

RECEIVED

Arkansas Department of Education
Charter and Home School Office
September 9, 2014



ARKANSAS DEPARTMENT OF EDUCATION

2014 Application District Conversion Public Charter School

Deadline for Receipt of Submission: Tuesday, September 9, 2014, 4:00 p.m.
Applications will not be accepted after this time.



Name of Proposed Charter School:

Career Academy of Siloam Springs

Any application that is substantially incomplete will not be forwarded to the authorizer for consideration. An application will be considered substantially incomplete if it does not provide enough information to enable staff at the Arkansas Department of Education to provide a meaningful review.

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

**ARKANSAS DEPARTMENT OF EDUCATION
2014 APPLICATION
DISTRICT CONVERSION PUBLIC CHARTER SCHOOL**

A. GENERAL INFORMATION

Name of Proposed Charter School: Career Academy of Siloam Springs

Grade Level(s) for the School: 9-12 Student Enrollment Cap: 250

Name of School District: Siloam Springs School District

Name of Contact Person: Jody Wiggins, Assistant Superintendent

Address: 847 South Dogwood City: Siloam Springs

ZIP: 72761 Daytime Phone Number: (479) 524-3191 FAX: (479) 524-8002

Email: jody.wiggins@sssd.k12.ar.us

Charter Site Address: 700 North Progress Avenue

City: Siloam Springs

ZIP: 72761 Date of Proposed Opening: August 17, 2015

Name of Superintendent: Ken Ramey

Address: 847 South Dogwood City: Siloam Springs

ZIP: 72761 Daytime Phone Number: (479) 524-3191

B. EXECUTIVE SUMMARY

Provide the mission statement of the proposed school.

Applicant Response:

The Career Academy of Siloam Springs (CASS) will equip students for future career success with personalized industry-based training and skills integral to local and regional business and industry in order to enter the workforce or pursue postsecondary education.

Briefly describe the key programmatic features that the school will implement in order to accomplish the mission.

Applicant Response:

Capitalizing on a strong partnership with local business and industry and postsecondary institutions, the Career Academy of Siloam Springs will provide students with industry-specific training through relevant career-based classes and real-life laboratory settings. Students successfully exiting the program will graduate with a value-added diploma, nationally recognized industry certification, and the skills necessary to pursue immediate employment or future education and training in industrial technologies.

Program curricula will be developed in conjunction with local business and industry partners in order to maximize students' acquisition of both technical and 21st Century Skills, including use of technology, teamwork, industry-based problem solving, and effective communication. Instruction will be geared to industry standards for local, regional, and national job expectations.

C. NARRATIVE DESCRIPTION OF THE PROPOSED CHARTER SCHOOL

The applicant for the proposed charter school, if approved by the authorizer, agrees to operate the educational program described below in accordance with the provisions described within this document, Arkansas Code Annotated §6-23-101 et seq., the State Board of Education Rules Governing Charter Schools, and the attached assurances.

Provide a narrative description of the various components of the proposed charter school by responding to the following prompts:

1. Describe the results of the public hearing, called by the school board, which was held for the purposes of assessing support for the establishment of this public charter school. Provide copies of supporting evidence.

Applicant Response:

Two meetings were held September 2, 2014 at the Siloam Springs High School Seminar Room to discuss the proposed establishment of the Career Academy of Siloam Springs. The meetings were held at 4:00 p.m. and 6:00 p.m. The meetings were publicized for four consecutive weeks (August 10, 17, 24, and 31, 2014) in the local newspaper, the *Siloam Springs Herald-Leader*. The meetings were also advertised on the school district's website. Information pertaining to the public meetings was also discussed at community business meetings, and information was presented to district faculty by Ken Ramey, Superintendent, and Jody Wiggins, Assistant Superintendent, during faculty meetings. Translation services in Spanish were offered by Ivonne Garrison, International Coordinator, and utilized by several in attendance at these meetings.

Ken Ramey, Superintendent of the Siloam Springs School District, facilitated the public meetings. The agenda was as follows:

Welcome - Mr. Ken Ramey, Superintendent

Background and Description of Conversion Charter School - Mr. Jody Wiggins, Assistant Superintendent

Academy Overview - Mrs. Jerrie Price, Assistant Principal, Siloam Springs High School

Programs of Study - Mrs. Lisa Hotsenpiller, Vocational Coordinator, Siloam Springs School District

Question and Answer Session

Conclusion - Mr. Jody Wiggins, Assistant Superintendent

Attach documentation to demonstrate that each of the following requirements of Arkansas Code Annotated §6-23-302 was met:

- A. The notice of public hearing was distributed to the community, certified school personnel, and parents of all students enrolled at the public school for which the school district initiated the application.
- B. The notice of the public hearing was published in a newspaper having general circulation in the school district in which the school will be located at least three weeks prior to the date of the meeting.

2. Give the mission statement for the proposed charter school.

Applicant Response:

The Career Academy of Siloam Springs (CASS) will equip students for future career success with personalized industry-based training and skills integral to local and regional business and industry in order to enter the workforce or pursue postsecondary education.

3. Describe the educational need for the school by responding to the following prompts. Include the innovations that will distinguish the charter from other schools.

Complete the following charts to include 2013 literacy and mathematics performance assessment data and graduation rates for the district in which the charter would be located and the schools closest to the proposed charter.

DISTRICT DATA			
District Name	Siloam Springs		
District Status	Needs Improvement		
	LITERACY 2013 ESEA Report Percentage Achieving or Advanced	MATH 2013 ESEA Report Percentage Achieving or Advanced	Graduation Rate 2012-2013 2013 Report Card Percent Graduated
All Students (Combined)	83.37	80.42	88.12
Targeted Achievement Gap Group	75.29	71.91	84.73
African American	68.75	80.00	---
Hispanic	74.06	68.58	81.48
White/Caucasian	86.72	83.89	89.94
Economically Disadvantaged	76.67	72.61	85.71
English Language Learners/ Limited English Proficient	72.80	64.76	76.32
Students with Disabilities	33.66	49.07	90.00

CAMPUS DATA - CAMPUS PROPOSED FOR CONVERSION TO CHARTER			
District Name	Siloam Springs		
Campus Name	Siloam Springs High School		
Grade Levels	9-12		
Campus Status	Needs Improvement		
	LITERACY 2013 ESEA Report Percentage Achieving or Advanced	MATH 2013 ESEA Report Percentage Achieving or Advanced	Graduation Rate 2012-2013 2013 Report Card Percent Graduated IF APPLICABLE
All Students (Combined)	83.85	72.86	88.12
Targeted Achievement Gap Group	71.43	63.79	84.73
African American	---	---	---
Hispanic	65.67	---	81.48
White/Caucasian	88.83	79.81	89.94
Economically Disadvantaged	72.39	63.76	85.71
English Language Learners/ Limited English Proficient	60.00	42.62	76.32
Students with Disabilities	38.89	72.41	90.00

CAMPUS DATA - HIGH SCHOOL CLOSEST TO THE PROPOSED CHARTER LOCATION			
District Name	Gentry Public Schools		
Campus Name	Gentry High School		
Grade Levels	9-12		
Campus Status	Needs Improvement		
	LITERACY 2013 ESEA Report Percentage Achieving or Advanced	MATH 2013 ESEA Report Percentage Achieving or Advanced	Graduation Rate 2012-2013 2013 Report Card Percent Graduated IF APPLICABLE
All Students (Combined)	84.71	86.67	83.33
Targeted Achievement Gap Group	72.92	82.42	78.57
African American	---	---	---
Hispanic	---	72.22	---
White/Caucasian	83.61	90.00	81.25
Economically Disadvantaged	73.91	81.61	78.18
English Language Learners/ Limited English Proficient	---	63.64	---
Students with Disabilities	---	90.91	---

CAMPUS DATA - OTHER CAMPUS IN FEEDER PATTERN OF PROPOSED CONVERSION CHARTER			
District Name	Siloam Springs Public Schools		
Campus Name	Siloam Springs Middle School		
Grade Levels	6-8		
Campus Status	Needs Improvement		
	LITERACY 2013 ESEA Report Percentage Achieving or Advanced	MATH 2013 ESEA Report Percentage Achieving or Advanced	Graduation Rate 2012-2013 2013 Report Card Percent Graduated IF APPLICABLE
All Students (Combined)	83.80	79.84	N/A
Targeted Achievement Gap Group	75.39	70.12	N/A
African American	---	---	N/A
Hispanic	76.34	66.96	N/A
White/Caucasian	86.54	84.27	N/A
Economically Disadvantaged	77.20	70.86	N/A
English Language Learners/ Limited English Proficient	75.14	62.64	N/A
Students with Disabilities	35.63	40.23	N/A

Explain the educational need for the charter in light of the academic performance by the district, the campus proposed to be converted, and at the schools in the same feeder pattern as the proposed charter. Explain other significant factors. Be certain to include the source for information presented.

Applicant Response:

The overall academic performance of Siloam Springs High School is high. (The 2014 scores showed improvement from the 2013 scores.) We are, however, continually addressing the gap between the TAGG group and our combined population. We believe that to a large degree the CASS model will target students in the TAGG group allowing opportunities for those students to be more highly engaged in curriculum that is relevant to their interests and goals.

If the performance of students at schools and or/districts not noted in the previous charts demonstrate the need for the charter, provide the student performance data and its source and explain.

Applicant Response:

We believe providing our students with the opportunity to attend CASS will bring positive, measurable results, both to our students and to members of our community. 20.3% of Siloam Springs citizens age 25 or older possess a bachelor's degree, slightly above the state average of 19.8%. Since 2010, Siloam Springs' unemployment rate has fallen from 7.2% to a current rate of 4.8%. 16.7% of Siloam Springs residents live below the poverty level (U.S. Census Bureau). Graduates of CASS will continue to help the area sustain its positive economic growth into the future.

