



Amendment Request

LISA Academy

December 18, 2020

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VIA E-MAIL

December 18, 2020

Ms. Tracy Webb, Director
Charter Schools Office

Re: LISA Academy Amendment Request


Dear Ms. Webb:

Pursuant to Section 4.02.4 of the ADE Rules Governing Public Charter Schools, I have enclosed a completed Charter Amendment Form (with the attachments) for the purpose of requesting the following amendment:

1. The name of the school will be "LISA Academy Arkansas Hybrid School"
2. Enrollment increase of 1,050 for LISA Academy Arkansas Hybrid School
3. LISA Academy Arkansas Hybrid School will be a K-12 school. Flexibility is requested to open in Fall 2021 with limited grades, and then offer grades as demand and learning success dictate. The intention for Fall 2021 is serving in K-9 grade levels. Grade offerings will be annually re-evaluated and revised if necessary.
4. Waivers – maintain all current waivers held by LISA Academy and add additional waivers for the hybrid school only.
5. The onsite instruction will be provided at the campus and satellite learning centers. Campus Learning Centers will first be opened on LISA campuses in Central Arkansas and Northwest Arkansas. Satellite Learning Centers throughout the state will be added in other regions (NE, SE, SW, NW, and Central) as demand dictates
6. Administrative offices for the Hybrid School will be located at the West Middle School at 21 Corporate Hill Drive in Little Rock. This will also serve as one of the Campus Learning Centers. The second Campus Learning Center will initially be housed at the LISA Springdale campus at 301 Holcomb Street in Springdale.
7. Flexibility to house LISA Academy West 6th grade in either of current MS buildings (21 & 23 Corporate Hill Drive)
8. Enrollment increase of 200 for the LISA Academy Springdale campus
9. I am requesting that this amendment request be placed on the agenda of the Charter Authorizing Panel for consideration.

Thank you for your assistance in this matter.

Sincerely,


Dr. Fatih Bogrek
CEO/Superintendent
LISA Academy



Charter Amendment Request Form

Charter Name: LISA Academy

LEA Number: 6041700 Phone Number: Submission Date: 12/09/2020

Charter Leader: Dr. Fatih Bogrek, CEO/Superintendent

Email Address: fbogrek@lisaacademy.org

Type of Amendment Requested:

[X] Add a new campus

Address 21 Corporate Hill Dr. Little Rock, AR, 72205 (Main Office)

School district in which the campus will be located Little Rock School District

[X] Increase enrollment cap

Current cap 4,382

Proposed cap 5,632

[X] Waiver

Waiver Topic: Recess (Elementary)

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

- Code Number §6-16-102 (a)(5)(A) Code Title School day hours

Standards for Accreditation

- Section Number 1-A.4.3: Section Title Curriculum and Instruction

ADE Rules

- Section Number (if applicable) Section 7.11 Rule Title DESE Rules Governing Physical Activity Standards and Body Mass Index for Age Assessment Protocols in Arkansas Public Schools.

Rationale for Waiver

Applicant requests this waiver to remove the requirement that at least forty (40) minutes of instructional

time shall be used for recess during the day for elementary school students, for those students who are enrolled in the hybrid school.

Waiver Topic: Health Services Program

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● §6-18-706	School nurses--Nurse-to-student ratio

Standards for Accreditation

Section Number	Section Title
● 2-E.1	Health and Safety Services

Rationale for Waiver

The applicant requests to waive these provisions to allow for the use of nurses other than Registered Nurses, if necessary, to provide health services.

Waiver Topic: Gifted and Talented

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● §6-20-2208 (c)(6), §6-42-109	Monitoring of expenditures, Reports by school districts

Standards for Accreditation

Section Number	Section Title
● 2-G.1	Gifted and Talented Services

ADE Rules

Section Number (if applicable)	Rule Title
● 2-G.1	DESE Rules Governing Gifted and Talented Program Approval Standards

Rationale for Waiver

Applicant wishes to request waivers of the above-referenced statute and rules to allow it to offer services for hybrid students who would ordinarily be identified as gifted and talented, in accordance with its own programs and policies which provide for advanced educational opportunities for those students who are in need of such educational services.

Waiver Topic: Food Services

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● §6-18-705, §6-20-709	School Breakfast Program

Standards for Accreditation

Section Number	Section Title
● 3-D.1	Food Service

Rationale for Waiver

Applicant wishes to request a waiver of the statutes and Standard due to its hybrid method of instruction to keep it from having to provide food services for those students who are not receiving onsite instruction. The Applicant understands that no federal food services requirements can be waived.

