,436.81	50,102.38	180,000.00	0.00	215,000.00	(215,000.00)
69330	TO BUILDING FUND	0.00	0.00	12,166.00	0.00	0.00	0.00
69370	TO STUDENT ACTIVITY FUND	0.00	62,832.20	0.00	0.00	0.00	0.00
69380	TO FOOD SERVICE FUND	0.00	0.00	0.00	0.00	0.00	0.00
69400	PROGRAM FUNDING RETURN	0.00	52,899.15	125,000.00	60,000.00	0.00	60,000.00
69620	STUDENT MEALS PROVISION 2	18,686.08	0.00	0.00	0.00	0.00	0.00
Other Expenditure Totals		2,028,611.05	1,697,642.54	1,654,820.28	737,646.34	1,201,903.49	(464,257.15)
Overall Expenditure Totals		4,985,524.47	5,437,944.23	5,422,809.55	2,203,860.96	4,650,046.93	(2,446,185.97)

(Excluding transfers to funds 1, 2 and 4 which is 69310-69329 abd 69340-69349)

Dec 20, 2019

ACTION ITEMS

ACTION ITEM 1

Recommendation to accept the resignation of
Bonnie Bassett Whitaker

Action Item #1

Recommendation to accept the resignation
of Bonnie Bassett Whitaker, Elementary
Paraprofessional

Background Information:

Ms. Whitaker has turned in a letter of
resignation

Attachment(s) ☒ Yes ☐ No

Copy of letter of resignation from Ms.
Whitaker

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner
approve the resignation of Ms. Whitaker.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature



Date

1/6/2020

ACTION ITEM 2

Recommendation to approve the termination
of employment of Renee Brimingham

Action Item #2

Recommendation to approve the termination of employment of Renee Brimingham, Registered Nurse for habitual no call, no show absenteeism

Background Information:

Ms. Brimingham has established an attendance pattern that is not consistent with district policy and reasonable work expectations. Following several attempts to correct the behavior including a phone conference on 10/23/19 with Human Resources and the Superintendent and multiple attempts to reach her by phone, Ms. Brimingham has not reported to work.

Attachment(s) ☒ Yes ☐ No

Correspondence to Ms. Brimingham
Copy of Earle School District Policy 8.7

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the termination of employment of Renee Brimingham.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature



Date

1/6/2020

8.7—CLASSIFIED PERSONNEL PERSONAL AND PROFESSIONAL LEAVE

For the district to function efficiently and have the necessary personnel present to effect a high achieving learning environment, employee absences need to be kept to a minimum. The district acknowledges that there are times during the school year when employees have personal business that needs to be addressed during the school day. Each full-time employee shall be able to utilize three (3) days from their accumulated sick leave as personal leave per contract year. The leave may be taken in increments of no less than half day.

Employees shall take personal leave or leave without pay for those absences which are not due to attendance at school functions which are related to their job duties and do not qualify for other types of leave (for sick leave see Policy 8.5, for professional leave see below).

“School functions”, for the purposes of this policy, means:

1. Athletic or academic events related to a public school district; and
2. Meetings and conferences related to education.

The determination of what activities meet the definition of a school function shall be made by the employee’s immediate supervisor or designee. In no instance shall paid leave in excess of allotted vacation days and/or personal days be granted to an employee who is absent from work while receiving remuneration from another source as compensation for the reason for their absence.

Any employee desiring to take personal leave may do so by making a written request to his/her supervisor at least twenty-four (24) hours prior to the time of the requested leave. The twenty-four hour requirement may be waived by the supervisor when the supervisor deems it appropriate.

Employees who fail to report to work when their request for a personal day has been denied or who have exhausted their allotted personal days, shall lose their daily rate of pay for the day(s) missed (leave without pay). While there are instances where personal circumstances necessitate an employee’s absence beyond the allotted days of sick and/or personal leave, any employee who requires leave without pay must receive advance permission (except in medical emergencies and/or as permitted by policy 8.23—CLASSIFIED PERSONNEL FAMILY MEDICAL LEAVE) from their immediate supervisor. Failure to report to work without having received permission to be absent is grounds for discipline, up to and including termination.

Personal leave may not be taken the day before or the day after a holiday.

Professional Leave

“Professional Leave” is leave granted for the purpose of enabling an employee to participate in professional activities (e.g., workshops or serving on professional committees) which can serve to improve the school District’s instructional program or enhances the employee’s ability to perform his duties. Professional leave will also be granted when a school District’s employee is subpoenaed for a matter arising out of the employee’s employment with the school District. Any employee seeking professional leave must make a written request to his immediate supervisor, setting forth the information necessary for the supervisor to make an informed decision. The supervisor’s decision is subject to review

and overruling by the superintendent. Budgeting concerns and the potential benefit for the District's students will be taken into consideration in reviewing a request for professional leave.

Applications for professional leave should be made as soon as possible following the employee's discerning a need for such leave, but, in any case, no less than two (2) weeks before the requested leave is to begin, if possible.