Describe the innovations that will distinguish the charter from other schools.

Applicant Response:

Siloam Springs, in Northwest Arkansas, is located in one of the fastest-growing regions in the United States. The town has a population of approximately 15,000, and many industries are located in Siloam Springs including Sager Creek Vegetable Company, Cobb-Vantress, DaySpring Cards, Gates Rubber, La-Z-Boy, PipeLife-JetStream, and Simmons Foods. In 2012, Siloam Springs was named one of the "Top Twenty Best Small Towns in America" by Smithsonian Magazine.

Business and industry members from the Siloam Springs area contacted the Siloam Springs School District in the past about the pressing need for a highly-skilled workforce and the hope that career and technical courses could be developed to address this need. Local businesses are in direct need of employees with not only technical skills, but also 21st Century skills commonplace in careers today. By partnering with local and regional business and industry members, CASS will give students the opportunity to graduate from high school with a value-added diploma that demonstrates they have the skills necessary to pursue immediate employment in industrial maintenance or future education and training.

The Northwest Arkansas manufacturing sector employed an estimated 26,300 in June 2014, up from 26,200 in May 2014 (U.S. Bureau of Labor Statistics). In a January 2014 meeting with local business and industry manufacturing representatives, an overwhelming theme was a lack of qualified individuals for job vacancies in the area. Since many employees do not possess both entry-level technical skills and 21st Century skills, many businesses in our region have to recruit employees from outside Northwest Arkansas in order to fill vacancies. The region's low unemployment rate of 4.9% in June 2014 (U.S. Bureau of Labor Statistics) has made finding qualified employees an acute issue in order to preserve the rapidly-growing economy of Northwest Arkansas, of which Siloam Springs is an integral part.

School leaders in the Siloam Springs School District also acknowledge that a traditional school setting is not best for all its students. With this in mind, the school district is enthusiastic about providing both education and

training to its graduates in an environment that would not only set graduates up for success after high school, but also contribute to the much-desired highly-skilled workforce that is now a necessity in Northwest Arkansas. The Career Academy of Siloam Springs (CASS) will educate students both in the classroom and in real-world laboratory settings in a curriculum developed with local business and industry members. Students will have the opportunity to maximize their time in CASS through online courses in non-technical classes, enabling students to progress at their own pace. In the CASS laboratory setting, students will use learning modules called trainers that simulate the actual tasks they will encounter on the job and offer opportunities to troubleshoot, repair, and maintain each part of the equipment while maintaining a safe environment. Students will also engage in actual simulations where they will work from a work order, a preventative maintenance, and clocking and recording their time spent on the equipment. Employability skills, career awareness, and career and workplace skills will be an integral component throughout each course in the entire curriculum so that students receive maximum exposure and training in these vital skills. Each student will also have opportunities to pursue industry-recognized certifications and concurrent college credit, adding value to their high school diploma.

4. On the following table, list the specific measurable goals in reading, reading comprehension, and mathematics, 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 school's initial five-year period. For each goal, include the following:
- The tool to be used to measure the academic performance;
 - The level of performance that will demonstrate success; and
 - The timeframe for the achievement of the goal.

GOAL	Assessment Instrument for Measuring Performance	Performance Level that Demonstrates Achievement	When Attainment of the Goal Will Be Assessed
70% of graduating seniors will meet the four ACT College Readiness Benchmark	ACT	70% of students are College Ready Benchmark	Spring 2018
All CASS students will take the ACT their junior year	ACT	100% participation	Spring of each year beginning in 2016
Meet or exceed the ACT state average	ACT	Increase by a percentage point annually until the state average is met	Annually
Meet or exceed the state average in ELA on the PARCC assessment	PARCC	Meet or exceed state average	Annually
Meet or exceed the state average in Mathematics on the PARCC assessment	PARCC	Meet or exceed state average	Annually
90% of students completing the program will participate in job shadowing, industry tours, and/or internships	PSP - Personalized Success Plan documentation	Increase percentage each year. Have and maintain 90% attainment by 2020	Annually
90% of students completing the program will obtain at least 3 hours of college credit, or obtain at least	PSP - Personalized Success Plan documentation	Increase percentage each year. Have and maintain 90% achievement by 2020	Annually
one industry certification before graduation			
90% of graduating seniors will attend college or technical school, or they will enter the workforce at an	Follow-up surveys with graduates	90%	Annually

entry-level or higher position paying more than minimum wage			
Graduation rate of 90%	ADE report	90%	Annually

Explain how the attainment of the goals will demonstrate that the charter is meeting the identified educational need for the school and fulfilling its mission.

Applicant Response:

CASS is committed to high academic standards, helping students become both college and career ready. We understand that not every student will attend college immediately out of high school. Our mission is to develop students who are able to pursue either a career or a college education. Our sincerity to this commitment will be demonstrated in the following ways:

- Having all CASS students take the ACT their junior year. If, as a junior, a student does not meet all four of the ACT College Readiness Benchmarks they will be encouraged to retake the ACT their senior year. Our goal is that 70% of graduating seniors will have met all four ACT College Readiness Benchmarks. If those benchmarks are not met the junior year, those students will be encouraged to take the ACT again their senior year. If this goal is met, we know our students will be prepared to be academically successful after high school.
- Scoring proficient on the PARCC exams (both ELA and mathematics) will demonstrate that students completing the CASS curriculum are being held to the same high standard as all students in the state of Arkansas. Being proficient at reading, reading comprehension and math at the various levels tested by PARCC will show that students are ready for the rigorous problem-solving and lifelong learning required in today's workforce.
- Job shadowing, industry tours, and/or internships in the career field are vital to the success of students. These processes teach students how to build relationships with potential employers and also reinforces all the skills and work ethic taught throughout the program. They allow students to learn the trade they have chosen to pursue from seasoned mentors and will expose students to many other career possibilities in their chosen fields.
- College credit/industry certification. CASS students will leave high school with verification from colleges or industry experts that shows the high level of academic rigor of the program. Essentially students will know from an outside source they attained the skills or education needed to be successful. We feel this will be an advantage to our students in both job placement and college placement.
- Having a graduation rate of 90% and a goal of 90% of all CASS graduates attending college or technical school, or having the ability to enter the workforce at a pay rate of higher than the minimum wage sends a clear message to all shareholders that students graduating from CASS will truly possess a value added diploma. This diploma will enable them to transition to the next step in their lives with a strong foundation that will enable their success in further education or the workplace.

5. Describe the educational program to be offered by the charter school.

Applicant Response:

Once the entire CASS model is implemented, it will be an integrated approach to math, science, literacy, and social studies that prepares students for a hands on, project based learning environment preparing them for the workforce in our community and region. There will also be a portion of the curriculum that is digital, online learning to prepare students for college classes that are online, or for workforce educational classes that are computer based or blended learning opportunities. These digital classes will also be self-paced as well as flexible on where and when the student can complete the courses- to a large degree allowing students the opportunity to gain extra space in their schedules for other important activities such as band, athletics or other types of electives while attending the CASS lab courses during their junior and senior year. While the program, when fully implemented, will start in 9th grade, during the junior and senior years most of the students will spend half of their day in a lab setting gaining skills in their desired field.

Starting in the ninth grade and continuing to the tenth grade, CASS students will have the opportunity to take classes with embedded curriculum and online classes, thus freeing up more of their time to pursue classes at

CASS during their junior and senior years. In the first year of their program of study, usually a student's junior year, the vocational curriculum will be broken down into eight modules. Each of these eight modules will be 1 hour and 25 minutes per day for nine weeks. This will make up half of the student's academic day for one year. Each of the topics will be looked at from the aspect of the same three overarching skills: troubleshoot, repair, and maintain each part of the equipment while maintaining a safe environment. Where applicable, students will work from a work order, a preventative maintenance (PM) order, and clock and record their time spent working on the equipment. Proposed junior year CASS modules are:

Module 1:

- Safety and Health
- Basics of filling out work orders and PMs, recording time on a project, and utilizing supply chain, which would then be embedded into the rest of the classes
- OSHA certification

Module 2:

- Lubrication
- Drive Components
- Seals
- Pumps
- Bearings

Module 3:

- Piping
- Valves
- Pneumatics
- Hydraulics

Module 4:

- Welding

Module 5:

- Electricity
- Introductory PLC and other automated equipment maintenance.

Module 6:

- Measurement
- Instrumentation
- Print reading (AutoCAD, various viewers)

Module 7:

- Machining
- Milling
- Drive components
- Basic metallurgy

Module 8:

- Soft skills
- Career Awareness
- Basic Job Skills
- Career and Workplace Skills
- Employability Skills
- Culminating project

Year two in the program of study will be broken down into four modules. Each of these modules will be three hours per day for nine weeks. The topics listed below will also be centered around the same overarching skills of troubleshooting, repairing, and maintaining each part of the equipment while maintaining a safe environment. Proposed senior year CASS modules are:

Module 1:

- Electromechanical Technology
- Industrial Electronics

Module 2:

- Machine Tool Technology/Machinist

Module 3:

- Advanced Welding

Module 4:

- HVAC Maintenance and Operation

- Boiler Maintenance and Operation
- Possible Alternate Module 4:
- Apprenticeship

6. Explain why a charter school is necessary to better meet student academic needs instead of a traditional district school.

Applicant Response:

There are many students in the Siloam Springs School District that will not attend college, or will not attend college immediately following high school. We feel CASS will be one more opportunity for those students to be educated in a way that meets their specific needs and allows them to graduate from high school with the ability to make a viable living immediately. It will also prepare some students for their chosen route of postsecondary education, whether it is college or technical school.

