

## AGENDA

# EARLE SCHOOL DISTRICT

June 20, 2022

## BOARD MEETING

*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 - Board Report

### **Action Items**

1. Recommendation to approve certified employee resignations
2. Recommendation to approve classified employee resignations
3. Recommendation to approve Classified Salary Schedule
4. Recommendation to approve the non-renewal of classified employee
5. Recommendation to approve disposal of district property
6. Recommendation to renew contract with ACME Pest Management Inc.

**Superintendent's Report  
Earle School District  
June 2022**

**Academics**

NWEA Growth Summary for K-6 testing reveals very little growth. K-6 math scores indicate 43% of students met their growth targets. There were 30% of students who met their growth targets in Language Arts: Reading for grades K-6. Students in grades 2-6 made 16% growth in Language Arts: Language Usage. Much work is needed for us to make academic gains.

The ACT Aspire scores should be available this month and will be shared once we disaggregate the data.

**Human Capital**

Three employees are retiring this year:

- Jana Hatley, 1st grade teacher
- Barbara Smith, Kindergarten teacher
- Bonnie Lester-Calahan, Child Nutrition Director

Other certified staff not returning to the district:

- Lauren Forrest
- Corey Garrett
- James Guy
- Robyn Hall
- Kaiesha McGruder
- Aimee Randolph
- Joshua Rousseau
- Joshua Spears
- Alison Thompson
- William Tubbs
- Trina Walls
- Michael Small

Other classified staff not returning:

- Asia Boykin
- Rachael Laffoon
- Flora Tate

The following positions are still open:

- School Nurse
- Special Education K-6
- Special Education 7-12
- K-6 Positions

- Deaf Interpreter
- Elementary Music
- Band
- Bus Drivers

#### Reassignments:

- Barbara Richmond from SPED Para/SPED Administrative Assistant to Technical Support/SPED Administrative Assistant
- Melissa Swanson from Assistant Bookkeeper-HR to Business Manager
- Zena Witherspoon to Assistant Girls/Boys Basketball Coach and Jr High Girls Basketball Coach - Recommendation from Athletic Director
- Steve Jefferson to Sr High Girls Basketball Coach - Recommendation from Athletic Director

#### New Hires:

- David Chenault, Upper level math
- Rhean Desoloc, 7-9 ELA
- Dominador Callo, Jr, Upper level science
- DeAndre Holmes, Elementary
- Kia Alston, Assistant Bookkeeper Accounts Payable
- Melissa Lace, Child Nutrition Director
- Mary Dorsey, Custodian

#### **Student Support**

The summer academies for EES and EHS have begun. Students were selected based on their academic needs. Elementary students are receiving instruction in literacy. High school students are receiving instruction in Literacy, Math, and Credit Recovery.

#### **Stakeholder Communication**

Our partnership with Career Development and Training Institute (CDTI) is continuing. They will offer employment to select EHS students this summer. Students will be placed at ESD and the City of Earle.

#### **Fiscal Operations**

Eight school buses, no longer in use, will be sold before the end of June. The staffing sheet is updated based on employment needs.

#### **Facilities**

HVAC upgrades are underway.

