

---

# AGENDA

## EARLE SCHOOL DISTRICT

October 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

### **Action Items**

1. Recommendation to approve District and School Parent, Family and Community Engagement Policies
2. Recommendation to approve Minority Teacher and Administrator Recruitment Plan
3. Recommendation to approve Resolution for Local Support of 2020 6-Year Master Plan & Partnership Project Applications 2021/2023 Biennium
4. Request to contract services from Solution Tree for district faculty professional learning
5. Request to accept the resignation of Jerlene Duncan
6. Recommendation to hire James Arthur Guy on an Emergency Teaching Permit for position of High School Band Director/Music Teacher

# REPORTS

---

# REPORT

---

SUPERINTENDENT

## **Superintendent's Report**

### **Earle School District**

**October**

#### **Academics**

The 2019 ESSA School Index scores were released. Both the elementary and high school had very little movement. The state letter grade for Earle Elementary was an F and Earle High School was a D. Academically, each campus is not doing well, however they are striving to do better. The support of the co-op and the state continues and has been increased this year to help bring rigor to students in the classroom. Instructional Facilitators have worked with the staff to ensure use of the Critical Concepts Scales. Observations by principals and superintendent reveal minimal use to date. It is apparent that the teachers and building leaders need more intense support. Although we have had what was thought to be professional learning communities in place, there are many pieces needed to transform our schools to ensure the highest quality learning and achievement. We believe entering into a contract with Solution Tree for a continuous cycle of improvement, data review and planning, project planning, onsite embedded coaching, content specific coaching, building and district level training, foundational summer leadership training, back to school professional development, and a bank of resources customized for our district will be advantageous to ensure our students have teachers and leaders with high quality training designed to build capacity and sustainability. Our students deserve the best we can provide for them.

#### **Human Capital**

Crowley's Ridge Educational Service Cooperative Literacy, Math, and Science Specialists have been providing regularly scheduled support to elementary and high school teachers. They have been working with teachers to move instruction to small group within the classroom, as well as after school professional development with the whole staff. Teachers have embraced CRESC specialists working alongside them to train and support.

We welcome the support provided to the district and building leaders by the Office of Coordinated Support and Services. They have provided weekly support to the ESD to help build capacity. OCSS has provided support to the business office to provide training for the Assistant Business Manager, Human Resources, and the Administrative Assistant.

OCSS has provided support to District leaders to include the PBIS Coach, Student Success Coordinator, Principals, Special Education Department, and Superintendent. We keep a District calendar to help coordinate support. Each OCSS team member has greatly contributed to helping Earle School District to succeed.

The Superintendent monthly boot camps provided by Fiscal and Support Services and OCSS are much appreciated and valuable to the District. It is an opportunity to grow and network as a Superintendent.

In the last two months we have lost two highly paid certified teachers due to voluntary resignation. In an effort to meet standards and provide the instruction to meet the needs of our students, we have

made some crucial changes we feel will be for the best. The 5<sup>th</sup> and 6<sup>th</sup> grade students have been on a rotation between four subjects. Those subjects are ELA, Science, Math, and Social Studies. Beginning Monday, November 4<sup>th</sup>, students will still rotate to four classes, however, we have made adjustments so that students will receive Social Studies within the ELA block. The fourth rotation will be intervention class daily. A paraprofessional has been reassigned in the fourth rotation spot as the constant in the class. She will be accompanied by certified teachers on a rotation basis to ensure students are receiving a variety of enrichment, intervention, and double doses of math and literacy. We feel this will better serve the students and give them what they need daily instead of hiring a long term substitute.

We are still in need of a Special Education teacher and have reached out to Arkansas State University for help.

### **Student Support**

Earle Elementary had their Student Recognition Ceremony on October 30<sup>th</sup>. Students were recognized for 95% attendance and growth on NWEA and ACT Aspire. Parents took up half of the cafeteria! The ceremony was a much needed celebration for the students and an opportunity to encourage students to work hard on testing and to come to school daily in order to succeed.

Both campuses have begun WIN – What I Need Wednesday. Students working below benchmark are working with teachers on skills for literacy and math. Students that are on grade level have the opportunity to work on enrichment opportunities for specific skills on activities such as skill acceleration. Other activities may include writing plays, conducting research, composing music or art, book clubs, or creating math games. High School students work with teachers on their Student Success Plans and goals.

