

E X H I B I T S**A-3: LRSD COMMUNITY ADVISORY BOARD MEMBERSHIP**

EXHIBIT ONE (1)

Commissioner's List of Recommended Appointments

A-4: BARTON LEXA SCHOOL DISTRICT

EXHIBIT ONE (1)

Methods for Districts to Obtain Waivers of Statutes
and Rules**A-8: WAIVERS - SOUTHEAST COOPERATIVE DISTRICTS**

EXHIBIT ONE (1)

SE Arkansas Education Service Cooperative Waivers
Request Packet

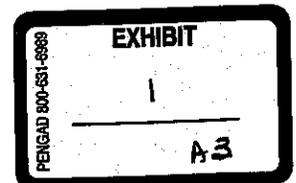
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A-3: LRSD ADVISORY BOARD

EXHIBIT ONE (1)

Little Rock School District Community Advisory Board, 7.15.16

Zone	Title	First Name	Last Name
1	Mrs.	Chauncey	Holloman
2	Mrs.	Maria	Chavarria-Garcia
3	Mrs.	Melanie	Fox
4	Mr.	Jeff	Wood
5	Mr.	Larry	Clark
6	Mr.	Anthony	Hampton
7	Mr.	Freddie	Scott



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A-4: BARTON LEXA

EXHIBIT ONE (1)

METHODS FOR DISTRICTS TO OBTAIN WAIVERS OF STATUTES AND RULES

	DISTRICT CONVERSION CHARTER		
Authority	A.C.A. § 6-23-201 et seq. ADE Rules Governing Public Charter Schools	A.C.A. § 6-15-103 et seq. No rulemaking authority provided in statute	A.C.A. § 6-15-2801 et seq. ADE Rules Governing Schools of Innovation
Approved By	Charter Authorizer	The State Board of Education	The Commissioner of Education
Granted For	School	District	School
Initial Time Limit	5 years	As long as the charter has the waiver	4 years
Approval Process	11 months Early August - July 1 Applicant holds public hearing prior to application submission ADE internal group reviews application Applicant responds to ADE comments At least one public hearing conducted by the Charter Authorizing Panel State Board of Education considers the Panel's decision Board may conduct a second public hearing	4 to 6 weeks District petitions the State Board of Education ADE charter and legal staff review The Board may approve the request in whole or in part or deny in whole or in part	Winter - July 1 School establishes a Council of Innovation At least 60% of eligible employees must vote for the application ADE staff and others review applications received by initial deadline Applicant revises based on review ADE staff and others review final applications Commissioner makes the final decision
Approval Process	** Monitoring compliance ** Public school accountability Code ** High school graduation requirements ** Special education ** Criminal background checks for employees ** Health and safety codes ** Ethical guidelines and prohibitions ** NOTE: While these restrictions explicitly apply to open-enrollment charters, it has been common practice for the authorizer to prohibit district conversion charters from waivers of these laws and rules.	Waivers granted to open-enrollment charters that serve students who reside in the district Monitoring compliance Public school accountability High school graduation requirements Special education Criminal background checks for employees Health and safety codes Ethical guidelines and prohibitions	Health, safety, civil rights, and disability rights requirements High school curriculum and graduation requirements Financial audits, audit procedures, and audit requirements Criminal background checks for school employees and volunteers Open records and open meetings Purchasing limitations and requirements Teacher Fair Dismissal Act State laws and rules regarding gifted and talented education
Waiver Restrictions	** Monitoring compliance ** Public school accountability Code ** High school graduation requirements ** Special education ** Criminal background checks for employees ** Health and safety codes ** Ethical guidelines and prohibitions ** NOTE: While these restrictions explicitly apply to open-enrollment charters, it has been common practice for the authorizer to prohibit district conversion charters from waivers of these laws and rules.	Waivers granted to open-enrollment charters that serve students who reside in the district Monitoring compliance Public school accountability High school graduation requirements Special education Criminal background checks for employees Health and safety codes Ethical guidelines and prohibitions	Health, safety, civil rights, and disability rights requirements High school curriculum and graduation requirements Financial audits, audit procedures, and audit requirements Criminal background checks for school employees and volunteers Open records and open meetings Purchasing limitations and requirements Teacher Fair Dismissal Act State laws and rules regarding gifted and talented education
Monitoring	Renewal process at regular intervals May be reviewed or revoked at any time	None	Renewal process every four years May be reviewed or revoked at any time

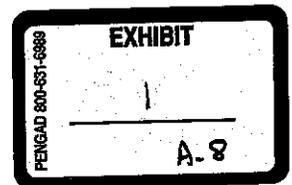
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A-8: SOUTHEAST COOPERATIVE DISTRICTS

EXHIBIT ONE (1)

Southeast Arkansas Education Service Cooperative

Ph. (870) 367-6848 FAX (870) 367-9877
web address: www.searkcoop.com
E-mail : searkcoop.com



Karen Eoff
Director

Rhonda Mullikin
Asst. Dir/TCC

1022 Scogin Drive
Monticello, AR 71655

Arkansas County

Dewitt

Ashley County

Crossett
Hamburg

Bradley County

Hermitage
Warren

Chicot County

Dermott
Lakeside

Cleveland County

Cleveland County
Woodlawn

Desha County

Dumas
McGehee

Drew County

Drew Central
Monticello

Lincoln County

Star City

The following school administrators are in attendance representing their school districts on July 15, 2016 for the Arkansas State Board meeting.

Southeast Arkansas Education Service Cooperative, Karen Eoff, Director
Cleveland County - Davy King High School Principal LaTetia Johnson, Assistant High School Principal.
Crossett - Gary Williams, Superintendent
Dermott - Kristi Ridgell, Superintendent
DeWitt - Dr. Lynn Dardenne, Superintendent
Drew Central - Billy Williams, Superintendent
Dumas - Camille Sterrett, Director of Special Programs
Hamburg- Max Dyson, Superintendent
Hermitage - Karen Eoff, Director
Lakeside -Dr. Billy Adams, Superintendent
McGehee -Thomas Gathen, Superintendent
Monticello - Sandra Lanehart, Superintendent
Star City - Nathan White , Director Student Services, Emilee Dutton, Director of Federal Programs and Curriculum
Warren - Bobby Acklin - Superintendent

**Southeast Education Cooperative
Waiver Request
Arkansas State Board of Education
July 15, 2016**

Waivers Requested

Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Cleveland County, Crossett, Dermott, Dewitt, Drew Central, Dumas, Hamburg, Hermitage, Lakeside, McGehee, Monticello, Star City and Warren School Districts hereby authorized to request the following waivers from the Arkansas State Board of Education:

- Ark. Code Ann. §6-15-1004 Qualified teachers in every public school classroom
- Ark. Code Ann. §6-17-309 Certified to teach grade or subject matter-exceptions-waivers
- Ark. Code Ann. §6-17-401 Teacher licensure requirement
- Ark. Code Ann. §6-17-902 Definition (definition of a teacher as licensed)
- Ark. Code Ann. §6-17-908 Teachers' salary fund-authorized disbursement
- Ark. Code Ann. §6-17-919 Warrants void without valid certification and contract(the ability to pay a teacher's salary only upon filing of a teacher's certification with the county clerk's office, if the requirement of a teacher's certificate is waived for such teacher)
- Ark. Code Ann. §6-25-103 Library media services program defined
- Ark. Code Ann. §6-25-104 Library media specialist-qualifications

The above waivers are requested for a one year period, through the 2016-17 school year.

