



# ARKANSAS DEPARTMENT OF EDUCATION



## District Conversion or Limited Public Charter School New Application

Deadline for Submission: October 31

RECEIVED  
OCT 29 2012

CHARTER SCHOOL OFFICE



Charter School: SOUTH PIKE COUNTY

Date Submitted: \_\_\_\_\_

Date Approved: \_\_\_\_\_

**Arkansas Department of Education**  
Charter School Office  
Four Capitol Mall, Room 302-B  
Little Rock, AR 72201  
501.683.5313

**STATE BOARD OF EDUCATION  
ARKANSAS DEPARTMENT OF EDUCATION  
APPLICATION FOR A DISTRICT CONVERSION OR LIMITED  
PUBLIC CHARTER SCHOOL**

**A. GENERAL INFORMATION (Please type.)**

Name of Proposed Charter School: SOUTH PIKE COUNTY SCHOOL DISTRICT

Grade Level(s) for the School: 7-12 Student Enrollment cap: 600

Name of School District: South Pike County School District

Name of Contact Person: Roger Featherston

Address (no P.O. Box please) 605 Third Avenue City Murfreesboro Zip 71958

Daytime Phone Number: (870) 285-2942 FAX: 870) 285-2276

E-mail: feather@mboro.k12.ar.us

Charter Site Address: 605 Third Avenue

City: Murfreesboro ZIP Code: 71958

Date of Proposed Opening: July/August, 2013

Name of Superintendent: Roger Featherston

Address: 605 Third Avenue

City: Murfreesboro Zip Code: 71958

Phone Number: (870) 285-2942 FAX: (870) @85-2276

E-mail: feather@mboro.k12.ar.us

**South Pike County School District  
Murfreesboro High School**

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## **B. GENERAL DESCRIPTION**

**n succinct terms describe the proposed school including grade levels offered, student populations served, educational focus, and any other essential characteristics.**

South Pike County School District recommends the conversion of its high school into a conversion charter school in order to implement the innovative learning environment of the New Tech Network Model. The proposed change would begin with grades 9, 10, 11, and 12, all of which are housed in the current High School building. Grades 9-12 currently have 199 students.

The conversion charter school will a be shared campus with 7<sup>th</sup> and 8<sup>th</sup> grades also housed under the same roof. With the addition of a new wing which opened August 20, 2012, the 7<sup>th</sup> and 8<sup>th</sup> graders have their own hall, lockers, and teachers and are somewhat isolated from the 9-12 population. They also have their own breakfast and lunch times. Even though the conversion to the New Tech model focuses on grades 9-12, the proximity of the 7<sup>th</sup> and 8<sup>th</sup> graders will make it easy to add these grades to at a future date.

The New Tech Model focus ensures that students are college and career ready through emphasis on three key elements: student engagement, technology that enables students, and a culture of student empowerment. Student engagement is accomplished through project based learning, a hands-on approach to teaching and learning. In this model, technology becomes a tool to enable students to complete real-life projects that support deep learning (New Tech Network). "Students and teachers alike have exceptional ownership of the learning experience and their school environment" in a culture that promotes trust, respect, and responsibility (New Tech Network). NTN uses research about how people learn to create to support and sustain 120 schools in 18 states and Australia, providing meaningful resources and support to develop the schools' successes. All New Tech Network schools are connected online through Echo, a "learning management system (LMS) designed to support project-based learning (PBL), facilitate communication and collaboration, and improve teacher practice" (NTN). Available to teachers, students and parents, Echo provides 24/7 access to course resources, project plans, assignments, a multi-dimensional grade book, online groups, and an extensive library of instructional resources for teachers. Schools are assisted in transitioning into the Network, aligning with state frameworks and implementing Common Core State Standards through individualized coaching ,four years of on-site and remote services, and guidance for teachers and principals (New Tech Network). South Pike County School District is developing a relationship with the New Tech Network through personal contact with the NTN support staff and school personnel, School Board, and community member visits to New Tech campuses.

The goal of South Pike County School District is to prepare productive, knowledgeable citizens who will succeed after high school and will become lifelong learners. We believe the New Tech model with Project Based Learning, an interdisciplinary curriculum, and integrated technology is the best way to reach this goal.

**Standard 1: Describe the results of the public hearing, which was held for the purpose of assessing support for the establishment of this district conversion or limited public charter school. Provide verification that notice of the public hearing was distributed to the community, certified school personnel, and parents of all students enrolled in the public schools in the community to be served by the proposed charter school. Also, include verification that notice of the public hearing was published on a weekly basis for at least three (3) consecutive weeks prior to the date of the hearing in a newspaper having general circulation in the school district.**

South Pike County School District held a public hearing on Thursday, October 25, 2012 in the Murfreesboro Cafeteria. (See Appendix 1 for Proof of Notice.) Approximately 80 people attended the meeting that was conducted by Superintendent Roger Featherston. Mr. Featherston explained the district conversion public charter school process and why he and the South Pike County Board of Education decided to pursue this status. Dr. Kristin Cuilla of New Tech Network then explained what NTN is and what their partnership with the District will mean for our students and teachers. Questions were accepted from the floor. The meeting began at 7 p.m. and lasted until 10 p.m. Concerns were expressed about current technology needs and the cost to maintain purchases which will allow us to make the change to Project/Problem Based Learning. Mr. Featherston pointed out that because of State mandated online testing, these are costs we will have to incur with or without school conversion. Questions such as the following were asked: Will we lose our autonomy? Will this raise our taxes? What kinds of costs can the parents expect to pay for the technology? Are we going to year-round school? Concerns were addressed, questions were answered, and attendees were given the opportunity to complete a short questionnaire. 68 people filled it out and returned it that night. Overall support was in the 75%. Questionnaires were accepted the next day until 1 p.m. (See Appendix 2 for questionnaire results.)

Informational meetings about the district conversion charter school were conducted by Superintendent Roger Featherston for the high school staff on October 10 and for the elementary staff on October 11. An announcement about the public hearing appeared on page 1 of the *Murfreesboro Diamond* on Wednesday, October 10, 2012. On Wednesday, October 17, the public hearing announcement again appeared on page 1 of the *Murfreesboro Diamond* and also on page 1 of the *Nashville Leader*. The announcement of the public hearing appeared on page 1 of the October 24, 2012 *Murfreesboro Diamond* and on page 5 of the *Nashville Leader* on the same date. On Monday, October 22, an email was sent to all faculty members inviting them to the public meeting. Murfreesboro High School. (See Appendix for copies of emails and articles.) The District's parent calling system was used to notify parents of the meeting on Wednesday, October 24, 2012. (See Appendix for results of the call.)

**Standard 2: Give the mission statement of the proposed district conversion school.**

The mission of Murfreesboro High School is to help students gain the skills, knowledge, attitudes, and principles which will enable them to become successful, responsible and productive citizens ready for challenges of the 21<sup>st</sup> Century. Students will graduate with the ability to apply 21<sup>st</sup> Century skills, to solve problems, to work as a team, to think critically, and to effectively use appropriate technology to succeed.

We will be able to measure our success by an increase in graduation rate, a decrease in dropout rate, successfully meeting AYP, and raising scores on EOC and State Benchmark tests.

South Pike County School District proposes a comprehensive approach to student learning ingrained in the New Tech model with Project Based Learning (PBL) interdisciplinary curriculum, technological literacy, and 21<sup>st</sup> Century skills acquisition as the cornerstone of the plan. We will integrate State frameworks and Common Core State Standards into the New Tech model.

**Standard 3: Describe the educational need for the school.**

South Pike County School District was formed in 2010 when the Murfreesboro and Delight School Districts consolidated, and the District name was changed. The District serves two campuses with three schools: Delight Elementary, Murfreesboro Elementary, and Murfreesboro High School. The main campus, location of the high school, is in the town of Murfreesboro. The Delight campus is located 12 miles from the Murfreesboro campus. Murfreesboro, the county seat of Pike County, is located in southwest Arkansas, 40 miles from Arkadelphia and Interstate 30 and about 60 miles southwest of Hot Springs and 60 miles north of Texarkana. South Pike County School District covers 379 square miles with over 90% located in Pike County. . Two additional school districts, Kirby and Centerpoint, are located in central and north Pike County. The economic base of the school district is mainly small family farms and tourism. The closest industry of any kind is located in Nashville, 12 miles south of Murfreesboro. The Crater of Diamonds State Park is located two miles south of the main campus, and Lake Greeson is eight miles north. Most families derive their income from chicken or cattle farming or tourism-related jobs, and many adults drive to Nashville, Hot Springs, or Texarkana for employment.

Only 10.1% of Pike County residents 25 years of age or older have a bachelor's degree, but 68.8% have a high school diploma The median household income for Murfreesboro is \$28,010 compared to Arkansas at \$37,823, and the unemployment rate is 9.5%. (<http://www.discoverarkansas.net>) Of 696 South Pike County School District students, 64% qualify for free or reduced lunches. Although our high school graduation rate has increased slightly (74.7% in 2008-09, 75.4% in 2009-10, and 77.2% in 2010-11), our dropout rate remains around 4%. Many of our students grow up in a culture of limited educational background within the home and because of this lifestyle, do not

always see the need for education. (Ruby Payne, *A Framework for Understanding Poverty*). "In almost every way, people with more education enjoy a higher standard of living. They live longer, have better health, and are happier and more productive than those with less education." (Mortenson, "Poverty, Race, and the Failure of Public Policy: The Crisis of Access in Higher Education," *Academe Online* Nov-Dec: 2000)

With the increasing emphasis on jobs that require either technical or higher education after high school and the out-sourcing of jobs that could once be filled by a non-skilled workforce, the need exists in this community and district for a new approach to learning. Albert Einstein said, "Insanity is doing the same thing, over and over again, but expecting different results." We believe the New Tech Network approach to Project Based Learning, its emphasis on a culture of responsibility, and the seamless integration of technology is the answer to stopping the insanity of trying to educate our students in the traditional way.

**Standard 4: Describe the educational program to be offered by the district conversion charter school.**

Murfreesboro High School proposes an educational program with several components. The School in partnership with New Tech Network will implement an educational philosophy based on the principles of project/problem/process based and interdisciplinary learning, with curricular and instructional strategies. In order to facilitate success in this new system and expand educational options, several changes will be proposed, including course specific changes, a new learning environment and a fresh, relevant set of graduation requirements.

**Project Based Learning (PBL)**

The first component of the proposed new program is Project/Problem Based Learning. As an educational philosophy, Project Based Learning recognizes students' inherent drive to learn and allows for in-depth exploration of authentic and important topics across the curriculum. Within the PBL model, all learning occurs through relevant projects that engage students. All projects require that the students use and develop the aforementioned skill set: oral communication, written communication, content literacy, work ethic, real-world relevancy, collaboration and critical thinking.