### **Communication Stakeholder Engagement**

The months of September and October were very busy months for parent and community engagement. District and School Parent, Family and Community Engagement policies have been revised with parent and community input. We had our Annual Report to the Public October 1<sup>st</sup> and the Title I meeting on October 22<sup>nd</sup>. Parents, Advisory Board Members, Students, and Community Members were in attendance for both meetings. Parents posed good questions and shared their views and concerns.

### **Fiscal Operations**

The budget was submitted on September 30. We worked with the DESE Fiscal Unit and OCSS through a series of meetings and phone calls to determine how best to budget for the year. Fiscal operations are a real struggle for the District. We have been in close contact with the DESE's Fiscal Unit, Federal Programs, and OCSS to ensure federal dollars are utilized effectively and efficiently, and spent in a timely manner. We are working hard to put systems and processes in place to build capacity within the District.

### **Facilities**

One of the partnership projects rescinded last year was a project to replace the high school roof (four buildings on the high school campus). Our Maintenance and Facilities Director has reached out to three

companies for quotes to determine if the roof can be repaired rather than replaced. Only one of the companies has come to the school to review and quote. He believes the roof can be repaired rather than replaced. What would be have cost the District approximately \$350,000 with a partnership project for replacement, could possibly be as low as \$50,000 for repairs. We are still waiting on the other two companies to respond. Rather than reapply for partnership funds, and have to rescind the project due to fiscal distress, we believe it would be in the best interest of the District to try to repair the leaking roof as soon as funds are available.

---

# REPORT

---

FISCAL

**Budget Summary**  
EARLE SCHOOL DISTRICT(1802000)

FY20 as of 2019-10-28	
<b>Beginning Balance</b> 7/1/2019	<b>Ending Balance</b> 10/31/2019
85,347.19	
Revenue	Expenditures
1,211,930.44	1,335,984.93
	-38,707.3
FY20 Budget	
<b>Beginning Balance</b> 7/1/2019	<b>Projected Balance</b> 6/30/2020
85,347.19	235,690.94
Revenue	Expenditures
4,726,643	4,576,299.28
FY19	
<b>Beginning Balance</b> 7/1/2018	<b>Ending Balance</b> 6/30/2019
223,977.25	85,347.19
Revenue	Expenditures
5,284,179.49	5,422,809.55
FY18	
<b>Beginning Balance</b> 7/1/2017	<b>Ending Balance</b> 6/30/2018
509,663.29	223,977.25
Revenue	Expenditures
5,152,258.19	5,437,944.23
FY17	
<b>Beginning Balance</b> 7/1/2016	<b>Ending Balance</b> 6/30/2017
420,145.54	509,663.29
Revenue	Expenditures
5,075,042.22	4,985,524.47

Projected Ending  
150,343.72

(138,630.06)

(285,686.04)

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



# 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 2019-10-28	FY20 Budget	Variance in FY20 Budget and FY20 YTD
11110	PROPERTY TAXES-CURRENT	802,331.59	805,212.47	895,831.81	336,405.35	1,027,400.00	(690,994.65)
11115	PROPERTY TAX RELIEF	0.00	899.16	10,323.69	50,218.60	11,632.00	38,586.60
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	26,097.61	128,425.00	(102,327.39)
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	769.48	10,000.00	(9,230.52)
11500	INT UNAPPORTIONED PROPRTY	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	0.00	10,000.00	(10,000.00)
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 BLDGDS & 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	49.40	0.00	49.40
19900	MISC REV FR LOCAL SOURCES	19,994.63	14,973.13	682.29	80.00	0.00	80.00
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	696,029.00	2,784,114.00	(2,088,085.00)
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	58,620.00	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 2019-10-28	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	0.00	0.00	0.00
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 ADJUSTMINT	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
<b>Total Revenue</b>		<b>5,075,042.22</b>	<b>5,152,258.19</b>	<b>5,284,179.49</b>	<b>1,211,930.44</b>	<b>4,726,643.00</b>	<b>(3,514,712.56)</b>