Brief Explanation for Requesting Each Waiver

The thirteen districts seek the opportunity to place the most qualified person with the greatest content knowledge in the positions they have been unable to fill due to the lack of licensed teachers in our area. Recognizing a teacher shortage was developing in the Southeast Co-op area, a series of collaborative meetings started in September, 2015 between the Arkansas Department of Education, the districts, the Southeast Co-op and the University of Arkansas at Monticello. A series of meetings have also occurred with Workforce Readiness partners in an effort to

more thoroughly prepare the workforce needed for our part of the state. Members of the Arkansas House and Senate were engaged in these meetings. The data gathered in these series of meetings identified the contributing factors to our problem. However, identifying the factors of the shortage is far easier than recommending solutions and fixing the problem.

The teacher shortage in our area is due to many factors, including a large number of teachers retiring in 2016, a large number of teachers leaving the teaching profession before retirement, a low number of teacher education graduates, a low number of alternative teacher program candidates, a low teacher pay scale as compared to other parts of the state, and a lack of teachers willing to relocate to our area.

The Teacher Recruitment and Retention Research Report of April 12, 2016, as prepared by the Bureau of Legislative Research for The House Interim Committee on Education and The Senate Interim Committee on Education, verifies all of disparities we are facing in the Southeast Co-op to recruit and retain teachers. In the Southeast Co-op region, there are currently 64 open positions, as of July 12, 2016. The data speaks plainly concerning these issues. In 2016, 55 teachers retired in our Co-op area. Statewide, the number of candidates enrolled in education preparation programs (traditional and non-traditional) dropped from 8,255 in 2010 to 5,258 in 2015. Data from the University of Arkansas at Monticello reflects this teacher shortage as well. The number of teacher interns completing student teaching continues to decrease, as the number of teacher interns in 2011-12 was 52, compared to 23 in 2014-15 compared to 9 for fall 2016.

The Masters of Art in Teaching (MAT) program at University of Arkansas at Monticello is an online, statewide program that assists schools in attracting non-traditional college graduates to teach with a provisional license. The roadblock to hiring MAT teachers is the requirement for passing the Praxis II exam in the content area before they can be hired to teach with a provisional license. All those that pass the Praxis and accept the position will be hired. However, the supply is not great enough to cover the number of open positions that we now have. Teachers from other areas of the state continue to turn down our job offers because of the low starting salaries, relocation, and lack of recreational activities.

The districts recognize that the teacher in the classroom is the single most important factor that influences learning in the classroom. While we strive to attract and retain the most highly qualified, licensed teachers for our students, we are faced with the reality of the teacher shortage. The waivers we are requesting today will allow us to fill classrooms with individuals who have the passion and commitment to be a teacher, but are not yet licensed. Some of these teacher candidates fall into categories, such as having a bachelor's degree, which could allow them to meet the definition of highly qualified under ESSA requirements. Some of these teacher candidates need more time to complete a required assessment for acceptance to a licensing program of study. Some of these teacher candidates have years of teaching experience, but are not licensed in Arkansas. While the individual situations are as unique as our districts, the goal is the same. We strive to attract the best teachers for our students so that they have the opportunity to learn. These waivers will give us the opportunity to work with individuals who strive for excellence, who want to be teachers, who want to help our schools, and who are committed to our districts and communities.

Southeast Arkansas Education Service Cooperative

School District	Teaching Position Still Open	Teachers Retired (As of May 2016)	Starting Salary for Bachelor's	Starting Salary for Master's
Cleveland County	2	1	31,136	35,427
Crossett	8	6	31,000	35,650
Dermott	7	1	30,122	34,640
DeWitt	6	3	35,535	39,784
Drew Central	6	6	32,250	36,750
Dumas	10	4	30,122	34,640
Hamburg	6	11	32,000	36,500
Hermitage	2	2	30,122	34,640
Lakeside	2	3	34,244	38,630
McGehee	5	1	32,125	33,583
Monticello	5	11	32,000	36,650
Star City	3	3	32,014	32,492
Warren	4	3	31,100	34,928

District Crossett

LEA # 0201

Certified Positions Still Open in District

Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed	Was A Job Offered?
Math	High School	1	1	1 offered, but rejected
Science	High School	1	1	0
English	High School	0	0	0
Spanish	High School	0	0	0
Math	Middle School	2	2	2 offered, but rejected
English	Middle School	2	2	0
Reading	Middle School	0	0	0
Art	Middle School	1	1	0

What measures have you considered to fill the position(s) due to a lack of applicants?

We are in constant contact with the UAM MAT Program and APPEL Program and are reviewing their list of candidates.

We have applied to Teach for America teachers, but were notified there were no teachers available.

Approved the hiring of teachers on an ALP, due to the lack of qualified applicants in math, science, special education, and social studies.

We have a list of individuals with a 4-year degree who may be offered a long-term sub position if we are unable to fill the positions with certified teachers.

What measures have you completed in the last year to recruit teachers to teach in your district?
Applied for Teach for America teachers (there were no teachers available for our district)

Notified Teacher Corps (University of Arkansas) through a survey of our openings

Advertise jobs on District Website and District Social Media, AAFA Website, AAA Website, and Southeast Education Service Cooperative Website

Multiple attempts to contact persons on APPEL and MAT list by email and phone

(Note: many commented that they were not interested in moving to southeast Arkansas)

Attended Career Fairs at UAPB, Arkansas Tech, University of Central Arkansas,

ASU-Jonseboro, Ouachita Baptist University, Henderson State University, Southern

Arkansas University, University of Arkansas-Fort Smith, Delta State University, Louisiana Tech University, and University of Louisiana-Monroe.

Note: CSD had a total of 27 teachers retire, move to another district or leave teaching.

Cory Wilton

Signature

7.6.16

Date

District Dermott LEA # 0901

Certified Positions Still Open in District

Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed	Was A Job Offered?
Elementary Math Teacher	5th/6th			
Elementary Science/Social Studies	3rd			
Music	K-12	1 certified and 1 w/Bachelors	1 certified and 1 w/Bachelors	yes; one declined
PE/Health/Boys BB Coach	K-12	3	2 certified; still looking	yes; both declined
1 Science Teachers	7-12	1 certified and 1 w/Bachelors	1 certified and 1 w/Bachelors	yes to both but only 1 accepted
*2 Special Ed Teachers	7-12	1 certified and 2 w/Bachelors	1 certified and 2 w/Bachelors	yes to 2 w/Bachelors
** Filled				

What measures have you considered to fill the position(s) due to a lack of applicants?

- MAT Program @ UAM and Statewide
- Tried to Recruit Retired Teachers
- APPEL Program @ Southeast Coop and Statewide
- Teach for America
- Paraprofessionals in Degree Program @UAM
- Bachelors Degree Not in Education
- Long-Term Substitutes
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What measures have you completed in the last year to recruit teachers to teach in your district?
Applied for Teacher for America

Applied for Teacher Corps--University of Arkansas

Attended Career Fairs @UAM, SAU, and UAPB

Advertised in Local Newspapers

Advertised on AAEA and Southeast Coop

Sent Coop List of jobs openings in our area to PCCSSD

Pay tuition for MAT/APPEL program in return for working in the district

Signature

Date

District: DeWitt School District

LEA#:0101

Certified Positions Still Open in District

Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed	Was a job offered?
High School Biology	10-12	3	3	Yes, two have declined, third will have to enter the MAT program and pass Praxis. Cannot enter until fall session
Business Education	6-8	2	1	Yes, applicant will have to enter the MAT program and pass Praxis
Elementary Counselor	K-5	5	4	Yes, she took it then reneged before signing a contract
Special Education Resource	K-5, (2)	1	1	Yes, she declined
Juvenile Detention Center Teacher/Director	6-12	1		Offered to a gen ed to go on an ALP
				Not yet

What measures have you considered to fill the position(s) due to lack of applicants?