Waiver Topic: Instructional Materials

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● A.C.A §§ 6-21-413	Instructional Materials Selection Committee

ADE Rules

Section Number (if applicable)	Rule Title
● Section 5.01	DESE Rules Governing Instructional Materials

Rationale for Waiver

Applicant requests this waiver to allow it maximum expediency and efficiency in making decisions on the acquisition of instructional materials, without the necessity of an instructional materials selection committee.

Waiver Topic: Reimbursement for Classroom Expenditures

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● Ark. Code Ann. §6-21-303 (b)	Rules

Rationale for Waiver

Teachers who teach only in the hybrid school will not have a dedicated classroom, and will have less need for supplemental classroom supplies as in a traditional classroom. LISA Academy has a process in place that provides an account with Class Wallet for all teachers to purchase classroom supplies and materials as needed to supplement school-provided materials. In addition, there is already a system in place by which teachers may request additional funding for needed supplies by submitting a purchase request to the building principal and may receive reimbursement through that process. This same funding and process will be available to teachers within the Hybrid School.

Waiver Topic: Facilities and Safety

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● 6-10-110 (d)	School fire marshal program

Rationale for Waiver

Applicant wishes to request waivers of the above-referenced statute as they are inapplicable in a hybrid educational environment. Safety drills will be conducted at all sites.

Waiver Topic: Discipline, Safety

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● ACA 6-18-502 and ACA 6-18-503	Rules for development of school district student discipline policies. Written student discipline policies required

ADE Rules

Section Number (if applicable)	Rule Title
● Section 5.0	Rules Governing Student Discipline and School Safety.

Rationale for Waiver

The rationale for this request is to allow flexibility to develop policies to meet the needs of the hybrid school students in the same way that LISA Academy has developed and published these policies for its other schools. The policy for the hybrid school will be similar to the onsite policy but will allow for variances to best serve hybrid students. There will be different sections to address attendance, on-site participation, and other topics specific to the hybrid environment.

Waiver Topic: Period of Silence

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● A.C.A §§ 6-10-115	Period of Silence

Rationale for Waiver

Applicant requests a waiver of this statute as it can not be effectively implemented in a hybrid environment.

Waiver Topic: Six-Hour Instructional Day

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● A.C.A §§ 6-16-102(a) (1)-(4)	School Day - Instructional Time

Standards for Accreditation

Section Number	Section Title
● 1-A.4.2	Curriculum and Instruction

Rationale for Waiver

Applicant requests a waiver of this standard as students in the hybrid environment will self-pace much of their work and will not adhere to a traditional school day.

Waiver Topic: Unit of Credit meets for 120 clock hours Standard

Statute/Standard/Rule to be Waived

Standards for Accreditation

Section Number	Section Title
● 1-A.2	Curriculum and Instruction

Rationale for Waiver

Applicant requests a waiver of this standard as hybrid students will not attend clock hour classes as in a traditional onsite setting.

Waiver Topic: Emergency Plans and Panic Button

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● A.C.A §§ 6-15-1302	Emergency Plans and Panic Button

Rationale for Waiver

Applicant wishes to maintain a waiver of this requirement for satellite learning centers only, to allow the smaller learning center locations to utilize another method of emergency services contact, appropriate for each location.

Waiver Topic: Pledge of Allegiance

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

Code Number	Code Title
● A.C.A §§ 6-16-108	Pledge of Allegiance

Rationale for Waiver

Applicant requests a waiver of this code as it is not applicable in the hybrid model.

Waiver Topic: Report Cards

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

- | Code Number | Code Title |
|-------------------------------|--------------|
| ● A.C.A §§ 6-15-903(a)
(2) | Report Cards |

Rationale for Waiver

Applicant will provide report cards as required but requests this waiver to be able to provide them electronically instead of by paper copy.

Waiver Topic: Displaying the United States and Arkansas Flags

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

- | Code Number | Code Title |
|--------------------------------|--------------------------------------|
| ● ACA 6-16-105 and
6-16-106 | United States Flag and Arkansas Flag |

Rationale for Waiver

Because of leased space in buildings owned and operated by other entities, the school may not have authority to display flags outside of the buildings. Flags will be displayed inside in a visible location when the space is being used by the school.

Waiver Topic: School Safety Policies

Statute/Standard/Rule to be Waived

Standards for Accreditation

- | Section Number | Section Title |
|-----------------------------------|--------------------------|
| ● Section Title
Standard 6-A.2 | Facilities and Equipment |

Rationale for Waiver

Applicant wishes to request a waiver of this Standard as it pertains to the provision of hybrid instruction and not traditional on-site instruction. This waiver will only be utilized at the satellite learning centers. The school will work with the landlords where space is leased for satellite campuses to ensure that the facility is conducting regular inspections, appropriate for the type of facility.