In order to pursue the stated mission of CASS, we acknowledge this cannot be achieved in a traditional school setting and thereby request waivers to ensure the flexibility needed for such a mission. The waivers we are requesting are for seat time, embedded courses, licensure requirements, and flexibility in scheduling courses at CASS.

7. Explain how the charter school will have more autonomy than traditional schools in the district. Discuss each of the following:
- A) Employing personnel;
 - B) Developing and controlling the charter school budget;
 - C) Managing day-to-day charter school operations;
 - D) Developing and controlling the school calendar; and
 - E) Other areas of autonomy to be afforded to the charter.

Applicant Response:

- A) CASS will have more flexibility in employing personnel in several ways:
- We will utilize digital/online courses with ADE approved providers, but not teachers in our school.
 - We will continue to utilize SSSD teachers for most literacy, math and science courses along with ESL, SPED, Pre-AP, AP, and concurrent credit courses.
 - The CASS lab classes will be taught by industry specialists or certified teachers who have worked in the industry/business that program of study emphasizes.
- B) CASS will develop and control the charter school budget in conjunction with the SSSD Business Department in a manner that reflects sound financial responsibility and careful stewardship of public resources. We do anticipate the budget for CASS to fluctuate slightly from year to year, due to the changing needs of our business and industry partners and the possible need to adapt curriculum to reflect such changes. There is the possibility of supplementing the budget with grant funds and/or partnership contributions.
- C) Operations at CASS will be similar to those of a traditional school in many ways. However, there may be situations where operations may differ due to the dynamic nature of the charter school curriculum, which will be business and industry driven.
- D) CASS' school calendar may need to be changed in the future to meet the needs of our students, who may be involved in internships and apprenticeships, and our industry specialists or certified teachers, who come from business and industry and will not only be instructing CASS students, but also employed in similar situations. We anticipate that some of the interactive experiences with our business partners will not be confined to the regular school day, school hours, or school calendar.
- E) It is impossible to anticipate all the autonomy CASS will need in other areas at this stage of the planning process, but we ask to be given this liberty in order to best serve our charter school students.

8. Describe the school improvement plan by addressing the following:
- A) Explain how the licensed employees and parents of the students to be enrolled in the charter school will be involved in developing and implementing the school improvement plan, identifying performance criteria, and evaluating the effectiveness of the improvement plan.

Applicant Response:

We currently have a group of teachers, building and district administrators, community leaders and business representatives that are on our steering/planning committee. Our plan is to have a school improvement team (ACSIP team) that utilizes the current steering/planning committee along with current and former students and parents to review data and evaluate each aspect of the curriculum a minimum of twice a year.

CASS will start recruitment of students at the middle school level in order to give those students plenty of time to plan their progression of courses at both Siloam Springs High School and CASS. Students take the Kuder Career Assessment in seventh grade and these results are used to determine student placement in specialized Career and Academic Planning (CAP) groups starting in the ninth grade. All students with demonstrated career interest in industrial, engineering, and maintenance-related careers (as determined by their Kuder score) will receive additional information about the opportunities available to them at CASS from their CAP advisers.

Parents will receive information about CASS through a variety of ways, including letters sent home with students, school district website postings, automated telephone messages, and meetings such as the report to the public. Faculty members will also receive regular updates on CASS, including an annual meeting communicating the progress of the charter school.

CASS will have a close and continuing relationship with our business and industry partners in order to ensure the continued future of the charter school. These partners have been involved in each step of the planning process for CASS, including designing curricular offerings and course content guides. They will also work in conjunction with CASS officials to create assessments for students and to facilitate internship and apprenticeship opportunities with CASS students.

- B) Describe a plan for school improvement that addresses how the charter school will improve student learning and meet the state education goals.

Applicant Response:

Our ACSIP team will meet twice a year to evaluate PARCC data, ACT scores, and AP scores, comparing them to the state and region as well as to the current Siloam Springs High School. That data will then be used to make programmatic and curriculum changes. The team will meet a minimum of twice a year with ongoing evaluations utilizing TLI formative assessments each 9 weeks of all math and literacy courses. Our school will also utilize professional learning communities (small groups of teachers working together) to evaluate each course as it is being taught. These teachers will use common assessments to compare the effectiveness of teaching strategies. Surveys of both current CASS students and CASS graduates will also be utilized for suggested improvements.

9. Describe the process that will be used to ensure curriculum alignment with the Arkansas Curriculum Frameworks and the curriculum requirements of the Common Core State Standards as adopted by the State Board of Education.

Applicant Response:

All curriculum will be taught using the Arkansas frameworks or CCSS. All digital coursework will use vendors that use CCSS or the Arkansas frameworks. Each year teachers will adjust their curriculum maps and lesson plans, making sure each class utilizes the appropriate curriculum. Administrators will use classroom walk throughs to ensure the appropriate curriculum is being taught as well as the TESS model for teacher evaluation checking what is being taught against CCSS and Arkansas frameworks.

10. Describe the manner in which the school will make provisions for the following student services, even in those areas for which a waiver is requested:

A) Guidance program;

Applicant Response:

A counselor will be shared between Siloam Springs High School and CASS. Ozark Guidance school based counseling will also be available to all CASS students. Counselors will provide CASS students with information specifically related to the school, including course choices and opportunities for internships with CASS business and industry partners.

B) Health services;

Applicant Response:

A nurse will be shared between Siloam Springs High School and CASS. We also have the Panther Wellness Clinic (school-based health clinic) available to all Siloam Springs School District students.

C) Media center;

Applicant Response:

CASS will share a media center with Siloam Springs High School and have online access to all of the Siloam Springs media resources.

D) Special education;

Applicant Response:

Special education services will be offered to all CASS students. If students require co-taught or resource classrooms, they will attend those classes at Siloam Springs High School.

E) Transportation;

Applicant Response:

Busses will drop off and pick up students at CASS like any other Siloam Springs School District student.

F) Alternative education, including Alternative Learning Environments;

Applicant Response:

Siloam Springs has an ALE campus called Main Street Academy (MSA). All MSA students will be eligible for CASS if they are on target to graduate on time and have room in their schedules.

G) English Language Learner (ELL) instruction

Applicant Response:

ELL students will attend their ESL classes at Siloam Springs High School and all CASS teachers will have training in ESL strategies to meet the needs of ELL students.

H) Gifted and Talented Program.

Applicant Response:

All gifted and talented students will be eligible for CASS. They will also be able to take advantage of all AP courses, concurrent credit courses and all courses designed for those gifted in the arts, drama, and music. These courses will be attended on the SSHS campus. These students will also be able to take advantage of self-paced online courses offered by CASS.

11. Describe the plan for the school officials to provide an annual report to parents, the community, and the authorizer, **separate from the district's annual report to the public**, that demonstrates the progress made by the charter school during any previous academic year in meeting its academic performance objectives. (See *Arkansas Code Annotated 6-23-202.*)

Applicant Response:

Each fall in conjunction with the district's annual report to the public but at a separate meeting, administration will give an annual report to all stakeholders that reviews all academic data, job placement data and future plans for CASS. This data will serve to demonstrate the progress and impact made by the academy during the previous academic year. The current plan is to have this meeting in November when all test scores have been through the appeals process and final official ESEA reports are received. In November of each year we will schedule a meeting with the authorizer based on their schedule to discuss progress made.

Data collected will include but not be limited to:

1. Grade point averages of those enrolled
2. High school credits earned
3. Graduation rate
4. Dual/concurrent credits earned
5. Number of graduates with a technical certificate
6. Number of graduates attending college or technical school
7. Number of graduates entering workforce at pay rates higher than minimum wage
8. PARCC scores, ACT scores, AP scores

12. Describe the enrollment criteria and student admission, recruitment and selection processes for the proposed public charter school.

Applicant Response:

Enrollment criteria and student admission: As long as students meet the state mandated residency requirements, school choice requirements or board to board transfer requirements the only other enrollment criteria at the freshmen and sophomore level is student interest and parent approval. At the junior and senior level the only enrollment criteria is that each student must be on track to graduate with his peers and have parent approval. In the event that the number of interested students exceeds the available openings within the academy, a random anonymous lottery will be held. Once a student is selected via the lottery he or she is guaranteed placement in the academy for the duration of the program unless he or she leaves voluntarily or is removed for discipline or attendance issues in accordance with our student handbook policies.

Recruitment will be done through personal contacts made by district personnel, distribution of brochures created by educational administrators in partnership with business leaders, class meetings with all 8-11 grade students, and via career and academic plan (CAP) meetings with parents and students. Eighth grade students will be targeted in a campus based recruitment plan which gives information about careers and the importance of career planning.

It is affirmed that a random, anonymous student selection method will be utilized in the event that more students apply for admission to the public charter school than can be accommodated under the terms of the charter.

Yes

No

13. Name any district personnel, and/or leaders of the proposed charter who have any prior involvement in the operation of one or more other charter schools and complete a Prior Charter Involvement **template** for each individual listed.

Applicant Response:

None

14. Summarize the job descriptions of the school administrator(s) 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 for the school.