(Excluding transfers from 52000-52299 and 52400-52499)  
Oct 28, 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 2019-10-28	FY20 Budget	Variance in FY20 Budget and FY20 YTD
61110	CERT SALARY	1,595,422.46	2,224,420.93	2,103,636.87	539,998.94	2,333,632.91	(1,793,633.97)
61120	CLS SALARY	477,319.88	698,752.43	799,545.82	223,469.85	800,913.49	(577,443.64)
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	1,307.00	0.00	1,307.00
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	1,520.00	10,334.67	(8,814.67)
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	2,027.52	0.00	2,027.52
62120	CLS GROUP INS	0.00	2,628.33	5,979.11	1,715.39	0.00	1,715.39
62210	CERT SOC SEC	103,818.25	131,062.30	125,482.70	33,113.66	44,887.14	(11,773.48)
62220	CLS SOC SEC	71,066.49	48,486.38	51,375.49	12,854.07	15,338.23	(2,484.16)
62260	CERT MEDICARE	24,645.77	30,935.24	29,342.67	7,744.33	10,515.15	(2,770.82)
62270	CLS MEDICARE	7,685.11	10,404.10	12,019.18	3,006.30	3,587.17	(580.87)
62310	CERT TCH RET-CONT	258,942.01	314,460.59	290,827.50	66,666.31	97,362.79	(30,696.48)

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-10-28	FY20 Budget	Variance in FY20 Budget and FY20 YTD
62311	SURCHARGE INSTRUCTIONAL	0.00	328.18	693.99	317.46	0.00	317.46
62320	CLS TCH RET - CONT	69,679.80	101,182.06	109,147.43	33,578.20	36,198.25	(2,620.05)
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	0.00	0.00	0.00
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	3,730.65	3,322.49	408.16
62620	CLS WKR'S COMP	0.00	2,966.28	4,775.71	4,551.74	2,921.73	1,630.01
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	13,989.14	21,001.20	(7,012.06)
62711	CRT PREMIUM ASSISTNCE EBD	4,325.86	4,533.81	4,535.26	927.49	0.00	927.49
62720	CLS HEALTH BENEFITS	16,048.57	23,783.08	17,816.96	5,011.65	3,818.40	1,193.25
62721	CLS PREM ASSISTANCE EBD	1,753.04	2,288.81	2,478.79	531.79	0.00	531.79
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
<b>Salaries &amp; Benefits Totals</b>		<b>2,956,913.42</b>	<b>3,740,301.69</b>	<b>3,767,989.27</b>	<b>956,061.49</b>	<b>3,383,833.62</b>	<b>(2,427,772.13)</b>
<b>Other Expenditure Totals</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
63000	PURC SVS-PROF & TECHNICAL	0.00	1,800.00	1,800.00	1,800.00	1,950.00	(150.00)
63120	MANAGEMENT SERVICES	3,550.00	37,113.98	89,382.91	0.00	61,100.00	(61,100.00)
63210	INSTRUCTIONAL SERVICES	83,406.72	91,128.79	93,066.44	15,434.55	80,000.00	(64,565.45)
63220	SUBSTITUTE TEACH PURC.SVC	0.00	6,062.03	5,796.85	0.00	5,850.00	(5,850.00)
63240	STUDENT ASSESSMENT	0.00	47,699.33	13,095.92	0.00	17,500.00	(17,500.00)
63310	PD- CERTIFIED	0.00	660.00	3,600.00	134.95	8,300.00	(8,165.05)
63320	PD- CLASSIFIED	0.00	0.00	1,800.00	0.00	0.00	0.00
63420	ENGINEERNG & FACLTES COOR	0.00	5,218.00	2,215.00	0.00	1,900.00	(1,900.00)
63430	ACCOUNTING	14,860.00	31,220.00	0.00	0.00	0.00	0.00
63431	FINANCIAL AUDITS	24,548.30	12,840.40	4,174.38	39.30	4,200.00	(4,160.70)
63440	LEGAL	0.00	1,582.00	334.00	600.00	5,400.00	(4,800.00)
63450	MEDICAL	0.00	0.00	0.00	0.00	0.00	0.00
63490	OTHER PROF SERVICES	9,612.13	1,785.00	1,785.00	0.00	1,800.00	(1,800.00)
63530	SOFTWARE MAINTNCE & SUPPR	0.00	3,107.07	6,130.59	458.85	3,300.00	(2,841.15)
63900	OTHER PURC PROF/TECH SVS	0.00	0.00	0.00	0.00	0.00	0.00
64100	UTILITY SERVICES	16,328.56	18,114.80	12,034.44	3,818.03	29,600.00	(25,781.97)
64110	WATER/SEWER	22,474.96	20,728.79	20,768.88	6,978.04	39,900.00	(32,921.96)
64210	DISPOSAL/SANATATION	83,460.12	27,613.05	0.00	0.00	5,450.00	(5,450.00)
64230	CUSTODIAL	0.00	2,250.00	125.00	0.00	1,000.00	(1,000.00)
64240	LAWN CARE	97,823.80	116,540.08	54,564.13	2,697.54	70,450.00	(67,752.46)
64310	NON TECH REPAIRS & MAINTN						