EARLE SCHOOL DISTRICT 2  
 DETAILED STATEMENT OF CHANGES IN FUND BALANCES  
 FOR PERIODS 1 THROUGH 11 OF 22

SELECTION CRITERIA: ALL

FUND/SF	FUND TITLE	BEG BALANCE	REVENUE	NON-REVENUE	NON-EXPEND	EXPENDITURES	END BALANCE
0001	DISBURSEMENT FUND	.00	.00	.00	.00	.00	.00
TOTAL	NO FUND GROUP TITLE	.00	.00	.00	.00	.00	.00
1000	TEACHER SALARY FUND	.00	.00	1,553,793.96	.00	1,553,793.96	.00
1001	OPERATING SALARY	.00	.00	.00	.00	.00	.00
1218	DECLINING ENROLLMENT	.00	.00	.00	.00	.00	.00
1223	PROF. DEVELOPMENT	.00	.00	.00	.00	.00	.00
1240	SP ED SUPV	.00	.00	.00	.00	.00	.00
1244	EXTENDED DAY	.00	.00	.00	.00	.00	.00
1275	ALTERNATIVE LEARNING	.00	.00	.00	.00	.00	.00
1281	ESA	.00	.00	16,153.92	.00	16,153.92	.00
1365	ABC TEACHER SALARY	.00	.00	362,908.40	.00	362,908.40	.00
1382	MATH CURR GRANT STIP	.00	.00	.00	.00	.00	.00
1941		.00	.00	.00	.00	.00	.00
TOTAL	TEACHER SALARY FUND	.00	.00	1,932,856.28	.00	1,932,856.28	.00
2000	FOUNDATION FUND	.00	.00	3,064,487.58	1,411,260.14	1,586,712.32	66,515.12
2001	OPERATING FUND	48,721.74	4,110,594.25	102,396.05	3,921,827.00	6,435.69	333,449.35
2003	LIFE STRATEGIES/MENT	.00	.00	.00	.00	.00	.00
2012	STORM DAMAGE	.00	.00	.00	.00	.00	.00
2013	E-RATE	.00	.00	.00	.00	.00	.00
2014	HEALTH GRANT (COOP)	.00	20,443.20	.00	.00	.00	.00
2015	TEACH FOR AMERICA (G	.00	42,108.74	.00	.00	108,255.05	-87,811.85
2020	FOOD PANTRY GRANT	.00	2,000.00	.00	.00	42,108.74	.00
2021	GRIEF GRANT	.00	32,686.54	.00	.00	.00	2,000.00
2022	GRIEF GRANT	.00	.00	.00	.00	29,308.01	3,378.53
2028	DECLINING ENROLLMENT	81,431.40	500.00	.00	.00	.00	.00
2222	ENHANCED TRANSPORTAT	52,187.37	171,039.00	.00	.00	.00	500.00
2223	PROFESSIONAL DEVELOP	9,222.86	11,125.00	.00	.00	162,591.28	89,879.12
2240	SP. ED. SUPERVISOR-S	2,259.90	15,361.00	.00	.00	32,586.30	30,726.07
2244	EXTENDED DAY	45,228.16	.00	.00	.00	16,618.72	7,965.14
2260	STATE PRESCHOOL-SPED	.00	.00	.00	.00	.00	2,259.90
2262	SPED EIDT	.00	18,926.63	.00	.00	.00	45,228.16
2271	GIFTED & TALENTED	195.00	6,720.33	.00	.00	17,101.04	1,825.59
2275	ALTERNATIVE LEARNING	3,097.70	.00	.00	.00	5,598.85	1,121.48
2276	ENGLISH LANGUAGE LEA	1,387.00	229.00	17,500.00	.00	4,181.72	195.00
2281	ESA	734,138.59	1,077.00	.00	16,153.92	.00	491.06
2282	NSL MATCH GRANT	35,479.72	592,730.17	.00	380,408.40	387,316.42	2,464.00
2293	SEC VOC AREA CENTER	.00	4,086.96	.00	.00	.00	559,143.94
2365	ARKANSAS BETTER CHAN	.00	.00	.00	.00	.00	39,566.68
2372	HIPPY SUPPL	.00	.00	.00	.00	.00	.00
2373	HIPPY	.00	.00	.00	.00	.00	.00
2375	INFANT/TODDLER PROG.	.00	.00	.00	.00	.00	.00
2380	MATH CURR. GRANT	350.00	.00	.00	.00	.00	.00
2382	GEN FACILITIES FUNDS	14,200.00	15,000.00	.00	.00	.00	350.00
2392	GOVS' COMPUTER SCI G	.00	.00	.00	.00	.00	29,200.00
2941	FOUNDATION FUND	421.42	.00	.00	.00	.00	.00
TOTAL	FOUNDATION FUND	1,028,320.86	5,044,627.82	3,184,383.63	5,729,649.46	2,398,814.14	421.42
3000	BUILDING FUND	-250,000.00	.00	.00	.00	.00	-250,000.00
3003	NEW BLDG FUND	4,071.75	.00	.00	.00	.00	4,071.75

EARLE SCHOOL DISTRICT 2  
 DETAILED STATEMENT OF CHANGES IN FUND BALANCES  
 FOR PERIODS 1 THROUGH 11 OF 22

SELECTION CRITERIA: ALL

FUND/SF	FUND TITLE	BEG BALANCE	REVENUE	NON-REVENUE	NON-EXPEND	EXPENDITURES	END BALANCE
3100	NEW ELEM CONSTRUCTIO	-142,072.11	2.45	.00	.00	.00	-142,069.66
3392	GENERAL FACILITIES F	.00	.00	.00	.00	.00	.00
3404	ACADEMIC FACILITIES	.00	.00	.00	.00	.00	.00
TOTAL	BUILDING FUND	-388,000.36	2.45	.00	.00	.00	-387,997.91
4000	DEBT SERVICE FUND	8,788.57	59,304.04	594,805.60	661,898.21	1,000.00	.00
TOTAL	DEBT SERVICE FUND	8,788.57	59,304.04	594,805.60	661,898.21	1,000.00	.00
6501	TITLE I REGULAR COMP	.00	453,040.95	.00	.00	432,983.25	20,057.70
6505	TITLE I SCHOOL IMPRO	.00	124,413.93	.00	.00	164,655.18	-40,241.25
6506	TITLE I SCH IMPRVMT	.00	.00	.00	.00	.00	.00
6507	PL 89-313 JUL 1 BALA	.00	9,569.21	.00	.00	9,569.20	.01
6508	SCHOOL IMPRO IMPLE G	.00	186,524.04	.00	.00	186,524.04	.00
6509	LEARN & SERVE AMERIC	.00	.00	.00	.00	.00	.00
6560	QUALITY APPROVAL GRA	.00	.00	.00	.00	.00	.00
6595	T-II-D/TECH GRANT	.00	.00	.00	.00	.00	.00
6702	6-B PASS THROUGH FUN	.00	112,598.95	.00	.00	.00	.00
6703	ARP IDEA PART B, SEC	.00	24,262.58	.00	.00	113,834.00	-1,235.05
6704	ARP IDEA PART B, SEC	.00	2,812.90	.00	.00	24,262.58	.00
6710	FED PRESCHOOL SPED	.00	4,365.08	.00	.00	4,365.08	.00
6750	MEDICAID	9,572.60	18,940.08	.00	.00	957.36	27,555.32
6752	ARMAC	5,620.93	39,460.23	.00	.00	5,416.58	39,664.58
6756	IMPROVING TEACHER QT	.00	12,582.50	.00	.00	10,407.65	2,174.85
6757	OPP. CULTURE GRANT	.00	.00	.00	.00	.00	.00
6767	COVID-19 EMERGENCY L	.00	.00	.00	.00	.00	.00
6776	AWARE	.00	.00	.00	.00	.00	.00
6778	CARES/ESSER	.00	262.71	.00	.00	.00	.00
6780	ESSER 2	.00	75,764.49	.00	.00	262.71	.00
6781	TITLE V-RLTS	.00	716,075.17	.00	.00	75,764.49	.00
6784	TITLE IV STDNT SUPPO	.00	6,815.36	.00	.00	721,844.69	-5,769.52
6786	COVID SCHOOL MEALS	.00	20,201.03	.00	.00	6,815.36	.00
6788	DEPT. OF YOUTH SERV	.00	.00	.00	.00	23,723.94	-3,522.91
6790	SOAR LIT GRANT	.00	3,560.07	.00	.00	.00	.00
6791	ESSER III	.00	889,354.17	.00	.00	21,197.35	-17,637.28
6795	ESSER III	.00	2,700,603.45	.00	.00	889,354.17	.00
TOTAL	FEDERAL GRANTS FUND	15,193.53	2,700,603.45	.00	.00	2,691,937.63	23,859.35
7000	EARLE SCHOOL ACTIVIT	3,067.44	7,176.90	.00	.00	9,946.73	297.61
7001	ESD CONCESSION STAND	100.00	10,330.30	.00	.00	10,080.54	349.76
7002	ACCTS PAYABLE A/P	.00	.00	.00	.00	.00	.00
7007	ATHLETIC GATE/DOOR	588.77	19,394.41	.00	.00	17,636.73	2,346.45
7008	ANNUAL STAFF FUNDS	.00	.00	.00	.00	.00	.00
7010	BOY'S RING DONATION	.00	.00	.00	.00	.00	.00
7011	GIRL'S RING DONATION	.00	.00	.00	.00	.00	.00
7012	TEACHER APPRECIATION	700.00	.00	.00	.00	.00	.00
7018	SR CLASS ACTIVITY	2,805.36	2,800.00	.00	.00	1,077.20	2,422.80
7019	JR. CLASS ACCOUNT	2,109.93	3,280.00	.00	.00	1,227.90	4,857.46
7020	PRE-SCHOOL ACTIVITY	.00	1,960.00	.00	.00	2,942.56	1,127.37
7023	8TH GRADE CLASS ACTI	.00	.00	.00	.00	.00	.00
7024	7TH GRADE CLASS ACTI	.00	.00	.00	.00	.00	.00