**Interdisciplinary, or "Integrated Courses"**

Some subjects do not lend themselves to being combined. In a similar vein some content instructors will choose to create and complete cross- The second element of the educational program of Murfreesboro High School is interdisciplinary learning. The Association for Integrative Studies explains the highlights of interdisciplinary learning in this way: "Interdisciplinary combines the insights of knowledge domains to produce a more comprehensive understanding of complex problems, issues, or questions ranging from comparison to fully realized integration." Whereas there would be complete Project Based Learning in Murfreesboro High School, only select courses

will be interdisciplinary in nature as curricular projects with teachers who teach other content in order for students to successfully grasp parallel content between the two courses. The number of these interdisciplinary, Integrated Courses, is limited for several reasons. Logistically, (1) the facilities can only accommodate a certain number of larger classrooms, (2) the size of the faculty and (3) collaborative planning times do not allow for unlimited integrated courses. Murfreesboro High School has chosen to initially implement three Integrated Courses in the ninth through eleventh grades, one for each grade. In the future Murfreesboro High School is planning to implement one integrated class per grade level per year, seventh through twelfth with the possibility of several multi-grade level integrated courses to allow students the flexibility of choice and direction in their studies. This will front-load the richness of the interdisciplinary curriculum, while allowing students to expand their education with electives and other core course choices. Interdisciplinary, or cross-curricular, education will occur through co-taught courses, the scope of which includes more than one core subject. Several studies have evaluated the effectiveness of team teaching, and data and literature support its value but recognize that a multiplicity of styles exist (Anderson and Speck). Though several styles of team teaching have been identified, the proposed model Murfreesboro would implement is called collaborative teaching. "This academic experience describes a traditional team teaching situation in which the team teachers work together in designing the course and teach the material not by the usual monologue, but rather by exchanging and discussing ideas and theories in front of the learners. Not only do the team teachers work together, but the course itself uses group learning techniques for the learners, such as small-group work, student-led discussion and joint test-taking" (Goetz and Jacobsen.) The benefits of team teaching are actualized through differences between instructors: difference in disciplines, pedagogies and philosophies.

### **Class Size**

The Integrated Courses will have an increased class size because of the limited number of faculty members available from pairing two teachers. New Tech Network schools benefit from these larger classes in several ways. First, the majority of class time will be spent within small project groups, which will not only develop and utilize the skills of communication and collaboration, but will also enhance the feeling of small group learning. Second, while working within these small groups, students will benefit from the collective wisdom of all of the class groups.

In order to accommodate for the increase in class size of some but not all courses, the physical layout of some classrooms will need to be creatively rethought. Existing spaces are being evaluated for their appropriateness for expanded class size. We have identified at least three existing spaces that could be easily and inexpensively reconfigured to accommodate larger classes. The Association for Integrative Studies asserts that coherence is an important pillar of quality interdisciplinary education. The New Tech network has several strategies for educational coherence, such as (1) joined planning period sessions between teachers and submission of project plans to the High School Principal. These sessions will allow for creative, innovative project planning that contextualize projects in meaningful ways rather than isolating them

within a particular subject matter. (2) Teachers will now be accountable for a project plan, what currently would be considered comparable to a lesson plan, which will be reviewed by the Principal. These project plans will be outlined and planned in the New Tech Portal, which is accessible to all teachers and administrators. (3) The project plan will address all Arkansas Department of Education standards to ensure current guidelines are being met within each project, keeping Murfreesboro High School in line with its continuing short-term goal of increasing student assessment scores. (4) The Portal is an online system created and managed by the New Tech network and serves as the ultimate mechanism for ensuring educational coherence. The Portal serves multiple purposes. Teachers upload their project plans in the Portal and have access to nearly a thousand pre-existing project plans from New Tech teachers across the nation. These projects are available to all teachers, and those who utilize the library, reconfigure the project if needed to meet state mandated standards. The Portal also provides a unique advantage in that teachers will be able to view other project calendars to manage student workload. (5) As the transition occurs to the new common core standards, New Tech will assist with ease of the development, implementation and instruction, as they have with their other Network schools nationwide.

### ***Criterion Based Assessment***

Successful interdisciplinary education includes assessment as a strategy to improve and as an important, routine function of the process. There are two types of assessment: evaluation of students within the classroom and evaluation of the overall academic program. In terms of student work, New Tech provides a relevant evaluation structure that is criterion based. Its assessment system evaluates performance using criteria similar to those in the work world, thus encouraging accountability, goal setting and improved performance. The two teachers will grade students jointly in terms of their demonstrated use of 21st century skills (oral communication, written communication, content literacy, work ethic, real-world relevancy, collaboration and critical thinking). However, in the case of an interdisciplinary course that combines English and Social Studies, for example, the English teacher will grade the work that is most relevant to English and the Social Studies teacher will do likewise for Social Studies assignments. The students will receive one grade for each integrated course. Assessing Murfreesboro High School's overall progress as a New Tech school will be a process that involves several stakeholders. The School District administration will work in parallel with the High School Leadership Team, which consists of five teachers and additional members, to assess progress and areas for growth based upon the State teacher evaluation rubric and the New Tech School Success Rubric. Perhaps most importantly, the New Tech Network's Coach will serve as a resource for support, guidance, evaluation and feedback throughout the year. Last, test scores of various types (The Learning Institute, ADE state assessments, teacher made) will be demonstrative of Murfreesboro High School's growth.

## ***Technology***

Technology is considered a foundational strategy for enabling our educational philosophy. As such, technology will become an integral part of every classroom. Students in New Tech courses will receive a laptop computer with both wired and wireless capabilities. These factors will remain integral to becoming a successful New Tech school, and technology will be used in every facet of projects as an efficient means to complete work and problem solve, and not in isolation from projects or used superficially at arbitrary points during projects. This dedication to relevant use of cutting edge technology would continue to thrive within the New Tech model.

## ***Expanding Educational Offerings: Courses Integrated Across Curriculum***

There are a number of course-specific changes that will enhance the educational program. First, students will be strong oral communicators as speeches and presentations will be an integral part of each course. As speech skills will be discussed, utilized and evaluated in all Integrated Courses, the Speech & Oral Communications course will not be necessary. This will enhance the educational program through expanding the frequency and depth of skills formerly taught in Speech & Oral Communications.

Second, students will be more empowered to take agricultural courses as they will carry elective credit. This will increase enrollment in the agricultural sciences, and likely increase the number of science courses in which many students enroll.

Third, Arkansas History will not be taught in isolation, but rather throughout the social studies content, increasing its relevancy and negating a need for a singular Arkansas History course.

Last, the fine arts will be integrated in a substantive and meaningful way into the curriculum, particularly in the seventh and eighth grades. Fine arts do not happen in isolation of culture and intellect, but rather one greatly informs the other. This will increase appreciation of the arts across student demographics because it will have a presence across the curriculum. This integrative teaching will occur through Project Based Learning. Collaborative planning time between fine arts faculty and core course teachers will integrate fine arts components into projects that address State standards. Fine arts faculty will also have instructional time within these classrooms to address, explain and teach the fine art component of the project.

## ***Graduation Requirements***

The educational program will include several additional graduation requirements, such as (1) community service, (2) electronic portfolio, (3) senior project accompanied by a public presentation and (4) an application to post-secondary school, application to the armed forces, or industry recognized certification. These requirements will solidify 21st century skills, build civic engagement and clarify students' post-graduation plans.

## ***School Day***

The school daily schedule will be structured to accommodate the Integrated Courses and the Advisor/Advisee Program, before and after school activities and extended learning opportunities via web-based, virtual and blended virtual classes.

## ***Academic Calendar***

Changes to our school calendar will be considered to allow for maximum flexibility in order to match the calendar to the new instructional models.

**Standard 5. List the specific measurable goals in reading, reading comprehension, mathematics, and mathematic reasoning based on the state mandated assessments, and any other assessment tools if used, for improving student academic achievement for each year of the public charter schools' initial five (5) year period.**

- I. As we transition to Common Core Requirements, Murfreesboro High School; achievement in Reading, Reading Comprehension, Mathematics and Mathematic Reasoning will continue to increase to meet our AMO and individual student growth goals each year for the first five years.

Tools: ACTAAP (Arkansas Comprehensive Testing, Assessment and Accountability Program)

TLI (The Learning Institute)

PARCC (Partnership for Assessment of Readiness for College and Careers)

- II. All students will have 80% mastery by the end of the school year on each SLE as measured by the TLI assessments.

Tools: TLI (The Learning Institute)

- III. Attendance will increase by 1% each year for the first two years and .5% each subsequent three years or until we meet or exceed regional or state average, whichever is higher.

Tools: APSCN (eSchool) Attendance records Attendance software

- IV. In the second year, the graduation rate will increase by 1%, and will continue to increase by the same increment each subsequent year or until we meet or exceed regional or state average, whichever is higher.

Tools: NORMES

**6. Describe the process that will be used to develop and align the curriculum with the Arkansas Curriculum Frameworks. Also describe plans to transition the curriculum to the pending requirements of the Common Core Standards in accordance with the timeframe adopted by the State Board of Education.**

Murfreesboro High School's educational program will be designed to align with Arkansas State Curriculum Frameworks and Common Core Standards. This plan will

be discussed with faculty in the Spring, reviewed in the summer and discussed at the extensive training the faculty will have leading up to becoming a New Tech school.

- I. Murfreesboro School District will continue to use TLI (The Learning Institute) assessments which are standards based and aligned to State Frameworks and Common Core Standards. New Tech Network will provide support to ease in the transition into the Common Core.
- II. Teachers will be responsible for ensuring that the Frameworks/Common Core Standards in their core subject matter are taught within Integrated Courses.
- III. Projects that are developed will implement appropriate Frameworks, with all Common Core Standards being addressed in advance of the ADE assessments. Projects that are utilized from the Project Library within the Portal will be re-tooled if necessary to address Arkansas Frameworks and Common Core.
- IV. The Murfreesboro High School Principal will supervise teachers to ensure that Frameworks are being taught and Common Core Standards are integrated.
- V. All project plans will be required to be programmed into the Portal two weeks before they become effective, providing ample opportunity to address Frameworks issues and Common Core if necessary.

**7. Describe the enrollment criteria and the student selection process. Include a statement of what student selection method will be utilized in the event that more students apply for admission to the district conversion or limited public charter school than can be accommodated under the terms of the charter.**

Murfreesboro High School will publicize its status on the district website, an article in the local newspapers, and through a radio announcement made by Superintendent Roger Featherston. The above publicity plan will allow for all community members to learn about and apply to the school. In each facet of the plan, three items will be clear: (1) All students who reside within the Murfreesboro School District boundaries will be automatically eligible to enroll in the charter school. (2) Students living outside of the South Pike County Schools' boundaries will be allowed to legally transfer into Murfreesboro High School through legal transfer or School Choice; and (3) if Murfreesboro High School meets its enrollment cap, (600) admittance through choice will be through a lottery process with allowance for a sibling priority.

8. Summarize the job descriptions of the school director and other key personnel. Specify the qualifications to be met by professional employees (administrators, teachers, counselors, etc.) of the program. List the types of administrative positions, teaching positions, and support positions and how many of each.