Applicant Response:

ADMINISTRATION RESPONSIBILITIES:

- Act as chief executive operating officer of the school and carry out the school and district missions
- Facilitate the partnership between the academy and industry leaders
- Recruit students for academy enrollment
- Select and hire/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 missions
- Prepare an annual budget to be presented to the Siloam Springs School District Board of Education
- Ensure building maintenance and safety
- Oversee the implementation of the curriculum
- Monitor student academic achievement regularly in conjunction with the district level literacy and math specialists

Qualifications: Master's degree or equivalent certification in Educational Leadership; valid building administrator's license for high school grade levels

TEACHER RESPONSIBILITIES:

- Conduct classroom instruction
- Monitor student learning
- Work collaboratively with colleagues to plan and teach courses
- Maintain an atmosphere conducive to learning
- Analyze student data to ensure mastery of skills
- Assist with facilitating internships with business partners

Qualifications: Bachelor's degree or higher in related educational field; valid teaching license for high school grade levels; highly qualified according to NCLB and ESEA and hold a valid Arkansas teaching license

COUNSELOR RESPONSIBILITIES:

- Assist students in course and pathway selection for accurate, successful completion of graduation requirements
- Aid students in understanding, selecting, and moving forward with a college or career readiness plan
- Disseminating and clarifying graduation requirements
- Conduct structured, goal-oriented counseling sessions in response to needs of individuals or groups of students
- Refer students with problems to specialists or community agencies

Qualifications: Master's degree in Educational Counseling or equivalent; valid Arkansas teaching license for high school grade levels

15. It is affirmed that the public charter school will participate in the Arkansas Public School Computer Network, as required by state statute and by State Board of Education rule, for reporting **both education data and financial data**, including grant funds or private donations received directly by the charter school.

Yes

No

16. Describe the facilities to be used. Give the present use of the facility and its use for the past three years.

Applicant Response:

CASS will be located on the same campus as Siloam Springs High School. Some classroom space and

lab space will be shared between the two schools. The building is a 3 story structure that is 4 years old. It is ADA compliant and fully functional to meet all codes required by law for public facilities.

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 and local zoning ordinances.

Yes

No

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 1,000 feet of the facility.

Applicant Response:

There are no alcohol sales within 1,000 feet of the facility. The facility meets all compliance requirements.

17. Describe the manner in which the school will make provisions for food services. State whether the proposed charter school will apply to participate in the federal National School Lunch program or other federal nutrition programs.

Applicant Response:

CASS will utilize the food services at Siloam Springs High School. The school will apply to participate in the federal National School Lunch program.

18. Describe how the parents or guardians of the enrolled students and other members of the community will be involved with the school to positively impact the charter school's educational programs.

Applicant Response:

Parents, business leaders and community members are already a part of the steering/planning committee for CASS. They are partnering with curriculum writing and school policy development. They will also be a part of the ACSIP (school improvement) team.

CASS will host two parent nights each year to facilitate partnership with parents. One will be in English the other one will be in Spanish. This night's purpose will be to inform parents of the entire CASS program including employment opportunities for their students. Members of industry will be present to answer questions.

Parents will be a part of the CAP (career and academic planning) process, meeting with advisors each year starting in 8th grade to plan both the academic and career plans for their student.

Parents of CASS students as well as the students themselves will be asked to evaluate the program yearly utilizing a survey. This survey will be given in both English and Spanish.

Lastly, an open door policy will always be maintained by CASS administrators and teachers. Working as a team with parents is vital to the operation of any school. Parents will know more about the needs and interests of their students than anyone. Our goal will always be to remove barriers that keep parents from being involved. The district employs district interpreters who will help when needed. The Siloam Springs District International Director will be a vital part of all parent night meetings, CAP meetings, ACSIP meetings and other partnerships where international families are involved.

19. List the provisions of Title 6 of the Arkansas Code Annotated (Education Code), State Board of Education rules, and sections of the *Standards for Accreditation of Arkansas Public Schools and School Districts* from which the public charter school seeks to be exempted 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 rationale for each waiver requested.**

Applicant Response:

- a.) Section 9.03.1 ("Language Arts") of the ADE Rules Governing the Standards for Accreditation:

"The Siloam Springs School District is required to teach Oral Communication as a separate class to its ninth (9th) grade students.

The Applicant is asking for a waiver of that requirement in order that curriculum meeting the requirements of the ADE Standard Rules, Arkansas Frameworks and all applicable rubrics may be embedded within English courses to be provided by the conversion charter school.

The Application ensures that students will receive instruction concerning the required material in the Oral Communications class meeting or exceeding all state curriculum requirements through embedding the curriculum within the students' required coursework."

- b.) Section 10.01.4 ("Planned Instructional Day") of the ADE Rules Governing the Standards for Accreditation

"Due to the nature of the Academy experience as outlined in this application, the Applicant is requesting a waiver of the Planned Instructional Day requirements. The programmatic offerings of the Academy experience, while meeting all curriculum requirements, may be capable of being provided in less than thirty (30) hours per week."

- c.) Section 10.02 ("Class Size and Teaching Load") of the ADE Rules Governing Standards for Accreditation and specifically subsection 10.02.5

"In order to fully implement and optimize the Academy experience, the Applicant wishes to request a waiver of the Class Size and Teaching Load requirements. The Applicant believes that the unique curriculum delivery system that will be utilized in the Academy is truly an example of the "exceptional case" worthy of a waiver under Section 10.02.5 of the Standard.

A waiver is being specifically requested for our teachers for our teachers to be able to instruct no more than 180 students, with a maximum of no more than 40 students per class, only on an as needed basis."

- d.) Section 14.03 (concerning required clock hours for units of credit) of the ADE Rules Governing the Standards for Accreditation

"To allow for the teaching of simultaneous, embedded, and/or online courses within the Academy structure, and to allow for the integration of graduation credit courses with other courses as necessary, the Applicant requests a waiver of the seat time requirement.

The Applicant is not, by this request, asking for a waiver of graduation requirements. The Applicant is requesting only a waiver of the 120 clock hour requirement. In accordance with prior ADE comments on this type of waiver request, the Applicant hereby affirms that it will adhere to full curriculum alignment with Arkansas Frameworks, and will be glad to submit to the ADE and/or the Charter Authorizing Panel any additional information that may be desired."

- e.) Ark. Code Ann. §§6-15-1004, 6-17-302, 6-17-309, 6-17-401, 6-17-902, and 6-17-919; Sections 15.02 and 15.03 of the ADE Rules Governing Standards for Accreditation; and the ADE Rules Governing Educator Licensure (all concerning Teacher Licensure):

"The Applicant is requesting a waiver from the above-listed statutes and rules, to the extent that it may be necessary to hire professionals in the community who possess outstanding credentials and work history in the various areas of coursework provided in the Academy, even if they do not possess a teaching license. Any individuals hired as a result of this waiver will meet all other requirements, such as Highly Qualified status if applicable, and the successful completion of criminal background and Child Maltreatment Registry checks. We see this as an enhancement to the relationship which we seek to develop with the business community as a result of the inception of the Academy. We would also intend to utilize this waiver to allow licensed English Language Arts teachers who do not possess certification in Oral Communications to be able to teach the English classes which will have the Oral Communications curriculum content embedded within them."

20. Describe the potential impact of the proposed public charter school on the efforts of affected public school district(s) to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools.

Applicant Response:

The Siloam Springs School District will continue to operate in compliance with all applicable Arkansas laws and will continue to operate in such a manner as to maintain a desegregated school district, and not impede on any school district's ability to maintain a desegregated school district. The Siloam Springs School District is not under any court orders concerning the desegregation of its schools, nor are any of its surrounding schools.

21. Explain what the charter founders and other leaders are doing or will do to ensure the success of the charter school in perpetuity.

Applicant Response:

The Siloam Springs School District will take several steps to ensure the future success of CASS. The district will work diligently to continue a sustained partnership with local and business and industry representatives in order to sustain a curriculum that aligns with local and regional employment needs. While the initial focus of CASS will be industrial technologies, plans are to expand into the areas of health and food sciences. CASS school leaders will expand their partnership efforts to leaders in these areas in order to fully develop these programs in the future. The district will also start CASS recruiting efforts at the seventh grade level in order to adequately prepare prospective students for the charter school entrance requirements in high school.

APPENDICES

Siloam Springs School District

2014 Application

District Conversion Public Charter School

CLASSIFIEDS

SILOAM SUNDAY

ALCOHOLICS ANONYMOUS
Si-loam Springs, Wednesday, 7:30 p.m. - 8:00 p.m. For info, call 479-787-6868 or 479-291-4499

479-286-8639
479-640-5751
Member: 898

A-IH-TECH
28 yrs Experience
Bucket-truck/Chimney
Bonded/insured/Licensed
Our Goals
Safety First

Full time position avail. in Siloam Springs working with Special Needs/Individual Outcomes Inc. 479-756-0355, 4501 S. Thompson, Springdale 72764

Dogs
710
Please help stop the euthanizing of Round dogs of all ages & breeds at W. Siloam Springs P.D. They have been working to find homes for them. Please call Dennis @ 918-314-6076. Free to good homes.

income. Preference given to extremely low-income renters. Apply 479-276-2821. Renters: 479-484-4401; Homeless: 479-821-5102 & 479-621-0286. Granite 479-787-9908; Elkins 479-643-3536 or Area Agency on Aging toll free 800-432-9721 or TDD 870-741-1346. Equal Opportunity Housing

BUY TV/SEMI TV
Garage Sales 841
3BR/2BA Duplex 1 car garage, large living room, wired call- ing, w/d hook ups, central ac/h, No Pets. Rent \$680 monthly. 479-256-3503

NICE ONE bed room apartment, all appliances, washer/dryer, \$400/month + dep. No pets. No smoking. 479-427-4277

ON MENDIAN, triplexes and duplexes. 2BR/2BA, garage, duplex; triplex 3BR/2BA, garage. 479-524-8019 or 479-957-6518

2BR/1BA, totally remodeled, new elec, stove & fridge, all new floors, entry school's, \$600/mo. \$600/dep. No Pets. 479-524-7338

COLCORD TUESDAY night Alcoholics Anonymous group hold open meetings every Tuesday evening @ 7pm. Please use the east door of the Colcord First Baptist Church, 528 E. Main St. For info call 918-626-4272 or 918-626-4271

COLCORD TUESDAY night Alcoholics Anonymous group hold open meetings every Tuesday evening @ 7pm. Please use the east door of the Colcord First Baptist Church, 528 E. Main St. For info call 918-626-4272 or 918-626-4271

Also moving and/or cleaning
479-524-6951

MORRIS HOME IMPROVEMENT
Locally owned
Licensed/insured
Free Estimates

479-300-6297
SEWING DONE here. Alterations, hemming, dresses, skirts, curtains, etc. 2037 S. Mt. Olive. Darlene Brandon. 479-524-8197

Free Service 1402
STUMPY'S TREE SERVICE
Stump Grinding
Insurance, Free Estimates
Glenn T. Smith
479-736-2841 479-903-2764

Construction 517
Immediate work available for **UTILITY FOREMAN**, understand elevation and grade stake for sewer, water and storm drain. Can set elevations for inlets and top of rim, also work available for pipe laying and laborers experienced in sewer, water and storm drain construction.