EARLE SCHOOL DISTRICT 2  
 DETAILED STATEMENT OF CHANGES IN FUND BALANCES  
 FOR PERIODS 1 THROUGH 11 OF 22

SELECTION CRITERIA: ALL

FUND/SF	FUND TITLE	BEG BALANCE	REVENUE	NON-REVENUE	NON-EXPEND	EXPENDITURES	END BALANCE
7025	FRESHMAN CLASS ACTIV	201.18	.00	.00	.00	.00	201.18
7026	SOPHOMORE CLASS ACTI	663.18	.00	.00	.00	.00	663.18
7027	HISTORY CLUB ACTIVIT	841.35	.00	.00	.00	.00	841.35
7030	BOYS BASKETBALL	.00	100.00	.00	.00	.00	100.00
7031	GIRLS BASKETBALL	.00	.00	.00	.00	.00	.00
7032	TENNIS	.00	.00	.00	.00	.00	.00
7100	DONATIONS	250.00	160.00	.00	.00	.00	160.00
7101	CONSTRUCTION DONATIO	65.00	.00	.00	.00	.00	250.00
7107	HOMECOMING TAILGATE	271.10	.00	.00	.00	.00	65.00
7200	ATHLETICS DONATIONS	2,055.44	1,800.00	.00	.00	1,466.05	605.05
7500	EARLE ELEM ACTIVITY	2,615.19	20.00	.00	.00	1,878.36	197.08
7506	ELEM LIBRARY FUND	2,316.80	1,942.57	.00	.00	1,876.56	2,615.19
7509	ELEM FUNDRAISER(STUD	.00	.00	.00	.00	.00	2,382.81
7511	YOUNG LADIES CLUB	.00	.00	.00	.00	.00	.00
7512	FUNDRAISER (TEACHERS	31.72	.00	.00	.00	.00	.00
7609	BASKETBALL FUNDRAISE	.00	.00	.00	.00	.00	.00
7700	EHS ACTIVITY FUND AC	2,280.36	810.00	.00	.00	2,964.93	31.72
7701	ANNUAL STAFF	.00	.00	.00	.00	.00	.00
7702	EHS BAND	984.08	.00	.00	.00	.00	125.43
7703	EHS BETA CLUB	51.69	.00	.00	.00	.00	.00
7704	EHS CHEERLEADERS	.00	.00	.00	.00	766.02	218.06
7707	EHS DRAMA CLUB	.00	.00	.00	.00	.00	51.69
7708	EHS FBLA CLUB	.00	.00	.00	.00	.00	.00
7709	EHS FFA/VICA CLUB	2,315.74	.00	.00	.00	.00	.00
7710	EHS GENERAL ACCOUNT	.00	.00	.00	.00	1,873.15	442.59
7711	EHS LIBRARY	158.30	192.95	.00	.00	.00	.00
7712	EHS LOCKER CLUB	.00	.00	.00	.00	.00	.00
7713	EHS SPANISH CLUB	.00	.00	.00	.00	.00	351.25
7716	SR CLASS 16/17 HENDE	.00	.00	.00	.00	.00	.00
7717	SR CLASS16-N-CLAY	.00	.00	.00	.00	.00	.00
7718	EHS STUDENT COUNCIL	1,633.11	300.00	.00	.00	.00	.00
7720	EHS ART CLUB	.00	.00	.00	.00	1,193.24	739.87
7722	EHS ED TALENT SEARCH	.00	.00	.00	.00	.00	.00
7723	EHS FCCLA (SR.)	281.55	.00	.00	.00	.00	.00
7724	EHS FCCLA (JR.)	408.12	169.00	.00	.00	182.00	268.55
7728	EHS STUDENT CONSTRUC	70.00	.00	.00	.00	.00	408.12
7730	BETA CLUB ACTIVITY C	.00	.00	.00	.00	.00	70.00
7732	ALUMNI	.00	.00	.00	.00	.00	.00
7733	STEM CLUB	510.00	.00	.00	.00	.00	.00
7734	EHS FOOTBALL	.00	.00	.00	.00	.00	.00
7740	EHS- MODELING CLUB	.00	.00	.00	.00	.00	510.00
7777	DISTRICT NEGATIVES	-60,630.34	.00	.00	.00	.00	.00
7780	COVID-19 DONATIONS	1,000.00	.00	.00	.00	.00	.00
7800	16/17 RINGS - COLLEC	1,445.83	.00	.00	.00	.00	-60,630.34
7900	TEACHER COKE	735.23	292.80	.00	.00	.00	1,000.00
TOTAL	EARLE SCHOOL ACTIVITY FUN	-30,073.87	50,728.93	.00	.00	55,199.67	940.33
8000	FOOD SERVICE FUND	199,891.46	357,343.42	.00	.00	212,072.45	345,162.43
8056	CN EMERGENCY OPERATI	.00	58,827.12	.00	.00	58,827.12	.00
8058	USDA SUPPLY CHAIN AS	.00	13,557.45	.00	.00	.00	13,557.45