*1. Administrator (Building Principal/Director) Responsibilities:*

Act as chief executive operating officer of the school and carry out the School and District missions

Select, hire and terminate faculty and staff  
Carry out the annual performance based appraisal by which each staff member will be held accountable  
Monitor the status of resources in order to fulfill the School and District's missions  
Assist in preparation of an annual budget to be presented to the Board \*  
Ensure building maintenance and safety  
Oversee the implementation of the curriculum  
Monitor student academic achievement regularly

*Qualifications:*

The qualifications of an administrator will be significant, substantive, and strong experience in education and an advanced terminal degree in the field of education.

Murfreesboro High School will have one (1) principal/director.

*II. Teacher Responsibilities:*

Conduct classroom instruction  
Work collaboratively with colleagues to plan and teach courses  
Maintain an atmosphere conducive to learning  
Reach as many different levels and kinds of learners as possible  
Attend workshops and training for professional development  
Continually teach, assess and modify for each student  
As a result of TAP (Teacher Assessment Program), teachers meet weekly in clusters according to the subject matter they teach. Selected veteran teachers serve as mentors for new teachers and a master teacher who works with all career teachers.

*Qualifications:*

All teachers, with the exception of instructors teaching career preparedness courses must be highly qualified as according to NCLB. The School District will be empowered to hire the best teachers for career preparedness course instructors regardless of licensure status

Murfreesboro High School will begin implementation of the conversion to a New Tech Network school with 23 teachers, increasing to 28 over the five year period.

*IV. Counselor Responsibilities:*

Disseminating and clarifying graduation requirements \*  
Aiding students in understanding, choosing and moving forward with both secondary and post-secondary plans  
Assisting with Master scheduling in secondary

*Qualifications:*

The counselor qualifications will be a Master's degree and state teacher certification with experience in the field of education.

Murfreesboro High School will continue to employ one full time counselor.

V. Board of Directors & Staffing Plan

The Board of Directors, which is responsible for overseeing all functions of the School District, is responsible for the staffing and salary plan. (See Attachment for salary schedule.)

**9. Describe the manner in which the school will make provisions for the following student services:**

**(A) Guidance Program**

**(B) Health Services (C) Media Center (D) Transportation (E) Food Services**

**(F) Special Education**

**(G) Alternative Education**

**(H) Gifted and Talented Program**

**Please note that under federal guidelines students with disabilities shall be provided specific services and all aspects of IDEA apply. The public charter school cannot waive the responsibility of providing services for students with disabilities.**

*A) Guidance:*

Murfreesboro High School will employ a full time, certified counselor who will continue to provide the same counseling services to the conversion public charter students as are presently provided to the Murfreesboro High School students.

In addition, we have housed on our campus mental health services for all students provided by ACAP (Arkansas Counseling and Psycho-diagnostics)

*B) Health Services*

The school district's full time nurse will be available during the school day. Each building has at least one staff member trained in CPR and the use of defibrillator.

*C) Media Center*

Murfreesboro High School will employ a full time media specialist in compliance with state standards.

*D) Transportation*

The South Pike County School District will continue to provide transportation to all eligible students living within the district to all schools in the district.

*E) Food Services*

Murfreesboro High School will have a full food services staff to prepare and serve students enrolled in the South Pike County School District and physically located on the

same campus. The food service staff will be under the supervision of the district Food Service Supervisor.

*F) Special Education*

South Pike County School District will continue to provide the same special education support as is currently provided to the Murfreesboro High School Students and will continue to comply with all existing state and federal guidelines concerning Special Education.

*G) Alternative Education*

Murfreesboro High School currently has an alternative school that serves all students, in grades 7-12. This facility will be located within the high school building and will continue to provide an alternative setting for all students in the school who meet enrollment criteria for alternative placement.

*H) Gifted & Talented Program*

All programs, curriculum and services of the Gifted and Talented Program currently provided to Murfreesboro High School will continue to be provided to the students will continue to be in compliance with all GT regulations in place in the state.

**10. Provide a statement affirming that the charter school will participate in the Arkansas Public School Computer Network, as required by state statute or by State Board of Education rule, for reporting education and financial data, including grants or private donations received by the school.**

In accordance with state statute and/or State Board of Education rule, South Pike County School District will participate fully in reporting education data in the Arkansas Public School Computer Network.

**11. Describe the facilities to be used. Give the present use of the facility and the use for the past three (3) years. Include a statement that the facility will comply with all requirements for accessibility in accordance with the Americans with Disabilities Act (ADA) and Individuals with Disabilities Education Act (IDEA) all other state and federal laws. If the facility does not currently meet these requirements, provide a list of items that will need to be addressed to bring the facility into compliance.**

**Include a statement that the facility will comply with all requirements for accessibility in accordance with the Americans with Disabilities Act (ADA) and Individuals with Disabilities Education Act (IDEA) and all other state and federal laws. The facility will be inspected by staff of the ADE or its designee prior to any State Board of Education action on the application. If the facility does not currently meet these requirements, provide a list of items that will need to be addressed to bring the facility into compliance. Also include a statement of**

**permissible uses for the facility from the local zoning authority, and whether there are any alcohol sales within 1000 feet of the facility.**

Murfreesboro High School, originally constructed in 1999, will be the site of the conversion charter school. The building has been the high school since its construction. The high school is located at 605 Third Avenue in Murfreesboro. The facility has complied and will continue to comply with all accessibility regulations in accordance with the ADA and IDEA. There are no alcohol sales within 1,000 feet of the facility. As a sound plan for continued operation, maintenance, and repair of the facility, SchoolDude will continue to be used as recommended by the Arkansas Department of Facilities and Transportation and will continue to provide excellent, safe facilities and transportation through its staffing structure. The school district understands there will be costs since walls will need to be removed and/or reconfigured to create larger classroom space. South Pike County School District plans to fund these renovations out of its operating budget. The District's budget can comfortably fund the endeavor, since the District had an ending balance of over \$2.1 M in 2011. The Director of Operations approximates that the renovation cost will be \$100,000 based on in-house estimates. The location is not subject to any local zoning authority.

**12. List the provisions of Title 6 of the Arkansas Code Annotated (Education Code), Arkansas Department of Education rules, and the *Standards for Accreditation of Arkansas Public Schools and School Districts* that the district conversion public charter school seeks to be exempted from in order to meet the goals of the school. Identify the specific statute, rule, or standard requested to be waived by title and section number if applicable. Provide a brief description of the need for each waiver requested.**

STATUTE 6.10.106 DATES FOR BEGINNING AND END OF SCHOOL YEAR.

- I. The South Pike County School District is asking for a waiver from this statute and standard in order to provide the flexibility needed to align the school calendar and instructional day with the academic needs of project based instruction. Murfreesboro High School will continue to meet all state requirements concerning minimum days and hours per week of instruction.

STATUTE 6.17.114. Teacher planning time.

- II. South Pike County School District requests a waiver from the specific requirements of this standard for the new conversion charter school, Murfreesboro High School, which will continue to provide adequate planning time for teachers (200 minutes per week), but requests greater flexibility in parceling planning time. This flexibility will allow for larger blocks of time for co-planning and developing large projects which are integral to the success of integrated projects.

STANDARD 9.03.3.6 GRADE 8; FINE ARTS

- III. The fine arts will be integrated in a substantive and meaningful way into the curriculum, particularly in the seventh and eighth grades. The fine arts do

not happen in isolation of culture and intellect, but rather one greatly informs the other. This will increase appreciation of the arts across student demographics because it will have a presence across the curriculum. This integrative teaching will occur through Project Based Learning.

Collaborative planning time between fine arts faculty and core course teachers will integrate fine arts components into projects that address Frameworks. Fine arts faculty will also have instructional time within these classrooms to address, explain and teach the fine art component of the project. As the fine arts will be addressed throughout the curriculum, Murfreesboro High School requests exemption from the grade 8 art requirement.

#### STANDARD 9.03.3.7 HEALTH & SAFETY

- IV. In full implementation of Project Based Learning, the content of several subjects will be regularly integrated into the curriculum. Through Integrated Courses and PBL in other classrooms, the content traditionally taught in the Health & Safety course will be taught in other courses.

#### STANDARD 9.03.3.8 TOOLS FOR LEARNING

- V. In full implementation of Project Based Learning, the content of several subjects will be regularly integrated into the curriculum. Through Integrated Courses and PBL in other classrooms, the content traditionally taught in Tools for Learning course will be taught in other courses.

#### STANDARD 9.03.3.9 CAREER AND TECHNICAL EDUCATION

- VI. Since regular technology skills such as keyboarding, program and software skills are utilized in every classroom. Murfreesboro High School requests a waiver from teaching Keyboarding and Computer Technology Introduction since technology will continue to be emphasized in every part of the curriculum.

#### STANDARD 9.03.3.11 GRADES 5-8

- VII. South Pike County School District requests that Murfreesboro High School, be allowed to provide an alternative, effective way of teaching Arkansas History. Rather than teaching it as an isolated course, Arkansas history will be addressed in each grade level in a single class each year. By integrating it across the curriculum and into Project Based Learning, students will be more engaged with the subject matter and understand it more comprehensively, thus eliminating the need for a stand-alone Arkansas History course. All Arkansas History frameworks will still be addressed in the curriculum.

#### STANDARD 9.03.3.12 GRADES 5-8

- VIII. South Pike County School District requests that Murfreesboro High School be allowed to give credit to eighth graders for courses traditionally

completed in High School specifically, Physical Science, CBA and Algebra I. The curriculum Frameworks in these courses will be addressed and taught. This will allow for science, vocational and mathematics frameworks to be introduced under the New Tech model at an earlier grade and still provide students with credit for the academic work they have achieved.

#### STANDARD 9.03.4.1 CURRICULUM: LANGUAGE ARTS

- IX. We are asking for a waiver to teach Speech & Oral Communications as an independent class. With a curriculum that is based on the PBL model, students will graduate from Murfreesboro High School with a deep, meaningful presentation history and with a distinctively strong ability to communicate orally. The proper tools for strong oral communication skills will still be taught and measured uniformly, as all classes will use the same presentation rubric that was written according to the Arkansas frameworks and will later be adapted to fit the Common Core Standards. South Pike County School District proposes that students receive their oral communication credit after successfully completing ninth and tenth grade English, at which point students will have had an ample oral communications background.

#### STANDARD 9.03.4.2 SCIENCE

- X. Murfreesboro High School proposes to provide a 1/2 credit of science elective credit for Plant Science, (or Horticulture/Greenhouse) and Animal Science. This will encourage and affirm students' decisions to enroll in agricultural courses, which are already popular among Murfreesboro students.

#### STANDARD 10.01 REQUIRED TIME FOR INSTRUCTION AND SCHOOL CALENDAR

- XI. South Pike County School District requests that Murfreesboro High School be allowed alternative calendar compliance. By creating more flexibility with the calendar, the first and second semesters can be more equally balanced, thereby improving semester coursed that are taught in the first semester.
- XII. Murfreesboro High School requests a late arrival day for one day a week. This will allow for cross-curricular collaboration and project planning time. Professional development will also be integrated into this day through common planning times.