- Contacted applicants listed on the Master of Arts (MAT) in Teaching Program at University of Arkansas at Monticello
- Contacted the MAT programs at UALR, University of Arkansas at Fayetteville, Arkansas Tech, and Henderson State University
- Contacted Arkansas State University, received a list of December 2015 and May 2016 graduates and contacted those in the area of need
- APPEL Program list for 2015 and 2016 cohorts
- Teach for America
- Email and called Benton Brown at Arkansas Teacher Corps, University of Arkansas
- Called retired teachers – Two have come back
- Contacted individuals in the community with teaching license working at other jobs and tried to recruit them
- Advertised in the Arkansas Democrat Gazette at a cost of over \$1600.00. Only two applications were received as a result of the ad.
- Have discussed the UAM paraprofessional program with three para and directed them to the program Directors. None have entered, two want SPED and this program does not offer SPED.
- Will be forced to seek a long term sub waiver for those in the MAT or APPEL program until they have passed Praxis exam for the content area. This puts a financial hardship of these individuals and discourages their participation in the program.
- Offered teachers at other schools in the area jobs as we pay a higher starting salary.
- Attended Teacher Fairs at Henderson State University, University of Central Arkansas, Arkansas Tech University and South Arkansas University.

What measures have you completed in the last year to recruit teachers to teach in your district?

- We have worked with a paraprofessional who just completed her BA to place her.
- Contacted applicants listed on the Master of Arts (MAT) in Teaching Program at University of Arkansas at Monticello

- Contacted the MAT programs at UALR, University of Arkansas at Fayetteville, Arkansas Tech, and Henderson State University
- Contacted Arkansas State University, received a list of December 2015 and May 2016 graduates and contacted those in the area of need
- APPEL Program list for 2015 and 2016 cohorts
- Teach for America
- Email and called Benton Brown at Arkansas Teacher Corps, University of Arkansas
- Called retired teachers – Two have come back
- Contacted individuals in the community with teaching license working at other jobs and tried to recruit them
- Advertised in the Arkansas Democrat Gazette at a cost of over \$1600.00. Only two applications were received as a result of the ad.
- Have discussed the UAM paraprofessional program with three para and directed them to the program Directors. None have entered, two want SPED and this program does not offer SPED.
- Offered teachers at other schools in the area jobs as we pay a higher starting salary.
- Attended Teacher Fairs at Henderson State University, University of Central Arkansas, Arkansas Tech University and South Arkansas University.

Signature

Lynne Dandene

Date: June 30, 2016

District Drew Central LEA # 2202-000

Certified Positions Still Open in District

Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed	Was A Job Offered?
Secondary English	9-12	*7	4	no
Special Education	K-4	2	1	yes - did not accept
Elementary Counselor	PK-4	3	2	yes-pending bd approval

What measures have you considered to fill the position(s) due to a lack of applicants?

*All were in various stages of MAT program - none had taken and passed the PRAXIS English test. The four interviewed were still trying to pass the PRAXIS I Core Test to enter the MAT Program. The other three had completed the MAT Program and wanted to take the English PRAXIS if offered the job. We have used the MAT Program at LIAM, MAT Program Statewide, APPEL Program at Southeast Co-op, APPEL Program State-wide, Bachelor's Degree not in education, We also tried to Recruit retired teachers and certified teachers not working as well as checked with individuals enrolled in the Para-Professional Program at UAM. We also contacted UAPB, SAU, and Henderson State for possible applicants.

District Dumas School District LEA # 2104

Certified Positions Still Open in District

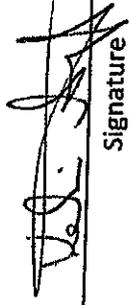
Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed
Elementary - Math/ELA	5 & 6	3	1
Elementary - Science	6	0	0
Media Specialist	3-6	1	1
Secondary Math	8 - 9	0	0
Secondary Math	10 - 12	0	0
Physical Science	9	0	0
Choir	7 - 12	1	0
Secondary English	10	4	1
Secondary English	11	4	3
			3

What measures have you considered to fill the position(s) due to a lack of applicants?

- ____ MAT Program @ UAM and Statewide
- ____ APPEL Program @ Southeast Coop and Statewide
- ____ Teach For America
- ____ Teachers Corp - University of Arkansas
- ____ UAM Intern/Education
- ____ Bachelors Degree Not in Education
- ____ Tried to Recruit Retired Teachers
- ____ Paraprofessionals in Degree Program @ UAM
- ____ Long-Term Subs

What measures have you completed in the last year to recruit teachers to teach in your district?
Applied for Teacher For America Teachers

- Applied for Teacher Corps - University of Arkansas
- Attended Career Fairs @ UAM, UCA, ATU, UAPB, ATU
- Advertised in Local Newspapers, PB Commerical, AR Democrat-Gazette
- Advertised on AAEA, Teacher-Teacher, Southeast Coop, & ERZ Websites
- Posted on AAA & AAEA Job Boards
- Called APPEL Statewide List to encourage applicants to apply
- Sent Coop List of jobs openings in our area to PCSDD
- Pay tuition for MAT/Appel Program in return for working in the district


Signature

6/29/16
Date

Certified Positions Still Open in District

Position	Grade Level or Title	Number of Applicants	# Applicants Interviewed
Math - 2 positions	9-12	11	- 3 will interview 7/8/2016; none have passed content test; all have entered MAT program, - 2 interviewed earlier - one not qualified, 1 offered job but accepted job closer to home - others will not return calls
Choral Music	9-12	2	One applicant would not relocate One interviewed, has been long-term sub for another district but has not taken Core or P2 nor entered MAT or APPEL programs
Business Technology Counselor	4-8 9-12	4	Interviews July 11-15 3 applicants have entered MAT program - have either not tested or have not passed test to date
Teacher/Coach	9-12 and 4-8	7	Interviews July 11-15 One hired/resigned for better offer Two offered and accepted other offers, interviews continue

Measures taken/considered to fill position/s due to lack of applicants

Recruitment efforts were made at colleges/universities in AR, LA and MS. The District has advertised on job boards of colleges/universities, AAEA, ERZ, Coop, the District website - www.hsdilions.org, hired long-term subs with waivers from ADE, and has utilized listings from UAM of MAT students and listings from ADE for APPEL students.

Measures completed in last year to recruit teachers to teach in district

The District has offered a Teacher Cadet class for the last two years to focus on efforts to "grow your own" teachers and the Minority Recruiter who has attended Job/Career/Teacher Fairs in AR and MS throughout the year/s. Recruitment efforts have included advertising on the District's website: www.hsdilions.org, in the local newspaper: The Ashley County Ledger, job boards: AAEA, Colleges/Universities, ERZ, Coop, and listings from MAT program of UAM and APPEL with ADE. The most successful was hiring two second semester Student Interns from UAM in the fall who completed the education program and were hired as teachers for the spring semester.


Superintendent Signature


Recruiter Signature

7-7-16
Date

District Hermitage LEA # 0601000

Certified Positions Still Open in District

Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed
ALL POSITIONS ARE FILLED BUT NOT WITH CERTIFIED TEACHERS			
* ART	K-12	2	2
* ELEMENTARY	K	2	2
* Both have degree & trying to get into MAT program @ UAM.			

What measures have you considered to fill the position(s) due to a lack of applicants?