If the employee does not receive or does not accept remuneration for his/her participation in the professional leave activity and a substitute is needed for the employee, the District shall pay the full cost of the substitute. If the employee receives and accepts remuneration for his/her participation in the professional leave activity, the employee shall forfeit his/her daily rate of pay from the District for the time the employee misses. The cost of a substitute, if one is needed, shall be paid by the District.

Legal Reference: A.C.A. § 6-17-211

Date Adopted: 6/5/18

Last Revised:

ACTION ITEM 3

Recommendation to accept the resignation of
Stephanie Bhula

Action Item #3

Recommendation to accept the resignation of Stephanie Bhula, Chemistry, Physical Science and 7th Grade Science teacher.

Background Information:

Ms. Bhula has turned in a letter of resignation

Attachment(s) ☒ Yes ☐ No

Copy of letter of resignation from Ms. Bhula

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the resignation of Ms. Bhula.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature John Key Date 1/6/2020

ACTION ITEM 4

Recommendation to hire Jessica A. Franklin on an Emergency Teaching Permit for position of High School Chemistry, Physical Science and 7th Grade Science Teacher

Action Item #4

Recommendation to hire Jessica A. Franklin on an Emergency Teaching Permit for the position of High School Chemistry, Physical Science and 7th Grade Science teacher

Background Information:

Earle School District posted the vacant position and interviews were conducted. Applicants were selected based on qualifications and in accordance with the district equity plan. The applicant is recommended pending proof of appropriate certification and/or clearance by Child Maltreatment and Law Enforcement.

Attachment(s) ☒ Yes ☐ No

Memo from Reginnia Williams, Principal
Salary Schedule
Debt Request

Fiscal Impact/Debt Request

As presented in projected budget

Superintendent's Recommendation:

It is recommended that the Commissioner approve the recommendation to hire.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature



Date

1/6/2020

EARLE SCHOOL DISTRICT/18-02-000
CERTIFIED TEACHER SALARY SCHEDULE
2019-2020

EXPERIENCE	BSE	BSE+15	MSE	MSE+15
0	33000	33308	37550	37859
1	33461	33769	38100	38410
2	33922	34230	38650	38961
3	34372	34690	39200	39512
4	34843	35151	39750	40063
5	35304	35612	40300	40719
6	35765	36073	40850	41390
7	36226	36534	41400	41775
8	36957	37265	42450	42990
9	37417	37725	43000	43650
10	37878	38186	43550	44300
11	38339	38647	44328	45353
12	38880	39108	45542	46568
13	39261	39836	46911	47936
14	39721	40296	47462	48487
15	40304	40879	48012	49038
16	40765	41340	48563	49588
17	41226	41801	49114	50139
18	41687	42262	49665	50690
19	42148	42823	X	X
20	42608	43283	X	X

ACTION ITEM 5

Recommendation to utilize Virtual Arkansas to provide instruction from a certified English Language Arts teacher for grades 10-12

Action Item #5

Recommendation to utilize Virtual Arkansas to provide instruction from a certified English Language Arts teacher for grades 10-12.

Background Information:

Earle School District posted the vacant position and despite efforts to solicit and hire a certified teacher for this area, at this time the position has not been filled. School and district personnel will continue to seek a qualified person for this position.

Attachment(s) ☒ Yes ☐ No

Memo from Reginnia Williams, Principal
Correspondence from Virtual Arkansas
Debt Request

Fiscal Impact/Debt Request

\$13,000

Superintendent's Recommendation:

It is recommended that the Commissioner approve the request to utilize Virtual Arkansas to provide instruction from a certified English Language Arts teacher for grades 10-12.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature John Key Date 1/6/2020

ACTION ITEM 6

Recommendation to add Assistant High School Basketball
Coach Stipend split 50/50 between Corey Garrett and
Steven Jefferson for Boys Basketball

Action Item #6

Recommendation to add Assistant High School Basketball Coach Stipend split 50/50 between Corey Garrett and Steven Jefferson for Boys Basketball

Background Information:

Coach Miller has been without an Assistant Coach this season.

Attachment(s) ☒ Yes ☐ No

Correspondence from Carl Miller, Head High School Basketball Coach

Correspondence from Albert Coleman, ESD Athletic Director

Athletic Stipends Schedule

Debt Requests

Fiscal Impact/Debt Request

\$1,500.00 - C. Garrett

\$1,500.00 - S. Jefferson

Superintendent's Recommendation:

It is recommended that the Commissioner approve the request to add Assistant High School Basketball Coach Stipend split 50/50 between Corey Garrett and Steven Jefferson for Boys Basketball.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature Johnny Key Date 1/6/2020

EARLE SCHOOL DISTRICT
2019-2020
STIPENDS

INSTRUCTIONAL SUPPORT STIPENDS

ALTERNATIVE EDUCATION COORDINATOR - \$3,000
DYSLEXIA COORDINATOR - \$3,000
SUBJECT or Grade Level LEADERS - \$3,000

ADMINISTRATIVE SUPPORT STIPENDS

ACTIVITIES DIRECTOR - \$10,000
MAINTENANCE SUPPORT & COORDINATOR - \$7,500
BAND DIRECTOR - \$5000
PARENT ENGAGEMENT FACILITATOR (BUILDING) - \$4,000
DEAN OF STUDENTS – \$2,500
Junior and Senior Class Sponsor - \$500 (Four Positions)