#### STANDARD 10.02 CLASS SIZE AND TEACHING LOAD

- XIII. South Pike County School District requests that Murfreesboro High School be given exemption from this standard because the nature of integrated units requires multiple classes to be combined creating larger class sizes than are currently allowed under this standard. The overall student to teacher ratio will not substantially change but may need to exceed current standards in some instances.

#### STANDARD 10.02.5 CLASS SIZE AND TEACHING LOAD

- XIV. South Pike County School District requests that Murfreesboro High School increase the number of students a teacher can instruct in one day. As teachers will be a part of interdisciplinary, double blocked courses they have the potential to teach many more students in one day. In that same vein, they will be co-teaching these students which will offset the increase in students.

#### STANDARD 14.01 GRADUATION REQUIREMENTS

- XV. Murfreesboro High School requests exemption from teaching Career Orientation in eighth grade and to begin teaching the course, CT Intro Based Career Orientation, in the seventh grade. The instructor for this integrated course meets all licensing requirements in business and will be endorsed for Career Orientation. We currently have a one year waiver for this provision so the CT Intro Based Career Orientation is already being taught to our seventh grade students. We are asking for a permanent extension of this waiver in order to provide more flexibility to our New Tech instructional model.

- XVI. South Pike County School District requests a waiver from the state mandate to teach keyboarding in grades 5-8 but be allowed to move this instruction to the elementary school grades, K-4 under the following conditions:

1. All students will be tested to make sure they are proficient in Keyboarding Skills.
2. All seventh or eighth grade students will complete Computer Business Applications (492129) (CBA).
3. All seventh and eighth grade students enrolled in CBA will be tested along with high school students enrolled in the course when end of course exams are given. Technology will remain an integral part of Murfreesboro classrooms. These and other important technological skills will be taught and practiced as a regular part of courses across the curriculum. Technology will be fully implemented in all classrooms.

#### STANDARD 14.03 UNIT OF CREDIT

- XVII. Murfreesboro High School requests the ability to teach multiple subjects simultaneously, thus exempting it from Carnegie Units. This would shift the focus to skills acquired and mastery rather than amount of time students spend in a seat. This would be another factor to provide greater flexibility in scheduling. This request only affects how credit is awarded and will not change the number of credits required by the state for graduation or the number of courses to be taught.

#### STANDARD 15.03 LICENSURE AND RENEWAL

- XVIII. Murfreesboro High School requests the ability to hire the best teachers regardless of licensure status. Teachers who may be the best candidates may include but are not limited to: teachers with career experience,

outside career certification or licensure in a specific field but extensive education in a different content matter. All interdisciplinary classes will be taught with at least one certified instructor and instructors that are highly qualified as defined by NCLB standards will teach all core subjects.

#### STANDARD 18.01 GIFTED AND TALENTED

XIX. The structure of Project Based Learning allows for increased levels of student challenge for students of greater ability. Teachers working collaboratively, while working with students in small groups, also allows for better differentiation of instruction to challenge students who are identified as gifted and talented.

#### STANDARD 16.01.3 GUIDANCE AND COUNSELING

XX. Murfreesboro High School will continue its Advisor/Advisee Program. All students in grades eight through twelve will participate in this program for twenty minutes every day. Advisors will direct students to successfully complete the graduation requirements and will supervise students' course credits. These advisors will also teach the importance and necessity of post-secondary planning. The advisors will also work with students on self-exploration and college/career searches through several means, including Career Action Planning (CAP) conferences and parental involvement.

### **13. Describe the potential impact of the proposed district conversion or limited public charter school on the efforts of a public school district or districts to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools.**

Murfreesboro High School will continue to operate under School Choice and Legal Transfer laws. The School will comply with current standards and monitor enrollment with the utmost discretion. The School District is not currently under any court ordered desegregation.

### **14. Describe how the parents or guardians of the enrolled students will be involved with the school and its educational program.**

Families and guardians will be involved in important ways in the South Pike County School District, and particularly the Murfreesboro High School and its becoming a New Tech Network school. Following are some ways parents will be involved in the school's educational program:

1. Parents will be contacted in cases of emergency and for informational reasons through Alert Now, the District's notification system.
2. The New Tech Portal allows for parents to see grades as they are posted in real time, access class websites and e-mail contact with teachers.
3. Parents and guardians will be involved in new and exciting ways to celebrate students' successes and also hold them accountable for quality academic work through public presentations.

4. Community members will be involved in Project Based Learning. Their engagement may be manifested in presentation evaluation and as the source for real world projects.
5. Parents whose students are enrolled in Career and Technical Education courses will be invited to career advisory meetings to ensure parental involvement and investment in the post-secondary plan.
6. The Murfreesboro High School Leadership is responsible for gathering input, implementing and evaluating the implementation of the Arkansas Comprehensive School Improvement Plan (ACSIP). The Leadership Team, along with other administrators, is also responsible for identifying performance criteria, namely standards based testing
7. Community members are also invited into these discussions on performance criteria and school improvement through discussions with the School Board. The South Pike County School District Board of Education hosts an annual report to the public, during which a variety topics are discussed, including school performance, progress on the current school improvement plan and ideas for improvements in the future. Inviting community input will benefit both parties, as the feedback will ensure the school is improving in diversified, substantive ways and will build community investment in Murfreesboro High School.
8. Hopefully, the most enriching parental involvement will occur organically in ways that the School District cannot yet envision.

Appendix  
Item A

# Murfreesboro Daily

Wednesday, October 10, 2012 • Issue 12 • 1 Section • 12 pages • In Pike County, Arkansas

## SPCSD to host meeting on conversion charter school *Option would change local education to more innovative/technological style*

The South Pike County School District will host a public meeting on Thursday, October 25, at 7 p.m.

This meeting will be held in the cafeteria on the Murfreesboro campus with the purpose of discussing the possibility of the school becoming a conversion charter school.

A conversion charter school is a public school that enters an agreement with the Arkansas Department of Education. In this agreement, or charter, the school receives a waiver of certain guidelines and possibly extra funding, in return for the promise to change the educational delivery system to a more

innovative style.

The SPCSD is currently researching partnering with the New Tech organization in a move that would move us into project-based learning with extensive use of technology.

All interested school patrons are encouraged to attend this meeting.

## 'Trunk or Treat' scheduled for Oct. 30

With Halloween falling a Wednesday this year, the City of Murfreesboro will officially celebrate the event on Tuesday, July 30.

As part of the festivities, an invitation to all churches

spook the trick or treaters.

To those who are bringing "trunks" or booths, everything needs to be set up by 5:30. There will be representatives on hand to show where to park or set up

scheduled to be held on the square, pending city approval of street closings. Otherwise, the city park is being considered as a secondary venue if necessary. Any change of



**GIVING A WELCOMING FRESH COAT OF PAINT ...** Patrick Hughes of IV puts a new coat of pain on the city's welcome sign visible from Highway 27 was being done at the behest of the Murfreesboro Chamber of Commerce.

P.J. Tracy IV

\*\*\*\*\*CAR-RT WSH\*\*B 004  
 1038 05-31-13 24W 12P 55  
 SOUTH PIKE CO. SCHOOL DIST  
 SUPERINTENDENT'S OFFICE  
 PO BOX 339  
 MURFREESBORO AR 71258-0339

# MURFREESBORO Diamond

Wednesday, October 17, 2012 • Issue 13 • 1 Section • 12 pages • In Pike County, Arkansas.

## SPCSD to host meeting on conversion charter school

*See Next Week's Diamond for an interview with Superintendent Roger Featherston concerning the conversion charter school*

The South Pike County School District will host a public meeting on Thursday, October 25, at 7 p.m.

This meeting will be held in the cafeteria on the Murfreesboro campus with the purpose of discussing the possibility of the school becoming a conversion charter school.

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The SPCSD is currently researching partnering with the New Tech organization in a move that would move us into project-based learning with extensive use of technology.

All interested school patrons are encouraged to attend this meeting.

The target date for the reopening of the facility is just after the turn of the year in January 2013.

## Q-Court sees timeline for hospital reopening

A timeline was provided to practitioners, P.A.'s, office staff, housekeeping, lab and x-ray.

The hirings will also be for the staffing of the clinics that the timeline also shows

## 'Trunk or Treat' scheduled for

With Halloween falling a Wednesday this year, the City will officially celebrate the event on Tuesday, October 30.

As part of the festivities, an invitation to all churches and residents to participate in a "Trunk or Treat" event on the City Square is in progress.

The public is invited to the event and asked to bring their cars and trucks decorated to spook the trick or treaters.

To those who are bringing "trunks" or booths, everything needs to be set up by 5:30. There will be representatives on hand to show where to park or set up.

The "treating" will be held from 6:00-8:00 p.m. The event is a joint effort of local churches, merchants and the chamber of commerce.

The event is tentatively scheduled square, per of street cl the city pa ired as a if necessa venue wil the Murfrc The eve of the idea ment for c and will fe es and lot:

## IN NEXT WEEK'S DIAMOND

Fire Week Pictures from Preschool and Kin

Detailed interview with Roger Featherston

the upcoming conversions charter school

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958 05-31-13  
SOUTH PIKE CO. SCHOOL DISTRICT  
PRINCIPAL'S OFFICE MBORO HIGH  
PD BOX 339  
MURFREESBORO AR 71958-0339  
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# MURFREESBORO

Wednesday, October 24, 2012 • Issue 14 • 1 Section • 14 pages • In Print

USPC 103-230

Established 1975

Crat

## Open meeting to discuss M'boro school conversion charter status on Thursday

The South Pike County School District will host a public meeting on Thursday, October 25, at 7 p.m.

This meeting will be held in the cafeteria on the Murfreesboro campus with the purpose of discussing the possibility of the school becoming a conversion charter school.

A conversion charter school is a public

school that enters an agreement with the Arkansas Department of Education. In this agreement, or charter, the school receives a waiver of certain guidelines and possibly extra funding, in return for the promise to change the educational delivery system to a more innovative style.

All interested school patrons are encouraged to attend this meeting.

## 'Trunk or Treat' next week

With Halloween falling a Wednesday this year, the City will officially celebrate the event on Tuesday, October 30.

As part of the festivities, an invitation to all churches and residents to participate in a "Trunk or Treat" event on the City Square.

booths, everything needs to be set up by 5:30. The "treating" will be held from 6:00-8:00 p.m.

The event is a joint effort of local churches, merchants and the chamber of commerce.

All trunk or treat cars will enter the

\*\*\*\*\*FIRM 71958  
 40P 4N  
 ASTRIC\*\*B006  
 2177 01-24-13 SCHOOL DISTRICT  
 SUPERINTENDENT'S OFFICE  
 P.O. BOX 339  
 MURFREESBORO AR 71958-0339

# NASHVILLE LEADER

Nashville, Ark. • Wednesday, Oct. 17, 2012 • Vol. 10, issue 15 • 20 pages, 2 sections • 75 cents

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## South Pike seeks conversion charter status School sets public meeting Oct. 25 to discuss possible change for grades 9-12

**By John Balch**  
 Leader staff

The South Pike County School Board voted last week to continue the district's quest to become a conversion charter school.