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-10-28	FY20 Budget	Variance in FY20 Budget and FY20 YTD
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	3,868.65	63,201.00	(59,332.35)
65210	PROPERTY INSURANCE	89,298.50	85,374.15	88,007.90	87,530.46	24,500.00	63,030.46
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	0.00	47,000.00	(47,000.00)
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	7,267.05	200.00	7,067.05
65320	POSTAGE	3,110.28	3,457.18	1,948.84	40.25	1,900.00	(1,859.75)
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	12.60	550.00	(537.40)
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	658.89	3,000.00	(2,341.11)
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	364.72	6,150.00	(5,785.28)
65890	LODGING	24,413.92	4,176.26	3,982.70	659.14	1,750.00	(1,090.86)
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	2,996.65	0.00	2,996.65
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	6,341.08	81,100.21	(74,759.13)
66210	NATURAL GAS	44,002.54	66,075.28	55,704.06	1,320.13	450.00	870.13
66220	ELECTRICITY	129,977.13	124,257.20	110,197.79	36,833.20	4,300.00	32,533.20
66260	GASOLINE/DIESEL	63,588.18	34,316.55	46,926.61	13,062.59	1,700.00	11,362.59
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	0.00	7,350.00	(7,350.00)
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)
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	0.00	150.00	(150.00)
67350	EQUIPMENT-CURR	0.00	9,416.00	0.00	0.00	100.00	(100.00)

Account	Account Description	FY17	FY18	FY19	FY20 YTD as of 2019-10-28	FY20 Budget	Variance in FY20 Budget and FY20 YTD
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	1,393.35	19,600.00	(18,206.65)
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	93.94	0.00	93.94
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	10,000.00	0.00	10,000.00
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	379,923.44	1,192,465.66	(812,542.22)
Overall Expenditure Totals		4,985,524.47	5,437,944.23	5,422,809.55	1,335,984.93	4,576,299.28	(3,240,314.35)

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

Oct 28, 2019

# ACTION ITEMS

---

# ACTION ITEM 1

---

Recommendation to approve District and  
School Parent, Family and Community  
Engagement Policies



Action Item #1

Recommendation to approve District and School Parent, Family and Community Engagement Policies.

Background Information:

ACA § 6-15-1704 requires school administration to annually review and update their Parent, Family and Community Engagement Policies.

Attachment(s)  Yes  No

District and School Parent, Family and Community Engagement Policies

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the District and School Parent, Family and Community Engagement Policies as presented.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature



Date

11/6/19

## **6.12—PARENT, FAMILY, AND COMMUNITY ENGAGEMENT - SCHOOL**

Earle High School understands the importance of involving parents, families, and the community as a whole in promoting higher student achievement and general good will between the school and those it serves. Therefore, Earle High School shall strive to develop and maintain the capacity for meaningful and productive parent, family, and community engagement that will result in partnerships that are mutually beneficial to the school, students, parents, families, and the community. To achieve such ends, the school shall work to:

1. Involve parents, families, and the community in the development and improvement of Title I programs for the school;
2. Have a coordinated engagement program where the engagement activities of the school enhance the involvement strategies of other programs such as Head Start, HIPPI, Parents as Partners, Parents as Teachers, ABC, ABC for School Success, area Pre-K programs, and Even Start;
3. Explain to parents, families, and the community the State's academic and achievement standards; State and local student assessments; and how the school's curriculum is aligned with the state's academic standards and assessments; and how parents, families, and the community can work with the school to improve students' academic achievement;
4. Provide parents and families with the materials and training they need to be better able to help their child achieve. The school may use parent resource centers or other community based organizations to foster parental involvement and provide literacy and technology training to parents.
5. Educate school staff, with the assistance of parents, in ways to work and communicate with parents and to know how to implement parent, family, and community engagement programs that will promote positive partnerships between the school and parents, families, and the community;
6. Keep parents, families, and the community informed about parent, family, and community engagement programs, meetings, and other activities they could be involved in. Such communication shall be, to the extent practicable, in a language the parents and families can understand;
7. Find ways to eliminate barriers that work to keep parents and families from being involved in their child's education. This may include providing transportation and child care to enable parents to participate, arranging meetings at a variety of times, and being creative with parent/teacher conferences;
8. Find and modify other successful parent, family, and community engagement programs to suit the needs of our school;
9. Train parents, families, and the community to enhance and promote the involvement of other parents, families, and members of the community;
10. Provide reasonable support for other parent, family, and community engagement activities as parents, families, and the community may reasonably request.