EARLE SCHOOL DISTRICT 2  
 DETAILED STATEMENT OF CHANGES IN FUND BALANCES  
 FOR PERIODS 1 THROUGH 11 OF 22

SELECTION CRITERIA: ALL

FUND/SF	FUND TITLE	BEG BALANCE	REVENUE	NON-REVENUE	NON-EXPEND	EXPENDITURES	END BALANCE
8657	FRESH FRUIT AND VEGE	6,113.46	3,831.44	.00	.00	5,745.49	4,199.41
	TOTAL FOOD SERVICE FUND	206,004.92	433,559.43	.00	.00	276,645.06	362,919.29
	TOTAL	840,233.65	8,288,826.12	5,712,045.51	6,391,547.67	7,356,452.78	1,093,104.83

# **ACTION ITEM 1**

Recommendation to approve certified employee resignations



Action Item #1

Recommendation to approve certified employee resignations

Background Information:

The following employees tendered a resignation:

- Lauren Forrest
- Corey Garrett
- James Guy
- Robyn Hall
- Kaiesha McGruder
- Aimee Randolph
- Joshua Rousseau
- Michael Small
- Joshua Spears
- Alison Thompson
- William Tubbs
- Trina Walls

Attachment(s)  Yes  No

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the employee resignations

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature John Key Date 6/24/2022

# **ACTION ITEM 2**

Recommendation to approve classified employee resignations

Action Item #2

Recommendation to approve classified  
employee resignations

Background Information:

The following employees tendered a  
resignation:

Asia Boykin  
Rachael Laffoon

Attachment(s)  Yes  No

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner  
approve the resignations.

**Commissioner's Decision:**

Approve Recommendation

Deny Recommendation

Return item for more information

Signature

*Johnny Key*

Date

*6/24/2022*

# **ACTION ITEM 3**

Recommendation to approve Classified Salary Schedule

Action Item #3

Recommendation to approve revision in the SY 22-23 Classified Salary Schedule

Background Information:

The revised proposed SY 22-23 Classified Salary Schedule has been reviewed. The schedule has been modified to add a position for Teacher Resident as outlined in the Arkansas Teacher Residency Model for the FY23.

Attachment(s)  Yes  No

Proposed SY 22-23 Classified Salary Schedule

PPC Letter of Recommendation

Fiscal Impact/Debt Request

\$30,000

Superintendent's Recommendation:

It is recommended that the Commissioner approve the Revised SY 22-23 Classified Salary Schedule as presented.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature

*Johnny Key*

Date

*6/24/2022*

**EARLE SCHOOL DISTRICT CLASSIFIED SALARY SCHEDULE**

REVISED 2022-2023

**Non-Clerical Positions**

		Custodian Maintenance	LPN	RN	Cook 6 hrs/day	Cafeteria Mgr Lead Cook 8 hrs/day	Child Nutrition Director	Maintenance & Custodian Supervisor	Transportation Director	HVAC Supervisor
YRS EXP	STEP	240 Days	190 Days	190 Days	186 Days	186 Days	240 Days	240 Days	240 Days	120 Days
0	1	\$24,000	\$34,000	\$45,600	\$14,500	\$22,320	\$36,000	\$47,700	\$41,000	\$18,200
1	2	\$24,100	\$34,100	\$45,700	\$14,600	\$22,420	\$36,200	\$47,900	\$41,200	\$18,300
2	3	\$24,200	\$34,200	\$45,800	\$14,700	\$22,520	\$36,400	\$48,100	\$41,400	\$18,400
3	4	\$24,300	\$34,300	\$45,900	\$14,800	\$22,620	\$36,600	\$48,300	\$41,600	\$18,500
4	5	\$24,400	\$34,400	\$46,000	\$14,900	\$22,720	\$36,800	\$48,500	\$41,800	\$18,600
5	6	\$24,500	\$34,500	\$46,100	\$15,000	\$22,820	\$37,000	\$48,700	\$42,000	\$18,700
6	7	\$24,600	\$34,600	\$46,200	\$15,100	\$22,920	\$37,200	\$48,900	\$42,200	\$18,800
7	8	\$24,700	\$34,700	\$46,300	\$15,200	\$23,020	\$37,400	\$49,100	\$42,400	\$18,900
8	9	\$24,800	\$34,800	\$46,400	\$15,300	\$23,120	\$37,600	\$49,300	\$42,600	\$19,000
9	10	\$24,900	\$34,900	\$46,500	\$15,400	\$23,220	\$37,800	\$49,500	\$42,800	\$19,100
10	11	\$25,000	\$35,000	\$46,600	\$15,500	\$23,320	\$38,000	\$49,700	\$43,000	\$19,200
11	12	\$25,100	\$35,100	\$46,700	\$15,600	\$23,420	\$38,200	\$49,900	\$43,200	\$19,300
12	13	\$25,200	\$35,200	\$46,800	\$15,700	\$23,520	\$38,400	\$50,100	\$43,400	\$19,400
13	14	\$25,300	\$35,300	\$46,900	\$15,800	\$23,620	\$38,600	\$50,300	\$43,600	\$19,500
14	15	\$25,400	\$35,400	\$47,000	\$15,900	\$23,720	\$38,800	\$50,500	\$43,800	\$19,600
15	16	\$25,500	\$35,500	\$47,100	\$16,000	\$23,820	\$39,000	\$50,700	\$44,000	\$19,700
16	17	\$25,600	\$35,600	\$47,200	\$16,100	\$23,920	\$39,200	\$50,900	\$44,200	\$19,800
17	18	\$25,700	\$35,700	\$47,300	\$16,200	\$24,020	\$39,400	\$51,100	\$44,400	\$19,900
18	19	\$25,800	\$35,800	\$47,400	\$16,300	\$24,120	\$39,600	\$51,300	\$44,600	\$20,000
19	20	\$25,900	\$35,900	\$47,500	\$16,400	\$24,220	\$39,800	\$51,500	\$44,800	\$20,100
20	21	\$26,000	\$36,000	\$47,600	\$16,500	\$24,320	\$40,000	\$51,700	\$45,000	\$20,200

**Bus Drivers**

West Memphis Bus Route	\$13,080/ Yr
Hughes Bus Route	\$13,080/ Yr
Standard Bus Route	\$9,510/ Yr
Bus Trip Driver	\$13/Hr
Bus Trip Standby	\$13/Hr
College Route	\$35/Day
Hughes Activity Driver	\$500/Season
Sub Bus Driver	\$13/Hr

**Other Salaries/Rates**

Rental of Facilities Monitor	\$75.00 per event
Rental of Facilities Monitor - Child Nutrition	\$90 per event
Crossing Guard	\$13/Hr
Custodian/Maintenance Sub	\$13/Hr
Other Classified Substitute	\$13/Hr
COVID Extra Duty - Nurse *Only through the 2022-2023 school year	\$1,950
Teacher Resident - 190 Days *1 Year Program	\$30,000/Yr

DATE: May 31, 2022

TO: Superintendent Tish Knowles

FROM: Barbara Richmond-PPC Classified Chair

SUBJECT: AR Residency Model

We, the Personnel Policy Classified Committee, recommend that the superintendent accept the revisions to the classified salary scale as presented as it is concerning the Earle's classified policy committees as presented.

Regards,

Barbara Richmond, Classified

# **ACTION ITEM 4**

Recommendation to approve the non-renewal of classified employee



Action Item #4

Recommendation to approve termination of a classified employee due to non-attendance

Background Information:

The technology support services classified employee has established an attendance pattern that is not consistent with district policy. We met on January 27, 2022 and she was presented with a written letter of professional caution in regard to her attendance. We met again on May 3, 2022 and she was informed she would be recommended for non-renewal of her contract for the 2022-23 school year. She did not request a hearing

Attachment(s)  Yes  No

Letter - January 27, 2022; Letter - May 3, 2022; Current attendance; 8.5 Classified Employee Sick Leave

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the non-renewal of classified employee.

Commissioner's Decision:

Approve Recommendation   
Return item for more information

Deny Recommendation

Signature John Key Date 6/24/2022

# **ACTION ITEM 5**

Recommendation to approve disposal of district property

Action Item #5

Recommendation to approve disposal of district property per policy

Background Information:

The district is in possession of unused surplus real properties and outdated technology. The property commonly known as the Dunbar School Campus was declared unused and recommended to sell in August 2018.

Attachment(s)  Yes  No

7.13 Management and Disposal of District Property

Action item 3 from August 2, 2018 Board Packet

Disposal of District Property

Fiscal Impact/Debt Request

Positive fiscal impact from sale of property and technology

Superintendent's Recommendation:

It is recommended that the Commissioner approve disposal of district property

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature Johnny Key Date 6/24/2022

## **7.13—MANAGEMENT AND DISPOSAL OF DISTRICT PROPERTY**

### **Definitions**

For the purposes of this policy, the following definitions apply:

“Commodities” are all supplies, goods, material, computers, software, machinery and other equipment purchased on behalf of the district having a useful life of more than one (1) year and an acquisition cost of one thousand dollars (\$1,000) or more per unit.

“Fair market value” means the amount a reasonable buyer would be willing to pay for a particular piece of property based on an objective set of criteria, which may include, but are not limited to: any improvements or damage to the property; the demand for similar property; the selling price for the property by the producer of the property or re-sale outlets; and the value of the property as determined by an independent appraiser.

“Real property” is land and whatever is erected or affixed to land, such as structures or buildings.

“Surplus commodities” are those commodities that are no longer needed, obsolete, irreparable, or worn out.