Portable Buildings 860
BUILT ON-SITE since 1965. 8x12 barn \$1560, 9x60 @ \$2240, 10x16 \$3035, 479-936-1018. betterthanthecorner.com

Houses/Outside NW Areas 939
In Colcord older 3 br House Big Yard. Appl. Firm. \$500 per month. Also 2 br house. \$400 per month. \$100 Deposit. 918-326-4292

Mobile Homes Furnished 940

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

Whelan security
Security Officers FT/PT
Detective, Siloam Springs, Van Buren and Southwest City MO Emergencies, Overnights & Weekends
Good Pay, Benefits, Vacations
Must be 21+, computer literate, will guard interpersonal skills. Screening includes criminal background, Drug test, EOE
Apply Online
www.whelansecurity.com
Job #2120
Then, Contact Amber
800-823-8828

ING, Homes for Sale By Size 1105
3BR, 2BA Mobile Home (16 X 60)
All Electric w/H & A & appliances. To Be Moved. \$5600. 479-228-3643

PEOPLE READ SMALL ADS... YOU JUST DID
General Employment 501

CAREER OPPORTUNITY FLIGHT OPERATIONS SPECIALIST FULL-TIME
Salary Range: \$25,820 - 42,561

General Employment 501

Notice to be given regarding the requirements of Ark. Code, Ann. §6-14-106 and §6-14-109, that the Annual School Election in the above named school district will be held on Tuesday, September 16, 2014, for the following purposes:
*To elect one (1) member to the Board of Directors, Zone 1, for a term of five years.
*Siloam Springs School District No. 21 has no change in the local millage rate.

BOARD OF DIRECTORS OF SILOAM SPRINGS SCHOOL DISTRICT NO. 21 OF BENTON COUNTY, ARKANSAS
By:
(S) Louie Thomas, Vice President
Dated: 8/14/2014
#727639241, Published August 24, 31, September 7, 10, 2014
Herald Leader

SILOAM SPRINGS SCHOOL DISTRICT NO. 21 OF BENTON COUNTY, ARKANSAS
Siloam Coliseum Center & Towing 675 E. Kenwood St., Siloam Springs, AR 72761
The following vehicle will be sold in 10 days at Siloam Coliseum Center & Towing, 675 E. Kenwood St., Siloam Springs, AR (479) 524-9171, unless cleaned and wrecker/storage or repair. This is not a sale.
VIN# 1FAPF332W6G15203
99 Pontiac
AD# 72763074 Aug. 24 2014

TO BE sold by auction, contents of unit numbers: Ayla- E1; Dow-F1; Beard-D41; Allard-D4; Helton-832; Gonzalez-118
Ditch-E11; May-D38
Hansen-556; Beard-E37
Castillo-828
Sales dates are posted at: A-444 Storage facility office 1485 E. Kenwood, Siloam Springs, AR 479-524-3174
Ad # 72766403
August 24 & 31 2014
Herald Leader

MEETINGS/HEARINGS 1230

NOTICE OF PUBLIC HEARING
A public hearing will be held before the City of Siloam Springs Board of Directors for a right-of-way closure on the property described as or located at 415 N Broadway and 210 E. Fanchon. The public hearing will be held at the City of Siloam Springs Administration Building, 400 N. Broadway St., at 6:15 p.m. on the 16th day of September 2014. If you have any questions or comments concerning this application, please forward your comments in writing to City of Siloam Springs Planning Department, P. O. Box 80, Siloam Springs, AR, 72761 or call (479) 524-3174.
Ad # 72763338 August 24 & 31 2014
Herald Leader

Siloam Springs School District Public Meetings
Public meetings to introduce the Career Academy of Siloam Springs (CASS) are set for 4:00 p.m. and 6:00 p.m. Tuesday, September 2, in the Seminar Room at Siloam Springs High School. CASS will equip students with the skills necessary to secure entry-level industrial maintenance positions in business and industry. These public meetings are a mandatory application requirement for the state charter.
Ad #72742968
August 10, 17, & 24, 2014

PEOPLE READ SMALL ADS... YOU JUST DID!

BLU SCRAM DRAWING

</



ANNOUNCEMENTS
ANNOUNCEMENTS
 RYAN'S LAWNMAINTENANCE
 Lawn care and landscaping, maintenance service, Rotary, tilting, tree work, sprinkler repair, hauling. 479-228-3390
www.design-draw-estimate.com
 479-983-6157



JOB
General Employment 501
 Earn \$800-\$1200 per month by delivering the Arkansas Democrat Gazette. Routes are open in Benton County in the SILGAM SPRINGS, BENTONVILLE, ROGERS, BELLA VISTA & GENTRY areas. This is an excellent part time opportunity for people who enjoy working for themselves and controlling how much they earn. We are looking for prospects that are able to deliver early morning hours, have reliable transportation, possess a good driving record, valid social security card, and valid vehicle insurance in their name. Routes only take a few hours to deliver. For more information, please call (866) 927-5201 or go online at www.meritline.com/careers/ and fill out the questionnaire.

Education 524
 Sunshine Montessori is looking for energetic professionals who can work with all ages of children. Pay begins at \$8/hr but is higher with education and experience. Preferably someone with a CDA and/or familiar with TEERS and ECERS. Come by to pick up an application.
720 N. Walnut (by Northside)
NO PHONE CALLS PLEASE.

Silgum Springs 906
Grant Springs
 Decatur, AR
479-752-3511
MOVEN SPECIAL & 1st Month RENT FREE
 - Full Apt at Full Rent Price
 - \$40 off 2 BR Monthly
 - \$30 off 1 BR Monthly
 Kacper Appliances & W/D
www.kacperappliance.com
 Kacper Appliances & W/D
 479-238-3543

Manufactured Homes 1105
Mfg. Homes for Sale by Size
 3BR, 2BA Mobile Home
 16 X 60
 All Electric W/OH & A & appliances. To Be Moved.
 \$9900. 479-238-3543

Legal Notices 1201
TRAIL AVE (PHONE: 479-271-1013)
 ROGERS - 1428 W. WALNUT (PHONE: 479-598-9727)
SILGAM SPRINGS - 707 S. LINDCOLN (PHONE: 479-238-0120)
BENTONVILLE - 707 S. LINDCOLN (PHONE: 479-238-0120)
RENEWING TUESDAY, SEPTEMBER 9, 2014; ENDING MONDAY, SEPTEMBER 15, 2014
8:00 A.M. UNTIL 4:30 P.M.
EARLY VOTING WILL BE CONDUCTED BY INTRODUCING TOUCH SCREEN VOTING MACHINES AND PAPER BALLOTS AT THESE LOCATIONS.

Meeting/Hearings 1230
 ing to City of Silgum Springs Planning Department, P.O. Box 60, Silgum Springs, AR 72761 or call 479-524-5136.
 409-727-5865
 August 31, 2014

Lost 110
CITY OF Gentry Animal Shelter
 If you have lost your dog or want to adopt one, please call 736-8400 or 212-0155.

Special Announcements 120
 Alcoholic Anonymous - Bill W.'s Posse Group, 617 N. N. Olive Street, Rogers, AR 72761
 C.I.O.s & A.A.M. e.l.i.i.g (479-590-9861) Tuesdays nights at 8:00pm-9:00pm, Park & Entertainment Center of Church

Storage Buildings *Decks *Remodels *Screened Porches
www.rnwconstruction.com
 479-903-6157

Storage Buildings *Decks *Remodels *Screened Porches
 A-TH-TECH TREE SERVICE
 28 yrs Experience
 Bucket/Truck/Chipper
 Bonded/insured/licensed
 Our goal is Safety First
 479-871-1159

BRUSH HOGGING
 Also mowing and leaf clearing
 479-524-8571

APARTMENTS NW 909
ENERGY EFFICIENT 1 Bedroom
 apartments for seniors 62+ or disabled. Quiet neighborhoods, CHA, refrigerator, range, grab bars, community room, laundry facilities. Eligibility based on income. Preference given to extremely low-income seniors.
 Rent: 479-736-2421; Bentonville 479-664-4500; Rogers 479-821-5102 & 479-621-0866.
 479-848-3586 or Free Agency on Aging toll free 800-432-9121
 100 Broadway/41-1366 Equal Opportunity Housing