During the Oct. 9 meeting, the board approved a resolution which is part of the conversion charter application process. The meeting marked the first time the topic has been discussed in open session by the board. A letter of intent, dated Aug. 27, to pursue charter status was submitted to the Arkansas Department of Education by Superintendent Roger Featherston.

Featherston said the letter of intent is "totally non-binding" and the decision to submit the letter was based on meeting deadlines and was reached after individual discussion with school board members.

"(The letter of intent) had to be filed by Aug. 31 in order to be eligible to even make an application," Featherston said Thursday. "No board action is required for such, so it had been discussed individually as something that needed to be investigated, which we are in the process of doing."

The deadline for the conversion charter application to be filed with the state is Oct. 31. A public meeting to address the possible conversion charter is scheduled for Thursday, Oct. 25 at 7 p.m. in the cafeteria.

The district is seeking conversion charter status for the high school only (grades 9-12), and, if approved, Featherston said the method of teaching and learning would undergo a "radical change." The district is currently working with New Tech Network to revamp the high

school's use of technology and to "expedite our goal of becoming more progressive and better equipping our students for their future."

"New Tech would mean a radical change in the delivery system of education to our students," he said. "Students would be taught using project-based learning, with each student having access to technology, either iPads or laptop computers."

According to the Arkansas Department of Education, public charter schools are "public schools of choice that operate with freedom from many of the regulations that apply to traditional public schools. The charter establishing each such school is a performance contract detailing the school's mission, program, goals, students served, and methods of assessment."

Charters are granted for a period

of up to five years, and at the end of the term, the state Board of Education may renew the school's contract, according to ADE website.

"Public charter schools are accountable to the state Board of Education to produce positive academic results and adhere to the charter contract. The basic concept of public charter schools is that they exercise increased autonomy in return for this accountability. This autonomy is gained by requesting exemption from Title 6 of the Arkansas Education Code and state Board of Education rules. The charter schools are accountable for both academic results and fiscal practices to several groups: the sponsor that grants them, the parents who choose them and the public that funds them."

See Charter • Page 5A

# Charter

Continued  
from page 1A

There are currently 14 conversion charter schools in the state.

On Sept. 9, Featherston along with High School Principal Kathaleen Cole and two high school teachers, visited Cross County New Tech and "were very impressed."

"What I saw was a school with a great climate, more interaction between students and teachers, and a higher percentage of students engaged in learning than in most traditional schools," Featherston said.

Principal Cole stated in last week's meeting that the visit to Cross County was an "eye-opener" and that there were no text books, only computers, and students were allowed to use cellphones in the learning process. "Weird" and "another world" were words Cole used to describe what she saw during the visit.

"I truly believe this type of education would better prepare our students for their future, which is the most important purpose of a school," Featherston said.

Funding is also a benefit of becoming a charter school, according to Featherston.

"The most obvious benefit is extra funding, which would pay for the New Tech costs and help toward the added technology costs," he said. "Also, it could make team-teaching more possible by getting waivers on how many students can be in a classroom, more scheduling flexibility, more flexibility with class offerings, etc."

There is a \$150,000 STEM (Science, Technology Engineering and Mathematics) grant available, as well as a charter grant for up to \$600,000.

"We have to apply for these so this is not guaranteed money," Featherston said. "If we don't receive these grants, I don't believe we can afford to offer this opportunity to our students at this time."

Drawing students to the school district is also a potential benefit cited by Featherston for becoming a conversion charter school.

"Right now, we're an average school and I don't want to settle for being average," he told board members last week.

Featherston and other school employees are sched-

uled to tour another New Tech school today (Wednesday), this one located in Ruston, La.

Featherston's letter of intent states the high school plans to keep the same name, "but will change if necessary." He said most schools "have simply added 'New Tech' to their former name."

According to the New Tech website, the company is a "non-profit organization that helps high school students gain the knowledge and skills they need to succeed in life, college, and the careers of tomorrow." There are currently 120 schools in 18 states employing New Tech.

"Our project-based teaching approach engages students with dynamic, rigorous curriculum. Through extensive professional development and hands-on coaching, our teachers evolve from keepers of knowledge to facilitators of rich, relevant learning," according to the website.

The application for a conversion charter is denied by the state, Featherston said the district would try again next year. The district will learn if this year's application has been denied or approved in late November.

winner in the Leader's Ball contest, is the winner of last week's contest despite a colossal mixup in posting games.

Last week's contest was erroneously repeated on the contest page, but Tinsley and many others figured out how to use the "Pigskin Predictions" graphic as an edit form.

## Hospital

Michelle Skillings has been named chief nursing officer at Howard Memorial Hospital effective Nov. 1.

Skillings is a registered nurse with more than 20 years of experience as a CNRN and director of nursing. She received her BSN from the University in Mississippi and her master's degree in health care administration from the University of Phoenix.

## NJHS plans

Nashville Junior High School will celebrate Ribbon Week Oct. 22-26.

Throughout the week, students will receive ribbon pencils and other prize reminders to avoid drug use. NJHS theme will be "Be

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

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**Big Garage Sale**

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8 a.m. - till

Bed Frames, Small Appliances,  
Household Items, Decorations,  
Clothing, Insulation Coveralls, Lots of Bargains. Come and Look.  
New Shoes and Boots Size 11 Mens

**3 FAMILY INSIDE SALE**

120 North Main (across from Tollett's Gas)  
Thursday and Friday 7 a.m. to 5:30 p.m.  
Saturday 7 a.m. to 12 noon

Kitchen Items, Small Appliances, Sewing Machine, File Cabinets, Desks, Furniture, New Garbage Disposal, New Calling Fan, 100's of books and records, 1837 Clarke Commentary, Old Bottles and much, much more.

870-557-7172 25

# Meeting Thursday night to discuss South Pike County School District's quest for conversion charter status

The South Pike County School District will host a public meeting on Thursday, Oct. 25 at 7 p.m. in the high school cafeteria to discuss the district's recent decision to apply for conversion charter status.

The district is seeking conversion charter status for the high school only (grades 9-12). The deadline to apply for the status is Oct. 31.

If approved for the status change, Superintendent Roger Featherston said the high school will undergo a "radical change" in the method of learning and teaching. The district is currently working with New Tech Network to revamp the high school's use of technology and to "expedite our goal of becoming more progressive and better equipping out students for their future," according to Featherston.

"New Tech would mean a radical change in the delivery system of education to our students," he said. "Students would be taught using project-based learning, with each student having access to technology, either iPads or laptop computers."

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There are currently 14 conversion charter schools in the state.

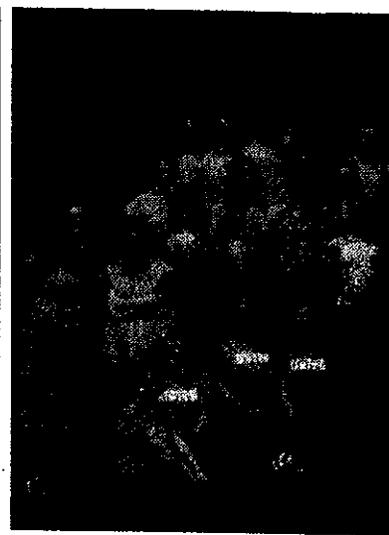
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"We have to apply for these so this is not guaranteed money," Featherston said. "If we don't receive these grants, I don't believe we can afford to offer this opportunity to our students at this time."

The district will learn if this year's application has been denied or approved in late November.



**TAKING A STANCE.** The Murfreesboro Unity Day on Oct. 10. Students in orange to support this year's sponsored by PACER, an org. Each year many students, especially schools, students, teachers, and awareness about bullying, and the Council is proud to support this

## Employment: October 25th

The company looking to purchase Pike County Memorial Hospital will be taking applications for employment on Thursday, Oct. 25 from 10 a.m.-6 p.m. in hospital lobby. The announcement was



1. Publication Title

Nashville Leader

4. Issue Frequency

Weekly

7. Complete Mailing Address of Known Office of Publication

119 N. Main, Nashville, AR 718

8. Complete Mailing Address of Headquarters or General Business Office of Publisher

119 N. Main, Nashville, AR 718

9. Full Names and Complete Mailing Addresses of Publisher and Complete Mailing Address of Publisher

John R. Schirmer 620 W Summit

Editor (Name and complete mailing address)

Managing Editor (Name and complete mailing address)

## Murfreesboro's 'trunk or treat' Oct. 30

The Murfreesboro Chamber of Commerce, in conjunction with city of Murfreesboro, local churches and merchants, will host "Trunk or Treat" on the town square Tuesday, Oct. 30 from 6-8 p.m.

with candy handouts and games to be held from 6-8 p.m. Cars may only enter the square off Highway 27, closest to Cypress Creek Candle shot, basically following the normal flow of traffic

decorated vehicles.

The city of Murfreesboro will officially observe the Halloween holiday on Tuesday, Oct. 30 instead of Wednesday, Oct. 31.

Conversion HS meeting

From: Karen Richardson

To: Elementary Teachers; High School Teachers; Jerry Burrow

CC: Admin1

Date: Monday - October 22, 2012 4:07 PM

An invitation from Superintendent Roger Featherston and HS Principal Kathaleen Cole:

A public meeting will be held in the cafeteria this Thurs. at 7 p.m. to discuss the conversion charter school status. Dr. Kristin Cuilla from New Tech Network will be here to summarize what they are and can do for us. Questions will be answered.

Please plan to attend and help us invite interested community members. We will be doing an AlertNow call to remind parents.

Thanks,

public meeting

From: Roger Featherston

To: All Employees

Date: Thursday - October 25, 2012 9:07 AM

The public meeting tonight at 7 P.M. in the cafeteria is not mandatory, but it would be a great way for you to get your questions answered. There will be a representative from New Tech at the meeting who is very informative and knowledgeable. If you come, and I am asking you to if possible, do not be intimidated to ask questions. The principals and I are fully convinced that this is the direction we need to go, however, it will not work without teacher support. Research has shown that teachers have the most effect on the success of students. We believe project-based learning will give teachers the opportunity to be more effective.