To help promote an understanding of each party's role in improving student learning, Earle High School shall develop a compact that outlines the responsibilities of parents, students, and the school staff in raising student academic achievement and in building the partnerships that will enable students to meet the State's academic standards.

Earle High School shall convene an annual meeting, or several meetings at varying times if necessary to adequately reach parents and families of participating students, to inform parents and families of the school's participation in Title I, its requirements regarding parent, family, and community engagement, and the parents right to be involved in the education of their child.

Earle High School shall, at least annually, involve parents, families, and the community in reviewing the school's Title I program and parent, family, and community engagement policy in order to help ensure their continued improvement.

This policy shall be part of the school's Title I plan and shall be distributed to parents of the district's students and provided, to the extent practicable, in a language the parents can understand.

Legal References:      20 U.S.C. § 6318  
                                  A.C.A. § 6-15-1702  
                                  A.C.A. § 6-15-1703  
                                  A.C.A. § 6-15-1704

---

Date Adopted:

Last Revised: September 16, 2019

## 6.12—PARENT, FAMILY, AND COMMUNITY ENGAGEMENT - SCHOOL

Earle Elementary School understands the importance of involving parents, families, and the community as a whole in promoting higher student achievement and general good will between the school and those it serves. Therefore, Earle Elementary School shall strive to develop and maintain the capacity for meaningful and productive parent, family, and community engagement that will result in partnerships that are mutually beneficial to the school, students, parents, families, and the community. To achieve such ends, the school shall work to:

1. Involve parents, families, and the community in the development and improvement of Title I programs for the school;
2. Have a coordinated engagement program where the engagement activities of the school enhance the involvement strategies of other programs such as Head Start, HIPPY, Parents as Partners, Parents as Teachers, ABC, ABC for School Success, area Pre-K programs, and Even Start;
3. Explain to parents, families, and the community the State's academic and achievement standards; State and local student assessments; and how the school's curriculum is aligned with the state's academic standards and assessments; and how parents, families, and the community can work with the school to improve students' academic achievement;
4. Provide parents and families with the materials and training they need to be better able to help their child achieve. The school may use parent resource centers or other community based organizations to foster parental involvement and provide literacy and technology training to parents.
5. Educate school staff, with the assistance of parents, in ways to work and communicate with parents and to know how to implement parent, family, and community engagement programs that will promote positive partnerships between the school and parents, families, and the community;
6. Keep parents, families, and the community informed about parent, family, and community engagement programs, meetings, and other activities they could be involved in. Such communication shall be, to the extent practicable, in a language the parents and families can understand;
7. Find ways to eliminate barriers that work to keep parents and families from being involved in their child's education. This may include providing transportation and child care to enable parents to participate, arranging meetings at a variety of times, and being creative with parent/teacher conferences;
8. Find and modify other successful parent, family, and community engagement programs to suit the needs of our school;
9. Train parents, families, and the community to enhance and promote the involvement of other parents, families, and members of the community;
10. Provide reasonable support for other parent, family, and community engagement activities as parents, families, and the community may reasonably request.

To help promote an understanding of each party's role in improving student learning, Earle Elementary School shall develop a compact that outlines the responsibilities of parents, students, and the school staff in raising student academic achievement and in building the partnerships that will enable students to meet the State's academic standards.

Earle Elementary School shall convene an annual meeting, or several meetings at varying times if necessary to adequately reach parents and families of participating students, to inform parents and families of the school's participation in Title I, its requirements regarding parent, family, and community engagement, and the parents right to be involved in the education of their child.

Earle Elementary School shall, at least annually, involve parents, families, and the community in reviewing the school's Title I program and parent, family, and community engagement policy in order to help ensure their continued improvement.

This policy shall be part of the school's Title I plan and shall be distributed to parents of the district's students and provided, to the extent practicable, in a language the parents can understand.