BUY USED MOBILE HOMES
 must be a Champion, Mike's Mobile Homes
 479-848-3395

LEGAL NOTICES
 TO BE sold by auction, contents of unit numbers: AVAL-5111, DOW-F16, Bear-0141, Altitude-054, Hebron-B22, Gonerale-018, DHD-F11, May-038, Hamer-E36, Beach-E37, Castle-B28
 Sale dates are posted at A-A-A Storage facility offices
 1485 E. Kennwood, Silgum Springs, AR 479-524-3174
 Ad #: 27268403
 August 24 & 31, 2014
 Herald Leader

LEGAL NOTICES
 NOTICE OF PUBLIC HEARING
 A public hearing will be held before the City of Silgum Springs Board of Directors for a right-of-way closure on the property described as or located at 415 N. Broadway and 210 E. Taborhighway.
 The public hearing will be held at the City of Silgum Springs Administration Building, 400 N. Broadway St. at 6:15 p.m. on the 16th day of September 2014. If you have any questions or comments concerning the application, please forward your comments in writing to City of Silgum Springs Planning Department, P.O. Box 60, Silgum Springs, AR, 72761 or call (479) 524-5136.
 Ad #: 72763538 August 24 & 31, 2014 Herald Leader
 NOTICE OF PUBLIC HEARING

ALCOHOLICS ANONYMOUS
 meet at the Church on the Hill, 400 Hwy. 72 SE, Gravelle, Thursday, 8:00 p.m. For info, call 479-767-6366 or 479-291-4499

ALCOHOLICS ANONYMOUS
 Silgum Springs Borderline Group
 479 S. Washington, Meetings Mon. through Sat. at 12 noon; Mon., Wed., Fri., Sat. at 7:30 pm, Sunday at 10 am & 7:30 pm. Phone: 479-873-2730 or 479-549-4092.

MORRIS HOME IMPROVEMENT
 *Windows *Siding *Gutters *Decks *Sunrooms
 Locally owned
 Licensed/insured
 Free Estimates
479-300-6297

SEWING HOME here. Alterations, hemming, dresses, skirts, curtains, etc. 2037 S. Mt. Olive, Danelle Branham, 479-524-0497

Tree Service 1402
STUMPY'S TREE SERVICE
 Stump grinding
 Insurance, Free estimates
 Glenn T. Smith
 479-236-2841, 479-903-7664

THE TOWN OF WEST SILGAM SPRINGS is taking applications for employment. The job title is Office Personnel. The applicant must have previous secretarial experience. Applicant will be required to do a Pre-Employment Drug Test, as well as random drug testing. Applicant must be able to pass a background check. Applications can be picked up at the West Silgum Springs Town Hall at 4800 Cedar Drive.

AGC PIPE/REED GERMAN SHEPHERD PUPPIES / months old w/paper & breeding rights. \$400
 479-238-9430

NIKE ONE bedroom apartment, all appliances, washer/dryer, \$500/month + 600. No pets. No smoking. Ready. 479-427-4272.

ON MENDIAN, impulses and diagnosed. 2BR, 2BA, garage, dishwasher, trunk 2BR, 2BA, garage, 479-524-0191 or 479-957-6518

Alzheimer's Support Group:
 Third Monday each month @ Quail Ridge Living Center, 564 Starline Rd. in West Silgum Springs. For more info call 918-422-5138. www.alz.org

Colorado Nerdy Friday @ 7p.m. at Colcord 1st Baptist Church. For info call 479-238-8897.

COLCORD TUESDAY night Alcoholics Anonymous group hold open meetings every Tuesday evening @ 7p.m. Please use the east door of the Colcord First Baptist Church, 538 E. Main St. For information call 918-326-4272 or 479-427-6340

Is Gambling causing problems?
 Ready to stop but don't know how? Try the Colcord Friday Night Gamblers Anonymous meeting every Friday at 7pm. at the Colcord 1st Baptist Church. For info call 918-968-4465 or

Construction 517
 Immediate work available for elevation and grade stee for sewer, water and storm drain. Can set elevations for inlets and top of drain also work available for pipe layers and laborers experienced in sewer, water and storm drain construction.

DUPLICES/SILOAM 928
 361-2 BA Duplex 1 car garage, large living room, kitchen, dining room, wood floors, central air, No Pets. Rent \$680 monthly. 479-236-3503

HOUSE/OTHER 938
 2BR/1BA, totally remodeled, new tile, stone & ridge, all new floors, garage, school's, \$600/mo, \$6.00/d e p. No Pets.
 479-524-7830

MANUFACTURED HOMES
 3BR, 2BA Mobile Home
 All Electric W/OH & A & appliances. To Be Moved.
 \$9900. 479-238-3543

LEGAL NOTICES
 NOTICE OF ANNUAL SCHOOL ELECTION AND POLLING SITES IN SILGAM SPRINGS SCHOOL DISTRICT NO. 21
 BENTON COUNTY, ARKANSAS
 Notice is hereby given in accordance with the requirements of Ark. Code, Ann. §§-14-706 and §6-14-109, that the Annual School Election in the above named school district will be held on Tuesday, September 16, 2014, for the following purposes:
 "To elect one (1) member to the Board of Directors, Zone 1, for a term of two years."
 Silgum Springs School District No. 21 has no change in local millage rate.
 Notices further given that at a special meeting of the Board of Directors of the Silgum Springs

ANNOUNCEMENTS
 If you have lost your dog or want to adopt one, please call 736-8400 or 212-0155.

ANNOUNCEMENTS
 Alcoholic Anonymous - Bill W.'s Posse Group, 617 N. N. Olive Street, Rogers, AR 72761
 C.I.O.s & A.A.M. e.l.i.i.g (479-590-9861) Tuesdays nights at 8:00pm-9:00pm, Park & Entertainment Center of Church

ANNOUNCEMENTS
 meet at the Church on the Hill, 400 Hwy. 72 SE, Gravelle, Thursday, 8:00 p.m. For info, call 479-767-6366 or 479-291-4499

ANNOUNCEMENTS
 Silgum Springs Borderline Group
 479 S. Washington, Meetings Mon. through Sat. at 12 noon; Mon., Wed., Fri., Sat. at 7:30 pm, Sunday at 10 am & 7:30 pm. Phone: 479-873-2730 or 479-549-4092.

ANNOUNCEMENTS
 Also mowing and leaf clearing
 479-524-8571

ANNOUNCEMENTS
 Storage Buildings *Decks *Remodels *Screened Porches
 A-TH-TECH TREE SERVICE
 28 yrs Experience
 Bucket/Truck/Chipper
 Bonded/insured/licensed
 Our goal is Safety First
 479-871-1159

ANNOUNCEMENTS
 BRUSH HOGGING
 Also mowing and leaf clearing
 479-524-8571

ANNOUNCEMENTS
 MORRIS HOME IMPROVEMENT
 *Windows *Siding *Gutters *Decks *Sunrooms
 Locally owned
 Licensed/insured
 Free Estimates
479-300-6297

ANNOUNCEMENTS
 SEWING HOME here. Alterations, hemming, dresses, skirts, curtains, etc. 2037 S. Mt. Olive, Danelle Branham, 479-524-0497

ANNOUNCEMENTS
 Colorado Nerdy Friday @ 7p.m. at Colcord 1st Baptist Church. For info call 479-238-8897.

ANNOUNCEMENTS
 COLCORD TUESDAY night Alcoholics Anonymous group hold open meetings every Tuesday evening @ 7p.m. Please use the east door of the Colcord First Baptist Church, 538 E. Main St. For information call 918-326-4272 or 479-427-6340

ANNOUNCEMENTS
 Is Gambling causing problems? Ready to stop but don't know how? Try the Colcord Friday Night Gamblers Anonymous meeting every Friday at 7pm. at the Colcord 1st Baptist Church. For info call 918-968-4465 or

ANNOUNCEMENTS
 Construction 517
 Immediate work available for elevation and grade stee for sewer, water and storm drain. Can set elevations for inlets and top of drain also work available for pipe layers and laborers experienced in sewer, water and storm drain construction.

ANNOUNCEMENTS
 DUPLICES/SILOAM 928
 361-2 BA Duplex 1 car garage, large living room, kitchen, dining room, wood floors, central air, No Pets. Rent \$680 monthly. 479-236-3503

ANNOUNCEMENTS
 HOUSE/OTHER 938
 2BR/1BA, totally remodeled, new tile, stone & ridge, all new floors, garage, school's, \$600/mo, \$6.00/d e p. No Pets.
 479-524-7830

ANNOUNCEMENTS
 MANUFACTURED HOMES
 3BR, 2BA Mobile Home
 All Electric W/OH & A & appliances. To Be Moved.
 \$9900. 479-238-3543

ANNOUNCEMENTS
 LEGAL NOTICES
 NOTICE OF ANNUAL SCHOOL ELECTION AND POLLING SITES IN SILGAM SPRINGS SCHOOL DISTRICT NO. 21
 BENTON COUNTY, ARKANSAS
 Notice is hereby given in accordance with the requirements of Ark. Code, Ann. §§-14-706 and §6-14-109, that the Annual School Election in the above named school district will be held on Tuesday, September 16, 2014, for the following purposes:
 "To elect one (1) member to the Board of Directors, Zone 1, for a term of two years."
 Silgum Springs School District No. 21 has no change in local millage rate.
 Notices further given that at a special meeting of the Board of Directors of the Silgum Springs

ANNOUNCEMENTS
 LEGAL NOTICES
 NOTICE OF PUBLIC HEARING
 A public hearing will be held before the City of Silgum Springs Board of Directors for a right-of-way closure on the property described as or located at 415 N. Broadway and 210 E. Taborhighway.
 The public hearing will be held at the City of Silgum Springs Administration Building, 400 N. Broadway St. at 6:15 p.m. on the 16th day of September 2014. If you have any questions or comments concerning the application, please forward your comments in writing to City of Silgum Springs Planning Department, P.O. Box 60, Silgum Springs, AR, 72761 or call (479) 524-5136.
 Ad #: 72763538 August 24 & 31, 2014 Herald Leader
 NOTICE OF PUBLIC HEARING

APARTMENTS
 CHECK OUT THE
 BUY • SELL • TRADE
 Nursing 538

Come to work for the areas only
Progressive Health Care Facility
 We are now accepting applications for
NURSES
 LPN's, CNAs
 - ALL SHIFTS -
 We Offer:
 • Competitive Wages • Skilled Nursing Facility
 • Special Services Unit • Sign-On Bonus
 • Insurance Available
 • Paid Holidays • Uniform Allowance
 If you are willing to work in an enjoyable, family-

VFW fundraiser

The Veterans of Foreign Wars Post 1674 in Siloam Springs will host a fundraiser for the construction of the Fallen Soldiers Memorial.