Thank you,  
Roger Featherston

Appendix  
ITEM A  
Publication of Public Hearing  
Alert Now Call  
October 24, 2012

 Message - Details

Message Name: Public hearing

Category:

General

Sample Scripts:

All Scripts

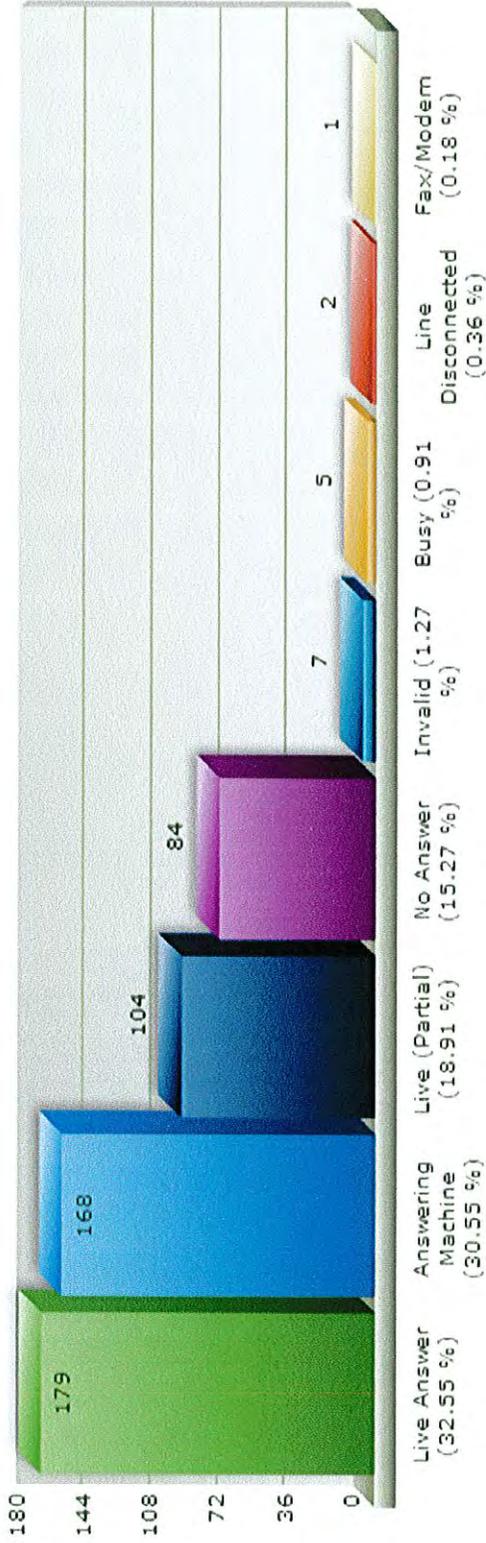
Content/Script  
(Optional)

This message is for parents and guardians of South Pike County School District students and other interested residents of the school district. Thursday, Oct. 25 at 7 p.m. a public meeting will be held in the cafeteria to discuss the proposed application for Murfreesboro High School to become a District conversion public charter school. Superintendent Roger Featherston will discuss reasons for considering this opportunity. A representative from the New Tech Network will be in attendance to tell us about this organization. Please plan to attend the meeting and be prepared to ask questions and voice your concerns.

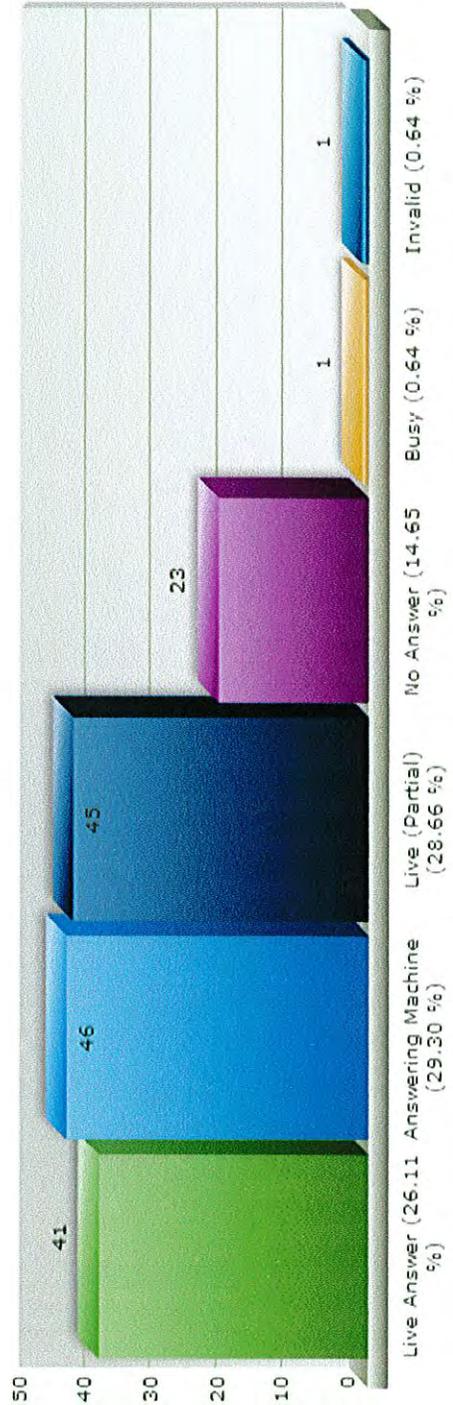
Type(s):

-  Voice
-  Email

### Appendix A Student Call



### Staff Call



**Appendix  
Item B**

**New Tech Network and South Pike County School District Timeline**

**Summer, 2012**

**Superintendent, HS Principal and Board Member attend STEM meeting and hear presentations about New Tech Network, EAST CORE, Project Lead the Way, and UTeach Arkansas (Chose New Tech Network as best of the three.)**

**September 19, 2012**

**Principal Kathaleen Cole, Superintendent Roger Featherston, English teacher Megan Bonner, and social studies teacher Dr. Thomas Copeland visit Cross County High School (2011 New Tech Implementation)**

**October 5, 2012**

**Conference call New Tech, ADE, and Superintendent discuss New Tech, STEM, and the Conversion Public Charter School application process**

**October 10 and 11, 2012**

**Superintendent Featherston met with high school and elementary faculties to present information to them and answer questions.**

**October 19, 2012**

**Team visits Ruston High School, Ruston, LA (Superintendent Featherston, Principal Cole, science teacher Alma Barnes, math teacher Melissa Jones, Board member Steve Conly, and parent Chad Brinkley)**

**October 25, 2012**

**Public hearing with 80 in attendance. New Tech representative Dr. Kristin Cuilla was in attendance**

**October 26, 2012**

**New Tech application completed  
STEM grant completed**

**October 29, 2012**

**Conversion Charter Application completed**

APPENDIX  
ITEM C  
2013-14 PROPOSED CALENDAR

Teacher In-service	August 12
Open House	August 15
School Opens	August 19
<b>Labor Day—No School</b>	September 2
Parent/Teacher Conferences	September 19
End of 1 <sup>st</sup> Quarter (44 Days)	October 18
<b>Thanksgiving Holiday—no school</b>	November 27-29
Semester Tests	December 18-19
End of 2 <sup>nd</sup> Quarter (42 Days)	December 20
<b>Christmas Holiday—no school</b>	December 23-January 3
School Resumes—2 <sup>nd</sup> Semester	January 6
<b>Martin Luther King Day—no school</b>	January 20
Parent/Teacher Conferences	February 13
<b>Winter Break—no school</b>	February 14-17
End of 3 <sup>rd</sup> Quarter (47 Days)	March 14
<b>Spring Break—no school</b>	March 17-21
<b>Easter Holiday—no school</b>	April 18-21
High School Graduation	May 16
Semester Tests	May 26-27
End of 4 <sup>th</sup> Quarter (45 Days)	May 28

**SENIOR HIGH**

	16	Algebra A	Algebra 3	Algebra B	AP Statistics	Algebra 2	Algebra 2	Algebra 2
D. JACKSON		Geometry 9	Pre-Cal Trig	Geometry 10	Pre-Cal / Trig	Geometry	Senior Project	Algebra 2
D. COMPTON		Geometry 9	Economics 9/Econ 9	Geometry 10	Pre-Cal / Trig	Journalism	World History	Algebra 2
MOORMAN		Integrated Language Arts	Integrated Civics/Gov't	Language Arts 9	Language Arts 9		American History	
COPLAND		Integrated Language Arts	Integrated Civics/Gov't	Language Arts 9	Language Arts 9		Civics 9/Civics 9	
OSBURN		Integrated Language Arts	Integrated Civics/Gov't	Language Arts 9	Language Arts 9	PAP English 7	English 9	Literacy Dev Skills 7
BONNER			AP Language					PAP English 8 Room 30
BARNES	14	Chemistry	AP Chemistry	Physics	PAP Science 7	Anatomy & Physiology		Community Service
WISE	18		FAP Science 8	AP Biology	Biology	Physical Science	Biology	Physical Science
MARON	4/6	EAST	DC III/DC IV	DC I/DC II		DC I/DC II	EAST	DC III/DC IV
TERRELL	13	Family Con Science 9	Child Care Guidance	Child Dev/ Parenting	Family Con Science 9	Family Works CSI/ FW CSI 8	Workplace Readiness	
LAMB	AG	Env/ Ming Natural Resources		Ag Science Tech 9	Animal Science/ Bio Animal Science	Intro to Agriculture 8/ Intro to Ag	Ag Mechanics	Ag Electric /Leadership & Com
STARK	3	Spanish I	Health/ Health	PE/Health -7 <sup>th</sup> grade		Spanish 2	Jr Boys PE 8-9	Health/ Health
LOWERY	9	Drivers Ed/ Drivers Ed	Drivers Ed/ Drivers Ed	7 <sup>th</sup> Athletics/ Health		Duty	JR boys Athletics	Sr Boys Athletics
J. JONES	PH		AD PERIOD	7 <sup>th</sup> Athletics	Jr Girls Athletics	Sr. Girls Athletics	JR boys Athletics	Sr Boys Athletics
HORNBECK	11	Environmental Science		7 <sup>th</sup> Athletics/ Health	Jr Girls Athletics	Sr. Girls Athletics	JR boys Athletics	Sr Boys Athletics
STAFORD	8		Band (8-12)		Success Strategies (cc)	Oral Com/ Drama	7 <sup>th</sup> Grade Band/ 8 <sup>th</sup> grade girls	6 <sup>th</sup> Grade Band
HARWELL	BH	Advanced Music/ Advance Choir	Band (8-12)	Vocal Music	Duty			
WOOD	2	English 8 Room 30	Oral Com/ Drama	Duty	Success Strategies (cc)		ART I- 9	
DISTANCE LEARNING	21	ACT Prep						
		Fail /Spring						
OCCUA Mboro Campus		Comp 1 and 2 (cc) MATH (413001 & 413002) College Algebra (cc) TTH						
WALKER	24	English 8	English 7	English 12	Math 7	Geometry		Math 8
BALLARD	22	English 10	English 9	Algebra B	English 11	Physical Science		Algebra 2
GLEBA	25	Resource	Resource	Resource	Resource	Resource	Resource	Resource Math
ALE	23	Bonnie Hamm	Martine PE Bonnie	Bonnie Hamm	Bonnie Hamm	Bonnie Hamm	T. Jones- Soc Studies Bonnie-Lunch	Bonnie Hamm
ISS	1							
TECH / PARENTING	15							