Legal References:      20 U.S.C. § 6318  
                                  A.C.A. § 6-15-1702  
                                  A.C.A. § 6-15-1703  
                                  A.C.A. § 6-15-1704

---

Date Adopted:

Last Revised: September 16, 2019

## 6.11 — PARENT, FAMILY, AND COMMUNITY ENGAGEMENT

The Earle School District understands the importance of involving parents, families, and the community as a whole in promoting higher student achievement and general good will between the district and those it serves. Therefore, the district shall strive to develop and maintain the capacity for meaningful and productive parent, family, and community engagement that will result in partnerships that are mutually beneficial to the school, students, parents, families, and the community. To achieve such ends, the district shall work to:

1. Involve parents, families, and the community in the development of the long range planning of the district;
2. Give the schools in the district the support necessary to enable them to plan and implement effective parent, family, and community engagement activities;
3. Have a coordinated engagement program where the engagement activities of the district enhance the involvement strategies of other programs such as Head Start, HIPPPY, Parents as Partners, Parents as Teachers, ABC, ABC for School Success, area Pre-K programs, and Even Start;
4. Explain to parents, families, and the community the State's academic and achievement standards, State and local student assessments and how the district's curriculum is aligned with the state's academic standards and assessments and how parents, families, and the community can work with the district to improve students' academic achievement;
5. Provide parents and families with the materials and training they need to be better able to help their child achieve. The district may use parent resource centers or other community based organizations to foster parental involvement and provide literacy and technology training to parents.
6. Educate district staff, with the assistance of parents, in ways to work and communicate with parents and to know how to implement parent, family, and community engagement programs that will promote positive partnerships between the school and parents, families, and the community;
7. Keep parents, families, and the community informed about parent, family, and community engagement programs, meetings, and other activities they could be involved in. Such communication shall be, to the extent practicable, in a language the parents and families can understand;
8. Find ways to eliminate barriers that work to keep parents and families from being involved in their child's education. This may include providing transportation and child care to enable parents to participate, arranging meetings at a variety of times, and being creative with parent/teacher conferences;
9. Find and modify other successful parent, family, and community engagement programs to suit the needs of our district;
10. Train parents, families, and the community to enhance and promote the involvement of other parents, families, and members of the community;
11. Provide reasonable support for other parent, family, and community engagement activities as parents, families, and the community may reasonably request.

To ensure the continued improvement of the district's parent, family, and community engagement program, the district will conduct an annual review of its parental involvement policies to examine their affect on promoting higher student achievement. The review shall be done by a committee consisting of parents and other community members, certified and classified staff, and member(s) of the administration.

This policy shall be part of the school's Title I plan and shall be distributed to parents of the district's students and provided, to the extent practicable, in a language the parents can understand.

Legal References:        20 U.S.C. § 6318  
                                  A.C.A. § 6-15-1702  
                                  A.C.A. § 6-15-1703  
                                  A.C.A. § 6-15-1704

Date Adopted:

Last Revised: September 16, 2019

# ACTION ITEM 2

---

Recommendation to approve Minority Teacher  
and Administrator Recruitment Plan

Action Item #2

Recommendation to approve the Minority  
Teacher and Administrator Recruitment Plan

Background Information:

ACA § 6-17-1901 requires school  
administration to file annually with the  
Arkansas Department of Education a plan  
for balancing the ratio of minority staff to  
equal the ratio of minority students.

Attachment(s)  Yes  No

Earle School District Minority Teacher and  
Administrator Recruitment Plan

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner  
approve the Earle School District Minority  
Teacher and Administrator Recruitment Plan  
as presented.

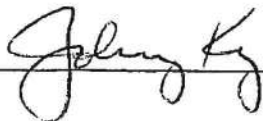
Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature



Date

11/4/19





**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION  
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT**

**Pursuant to Ark. Code Ann. § 6-17-1901, et seq., school districts and charter schools with more than five percent (5%) African-American or other minority students must prepare and submit annually a Minority Teacher and Administrator Recruitment Plan to the Equity Assistance Center. Plans must include, but not limited to the following:**

- Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education
- Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school
- Describe recruitment goals of minority teachers and administrators for the next school year and for the next ten (10) school years
- List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education
- List progress made in recruiting minority teachers and administrators
- Describe reasons for not meeting established recruitment goals, if needed
- List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years
- List the racial composition of the student body and residents of the district or charter

**INSTRUCTIONS:** Complete this signature page, attach it to the recruitment plan, and send electronically in portable document format (PDF) to ADE.equityassistance@arkansas.gov on or before October 15.