- Bachelor's degree - not in education
- MAT program at UAM
- Recruit retired teachers
- Long-term sub
- APPEL at SE co-op

What measures have you completed in the last year to recruit teachers to teach in your district?

- Attended career fair at UAM
- Consulted with placement office at SAU
- Attended meeting on starting Teacher Cadet program in our high school
- Posted job opening on district website, as well as on SE AR Co-op website and with the ERZ at UAM
- Posted jobs in Eagle Democrat and on salinriverchronicle.com
- Recruitment / Retention Bonus from state
- Trying to start teacher shadowing opportunities for HS students @ elem. school

Tracy Inman
Signature

6/29/16
Date

District Lakeside School District

LEA# 0903

What measures have you completed in the last year to recruit teachers to teach in your district?
Requested additional teachers from Teach for America

Partnered with the Arkansas Teacher Corps at the University of Arkansas

Posted Job Openings in Local, State and Out Of State Newspapers (Chicot Spectator, Arkansas Democrat Gazette and the Delta Democrat Times)

Partnered with UAM and UAPB Student Teaching Internship Program

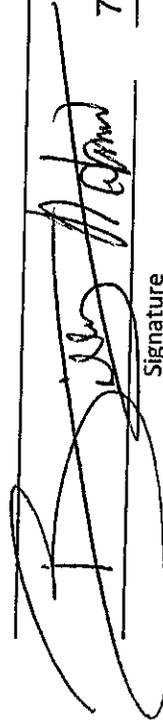
Contacted State and Out of State Teacher Education Departments

UAM and Southeast Coop (MAT and APPEL) provided updated candidate lists and contact was made to recruit applicants.

Posted Job Openings on District, Southeast Co-op and ERZ Websites.

Paid tuition and Praxis Testing Fees in exchange for a 5 year agreement to teach in critical needs areas.

Recruited Quality Retired In State and Out of State Teachers



Signature

7/5/2016

Date

**What measures have you completed in the last year to recruit teachers to teach in your district?
Posted on various websites: District, SEAES, AAEA Job Postings & Local ERZ**

Applied to Teach for America
Arkansas Teacher Corps-U of A

Newspaper Advertisements: Pine Bluff Commercial, Arkansas Democrat-Gazette, &

McGehee-Dermott Times
Posted on AAEA Job Boards

Sent list to Area Co-op and Pulaski County School District

Attended Various Career Fairs: ASU, SAU, UCA, UAPB, ATU & ADE

Thomas H. Hatten

Signature

June 30, 2016

Date

District: Monticello

LEA: 2203

Certified Positions Still Open in the District

Position	Grade Level or Title	Number of Applicants that Applied	Number of Applicants Interviewed
English	8 th	6	6
Math/Science	5 th	2	1
Special Education	3-5	2	2
Speech Therapist	3-5	0	0
Music	3-5	3	3

There were 6 applicants for the 8th English. Although some applicants were certified, their references were very questionable. The other candidates were not fully certified. The most promising candidate is a MAT candidate who plans to take her Praxis this month (July). Another candidate will be interviewed Monday; she is in the APPELS programs and also plans to take her Praxis this month (July). A waiver would help Monticello hire one of this candidates.

Monticello Intermediate School (3-5) has interviewed candidates who were fully certified. Jobs were offered, but the applicants declined before signing contracts.

A candidate offered the Music job, declined also. Another candidate accepted a position elsewhere and the other was not fully certified.

Another MIS position was filled by hiring a second term intern on a waiver as a long term sub.

What measures have you considered to fill the position(s) due to lack of applicants?

MAT Program at UAM
MAT Program statewide
APPEL Program Southeast Co-op
APPEL Program Statewide
Teach for America
Teacher Corps, University of Arkansas

Bachelor's degree not in Education
Tried to Recruit retired Teachers
Tried to Recruit Individuals with Education Degrees working in Non-Education fields
UAM Intern/Education
Paraprofessional in Degree Program at UAM
Long-Term Subs
Senior or Junior level Math, Science, English Majors recommended by College to Teach Part Time
Networking with other Districts

What measures have you completed in the last year to recruit teachers to teach in your district?

Advertised in local Newspaper
Posted on the District Web Site
Posted on AAEA Employment Board
Posted on AAA Employment Board
Posted on SEARK Educational Cooperative Employment Board
Applied for Teach for America Teachers
Applied for Teacher Corps, University of Arkansas
UAM ERZ
UAM MAT
Networked with other Districts

Signature: Sandra Lanehart Date: July 8, 2016

What measures have you completed in the last year to recruit teachers to teach in your district?

Local Advertising – Pine Bluff Commercial, Lincoln Ledger, Arkansas Democrat-Gazette
Contacting all Universities in the State of Arkansas to seek out graduates for applicant pool
Online Job Board Postings – AAEA Job Board, Southeast Co-op Job Board, ERZ
Posted job openings on Star City School District Website
Contacted all MAT programs statewide
Contacted APPEL program for applicants



07/06/2016

Signature

Date



Research Report

Teacher Recruitment & Retention

April 12, 2016

Prepared for

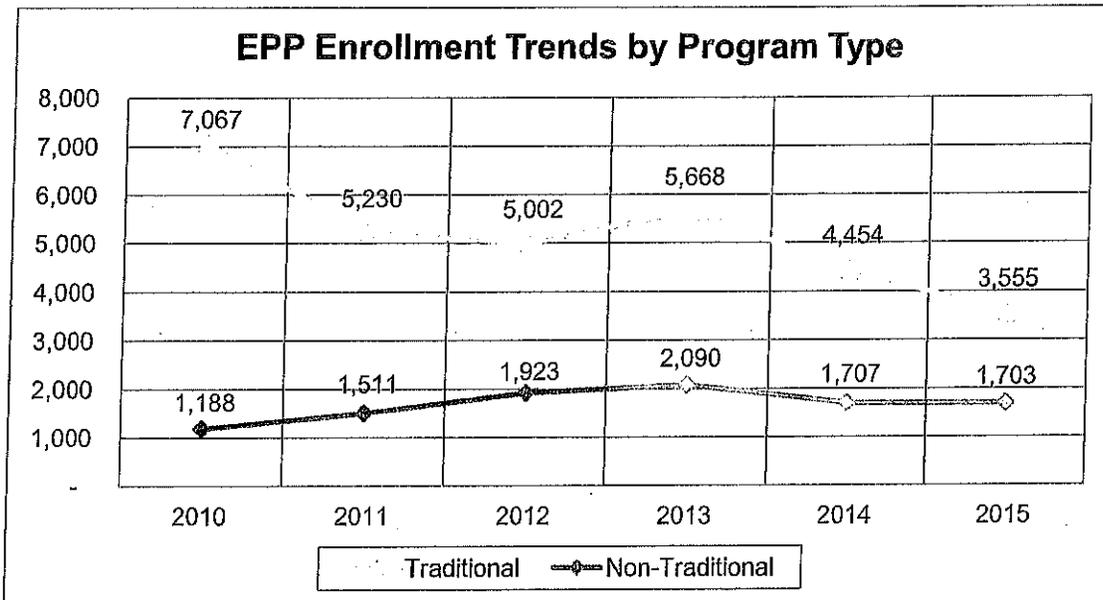
**THE HOUSE INTERIM COMMITTEE ON EDUCATION
AND THE SENATE INTERIM COMMITTEE ON EDUCATION**



BUREAU OF LEGISLATIVE RESEARCH
One Capitol Mall, 5TH Floor | Little Rock, Ark., 72201 | (501) 682-1937

TEACHER PREPARATION PROGRAMS

ADE, ADHE, and Arkansas's higher education institutions have been working together to report data on the number of enrollees and graduates and the demographics of teachers produced in educator preparation programs (EPP) each year. According to the most recent Educator Preparation Performance Report and new data from ADE for 2015, the total number of students enrolled in teacher preparation programs (both traditional and non-traditional) declined from 8,255 in 2010 to 5,258 in 2015, resulting in 36.3 percent fewer teachers in the teaching pipeline. This decline is largely attributed to a 50 percent drop in the number of students enrolled in traditional teacher preparation programs during this period. Meanwhile, student enrollment in non-traditional teacher preparation programs rose by 43.3 percent, from 1,188 in 2010 to 1,703 in 2015.