# Appendix ITEM D

## Public Charter School Application Estimated Budget Worksheet, Year One (2013-2014)

<u>Line#</u>	<u>Revenues</u>	<u>Amount</u>	<u>Total</u>
1	State Public Charter School Aid:		
2	No. of Students (296) \$6,267.00 State Foundation Funding		1,855,032
3			
4	No. of Students (296) x \$42.38 Professional Development		12,544
5	No. of Students (296) x eligible rate* NSLA Funding		153,032
6	Total State Charter School Aid		2,020,608
7			
8	Other Sources of Revenues:		
9	Private Donations or Gifts		
10	Federal Grants (List the amount)		
11	Special Grants (List the amount)		
12	Other ( <i>Specifically Describe</i> )		
13			
14	Total Other Sources of Revenues		\$0.00
15			
16	<b>TOTAL REVENUES</b>		<b>2,020,068</b>

<u>Line#</u>	<u>Expenditures</u>	<u>Amount</u>	<u>Total</u>
18			
19	Administration:		
20	Salaries: ( <i>No. of Positions 1</i> )	80,000	
21	Fringe Benefits	17,320	
22	Purchased Services		
23	Supplies and Materials		
24	Equipment		
25	Other ( <i>Describe</i> )		97,320
26			
27	Regular Classroom Instruction:		
28	Salaries: ( <i>No. of Positions 24</i> )	926,040	
29	Fringe Benefits	200,488	
30	Purchased Services	40,000	
31	Supplies and Materials	15,000	
32	Equipment		
33	Other ( <i>Describe</i> )		1,181,528

\*NSLA Funding eligibility rate: the amount of funding is based on the percentage of students eligible for free or reduced price meals. Below seventy percent (70%): \$517.00 per student; between seventy and ninety percent (70-90%): \$1,033.00 per student; and ninety percent and above (90%): \$1,549.00 per student.

(Budget Continued)

34			
35	Special Education:		
36	Salaries: (No. of Positions_2_)	<u>80,060</u>	
37	Fringe Benefits	<u>17,333</u>	
38	Purchased Services		
39	Supplies and Materials		
40	Equipment		
41	Other (Describe)		<u>97,393</u>
42			
43	Gifted and Talented Program:		
44	Salaries: (No. of Positions_.5)	<u>16,693</u>	
45	Fringe Benefits	<u>3,614</u>	
46	Purchased Services		
47	Supplies and Materials		
48	Equipment		
49	Other (Describe)		<u>20,307</u>
50			
51	Alternative Education Program/ALE:		
52	Salaries: (No. of Positions_2_)	<u>7,060</u>	
53	Fringe Benefits	<u>1,528</u>	
54	Purchased Services		
55	Supplies and Materials		
56	Equipment		
57	Other (Describe)		<u>8,588</u>
58			
59	Guidance Services:		
60	Salaries: (No. of Positions_1_)	<u>49,714</u>	
61	Fringe Benefits	<u>10,763</u>	
62	Purchased Services		
63	Supplies and Materials		
64	Equipment		
65	Other (Describe)		<u>60,477</u>
66			
67	Health Services:		
68	Salaries: (No. of Positions___)		
69	Fringe Benefits		
70	Purchased Services		
71	Supplies and Materials		
72	Equipment		
73	Other (Describe)		<u>\$0.00</u>

(Budget Continued)

74			
75	Media Services:		
76	Salaries: (No. of Positions <u>1</u> )	<u>41,034</u>	
77	Fringe Benefits	<u>8,884</u>	
78	Purchased Services		
79	Supplies and Materials	<u>2,000</u>	
80	Equipment		
81	Other (Describe)		<u>51,918</u>
82			
83	Fiscal Services:		
84	Salaries: (No. of Positions <u>    </u> )		
85	Fringe Benefits		
86	Purchased Services		
87	Supplies and Materials		
88	Equipment		
89	Other (Describe)		<u>\$0.00</u>
90			
91	Maintenance and Operation:		
92	Salaries: (No. of Positions <u>3,50</u> )	<u>70,291</u>	
93	Fringe Benefits	<u>15,218</u>	
94	Purchased Services	<u>43,500</u>	
95	(include utilities)		
96	Supplies and Materials	<u>30,000</u>	
97	Equipment		
98	Other (Describe)		<u>159,009</u>
99			
100	Pupil Transportation:		
101	Salaries: (No. of Positions <u>6</u> )	<u>24,476</u>	
102	Fringe Benefits	<u>5,300</u>	
103	Purchased Services		
104	Supplies and Materials		
105	Equipment		
106	Other (Describe)		<u>29,776</u>
107			
108	Food Services:		
109	Salaries: (No. of Positions <u>7</u> )	<u>38,861</u>	
110	Fringe Benefits	<u>8,413</u>	
111	Purchased Services		
112	Supplies and Materials	<u>80,000</u>	
113	Equipment		
114	Other (Describe)		<u>127,274</u>

115	<i>(Budget Continued)</i>	
116	Data Processing:	
117	Salaries: <i>(No. of Positions 2 )</i>	<u>50,572</u>
118	Fringe Benefits	<u>10,949</u>
119	Purchased Services	<u>          </u>
120	Supplies and Materials	<u>          </u>
121	Equipment	<u>          </u>
122	Other <i>(Describe)</i>	<u>61,521</u>
123		
124	Substitute Personnel:	
125	Salaries: <i>(No. of Positions ___)</i>	<u>          </u>
126	Fringe Benefits	<u>\$0.00</u>
127		
128	If Applicable: Facilities	
	Lease/Purchase (contract for one total	
129	year including facility upgrades)	<u>          </u>
130	<i>Please list upgrades:</i>	<u>          </u>
131		<u>          </u>
	If Applicable: Utilities (contract for one total	
132	year including facility upgrades)	<u>          </u>
	If Applicable: Insurance (contract for one	
133	total year including facility upgrades):	<u>          </u>
134	If Applicable: Property Insurance	<u>12,704</u>
135	If Applicable: Content Insurance	<u>12,704</u>
136		
137	Debt Expenditures:	<u>\$0.00</u>
138	Other Expenditures:	
139	<i>(Describe)</i>	<u>\$0.00</u>
140		
141	<b>TOTAL EXPENDITURES</b>	<b>1,907,815</b>

**Public Charter School Application**  
**Estimated Budget Worksheet, Year Two (2014-2015)**

<u>Line#</u>	<u>Revenues</u>	<u>Amount</u>	<u>Total</u>
1	State Public Charter School Aid:		
2	No. of Students (304) x \$6,267.00 State Foundation Funding		1,905,168
3			
4	No. of Students (304) \$42.38 Professional Development		12,884
5	No. of Students (304) x eligible rate* NSLA Funding		157,168
6	Total State Charter School Aid		2,075,220
7			
8	Other Sources of Revenues:		
9	Private Donations or Gifts	_____	
10	Federal Grants (List the amount)	_____	
11	Special Grants (List the amount)	_____	
12	Other ( <i>Specifically Describe</i> )	_____	
13			
14	Total Other Sources of Revenues		\$0.00
15			
16	<b>TOTAL REVENUES</b>		2,075,220
17			
18	<u>Expenditures</u>	<u>Amount</u>	<u>Total</u>
19	Administration:		
20	Salaries: ( <i>No. of Positions</i> <u>1</u> )	82,400	
21	Fringe Benefits	17,840	
22	Purchased Services	_____	
23	Supplies and Materials	_____	
24	Equipment	_____	
25	Other ( <i>Describe</i> )	_____	100,240
26			
27	Regular Classroom Instruction:		
28	Salaries: ( <i>No. of Positions</i> <u>24</u> )	953,821	
29	Fringe Benefits	206,502	
30	Purchased Services	43,000	
31	Supplies and Materials	15,000	
32	Equipment	_____	
33	Other ( <i>Describe</i> )	_____	1,218,323

\*NSLA Funding eligibility rate: the amount of funding is based on the percentage of students eligible for free or reduced price meals. Below seventy percent (70%): \$517.00 per student; between seventy and ninety percent (70-90%): \$1,033.00 per student; and ninety percent and above (90%): \$1,549.00 per student.

(Budget Continued)

34			
35	Special Education:		
36	Salaries: (No. of Positions <u>2</u> )	<u>82,462</u>	
37	Fringe Benefits	<u>17,853</u>	
38	Purchased Services		
39	Supplies and Materials		
40	Equipment		
41	Other (Describe)		<u>100,315</u>
42			
43	Gifted and Talented Program:		
44	Salaries: (No. of Positions <u>.50</u> )	<u>17,194</u>	
45	Fringe Benefits	<u>3,723</u>	
46	Purchased Services		
47	Supplies and Materials		
48	Equipment		
49	Other (Describe)		<u>20,917</u>
50			
51	Alternative Education Program/ALE:		
52	Salaries: (No. of Positions <u>1</u> )	<u>7,272</u>	
53	Fringe Benefits	<u>1,574</u>	
54	Purchased Services		
55	Supplies and Materials		
56	Equipment		
57	Other (Describe)		<u>8,846</u>
58			
59	Guidance Services:		
60	Salaries: (No. of Positions <u>1</u> )	<u>51,205</u>	
61	Fringe Benefits	<u>11,086</u>	
62	Purchased Services		
63	Supplies and Materials		
64	Equipment		
65	Other (Describe)		<u>62,291</u>
66			
67	Health Services:		
68	Salaries: (No. of Positions <u>    </u> )		
69	Fringe Benefits		
70	Purchased Services		
71	Supplies and Materials		
72	Equipment		
73	Other (Describe)		<u>\$0.00</u>

(Budget Continued)

74			
75	Media Services:		
76	Salaries: (No. of Positions <u>1</u> )	<u>42,265</u>	
77	Fringe Benefits	<u>9,150</u>	
78	Purchased Services		
79	Supplies and Materials	<u>2,100</u>	
80	Equipment		
81	Other (Describe)		<u>53,515</u>
82			
83	Fiscal Services:		
84	Salaries: (No. of Positions <u>    </u> )		
85	Fringe Benefits		
86	Purchased Services		
87	Supplies and Materials		
88	Equipment		
89	Other (Describe)		<u>\$0.00</u>
90			
91	Maintenance and Operation:		
92	Salaries: (No. of Positions <u>3.50</u> )	<u>72,400</u>	
93	Fringe Benefits	<u>15,675</u>	
94	Purchased Services		
95	(include utilities)	<u>45,000</u>	
96	Supplies and Materials	<u>33,000</u>	
97	Equipment		
98	Other (Describe)		<u>166,075</u>
99			
100	Pupil Transportation:		
101	Salaries: (No. of Positions <u>6</u> )	<u>25,210</u>	
102	Fringe Benefits	<u>5,458</u>	
103	Purchased Services		
104	Supplies and Materials		
105	Equipment		
106	Other (Describe)		<u>30,668</u>
107			
108	Food Services:		
109	Salaries: (No. of Positions <u>7</u> )	<u>40,027</u>	
110	Fringe Benefits	<u>8,666</u>	
111	Purchased Services		
112	Supplies and Materials	<u>83,000</u>	
113	Equipment		
114	Other (Describe)		<u>131,693</u>