<b>SCHOOL DISTRICT/CHARTER SCHOOL:</b> Earle School District	<b>ADDRESS:</b> 1401 3 <sup>rd</sup> Street	<b>COUNTY:</b> Crittenden
<b>TELEPHONE NUMBER:</b>		
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
<b>COORDINATOR NAME/TITLE:</b> Carlous Guess, Federal Program Coordinator	<b>COORDINATOR TELEPHONE NUMBER/EMAIL:</b> 870.792.8486, ext. 103	
<b><u>The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:</u></b>		
Name of Superintendent or Chief Academic Officer: Tish Knowles		
(Please Print)		
Signatures: <u>Tish Knowles</u>	<u>10/15/19</u>	Date
<u>[Signature]</u>	<u>11/2/19</u>	Date
Board Secretary		Date

**The recruitment plan should include, but is not limited to, the following:**

- 1. Data**
  - **Racial composition of teachers and administrators**
  - **Racial composition of teachers and administrators hired in the past five (5) years**
  - **Racial composition of the current student body**
- 2. Analysis and summary of data collected**
- 3. Short-term goal(s) and progress in goal attainment**
- 4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment**
- 5. Improvements needed to increase recruitment**
- 6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education**
- 7. Action plan, including procedures for implementing, monitoring progress, and evaluating**

Tish Knowles  
Superintendent

# Earle School District



1401 3<sup>rd</sup> Street | Earle, AR 72331  
(870) 792 – 8486 | Fax (870) 792 – 8897

The Recruitment Plan shall include, but is not limited to, the following:

1. Data

- racial composition of the teachers and administrators

*For the purpose of this report, Earle School District views licensed, non-teaching positions as administrators. This will include counselors, instructional facilitators, deans of students, activities director, federal programs director, parent community liaison, and superintendent. Media specialists will be included in the teacher numbers. Seventeen percent of the administrative staff are Caucasians and 83 percent are African-Americans. Sixty-seven percent of the administrators are females and thirty-three percent are males. African-American teachers account for eighty-one percent of the staff, and nineteen percent are Caucasians.*

- racial composition of teachers and administrators hired the past five (5) years  
*Over the past five years, the district hiring trend has been about 80 percent African-American, and approximately 20 percent Caucasian (inclusive of a small percentage of those that identified as other).*

- racial composition of the present student body  
*Ninety-seven percent of the Earle School District students are African-American. Approximately two percent of the students are Caucasian, and one percent identify as being other. It should be noted that a literal interpretation of the state statute requiring this plan would imply that only one Caucasian would be hired for the Earle School District. Even if it was possible to fully staff our district with well qualified African-American teachers (which is not possible given the low numbers of minority college graduates, the low numbers of graduates wanting to move to rural areas, and the even fewer numbers electing careers in education) it is not the intent of the Earle School District to segregate from the racial diversity of the larger community. It is a goal of the district to diversify the student population over the next ten years.*

2. Analysis and summary of data collected

*The district has attained the goal of 80 percent African-American teachers and administrative staff. While the racial balance is considered appropriate for the district goal to have a more diverse student population, there continues to be a need to increase the number of African-American males at the elementary. Indeed, it is a need to hire more males regardless of race, to achieve gender balance for the elementary.*

## COMMISSIONER APPOINTED ADVISORS

ERIC COX  
PRESIDENT

SARAH JOHNSON  
VICE PRESIDENT

ARTHUR BERRY  
SECRETARY

CHARLIE COX  
MEMBER

APRIL WEATHERSPOON  
MEMBER

**3. Short-term goals**

- a. To maintain current racial balance of teacher and administrators.*
- b. To increase the number of male African-American teachers by two at the elementary school.*

**4. Long-term goals (10 years)**

*To maintain the current racial balance across the district while increasing the percentage balance of male to female teachers at the elementary.*

**5. Improvements needed to increase recruitment**

*The district is currently using 1240 waivers and Emergency Teacher Permits to recruit African-American college graduates from the region to the school district. The district is now using state options to assist staff in acquiring actual certification while in service.*

**6. Objectives, strategies, and activities used in recruiting administrators**

*Currently administrator's salary is above average for the region for districts our size.*

**7. Objectives, strategies, and activities for encouraging students to pursue a career in education**

*In an attempt to meet future needs, the district is in the planning stage of using cross-grade level tutoring to inspire students to go to college to become teachers. Further, the District Advisory Committee is working with administrators to increase the number of students going to college from the region. So in general, it is believed that by simply increasing the number of African-Americans with college degrees will assist in the recruitment and maintaining current racial balance.*