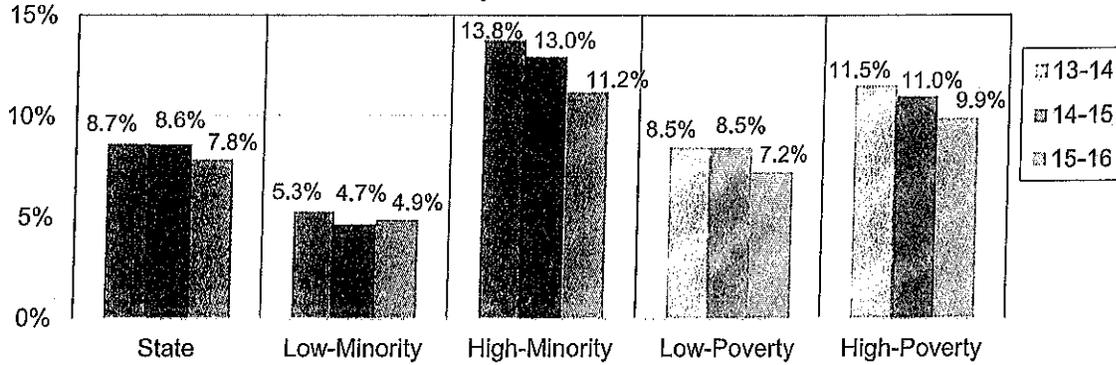


Perhaps more concerning is the fact that the number of students preparing for licenses in critical shortage subject areas is equivalent to only 63% of the number of those positions available statewide, due to classes being taught by teachers on waivers, substitute teachers, or teachers preparing for retirement.

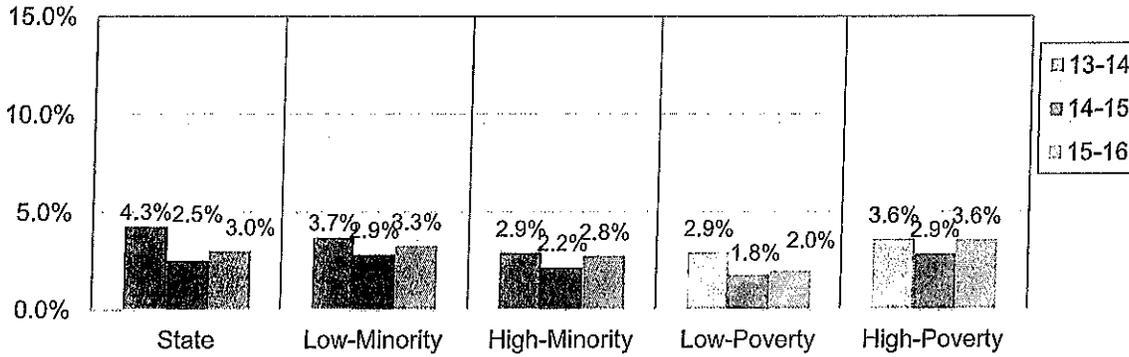
	Critical Shortage Areas	Non-Shortage Areas
# Enrolled in educator preparation programs	1,115	5,015
Teaching positions available	1,747	4,194
% of educators to positions available	63%	120%

Since ADE submitted its 2015 Equitable Access report last year, new data for 2014-15 and 2015-16 is now available, which allows us to examine trends in these areas over the past three school years:

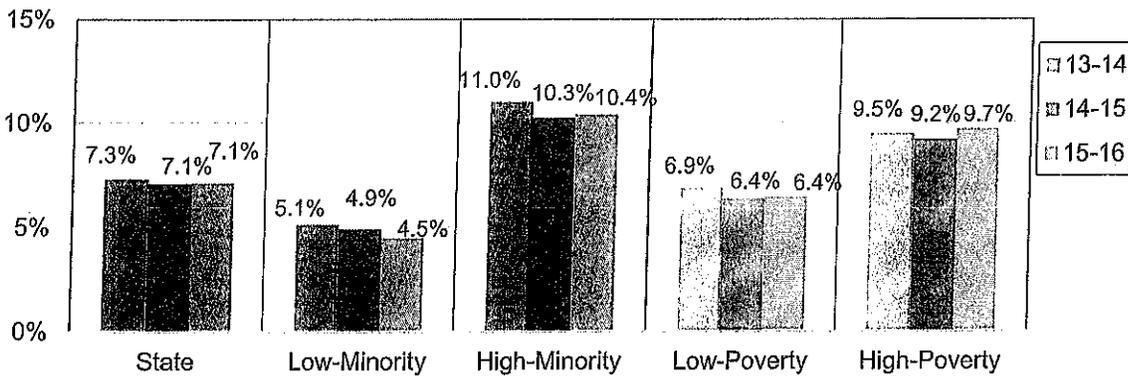
% Inexperienced Teachers



% Out-of-Field Teachers



% Teacher Turnover



TEACHER ATTRITION

Arkansas employs between 2,000-3,000 new teachers in public schools each year. The following chart summarizes ADE's data on trends in attrition among new teachers (those who have taught for five or fewer years). Since 2006-07, an average of approximately 15 percent of new teachers do not return to the classroom after their first year of teaching; 31 percent do not return after three years, and 36 percent do not return after five years.

TEACHER ATTRITION IN ARKANSAS PUBLIC SCHOOLS (2007-2016)⁴

School Year	# New Teachers	Attrition After 1 Year	%	Attrition After 3 Years	%	Attrition After 5 Years	%
2006-07	2,504	173	6.91%	613	24.48%	798	31.87%
2007-08	2,507	342	13.64%	672	26.80%	861	34.34%
2008-09	2,284	326	14.27%	641	28.06%	798	34.94%
2009-10	2,413	326	13.51%	728	30.17%	961	39.83%
2010-11	2,266	343	15.14%	709	31.29%	916	40.42%
2011-12	2,432	403	16.57%	849	34.91%		
2012-13	2,959	697	23.56%	1,096	37.04%		
2013-14	2,937	469	15.97%				
2014-15	3,524	565	16.03%				
2015-16	3,387						
1-Year Attrition (2006-2015)	23,826	3,644	Avg. = 15.29%				
3-Year Attrition (2006-2013)	17,365			5,308	Avg. = 30.57%		
5-Year Attrition (2006-2011)	11,974					4,334	Avg. = 36.19%

ADE is currently implementing a new data system that will allow the state to collect more detailed information about attrition among all teachers in Arkansas public schools (not just beginning teachers). This data will also allow for a closer look at the characteristics of teachers who leave the classroom versus those who stay, which schools or districts teachers are transferring to, and other factors.

⁴ ADE. (2015). "Educator Preparation Performance Report."

In summary, the top factor cited by superintendents as barriers to both teacher recruitment and retention was difficulty in offering competitive salaries. Other significant barriers to recruitment were scarcity of appropriately licensed teachers, the cost of health insurance, and the location of the district or individual school. Barriers to retention also included teachers leaving for bigger districts and high demand for teachers with certain credentials.