“Surplus real property” is real property that is not presently needed or foreseen to be needed by the District, and that has been authorized for sale as surplus real property by vote of the School Board. Surplus real property may include unused or underutilized facilities.

“Trash” are those items that would otherwise belong to another category of goods or property defined in this policy, but which, due to the property’s age or an act of God, have less value than it would cost to repair the item. Examples could include, but are not limited to, fire damage, vehicle accidents, extreme age, and/or decline in value of the item.

“Unused or underutilized facility” means a school facility or other real property that:

- As a whole or in a significant portion, is not being used for a public educational, academic, extracurricular, or administrative purpose and the nonuse or underutilization threatens the integrity or purpose of the school facility or other real property as a public education facility; and
- Is not subject to either a lease to a third party for fair market value or an executed offer to purchase by a third party for fair market value as of July 30, 2017.

### **General Policy**

The District’s purchases of commodities shall be in accordance with Policy 7.5—PURCHASES AND PROCUREMENT and, to the extent applicable, the procurement requirements of any granting source of funding used to purchase the commodity. The Superintendent shall develop procedures governing the use, management, and dispersal of commodities. At a minimum, the procedures will cover the following topics:

- labeling all commodities;
- establishing adequate controls to account for their location, custody, and security;
- annually auditing the inventory of commodities and updating a listing of such commodities to reconcile the audit with the district’s inventory records. The audit will be documented and account for any transfer and/or disposal of a commodity.

- Disposing of surplus commodities and surplus real property, whether purchased in whole or in part with federal grant funds or with local funds.

The disposal of school property must be for the benefit of the school district and consistent with good business principles.

### **Disposal of Surplus Commodities**

The Board of Directors recognizes that commodities sometimes become of no use to the District and thus meet this policy's definition of surplus commodities.

The Superintendent or designee(s) will determine the objective fair market value (FMV) of surplus commodities. The District will strive to dispose of surplus commodities at or near their FMV.

The Superintendent may declare surplus any commodity with an FMV of less than one thousand dollars (\$1,000). Surplus commodities with an FMV of less than one thousand dollars (\$1,000) will be periodically sold by the most efficient, cost effective means that is likely to result in sales at or near FMV.

The Superintendent may submit a list of surplus commodities deemed to have a FMV of one thousand dollars (\$1,000) or greater to the Board of Directors for authorization to sell such surplus commodities. Once the Board of Directors has authorized the sale of such surplus commodities, the Superintendent or designee(s) may sell that surplus commodity as the need arises. Items with a FMV of one thousand dollars (\$1,000) or greater will be sold by the most efficient, cost effective means that is likely to result in sales at or near FMV. If the Superintendent chooses to dispose of the surplus items by bid, the Superintendent or designee may set a minimum or reserve price on any item, and may reject all bids. The Superintendent or designee is authorized to accept the high bid provided the high bid is at or near FMV without further Board action unless the high bid comes under the jurisdiction of Arkansas ethics legislation, in which case the provisions of A.C.A. §§ 6-24-101–107 would apply.

If attempts at public sales fail to produce any interested buyers or bidders, such remaining unsold commodities may then, at the discretion of the Superintendent, be disposed of as scrap or junk or be donated to appropriate charitable or education related entities. Computer or technology equipment will be cleansed of data prior to disposal.

### **Disposal of Surplus Real Property**

The Board of Directors recognizes that real property it owns sometimes becomes no longer of use to the District and thus meets this policy's definition of surplus real property.

By February 1 of each year, the District shall submit a report to the Division of Public School Academic Facilities and Transportation (Division) that identifies all unused or underutilized school facilities in the District and the unused or underutilized school facilities, if any, that are designated in the District's facilities master plan to be re-used, renovated, or demolished as part of a specific committed project or planned new construction project.

If the Division classifies a District facility or District real property as being unused or underutilized, the District may appeal the Divisions determination to the Commission for Public School Academic Facilities and Transportation (Commission).

The District shall make unused or underutilized public school facilities available for lease for no more than FMV to any open-enrollment public charter school (charter) located within the District's geographic boundaries that makes a request under the charter's statutory right of access unless the District makes an affirmative showing by a preponderance of the evidence to the Commission that:

1. The school facility, or the property to which the school facility is attached, will be needed by the District to accommodate future growth of the District; or
2. Use of the school facility or other real property by a charter would have a materially negative impact on the overall educational environment of an educational campus located within five hundred feet (500') of the school facility or other real property sought to be leased by the charter.

The terms of a lease executed between the District and a charter shall provide that the lease shall be cancelled and be of no effect if the charter:

- a. Fails to use the facility or other real property for direct student instruction or administrative purposes within two (2) years of the effective date of the lease;
- b. Closes, has its charter revoked, or has its charter application denied by the charter authorizer; or
- c. Initially uses the facility or other real property, but then leaves the facility or other real property unused for more than one hundred eighty (180) days.

If requested or agreed to by the charter, The District may sell the unused or underutilized facility or other real property to the charter for FMV.

If the District decides to sell, lease, or otherwise transfer ownership of a District facility, a charter<sup>6</sup> located within the District's geographic boundaries shall have a right of first refusal to purchase or lease the facility for FMV. The charter's right of first refusal shall continue for two (2) years after the date the District last used the school facility or other real property as an academic facility.