The fundraiser is an all-day event, which will be held Sept. 6 at the corner of Holly and Jefferson Streets.

Event activities will include a car and bike show, dunk booth, vendors and a musical comedy show by The George Brothers of Eureka Springs.

The comedy show will be held at the Burton Elliot Fine Arts Building at 7 p.m.

District to host meetings Tuesday regarding new charter school

From Staff Reports

Siloam Springs School

District will hold two public meetings on Tuesday to discuss opening a new charter school inside the high school.

The meetings will be held at 4 p.m. and 6 p.m. in the seminar room at Siloam Springs High School

to present the proposal for the Career Academy School of Siloam Springs to the public.

The conversion charter school would be located inside Siloam Springs High School and would offer a vocational program, centered around industrial technology and industrial maintenance. It would teach topics such

as industrial maintenance, welding, hydraulics and electronics.

"We hope to provide career opportunities to students in Siloam Springs and in the surrounding areas," assistant superintendent Jody Wiggins said.

State law allows the Arkansas Department of Education to approve two

types of charter schools — conversion and open enrollment.

A conversion charter school is a public school converted to a public charter school. It can only draw students from inside the school district's boundaries. Conversion charter schools allow districts more freedom to try innovative ideas.

50th Work Anniversary

Community Physicians Group and the Siloam Springs Medical Center would like to invite area residents to help Tommye Strassheim celebrate her 50th work anniversary at a come and go reception. It will be held from 5:30 to 7:30 p.m., Thursday at the Arvest community room located at the intersection of Holly Street and U.S. Highway 412.

CAMPEPAN

sion, Mayor John Turner versus how the new board of what he and the Department, as well as wastewater superinten-

AFFIDAVIT OF PUBLICATION

I Gail A. Mansor, solemnly swear that I am Advertising Clerk for the Northwest Arkansas Newspapers, LLC, and I do solemnly swear that the attached advertisement was published in the following weekly paper(s):

- McDonald County Press
- Washington County Enterprise
- Bella Vista Weekly Vista
- The Times of NE Benton County (Pea Ridge)
- Siloam Springs Herald Leader
- Siloam Sunday (Section of the NWADG)
- Westside Eagle Observer
- La Prensa Libre

of general and bona fide circulation in Benton County, Arkansas

Siloam Springs Schools Conversion Charter

Ad # 72742968

72774677

August 10, 17 + 24, 2014

Dates of Publication: August 31, 2014

Charges: \$83.14 \$27.36

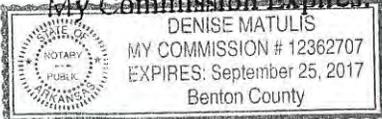
[Signature]
(signature)

Sworn to and subscribed before me

This 4th day of September, 2014.

[Signature]
Notary Public

My Commission Expires:



****NOTE** Please do not pay from Affidavit.
Invoice will be sent**

Siloam Springs School District
Conversion Charter
Public Meetings
Public meetings to introduce the Career Academy of Siloam Springs (CASS) are set for 4:00 p.m. and 6:00 p.m. Tuesday, September 2, in the Seminar Room at Siloam Springs High School. CASS will equip students with the skills necessary to secure entry-level industrial maintenance positions in business and industry. These public meetings are a mandatory application requirement for the state charter.
Ad #72742968
August 10, 17, & 24, 2014

Show activity for Me

New Broadcast

Activity Summary

7 Days | Month | Year

Broadcasts

1

1 Languages
1 Senders

Content Mix

100%
0%
0%

Top Types

1 General

Top Senders

1 Kevin Snively

BROADCAST TEMPLATES

[+ New Template](#)

Need Help?
Visit the help section, send an email to support, or call (800) 920-3897. Also be sure to give us feedback about the new version.

Broadcasts

Completed

Sent On	Author	Subject	Rcpt	Content
Mon 9/1/14	Kevin Snively	CASS public meeting	4177	
Wed 5/21/14	Kevin Snively	Senior Night 2014	1222	
Fri 3/7/14	Kevin Snively	ACT preparation course	1243	
Wed 2/19/14	Kevin Snively	P/T Cont. (2/20 and 2/25/14)	1266	
Wed 1/15/14	Kevin Snively	Final Exams Fall 2013-14	1257	

[Show More](#)

Logged in as Kevin Snively (kevin.snively)
Remote phone access # (855) 783-5224
Current system time is September 8th, 2014 02:21 pm (US/Central)

Service & Support: support@scholarmessenger.com | (800) 600-3897
Use of this system is subject to the [Privacy Policy](#) and [Terms of Service](#).
© 1000-2014 Scholarmessenger. All Rights Reserved.

Summary

Broadcast Sequence	Broadcast Name	Broadcast Type	Submitted By	Scheduled Date	Scheduled Time	First Pass	Status	Recpt	# of Phones	# of Events
	CASS public meeting	General	Kevin Snively	Sep 1, 2014 - Sep 1, 2014	4:00pm - 9:00pm	03:14	Complete	4177	4245	1136

Totals

Event	# of Events	Completed	Remaining	Duplicates Removed	No Email	No Email Selected	% Contacted
Event	1136	1035	0	427	218	12	100.00%

Event	# of SMS	Completed	Remaining	Blocked	Duplicates Removed	No SMS	No SMS Selected	% Contacted
Event	158	150	0	3	42	1407	11	100.00%

Event	# of Phones	Completed	Remaining	Blocked	Duplicates Removed	No Phone #	No Phone Selected	Total Address	% Contacted
Event	4245	4245	0	0	1813	11	21	4245	100.00%

Phone Group	Count
Accepted	1294
Blocked	953
Not Selected	4
Not Contacted	19
Not Answered	141
Not Reached	130
Not Acknowledged	0
Blocked	0
Not Selected	1443
Not Contacted	1
No Phone Selected	21
Total	4245

Phone Group	Count
Accepted	1294
Blocked	953
Not Selected	4
Not Contacted	19
Not Answered	141
Not Reached	130
Not Acknowledged	0
Blocked	0
Not Selected	1443
Not Contacted	1
No Phone Selected	21
Total	4245

Siloam Springs School District | www.siloamschools.com

District Home | Login | SSO | Help | Search



Siloam Springs School District

CHANGING LIVES THROUGH EDUCATIONAL EXCELLENCE

Schools

- 2014-2015 Back to School Information
- School Configuration for the 2014-2015 School Year
- Northside Elementary
- Delbert "Pete" and Pat Allen Elementary
- Southside Elementary
- Siloam Springs Intermediate School
- Siloam Springs Middle School
- Siloam Springs High School
- Main Street Academy

Administration

District Announcement

Parents and Students:

Please note Open House Times posted on the 2014-2015 Back To School Information tab on the menu left or through [this link](#).

Parents of New Students: [Click here](#) to access all forms needed for new student enrollment.

Upcoming Events

Saturday, August 09, 2014
[View Monthly Calendar](#)

Siloam Springs School District Conversion Charter Public Meeting

Public meetings to introduce the Career Academy of Siloam Springs (CASS) are set for 4:00 p.m. and 6:00 p.m. Tuesday, September 2, in the High School Seminar Room. CASS will equip students with the skills necessary to secure entry-level industrial maintenance positions in business and industry. These public meetings are a requirement for the state charter.

Start | 7:52 PM

Career Academy of Siloam Springs (CASS) Public Meeting

September 2, 2014

4:00 p.m.



Printed Name	Signature	E-Mail Address
Lanna Hardy	Lanna Hardy	
Michele Markov	Michele Markov	
Devin Valdez	Devin Valdez	
Camara Silcox	Camara Silcox	
MARTY Krug	Marty Krug	
Chuck Hyde	Chuck Hyde	
Don's Henderson	Don Henderson	
Jamille Jessen	Jamille Jessen	
Sheryl Braun	Sheryl Braun	
Enka Selzer	Enka Selzer	
Gustavo Selzer	Gustavo Selzer	
Steven Bishop	Steven Bishop	
Meghan Kenney	Meghan Kenney	
Wayne Mays	Wayne Mays	
Bary Comiskey	Bary Comiskey	
Kourtnee Holland	Kourtnee Holland	
TIPPY NESTOR	Tippy Nestor	
John Robinson	John Robinson	
Scott Jones	Scott Jones	
Krystal Wheat	Krystal Wheat	
Kidora Couch	Kidora Couch	
BARRY HARDIN	Barry Hardin	
Tim Hornbucker	Tim Hornbucker	
Terrie Price	Terrie Price	
Just Whiggins	Just Whiggins	

Career Academy of Siloam Springs (CASS) Public Meeting

September 2, 2014

4:00 p.m.