The top three barriers to recruitment and retention cited most often by superintendents in BLR's survey were generally the same as those cited in BLR's previous survey for the 2014 adequacy study: competitive salaries, location, and scarcity of licensed personnel. Significantly, the number of districts citing the cost of health insurance as a barrier to recruitment and retention was much higher than that of a similar survey conducted for the 2014 adequacy report. In the 2014 study, 10 districts ranked the cost of health insurance as the #1 barrier to teacher recruitment, compared to 39 districts in the 2016 study; likewise, 11 districts ranked the cost of health insurance as the #1 barrier to retention in the 2014 study, compared to 30 districts in this year's study.

SCHOOL SURVEY

The following chart summarizes 73 school principals' responses to open-ended questions about teacher recruitment and retention. Interviewees were not provided answers from which to choose. Principals' responses to this question were coded into the following types of answers. Principals could give more than one answer to this question.

School Principal Survey Questions:

What are the most significant teacher recruitment issues facing your school?

What are the most significant teacher retention issues facing your school?

ISSUES	RECRUITMENT		RETENTION	
	# Schools	% Surveyed	# Schools	% Surveyed
Difficulty in offering competitive salaries	26	35.6%	17	23.3%
Location of district or individual school	22	30.1%	15	20.5%
High demand for teachers with certain credentials	21	28.8%	1	1.4%
No significant issues	19	26.0%	32	43.8%
School/district reputation or school improvement label	3	4.1%	1	1.4%
Teachers leaving for bigger districts	2	2.7%	2	2.7%
Student population	2	2.7%	4	5.5%
Inadequate community or parent support	1	1.4%	0	0.0%
School or district-level leadership	1	1.4%	1	1.4%
Cost of health insurance	0	0.0%	0	0.0%
Retirement benefits	0	0.0%	0	0.0%
Teachers leaving the profession	0	0.0%	12	16.4%
Teachers leaving for opportunities in the private sector	0	0.0%	0	0.0%

As found in the superintendent survey, the top issue cited by school principals as barriers to teacher recruitment and retention were difficulty in offering competitive salaries, followed by the school's geographic location. Most principals who cited location as a significant problem were located in rural areas, which had higher levels of poverty, limited opportunities for young teachers in the community, fewer jobs for spouses, and other factors. Many principals also cited difficulty recruiting applicants with certain credentials, particularly in special education, math, and science. Some principals cited a limited supply of new teacher graduates in their region. However, unlike superintendents in the district survey, no principal cited the cost of health insurance as a barrier to teacher recruitment or retention.

Nineteen principals (26.0%) said that they had no significant problems with recruitment, and 32 principals (43.8%) claimed to have no significant problems retaining teachers once they were hired. However, even among those schools that had little difficulty recruiting teachers overall, at least 10 principals found it very difficult to recruit minority teachers. Under ADE rules, districts that have more than five percent minority students (African-American and other minorities) are required to develop 10-year plans for minority teacher and administrator recruitment.⁵

Most principals who mentioned problems with teachers leaving the profession said that this attrition was largely due to retirement (not career changes).

TEACHER SURVEY

A total of 1,071 out of 2,464 eligible teachers in BLR's sample of schools participated in the online survey (a response rate of 43.4 percent). The following charts summarize these teachers' responses about questions related to teacher recruitment, retention, and working conditions.

Teacher Survey Question: What were the primary reasons you chose to teach at your current school? Select as many as apply.

Responses	# Teachers	%
Location	773	72.2%
Proximity to family	457	42.7%
School's rating or reputation	269	25.1%
Salary	239	22.3%
School leadership	202	18.9%
Other	194	18.1%
Student population	146	13.6%
Spouse's occupation	136	12.7%
Benefits	93	8.7%
Workload	24	2.2%

The vast majority of teachers (72.2%) responding to the survey cited location as the number one reason they chose to teach at their current school, followed by proximity to family (42.7%). Roughly a quarter of teachers said that their school's rating or reputation (25.1%) or salaries (22.3%) also played a role in their decision.

Teacher Survey Question: Under what conditions, if any, would you be willing to relocate to teach at a school in a high-poverty or remote rural community? Select as many as apply.

Responses	# Teachers	%
Higher salary	567	52.9%
None	340	31.7%
Better benefits	324	30.3%
Moving to a community nearer family or friends	278	26.0%
School leadership	257	24.0%
Other	83	7.7%

Over half of teachers surveyed (52.9%) said that they would be willing to relocate to a high-poverty or rural community if offered a higher salary, and nearly one-third (30.3%) would agree to relocate to these areas if offered better benefits. Almost all teachers who answered "other" for

⁵ ADE. "Rules and Regulations for Minority Teacher and Administrator Recruitment": http://www.arkansased.gov/public/userfiles/Legal/Legal-Current%20Rules/op_23_p.pdf

**RESOLUTION OF THE SOUTHEAST ARKANSAS EDUCATION
SERVICE CO-OPERATIVE BOARD OF DIRECTORS**

WHEREAS, the Southeast Education Service Co-operative is a resource for 14 public school districts in its service area, which consists of school districts in Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, and Lincoln counties in the great state of Arkansas; and,

WHEREAS, the Southeast Education Service Co-operative and the public school districts in its service area recognize that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the public school districts and the Southeast Education Service Co-operative have enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the public school districts in the Southeast Education Service Co-operative are facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the public school districts in the Southeast Arkansas Education Service Co-operative more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from the Southeast Education Service Co-operative area and its member districts; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE SOUTHEAST EDUCATION SERVICE CO-OPERATIVE BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Southeast Arkansas Education Service Co-operative Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Sections 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts;
- b. Ark. Code Ann. § 6-15-1004;
- c. Ark. Code Ann. § 6-17-309;
- d. Ark. Code Ann. § 6-17-401;
- e. Ark. Code Ann. § 6-17-902;
- f. Ark. Code Ann. § 6-17-908;
- g. Ark. Code Ann. § 6-17-919;
- h. Ark. Code Ann. § 6-25-103,
- i. Ark. Code Ann. § 6-25-104; and,
- j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The school districts that are members of Southeast Arkansas Education Service Co-operative may seek these waivers for the 2016-2017 school year;

3. The Southeast Arkansas Education Service Co-operative Board of Directors agreed upon this resolution by vote on June 23, 2016, during an open, regularly scheduled meeting.

By: Billy Williams
Mr. Billy Williams, Board President

By: Tracy Tucker
Dr. Tracy Tucker, Board Secretary

**RESOLUTION OF THE CLEVELAND COUNTY SCHOOL
DISTRICT BOARD OF DIRECTORS**

WHEREAS, the Cleveland County School District is a public school district in Cleveland County in the great state of Arkansas; and,

WHEREAS, the Cleveland County School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Cleveland County School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Cleveland County School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Cleveland County School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from Cleveland County School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE CLEVELAND COUNTY SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Cleveland County School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules

Governing Standards of Accreditation of Arkansas Public Schools and School Districts;

- b. Ark. Code Ann. § 6-15-1004;
- c. Ark. Code Ann. § 6-17-309;
- d. Ark. Code Ann. § 6-17-401;
- e. Ark. Code Ann. § 6-17-902;
- f. Ark. Code Ann. § 6-17-908;
- g. Ark. Code Ann. § 6-17-919;
- h. Ark. Code Ann. § 6-25-103,
- i. Ark. Code Ann. § 6-25-104; and,
- j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The Cleveland County School District seeks these waivers for the 2016-2017 school year.