If the District decides to sell or lease a District facility or other real property that has been identified by the Division as an unused or underutilized school facility to a third party that is not a charter, then the District may not sell or lease the facility until the later of:

- Two (2) years after the date the facility or other real property is identified by the division as an unused or underutilized public school facility, so long as no charter has claimed a right of access or a right of first refusal; or
- Three (3) years from the date the District facility or other real property has been identified by the division as an unused or underutilized public school facility if the District designated the facility or other real property to be reused, renovated, or demolished as part of a specific committed project or planned new construction project in the District's facilities master plan.

The District may petition the division for a waiver of the time restrictions for the sale or lease of a District's unused or underutilized facility. The petition shall include a statement that the District believes that no charter would be interested in leasing or purchasing the unused or underutilized school facility. If the District receives a waiver, the District may immediately sell, lease, or otherwise dispose of the unused or underutilized facility. The District may appeal the denial by the Division of a waiver to the Commission.

The Superintendent may submit a request to the Board of Directors for authorization to sell surplus real property. Once the Board of Directors has authorized the sale of such surplus real property, the Superintendent or designated individual(s) may sell that surplus real property as the need arises and this policy allows. The Superintendent or designee(s) shall be responsible for getting a determination of the objective FMV of surplus real property<sup>5</sup>. The district will strive to dispose of surplus items at or near their FMV. The real property may be listed for sale with a real estate broker, and the Superintendent or designated individual may contract on behalf of the district to pay the usual and customary sales commission for such transactions, upon sale of the property.

If the Superintendent chooses to dispose of the surplus items by bid, the Superintendent or designee(s) may set a minimum or reserve price on any item, and may reject all bids. The Superintendent or designee is authorized to accept the high bid provided the high bid is at or near FMV without further Board action unless the high bid comes under the jurisdiction of Arkansas ethics legislation, in which case the provisions of A.C.A. §§ 6-24-101–107 would apply.

If attempts at public sales fail to produce any interested buyers or bidders, such remaining unsold real property may then, if agreed to by the Superintendent and Board of Directors, be donated to appropriate education related entities, not-for-profit organizations, the county, city, or incorporated town in accordance with the provisions of state law.

Items obtained with federal funds shall be handled in accordance with applicable federal regulations, if any.

The District may not make a part of the disposal of District real property a covenant that prohibits the sale or lease of former District facilities or other real property to a charter that is located within the District's geographic boundaries.

#### **Disposal of Surplus Real Property After Consolidation**

Except as otherwise prohibited by this policy, real property of a consolidated school district that is no longer being used for educational purposes and has not been sold, preserved, leased, or donated two (2) years after the effective date of consolidation shall be made available for use by a publicly supported institution of higher education, a technical institute, a community college, a not-for-profit organization, a county, a city, or incorporated town by the Board of Directors for the following purposes:

- Having the real property preserved, improved, upgraded, rehabilitated, or enlarged by the donee;
- Holding of classes by statutorily authorized education related entities; or
- Providing community programs and beneficial educational services, social enrichment programs, or after-school programs.

#### **Trash**

Trash, as defined in this policy, may be disposed of in the most cost efficient or effective method available to the district.

Legal References:      A.C.A. § 6-13-111  
                                  A.C.A. § 6-13-620  
                                  A.C.A. § 6-21-108  
                                  A.C.A. § 6-21-110

A.C.A. § 6-21-803  
A.C.A. § 6-21-806  
A.C.A. § 6-21-815  
A.C.A. § 6-21-816  
A.C.A. § 6-24-101-107  
2 C.F.R. § 200.311  
2 C.F.R. § 200.313

Date Adopted: 6/27/18  
Last Revised:



Action Item 3: Request for approval of Declaration of the School District Property located at 320 Lee Street, Earle Arkansas, and commonly known as the Dunbar School Campus as unused facility and authorize the Superintendent to work through Public School Facilities and Transportation to determine fair market price and advertise the property for sale.

Background: The School District owns approximately 3 acres 3 buildings at 320 Lee Street Earle Arkansas. One building is used as a maintenance shop, one building is rented to a counseling provider, and one building is used for storage. Given the age of the building, the minimal use of the property, and the negative projected growth in student population, it is not cost effective to maintain the buildings.

Attachments:  YES  NO – Pictures of Property

Costs:  YES  NO

Recommendation: Superintendent recommends declaring the property unused and beginning the process to sell the property.

Commissioner Action:

Approve Recommendation   
Denied Recommendation   
Return for Additional Information

Signature



Date

8/2/18

Action Item 5  
**DISPOSAL OF DISTRICT PROPERTY**

The Earle School District is in possession of the following surplus real properties;

**Three Buildings at the Dunbar Campus. 320 Lee, Earle, AR 72331**

Building "B" - 5,821 gross square feet. Built in 1968. Last used for educational purposes approximately 12 years ago.

Building "C" - 9,670 gross square feet. Built in 1983. Last used for educational purposes approximately 12 years ago.

Shop - 3,148 gross square feet. Built in 1968. Last used for educational purposes approximately 12 years ago.

**Old Football Field / Swimming Pool, Bailey St, Earle, AR 72331**

Pool house (1990, 2,280 GSF) and swimming pool

Football field

**Vacant Elementary Building, 802 Barton St, Earle, AR 72331**

Main Elementary Building (1953, 21,746 GSF) Last used for educational purposes in June 2019

Each property listed can be defined as "surplus real property" and an "unused or underutilized facility" in accordance with district policy 7.13. Due to acquisition of a new elementary and a gradual decline in enrollment, the properties listed above are not presently needed or foreseen to be needed by the District, and the nonuse or underutilization threatens the integrity of the real property.

With this in mind I propose that the board authorizes the superintendent to dispose of these properties in accordance with policy 7.13. I further propose that since attempts to secure an appraisal for these properties have been unsuccessful; that "fair market value" for these properties be determined by offering each property for sale by sealed bid with the understanding that the district will reserve the right to reject all bids.