Printed Name	Signature	E-Mail Address
Kelly Svebek	Kelly Svebek	
Scott Ramsey	Scott Ramsey	
Connie Matchell	Connie Matchell	
Mike Valdez	Mike Valdez	
Tom Ramsey	Tom Ramsey	
Karl B. Mounce	Karl B. Mounce	
Debra Mattingly	Debra Mattingly	
Ben Holland	Ben Holland	
Nicholas Davis	Nick Davis	
Kathryn Herron	Kathryn Herron	
Patrick Dowdy	Patrick Dowdy	
Jared Drake	Jared Drake	
Louie Thomas	Louie Thomas	
Ivyonne Garrison	Ivyonne Garrison	
Melissa McCarrer	Melissa McCarrer	
Sena Knudsen	Sena Knudsen	
KEVIN SMAVELT	Kevin Smavelt	
Marcia Livesay	Marcia Livesay	
Stephen Romi	Stephen Romi	
Chris Confer	Chris Confer	
Lisa Hotseupiller	Lisa Hotseupiller	

Career Academy of Siloam Springs (CASS) Public Meeting

September 2, 2014

4:00 p.m.



Printed Name	Signature	E-Mail Address
Casey Demmitt	<i>Casey Demmitt</i>	[REDACTED]
Steve Matchell	<i>Steve Matchell</i>	
Joey Cox	<i>Joey Cox</i>	
MIKE ROGERS	<i>Mike Rogers</i>	

Career Academy of Siloam Springs (CASS) Public Meeting

September 2, 2014

6:00 p.m.



Printed Name	Signature	E-Mail Address
LORETTA RADEN		



August 27, 2014

Mr. Ken Ramey, Superintendent
Siloam Springs School District
847 S. Dogwood
Siloam Springs, AR 72761

Mr. Ramey,

Please accept this letter of support for the Siloam Springs School District's proposal to establish a career and technical academy. I strongly support this project and believe this program will provide the district the opportunity to improve overall student achievement by providing our students the knowledge and skills that are necessary to successfully compete in today's job market.

The community of Siloam Springs is committed to providing our students with quality academic programs that will prepare them for the future. The career academy is a unique opportunity that brings the business community together with the school to work hand in hand to train and develop a workforce capable of meeting their demands for quality employees. In considering the needs of our students, it is important to recognize that not every student has the same career path in mind. We must be mindful of the diversity of our student body and provide those students with career ambitions in industry, a pathway to meet their goals in a way that creates a viable way to make a living. We must do this by training them in the specialized skills needed in our regional manufacturing sector. I believe this is what Career Academy of Siloam Springs will do.

If I can be of further assistance, please do not hesitate to contact me.

Yours truly,

A handwritten signature in blue ink, appearing to read 'John Mark Turner'. The signature is fluid and cursive, extending across the width of the page.

John Mark Turner
Mayor



Mr. Ken Ramey, Superintendent
Siloam Springs School District
847 South Dogwood
Siloam Springs, AR 72761

Dear Mr. Ramey,

Northwest Arkansas Community College (NWACC) is excited at the opportunity to partner with the Siloam Springs School District in the creation of the Career Academy of Siloam Springs (CASS). I believe NWACC's offerings in heating, ventilation and air conditioning align with your goal of preparing students for successful employment in industrial maintenance both locally and regionally.

NWACC is committed to helping provide any assistance as needed in order to make this program a success.

Sincerely,

Keith Peterson
Dean of Workforce Development



August 25, 2014

Mr. Ken Ramey, Superintendent of Schools

Siloam Springs School District

847 Dogwood

Siloam Springs, AR 72761

Mr. Ramey:

Thank you sincerely for making our Siloam Springs Chamber of Commerce a part of your planning and decision-making in regards to CASS, the new career academy. We have a long tradition of partnership between the Chamber and our schools and this is just one more example of that. We agree with the recognition that each student is different and unique in his or her educational needs. That recognition is very valuable to your school district, and CASS is another way that the Siloam Springs School District is meeting the different needs of our students.

Most exciting about CASS is that it will be beneficial to our community as well. I have attended several of the exploratory and organizational meetings with industry and school district representatives and have seen that our industries are making it clear that they need skilled labor in the area of maintenance; you have responded to that call with a pathway to train our students to become that skilled labor.

It is clear that a trained, or trainable, workforce with strong basic skills is a critical need in our local, state, and national economies. This program will address that need inside our local school, and equip our SSHS graduates to make better decisions about their future careers.

We stand ready to help, so don't hesitate to contact me or Meghan Kenney (SSHS and JBU graduate), our Director of Economic Development, at 524-6466.

Sincerely,

O. Wayne Mays, President and CEO



STATE OF ARKANSAS

House of Representatives

REPRESENTATIVE

Jonathan Barnett
1980 Highway 412 West
Siloam Springs, AR 72761-3805

479-524-6254 Business
479-524-9440 Residence
479-524-3222 FAX
jonathan.barnett@arkansashouse.org

DISTRICT 87

Counties:
Part Benton
Part Washington

COMMITTEES:

Chairperson,
Public Transportation

Insurance and Commerce
Utilities Subcommittee

Joint Budget

August 14, 2014

Mr. Ken Ramey, Superintendent
Siloam Springs School District
847 S Dogwood
Siloam Springs, AR 72761

Mr. Ramey:

Please accept this letter of support for the Siloam Springs School District's proposal for establishing a career and technical academy. I strongly support this project and believe that this program will provide the district the opportunity to improve overall student achievement by providing our students the knowledge and skills that are necessary to successfully compete in today's job market.

The community of Siloam Springs is committed to providing our students with quality academic programs that will prepare them for the future. In considering the needs of our students it is important to recognize the not every student has the same career path in mind. We must be mindful of the diversity of our student body and provide those students with career ambitions in industry a pathway to meet their goals in a way that creates a viable way to make a living. We must do this by training them in the specialized skills needed in our regional manufacturing sector. I believe this is what Career Academy of Siloam Springs will do.

If there is any way that I can help, please do not hesitate to contact me.

Sincerely,

A handwritten signature in blue ink that reads "Jonathan Barnett".

Jonathan Barnett
State Representative

In addition to the previous four letters, letters of support for the Career Academy of Siloam Springs (CASS) have also been received from the following individuals:

Mr. Tex Ballenger, Maintenance Manager, Baldor Electric, Westville, Oklahoma

Mr. James Barnett, President, DaySpring, Siloam Springs, Arkansas

Mr. John Brown, Executive Director, Windgate Charitable Foundation, Siloam Springs, Arkansas

Ms. Tammie Murray, Teacher and Parent, Siloam Springs, Arkansas

Ms. Carole Shaver, WIA Employment/Training Advisor, Arkansas Workforce Center, Siloam Springs, Arkansas

Mr. Mark Simmons, Chairman, Simmons, Siloam Springs, Arkansas

This is a copy of our current 2014-2015 school calendar. We anticipate a calendar very similar to this for the 2015-2016 school year. The Siloam Springs School District Board of Education adopts the school calendar for the upcoming school year in March. Please accept this as a tentative plan and we will amend as soon as our school board adopts the 2015-2016 school calendar.

Siloam Springs High School

2014-2015 Year-at-a-Glance

July 2014						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2014						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2014						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2014						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2014						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2014						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2015						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2015						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2015						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2015						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2015						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2015						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- Faculty Meeting (3:20-4:20pm)
- Teacher in-Service Day (no school for students)
- PLC (3:20-4:20pm)
- First and Last Day of School
- Dept. Meeting (3:20-4:20pm)
- Holiday



A/B DAY SCHEDULE

First Lunch			Second Lunch		
A	B		A	B	
0 Hour		7:00 - 7:55 (55)	0 Hour		7:00 - 7:55 (55)
1st	2nd	8:05 - 9:30 (85)	1st	2nd	8:05 - 9:30 (85)
Encore		9:35 - 10:00 (25)	Encore		9:35 - 10:00 (25)
3rd	4th	10:05 - 11:30 (85)	3rd	4th	10:05 - 11:30 (85)
Lunch		11:35 - 12:05 (30)	5th		6th
5th	6th	12:10 - 1:40 (90)	Lunch		12:10 - 12:40 (30)
7th	8th	1:45 - 3:10 (85)	5th	6th	12:45 - 1:40 (55)
			7th	8th	1:45 - 3:10 (85)

2015-2016 Siloam Springs High School Schedule

**2014 APPLICATION
DISTRICT CONVERSION PUBLIC CHARTER SCHOOL
STATEMENT OF ASSURANCES**

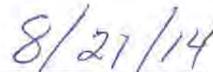
The signature of the superintendent of the school district proposing the public charter school certifies that the following statements are and will be addressed through policies adopted by the public charter school; and, if the application is approved, the local board, administration, and staff of the district conversion 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 district conversion 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.
3. In accordance with federal and state laws, the district conversion 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 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 district conversion 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 schools not waived by the approved charter.
6. The district conversion 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 any other qualified employee of the school district is covered.
7. The district conversion 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.

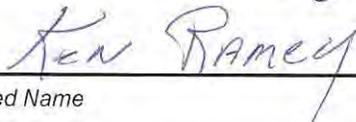
8. The employees and volunteers of the district conversion public charter school are held immune from liability to the same extent as other school district employees and volunteers under applicable state laws.
9. The district conversion public charter school shall be reviewed for its potential impact 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.
10. The applicant confirms the understanding that certain provisions of state law shall not be waived. The district conversion 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;
 - (f) Ethical guidelines and prohibitions as established by Arkansas Code Annotated § 6-24-101 et seq., and any other controlling state or federal law regarding ethics or conflicts of interest; and
 - (g) Health and safety codes as established by the State Board of Education and local governmental entities.
11. The facilities of the public 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



Printed Name