3. The Cleveland County School District Board of Directors agreed upon this resolution by vote on July 5, 2016, during an open, regularly scheduled meeting.

By: William Kim
Board President

By: Picky Spencer
Board Secretary

**RESOLUTION OF THE DERMOTT SCHOOL DISTRICT BOARD
OF DIRECTORS**

WHEREAS, the DERMOTT School District is a public school district in Chicot County in the great state of Arkansas; and,

WHEREAS, the DERMOTT School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the DERMOTT School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the DERMOTT School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the DERMOTT School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from DERMOTT School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE DERMOTT SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Dermott School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

School Districts;

b. Ark. Code Ann. § 6-15-1004;

c. Ark. Code Ann. § 6-17-309;

d. Ark. Code Ann. § 6-17-401;

e. Ark. Code Ann. § 6-17-902;

f. Ark. Code Ann. § 6-17-908;

g. Ark. Code Ann. § 6-17-919;

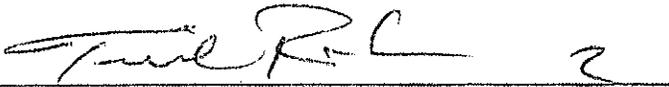
h. Ark. Code Ann. § 6-25-103,

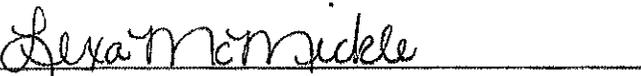
i. Ark. Code Ann. § 6-25-104; and,

j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The DERMOTT School District seeks these waivers for the 2016-2017 school year.

3. The DERMOTT School District Board of Directors agreed upon this resolution by vote on June 27, 2016, during an open, special scheduled meeting.

By: 
Board President

By: 
Board Secretary

RESOLUTION OF THE DUMAS SCHOOL DISTRICT
BOARD OF DIRECTORS

WHEREAS, the Dumas School District is a public school district in Desha County in the great state of Arkansas; and,

WHEREAS, the Dumas School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Dumas School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Dumas School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Dumas School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from Dumas School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE DUMAS SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Dumas School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

School Districts;

b. Ark. Code Ann. § 6-15-1004;

c. Ark. Code Ann. § 6-17-309;

d. Ark. Code Ann. § 6-17-401;

e. Ark. Code Ann. § 6-17-902;

f. Ark. Code Ann. § 6-17-908;

g. Ark. Code Ann. § 6-17-919;

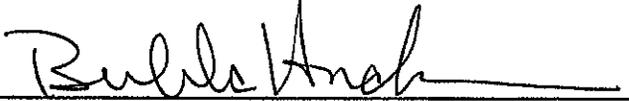
h. Ark. Code Ann. § 6-25-103,

i. Ark. Code Ann. § 6-25-104; and,

j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The Dumas School District seeks these waivers for the 2016-2017 school year.

3. The Dumas School District Board of Directors agreed upon this resolution by vote on June 28, 2016, during an open, regularly scheduled meeting.

By: 
Board President

By: 
Board Secretary

RESOLUTION OF THE MCGEHEE SCHOOL DISTRICT

BOARD OF DIRECTORS

WHEREAS, the McGehee School District is a public school district in Desha County in the great State of Arkansas; and,

WHEREAS, the McGehee School District recognizes that teachers are greatest single factor in learning of the students; and,

WHEREAS, the McGehee School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the McGehee School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the McGehee School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from McGehee School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code 6-15-1004; (2) Ark. Code Ann. 6-17-309; (3) Ark. Code Ann. 6-17-401; (4) Ark. Code Ann. 6-17-902; (5) Ark. Code Ann. 6-17-908; (6) Ark. Code Ann. 6-17-919; (7) Ark. Code Ann. 6-25-103, and (8) Ark. Code Ann. 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE MCGEHEE SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. 6-15-103, the McGehee School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:
 - a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts;
 - b. Ark. Code. Ann. 6-15-1004;
 - c. Ark. Code Ann. 6-17-309;
 - d. Ark. Code Ann. 6-17-401;
 - e. Ark. Code Ann. 6-17-902;
 - f. Ark. Code Ann 6-17-908;
 - g. Ark. Code Ann. 6-17-919;
 - h. Ark. Code Ann. 6-25-103;
 - i. Ark. Code Ann. 6-25-104; and,
 - j. Any other waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to efforts to place licensed teachers in classrooms.
2. The McGehee School District seeks these waivers for the 2016-2017 school year.
3. The McGehee School District Board of Directors agreed upon this resolution by vote on June 27, 2016, during an open, regularly scheduled meeting.

By: Jeff Cunniff
Board President

By: Natie Daniel
Board Secretary

**RESOLUTION OF THE STAR CITY SCHOOL DISTRICT BOARD
OF DIRECTORS**

WHEREAS, the Star City School District is a public school district in Lincoln County in the great state of Arkansas; and,

WHEREAS, the Star City School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Star City School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Star City School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Star City School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from Star City School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE STAR CITY SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Star City School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

**RESOLUTION OF THE Lakeside SCHOOL DISTRICT BOARD
OF DIRECTORS**

WHEREAS, the Lakeside School District is a public school district in Chicot County in the great state of Arkansas; and,

WHEREAS, the Lakeside School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Lakeside School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Lakeside School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Lakeside School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from Lakeside School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE Lakeside SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Lakeside School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts;

School Districts;

b. Ark. Code Ann. § 6-15-1004;

c. Ark. Code Ann. § 6-17-309;

d. Ark. Code Ann. § 6-17-401;

e. Ark. Code Ann. § 6-17-902;

f. Ark. Code Ann. § 6-17-908;

g. Ark. Code Ann. § 6-17-919;

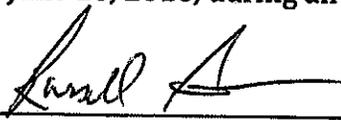
h. Ark. Code Ann. § 6-25-103,

i. Ark. Code Ann. § 6-25-104; and,

j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The Star City School District seeks these waivers for the 2016-2017 school year.

3. The Star City School District Board of Directors agreed upon this resolution by vote on June 28, 2016, during an open, regularly scheduled meeting.

By: 
Board President

By: 
Board Secretary

RESOLUTION OF THE HERMITAGE SCHOOL DISTRICT
BOARD OF DIRECTORS

WHEREAS, the Hermitage School District is a public school district in Bradley County in the great state of Arkansas; and,

WHEREAS, the Hermitage School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Hermitage School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Hermitage School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Hermitage School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from Hermitage School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE HERMITAGE SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Hermitage School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

School Districts;

b. Ark. Code Ann. § 6-15-1004;

c. Ark. Code Ann. § 6-17-309;

d. Ark. Code Ann. § 6-17-401;

e. Ark. Code Ann. § 6-17-902;

f. Ark. Code Ann. § 6-17-908;

g. Ark. Code Ann. § 6-17-919;

h. Ark. Code Ann. § 6-25-103,

i. Ark. Code Ann. § 6-25-104; and,

j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The Hermitage School District seeks these waivers for the 2016-2017 school year.

3. The Hermitage School District Board of Directors agreed upon this resolution by vote on July 11, 2016, during an open, regularly scheduled meeting.

By: _____

Board President

By: _____

Board Secretary

- b. Ark. Code Ann. § 6-15-1004;
- c. Ark. Code Ann. § 6-17-309;
- d. Ark. Code Ann. § 6-17-401;
- e. Ark. Code Ann. § 6-17-902;
- f. Ark. Code Ann. § 6-17-908;
- g. Ark. Code Ann. § 6-17-919;
- h. Ark. Code Ann. § 6-25-103,
- i. Ark. Code Ann. § 6-25-104; and,
- j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The Lakeside School District seeks these waivers for the 2016-2017 school year.