## **DISPOSAL OF DISTRICT PROPERTY**

The district has 3 facilities that houses old technology (computers and copiers). The old elementary school and buildings on the Dunbar campus has computers that have lain idle for at least 3 years, and the auditorium attached to the old high school on the elementary has copiers that have lain idle for at least 3 years.

These units of technology can be properly defined as "Surplus commodities" because they are no longer needed, obsolete, irreparable, or worn. These commodities can additionally be defined as "trash" because, due to the property's age or an act of God, each of the units have less value than it would cost to repair the items.

The superintendent intends to dispose of these technology units by assigning the district's technology coordinator the responsibility of entering into an agreement with a company that purchases outdated technology.

# **ACTION ITEM 6**

Recommendation to approve renewal of contract with ACME Pest Management Inc.

Action Item #6

Recommendation to approve renewal of contract with ACME Pest Management Inc.

Background Information:

ACME Pest Management Inc. has been servicing ESD for one year for termite and pest control. They have provided excellent service for termite and pest control in the district. There is no price increase.

Attachment(s)  Yes  No

Monthly Pest Control Proposal

Termite Treatment & Annual Protection

Fiscal Impact/Debt Request

Termite Treatment & Annual Protection  
Renewals \$2915

Monthly Pest Control \$500

Superintendent's Recommendation:

It is recommended that the Commissioner approve the renewal of contract with ACME Pest Management Inc.

**Commissioner's Decision:**

Approve Recommendation

Deny Recommendation

Return item for more information

Signature



Date

6/24/2022

West Memphis, AR 72308

Office: 870-733-2234

Fax: 870-733-3531

Email: westmemphis@acmepestinc.com



Jonesboro, AR 72403

Office: 870-932-1478

Fax: 870-932-0479

Email: jonesboro@acmepestinc.com

[www.acmepestinc.com](http://www.acmepestinc.com)

Monthly Pest Control Proposal  
for

Earle High School and Elementary School Campuses

Service Frequency

Monthly Service for General Pest Control and Rodent Control

Service Area

High School Campus including:

Gym, Cafeteria, Field House, Bus Shop Building, Band Building,  
and In School Suspension Building.

Elementary School Campus including:

Gym, Cafeteria, Pre-K Building, Administration Building, and  
Auditorium Building.

Covered Pests

Common spiders, ants, German and American cockroaches, crickets,  
silverfish, springtails, sow bugs, and other occasional invaders

Rodents – interior rodent service is performed using glue boards placed  
in critical areas and/or RTU (ready to use) bait boxes. Exterior rodent  
service is performed using exterior rodent bait boxes.

Non-Covered Pests

Bed Bugs, Fleas & Ticks, Brown Recluse Spiders, Fire Ants

These insects require different treatment methods and materials  
and would require a separate charge.

Regular Monthly Service to Include

General Pest Control Treatment inside every building including:

Entry / Exit Ways, Lobby Areas, Offices, Rest Rooms, Janitorial /  
Storage Closets, Kitchens / Cafeterias, Gyms, Hallways, and  
Classrooms as needed when children are not present.

Placement of pest monitors and rodent glue boards in critical areas.

Cleaning and re-baiting of exterior rodent bait boxes if utilized.

\*There is a one-time charge of \$20.00 per exterior rodent bait box.

\*There is a one-time charge of \$5.00 per RTU (ready to use) bait  
stations for interior rodent service where needed.

Monthly Pest Control Investment

\$500.00 + tax

*Serving Northeast Arkansas Since 1956*

West Memphis, AR 72803  
Office: 870-735-2234  
Fax: 870-735-3531  
Email: westmemphis@acmepestinc.com



Jonesboro, AR 72403  
Office: 870-932-1478  
Fax: 870-932-0479  
Email: jonesboro@acmepestinc.com

[www.acmepestinc.com](http://www.acmepestinc.com)

April 27, 2022

Earle High School Campus  
Termite Treatment and Annual Protection Plan Renewals

EARLE HIGH SCHOOL BUILDING	Annual Renewal
High School Building	<u>\$675.00</u>
Field House Building	<u>\$275.00</u>
Bus Shop Building	<u>\$100.00</u>
Band Building	<u>\$175.00</u>
In School Suspension Building	<u>\$175.00</u>
<u>TOTAL FOR ALL HIGH SCHOOL BUILDINGS</u>	<u>\$1,400.00</u>

\*\*Plus applicable sales tax\*\*

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Office: 870-735-9234  
Fax: 870-735-3531  
Email: westmemphis@acmepestinc.com



Jonesboro, AR 72408  
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[www.acmepestinc.com](http://www.acmepestinc.com)

Earle Elementary School Campus  
Termite Treatment and Annual Protection Plan Renewals

EARLE ELEMENTARY SCHOOL BUILDINGS	Annual Renewal
Elementary Building	<u>\$700.00</u>
Pre-K Building	<u>\$275.00</u>
Administration Building	<u>\$100.00</u>
Auditorium Building	<u>\$275.00</u>
Superintendent's House	<u>\$165.00</u>
<u>TOTAL FOR ALL ELEMENTARY BUILDINGS</u>	<u>\$1,515.00</u> **Plus Applicable Sales Tax**
<u>TOTAL FOR ALL HIGH SCHOOL AND ELEMENTARY BUILDINGS</u>	<u>\$2,915.00</u> **Plus Applicable Sales Tax**

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West Memphis, AR 72301  
Office: 870-735-2234  
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