115

(Budget Continued)

116 Data Processing:

117	Salaries: (No. of Positions <u>2</u> )	<u>52,089</u>	
118	Fringe Benefits	<u>11,277</u>	
119	Purchased Services		
120	Supplies and Materials		
121	Equipment		
122	Other (Describe)		<u>63,366</u>

123

124 Substitute Personnel:

125	Salaries: (No. of Positions <u>    </u> )		
126	Fringe Benefits		<u>\$0.00</u>

127

128 Facilities:

129	Lease/Purchase (contract for one total year including facility upgrades)		
130	<i>Please list upgrades:</i>		
131			
132	Utilities (contract for one total year including facility upgrades)		
133	Insurance (contract for one total year including facility upgrades):		
134	Property Insurance	<u>15,000</u>	
135	Content Insurance		<u>15,000</u>

136

137	Debt Expenditures:		<u>\$0.00</u>
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138 Other Expenditures:

139	(Describe)		<u>\$0.00</u>
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140

141	<b>TOTAL EXPENDITURES</b>		<b><u>1,971,249</u></b>
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APPENDIX  
ITEM E

**2013-14 LICENSED SALARY SCHEDULE**

**SOUTH PIKE COUNTY SCHOOL DISTRICT**

<b>YRS. EXP.</b>		<b>BSE</b>	500	<b>MSE</b>	550	
0		29,544.00		33,980.00		
1		30,044.00		34,530.00		
2		30,544.00		35,080.00		
3		31,044.00		35,630.00		
4		31,544.00		36,180.00		
5		32,044.00		36,730.00		
6		32,544.00		37,280.00		
7		33,044.00		37,830.00		
8		33,544.00		38,380.00		
9		34,044.00		38,930.00		
10		34,544.00		39,480.00		
11		35,044.00		40,030.00		
12		35,544.00		40,580.00		
13		36,044.00		41,130.00		
14		36,544.00		41,680.00		
15		37,044.00		42,230.00		
16		37,544.00		42,780.00		
17		38,044.00		43,330.00		
18		38,544.00		43,880.00		
19		39,044.00		44,430.00		
20		39,544.00		44,980.00		
25		40,044.00		45,530.00		

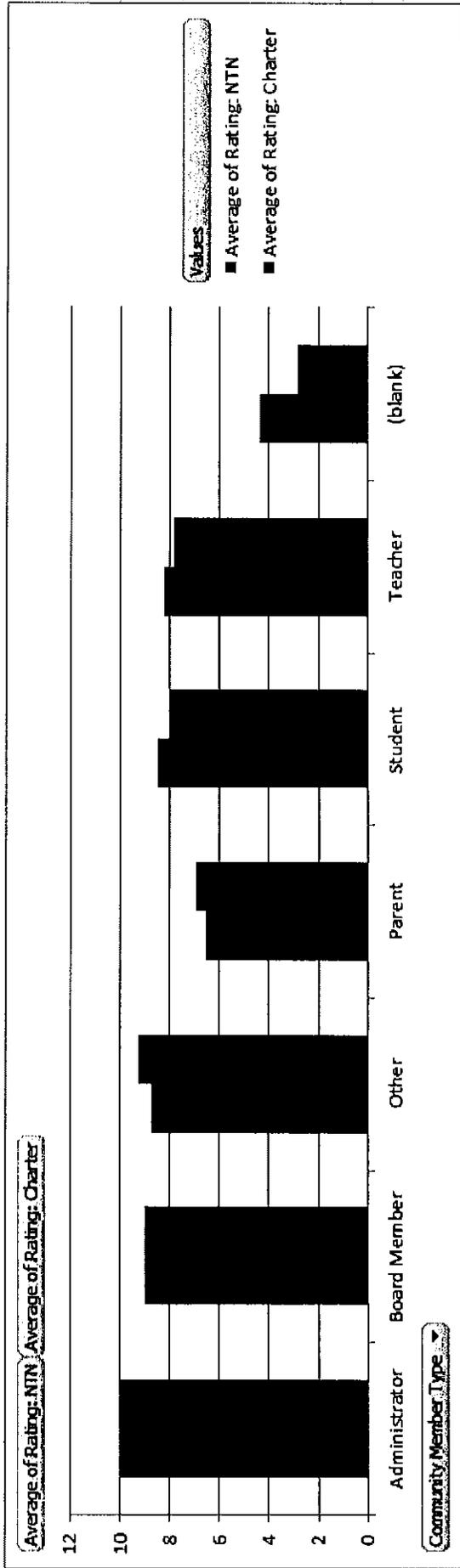
<b>POSITION</b>	<b># DAYS</b>	<b>FACTOR</b>	<b>\$33,980.00</b>
Superintendent	240	1.31	\$44,513.80
HS Principal	240	1	\$33,980.00
Elem. Principal	220	0.75	\$25,485.00
Athletic Director	240	0.3	\$10,194.00
Head Coach	240	0.2	\$6,796.00
Head Coach	210	0.2	\$6,796.00
Assistant Coach	210	0.1	\$3,398.00
Head Coach/Second Sport	210	0.15	\$5,097.00
Federal Programs	220	0.15	\$5,097.00
Band	220	0.3	\$10,194.00
HS Coun.	220	0.21	\$7,135.80
EL Coun.	200	0.1	\$3,398.00
Career & Tech. Education	200	0.1	\$3,398.00
Curriculum Coordinator	200	0.1	\$3,398.00
Special Ed. Supervisor	240		*DAILY RATE PAY
( 3 - Agriculture	240		*DAILY RATE PAY

\* DAILY RATE OF PAY = SALARY SCHEDULE AMOUNT X # CONTRACT DAYS DIVIDED BY 1

<b>Additional Salary Schedule Amounts</b>	<b>Amount</b>	
Staff Development	2 @ 500.00	year
Mentoring	1,200.00	year
ESL Coordinator	1 @ 1000.00	year
Parent Facilitator	1 @ 1000.00	year
National Board Certified	1000.00 each	year
After School Tutoring	35.00	per hour
Homebound Instruction	35.00	per hour
Summer School	35.00	per hour
Dean of Students	1 @ 5000.00	per year
1/2 Year Service - Certified Personnel	250.00	per year
After School Detention	15.00	per day
Kindergarten Roundup - Summer	35.00	per hour
CPR/AED Training - Summer	200.00	year
Annual Sponsor	1 @ 1000.00	year
Jr. Cheer	1 @ 1500.00	year
Sr. Cheer	1 @ 1500.00	year
Jr. Class Sponsor	1 @ 1000.00	year
Quiz Bowl	2 @ 500.00	year
Vocational National Competition	800.00 each	year
Cell Phone Stipend	30.00	per month
Licensed Position Substitute	57.00	per day
Classified Position Substitute - 7 hr.	57.00	per day
Hourly Classified Substitute less than 7 hrs.	8.02	per hour
*Long Term Licensed Teacher Substitute	Salary Schedule	
*Long Term Substitute with Degree	80.00	per day
Cafeteria Substitute	8.02	per hour
*Long Term = 10 Consecutive Days of working in same position		
Bus Driver Subs - Regular Route	Daily Rate of Pay	
Bus Driver Route-Special Rt.	40.00	per day
Bus Aide-Special Rt.	25.00	per day
Bus Drivers Workshop	75.00	
Delight/Murfreesboro Route	11.00	per day
Delight/Murfreesboro Route-Overtime	16.50	per day
Substitute Delight/Murfreesboro Route	11.00	per day

44

Appendix  
Item F  
Survey Results



Community Member Type	Data
Administrator	10
Board Member	9
Other	8.75
Parent	6.565217391
Student	8.5
Teacher	8.235294118
(blank)	4.359090909
Grand Total	7.436363636



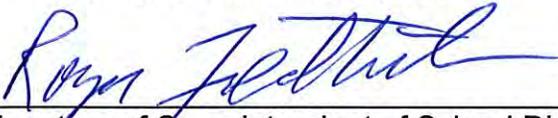
APPENDIX  
ITEM G  
**DISTRICT CONVERSION or LIMITED PUBLIC CHARTER SCHOOL  
APPLICATION STATEMENT OF ASSURANCES**

The signature of the Superintendent of the School District of the public charter school certifies that the following statements are and will be addressed through policies adopted by the public charter school and, if the application is approved, the local board, administration, and staff of the district conversion or limited public charter school shall abide by them:

1. The information submitted in this application is true to the best of my knowledge and belief.
2. The proposed district conversion or limited public charter school shall be open to all students, on a space available basis, and shall not discriminate in its admission policy on the basis of gender, national origin, race, ethnicity, religion, disability, or academic or athletic eligibility, although the charter may provide for the exclusion of a student who has been expelled from another public school district.
3. In accordance with federal and state laws the proposed district conversion or limited public charter school hiring and retention policies of administrators, teachers, and other employees shall not discriminate on the basis of race, color, national origin, creed, sex, ethnicity, sexual orientation, mental or physical disability, age, ancestry, or special need.
4. Any educator employed by a school district before the effective date of a charter for a district conversion or limited public charter school operated at a school district facility shall not be transferred to or employed by the public charter school over the educator's objection.
5. The proposed district conversion or limited public charter school shall operate in accordance with federal laws and rules governing public schools; applicable provisions of the Arkansas Constitution; and state statutes or regulations governing public school not so waived by the approved charter.
6. The proposed district conversion or limited public charter school shall ensure that any of its employees who qualify for membership in the Arkansas Teacher Retirement System or the State and Public School Employee Insurance Program shall be covered under those systems to the same extent a qualified employee of the school district is covered.
7. The proposed district conversion or limited public charter school shall comply with all health and safety laws, rules and regulations of the federal, state, county, region, or community that may apply to the facilities and school property.
8. The employees and volunteers of the district conversion or limited public charter school are held immune from liability to the same extent as other school district employees and volunteers under applicable state laws.
9. The district conversion or limited public charter school shall be reviewed for its potential impact on the efforts of a public school district to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools.

APPENDIX  
ITEM G

10. The charter applicant should know that certain provisions of state law shall not be waived. The proposed district conversion or limited public charter school is subject to any prohibition, restriction, or requirement imposed by Title 6 of the Arkansas Code Annotated and any rule and regulation approved by the State Board of Education under this title relating to:
- (a) Monitoring compliance with Arkansas Code Annotated § 6-23-101 et seq. as determined by the Commissioner of the Department of Education;
  - (b) Conducting criminal background checks for employees;
  - (c) High school graduation requirements as established by the State Board of Education;
  - (d) Special education programs as provided by this title;
  - (e) Public school accountability under this title; and
  - (f) Health and safety codes as established by the State Board of Education and local governmental entities.
11. The facilities of the proposed charter school shall comply with all requirements for accessibility for individuals with disabilities in accordance with the ADA and IDEA and all other state and federal laws.



Signature of Superintendent of School District

Date: 10/29/2012

Roger Featherston

Print or type name