ATHLETIC STIPENDS

HEAD HS FOOTBALL COACH - \$6520
ASST. HS FOOTBALL COACH – \$2500
JR HIGH FOOTBALL COACH - \$2500
HEAD HS BASKETBALL COACH - \$6520
ASST. HS BASKETBALL COACH - \$3000
GIRLS BASKETBALL COACH - \$6520
ASST. JR/SR BASKETBALL - \$3000
JR/SR CHEERLEADER SPONSOR (ANNUAL) - \$3500
TENNIS COACH - \$3000
BOYS TRACK COACH - \$3000
GIRLS TRACK COACH - \$3000
COMPETITIVE CHEER COACH - \$ 1,000

ACTION ITEM 7

Recommendation to hire Lisa Austin for position of
Elementary Paraprofessional

Action Item #7

Recommendation to hire Lisa Austin for the position of Elementary Paraprofessional

Background Information:

Earle School District posted the vacant position and interviews were conducted. Applicants were selected based on qualifications and in accordance with the district equity plan. The applicant is recommended pending proof of appropriate certification and/or clearance by Child Maltreatment and Law Enforcement.

Attachment(s) ☒ Yes ☐ No

Letter from Juanita Bohanon, Principal
Salary Schedule
Debt Request

Fiscal Impact/Debt Request

As presented in projected budget

Superintendent's Recommendation:

It is recommended that the Commissioner approve the recommendation to hire.

Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature John Ky Date 1/6/2020

06/02/2019 Classified Salary Schedule

EARLE SCHOOL DISTRICT /1802000

2019-2020

EXPERIENCE	REGULAR	REGULAR + Assoc. DEGREE	CLERICAL	CLERICAL + Assoc. DEGREE	DEGREED
0	\$15,200.00	\$18,812.50	\$18,000.00	\$22,500.00	\$28,000.00
1	\$15,250.00	\$18,875.00	\$18,100.00	\$22,625.00	\$28,100.00
2	\$15,300.00	\$18,937.50	\$18,200.00	\$22,750.00	\$28,200.00
3	\$15,350.00	\$19,000.00	\$18,300.00	\$22,875.00	\$28,300.00
4	\$15,400.00	\$19,062.50	\$18,400.00	\$23,000.00	\$28,400.00
5	\$15,450.00	\$19,125.00	\$18,500.00	\$23,125.00	\$28,500.00
6	\$15,500.00	\$19,187.50	\$18,600.00	\$23,250.00	\$28,600.00
7	\$15,550.00	\$19,250.00	\$18,700.00	\$23,375.00	\$28,700.00
8	\$15,600.00	\$19,312.50	\$18,800.00	\$23,500.00	\$28,800.00
9	\$15,650.00	\$19,375.00	\$18,900.00	\$23,625.00	\$28,900.00
10	\$15,700.00	\$19,437.50	\$19,000.00	\$23,750.00	\$29,000.00
11	\$15,750.00	\$19,500.00	\$19,100.00	\$23,875.00	\$29,100.00
12	\$15,800.00	\$19,562.50	\$19,200.00	\$24,000.00	\$29,200.00
13	\$15,850.00	\$19,625.00	\$19,300.00	\$24,125.00	\$29,300.00
14	\$15,900.00	\$19,687.50	\$19,400.00	\$24,250.00	\$29,400.00
15	\$15,950.00	\$19,750.00	\$19,500.00	\$24,375.00	\$29,500.00
16	\$16,000.00	\$19,812.50	\$19,600.00	\$24,500.00	\$29,600.00
17	\$16,050.00	\$19,875.00	\$19,700.00	\$24,625.00	\$29,700.00
18	\$16,100.00	\$19,937.50	\$19,800.00	\$24,750.00	\$29,800.00
19	\$16,150.00	\$20,000.00	\$19,900.00	\$24,875.00	\$29,900.00
20	\$16,200.00	\$20,062.50	\$20,000.00	\$25,000.00	\$30,000.00

Food Services

Manager/Lead Cook: 8 hrs.	0-2: \$14.00	Cooks: 6 hrs.	0-2: \$10.00
	3-5: \$15.00		3-5: \$11.00
	6+10: \$16.00		6+: \$12.00
	10+: \$17.00		

Warehouse/Stock: \$10.00/ Hours TBD

Transportation & Schedule Routes

Bus Trips/Drive Hour	\$11.00	W.Memphis	\$11,000	50% AM	50% PM
Bus Trip Standby	\$ 10.00	Hughes	\$11,000	50% AM	50% PM
College Route	\$35 Daily	Regular 4hr.	\$8,000	50% AM	50% PM
Hughes Activity Route	\$500 season	Other	\$11.00 hr.		