**8. Action plan, including procedures for implementing, monitoring progress, and evaluating**

- Change communication Avenues with parents*
- Sending more students to Community College campus for concurrent classes*
- Increase the number of high school and college graduates*
- Create a tracking system for seniors post high school—monitor for five years*
- English Department will help seniors with constructing a good essay for scholarship and college entrance*
- Every senior will apply to the Community College for a backup plan for college entrance*
- Each senior will present their career plan to The Advisory Board prior to graduation*
- Disaggregate collected data*

Please Send the signature page and recruitment plan electronically in Portable Document Format (PDF) to [Oliver.Dillingham@arkansas.gov](mailto:Oliver.Dillingham@arkansas.gov) on or before October 15

# ACTION ITEM 3

---

Recommendation to approve Resolution for Local Support of 2020 6-Year Master Plan & Partnership Project Applications 2021/2023 Biennium

Action Item #3

Recommendation to approve Resolution for Local Support of 2020 6-Year Master Plan & Partnership Project Applications 2021/2023 Biennium

Background Information:

ACA § 6-21-806 requires each school district to develop a six-year master plan that is approved by the district's board of directors.

Attachment(s)  Yes  No

Resolution for Local Support of 2020 6-Year Master Plan & Partnership Project Applications 2021/2023 Biennium

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the Resolution for Local Support of 2020 6-Year Master Plan & Partnership Project Applications 2021/2023 Biennium as presented.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return Item for more information

Signature



Date

11/6/19

**RESOLUTION FOR LOCAL SUPPORT OF 2020 6-YEAR  
MASTER PLAN & PARTNERSHIP PROJECT  
APPLICATIONS 2021/2023 BIENNIUM**

WHEREAS the Earle School Board has reviewed and voted yes to fully support the School District's 2020, 6-Year Master Plan and 2021-2023 Partnership Project Applications; and

WHEREAS the Earle School Board understands that the Arkansas Division of Public School Academic Facilities & Transportation must approve said masterplans and project applications; and

~~WHEREAS the Earle School Board understands that when partnership applications and masterplans are approved the Academic Facilities Division through the legislative appropriations may participate in the construction of academic facilities at the state computed wealth index as funding permits,~~

BE IT RESOLVED that the Earle School Board has voted to dedicate local resources to meet the school district's share of financial participation in approved new construction projects listed on the 6-Year Master Plan and applied for within the 2021/2023 Partnership funding biennium.

Does the board intend to seek elector approval to fund the districts share of the proposed project(s)

YES (if yes, provide approximate date \_\_\_\_\_)  
 NO

Does the board intend to dedicate other local resources to fund the districts share of the proposed project(s)

YES (if yes, provide approximate date 06/2022)  
 NO

Dish Knowles  
Superintendent

John K.  
School Board President

\_\_\_\_\_  
School Board Secretary

\_\_\_\_\_  
Date

# ACTION ITEM 4

---

Request to contract services from Solution Tree  
for district faculty professional learning



Action Item #4

Request to contract services from Solution Tree for district faculty professional learning

Background Information:

Request to contract services from Solution Tree for professional learning for district faculty.

Attachment(s)  Yes  No

Debt Request

Proposal from Solution Tree

Fiscal Impact/Debt Request

\$640,000.00

Superintendent's Recommendation:

It is recommended that the Commissioner approve the request to contract services from Solution Tree for district faculty professional learning.

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature John Key Date 11/6/19

# ACTION ITEM 5

---

Request to accept the resignation of  
Jerlene Duncan

Action Item #5

Request to accept resignation of Jerlene Duncan, 5th/6th Grade Teacher

Background Information:

Excessive absenteeism of the employee has an adverse effect on the education of students. There is no active Worker's Compensation claim or FMLA paperwork.

Attachment(s)  Yes  No

Correspondence to Ms. Duncan  
Correspondence with Attorney and ARSBA  
Copy of Earle School District Policy 3.8

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

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

Commissioner's Decision:

Approve Recommendation

Deny Recommendation

Return item for more information

Signature John Key Date 11/8/19

# ACTION ITEM 6

---

Recommendation to hire James Arthur Guy on an  
Emergency Teaching Permit for position of High  
School Band Director/Music Teacher

Action Item #6

Recommendation to hire James Arthur Guy on an Emergency Teaching Permit for the position of High School Band Director/Music 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

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

11/6/19