3. The Lakeside School District Board of Directors agreed upon this resolution by vote on July 11, 2016, during an open, regularly scheduled meeting.

By: Richard Livingston
Board President

By: Josephine Griffin
Board Secretary

**RESOLUTION OF THE DEWITT SCHOOL DISTRICT BOARD
OF DIRECTORS**

WHEREAS, the DeWitt School District is a public school district in Arkansas County in the great state of Arkansas; and,

WHEREAS, the DeWitt School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the DeWitt School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the DeWitt School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the DeWitt School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from DeWitt School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE DEWITT SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the DeWitt School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

School Districts;

b. Ark. Code Ann. § 6-15-1004;

c. Ark. Code Ann. § 6-17-309;

d. Ark. Code Ann. § 6-17-401;

e. Ark. Code Ann. § 6-17-902;

f. Ark. Code Ann. § 6-17-908;

g. Ark. Code Ann. § 6-17-919;

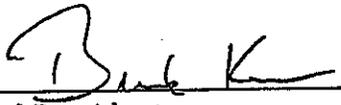
h. Ark. Code Ann. § 6-25-103,

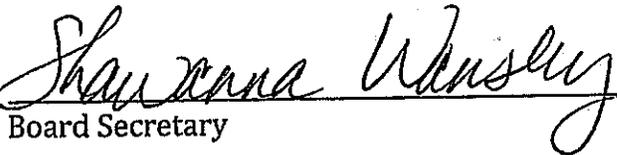
i. Ark. Code Ann. § 6-25-104; and,

j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The DeWitt School District seeks these waivers for the 2016-2017 school year.

3. The DeWitt School District Board of Directors agreed upon this resolution by vote on July 12, 2016, during an open, regularly scheduled meeting.

By: 
Board President

By: 
Board Secretary

**RESOLUTION OF THE HAMBURG SCHOOL DISTRICT BOARD
OF DIRECTORS**

WHEREAS, the Hamburg School District is a public school district in Ashley County in the great state of Arkansas; and,

WHEREAS, the Hamburg School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Hamburg School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Hamburg School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Hamburg School District more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter school that draws students from Hamburg School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE HAMBURG SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Hamburg School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

School Districts;

b. Ark. Code Ann. § 6-15-1004;

c. Ark. Code Ann. § 6-17-309;

d. Ark. Code Ann. § 6-17-401;

e. Ark. Code Ann. § 6-17-902;

f. Ark. Code Ann. § 6-17-908;

g. Ark. Code Ann. § 6-17-919;

h. Ark. Code Ann. § 6-25-103,

i. Ark. Code Ann. § 6-25-104; and,

j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.

2. The Hamburg School District seeks these waivers for the 2016-2017 school year.

3. The Hamburg School District Board of Directors agreed upon this resolution by vote on July 11, 2016, during an open, regularly scheduled meeting.

By: Jim Wilk
Board President

By: Margu Ware
Board Secretary

MONTICELLO SCHOOL DISTRICT

July 26, 2016

6:00 pm Monticello Central Office Board Room

- I. Call Meeting to Order
- II. Roll Call
- III. Recognition of Guest
- IV. Minutes of the Regular Board Meeting for April, 2016
- V. Financial Report for July, 2016
- VI. Consider Resolution for Waiver Request
- VII. Consider Transportation Report for 2015-016
- VIII. Consider the Sale of a 1997 International Bus
- IX. Consider Vehicle Insurance Renewal with Arkansas Insurance Department
- X. Consider Milk Bids
- XI. Consider Student Handbook Changes
- XII. Consider Extra Duty Pay for May
- XIII. Personnel Sheet (Move to executive session for the purpose of employment and resignations.)
- XIV. Set August Board Meeting for August 23, 2016

**Warren School District
Board of Education Meeting
Administration Building Boardroom**

July 18, 2016

AGENDA

- 1. Call to Order**
- 2. Prayer**
- 3. Consent Items**
 - Adopt Minutes of the June 7, 2016, July 6, 2016 Special board meeting and out of state trip requests**
- 4. Minute Messages from Board**
- 5. Executive Session for Personnel Matters**
- 6. Action Items:**
 - A. Personnel Issues**
 - B. Approval of Leave Incentive Plan**
 - C. Resolution of the District to request waivers from the AR State Board of Ed**
 - D. Approval of Resolution for annual school election**
 - E. Bread & Milk Bid Approval**
 - EF. Financial Report**
- 7. Superintendent's Report**
- 8. Miscellaneous**
- 9. Public Comments**
- 10. Adjourn**

NATF

National Apprenticeship Training Foundation

July 14, 2016

Arkansas State Board of Education
Little Rock, Arkansas

**RE: Southeast Education Cooperative
Waiver Request**

Members of the State Board of Education;

The National Apprenticeship Training Foundation (NATF) stongly urges you to approve the waiver request submitted by the Southeast Education Cooperative. As the data has proven, the shortage of teachers in the Southeast Region is quickly approaching epic shortages. Approval of these waivers will also allow for the Cooperative Region to partner with our organization in developing a registered apprenticeship programs for teachers. This partnership will add a desparately needed funding source. A partnership with apprenticeship could provide funds for supportive services, training materials, and scholarship for classroom training. In addition, funds such as tax credits, employer on the job training reimbursement are made available to local school districts.

NATF is a training corporation that specializes in customizing training programs for employers and individuals throughout the United States. The staff of NATF has worked with employers since 1992 implementing training programs throughout Arkansas and 12 other states. Our primary focus is to work together with industry, employers, organizations, and individuals to realize their goals through training initiatives. Our training programs support employees at all levels and allows them to become competent in their current positions, as well as developing them for future roles. NATF plays a vital role in the business community. It encourages employment growth by providing a positive training program. We work closely with our clients to identify and build sustainable skills based on training programs that results in effective and measurable outcomes. NATF measures the success of the training program not only through our clients' satisfaction but also through national standards of competency.

We look forward to utilizing the apprenticeship model to assist in meeting the needs of the Southeast Education Cooperative and its partners.

Sincerely,



Karen Breashears, CEO
National Apprenticeship Training Foundation

National Apprenticeship Training Foundation

P O Box 537, Arkadelphia, AR 71923 * Phone: 870-246-0320 * Fax: 870-246-0329

WWW.NATF.US

C E R T I F I C A T E

STATE OF ARKANSAS)
) ss.
COUNTY OF SALINE)

I, SHARON K. HILL, CCR, a Certified Stenomask Reporter before whom the foregoing testimony was taken, do hereby certify that the same is a true and correct transcription of proceedings before the Arkansas State Board of Education, in Little Rock, Arkansas, on July 15, 2016, that the said testimony was reduced to typewritten form by me or under my direction and supervision; and that the foregoing pages constitute a true and correct transcription of all evidence heard and proceedings had in said matter.

I FURTHER CERTIFY that I am neither counsel for, related to, nor employed by any of the parties to the action in which this hearing was taken.

I FURTHER CERTIFY that I have no contract with any parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original transcript or copies of the transcript before it is certified and delivered to the custodial agency, or that requires me to provide any service not made available to all parties to the action.

WITNESS, MY HAND AND SEAL, THIS DATE: July 31, 2016.



Sharon K. Hill

SHARON K. HILL, CCR
Certified Court Reporter
Certificate No. 670