Waiver Topic: Attendance

Statute/Standard/Rule to be Waived

Arkansas Code Annotated

- Code Number
- 6-18-213(a)(2)

Code Title
Adoption of student attendance policies--Effect of unexcused absences, Attendance records and reports generally

Rationale for Waiver

Other

1. The name of the school will be "LISA Academy Arkansas Hybrid School"
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8. Enrollment increase of 200 for the LISA Academy Springdale campus



PUBLIC CHARTER SCHOOLS

LEARN - INNOVATE - SUPPORT - ACHIEVE

AMENDMENT REQUEST

JANUARY 2021

BACKGROUND



LISA Academy is a tuition-free public charter school with a comprehensive college preparatory program focusing on Science, Technology, Engineering, and Mathematics. All LISA Academy schools have been accredited by the Arkansas Department of Elementary and Secondary Education since opening.

9-12

LISA West High School
Little Rock

6-8

LISA West Middle
Little Rock

K-5

LISA West Elementary
Little Rock

6-12

LISA North Middle/High
North Little Rock

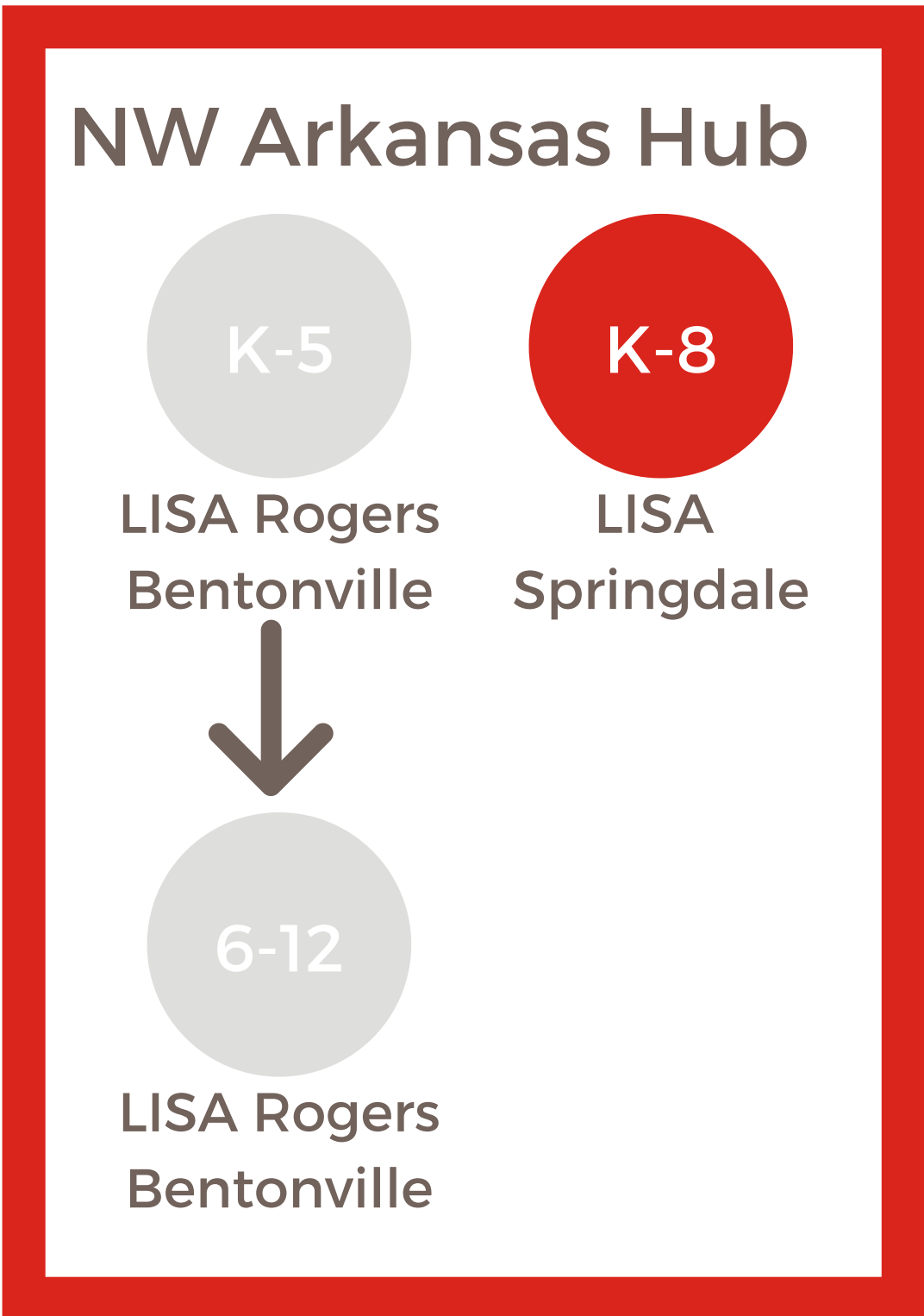
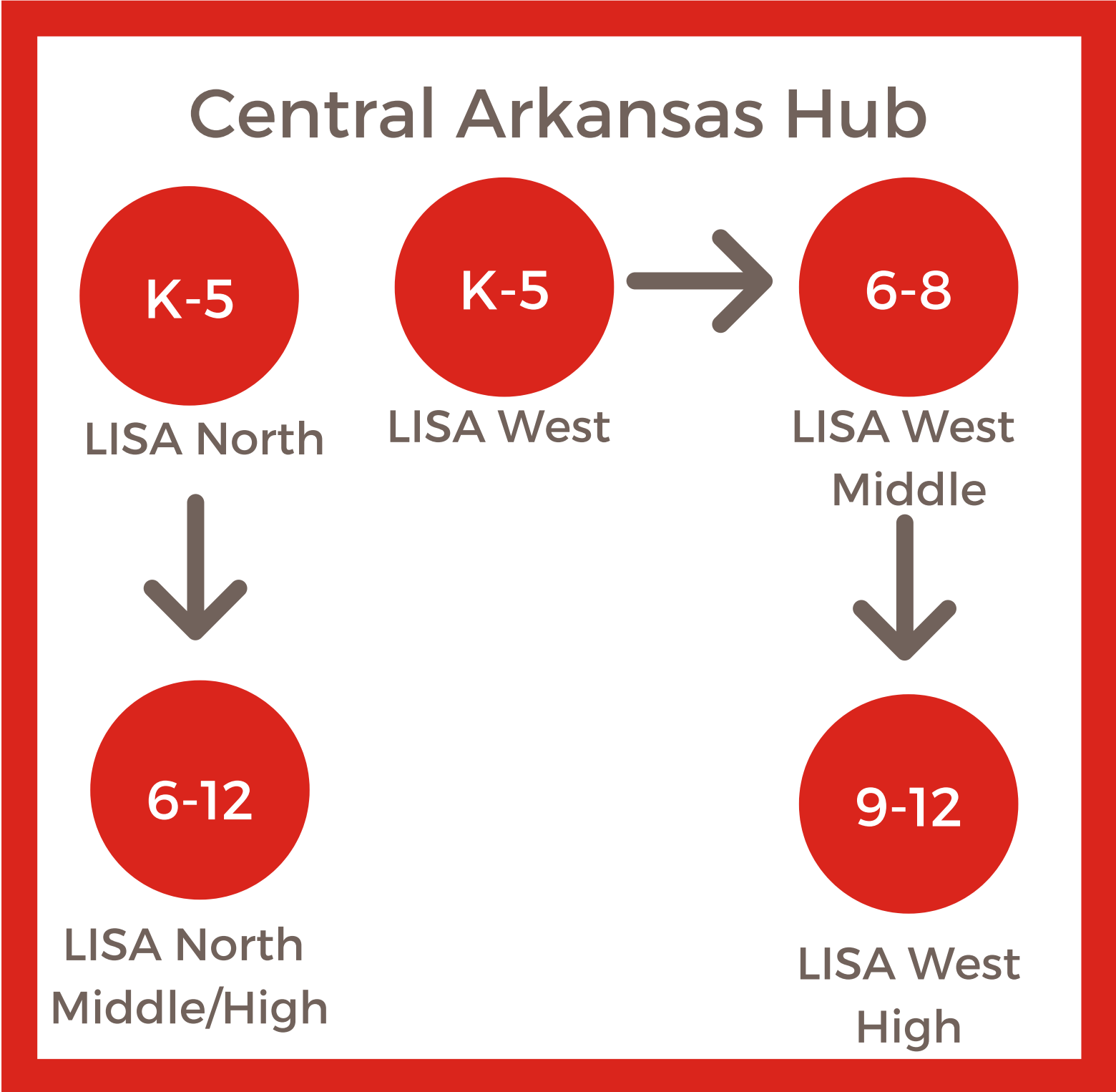
K-5

LISA North Elementary
Sherwood

K-8

LISA Academy
Springdale

GROWTH PLAN



- Current Schools
- Approved/In Progress
- New School Plans



All LISA campuses demonstrated significant yearly growth on most recent state testing

School	ESSA Letter Grade	ESSA Growth Score
LISA North High School	A	86.5
LISA North Middle School	A	85.83
LISA North Elementary	B	86.1
LISA West High School	C	80.19
LISA West Middle School	B	83.87
LISA West Elementary	C	82.69

CONSISTENT PERFORMANCE

95% +

Graduation
rate

95% +

College
Acceptance Rate

100%

of LISA schools
showed growth
on 2019 ACT Aspire

13:1

Student to
teacher ratio

17

Average
class size



GROWTH AND SUCCESS

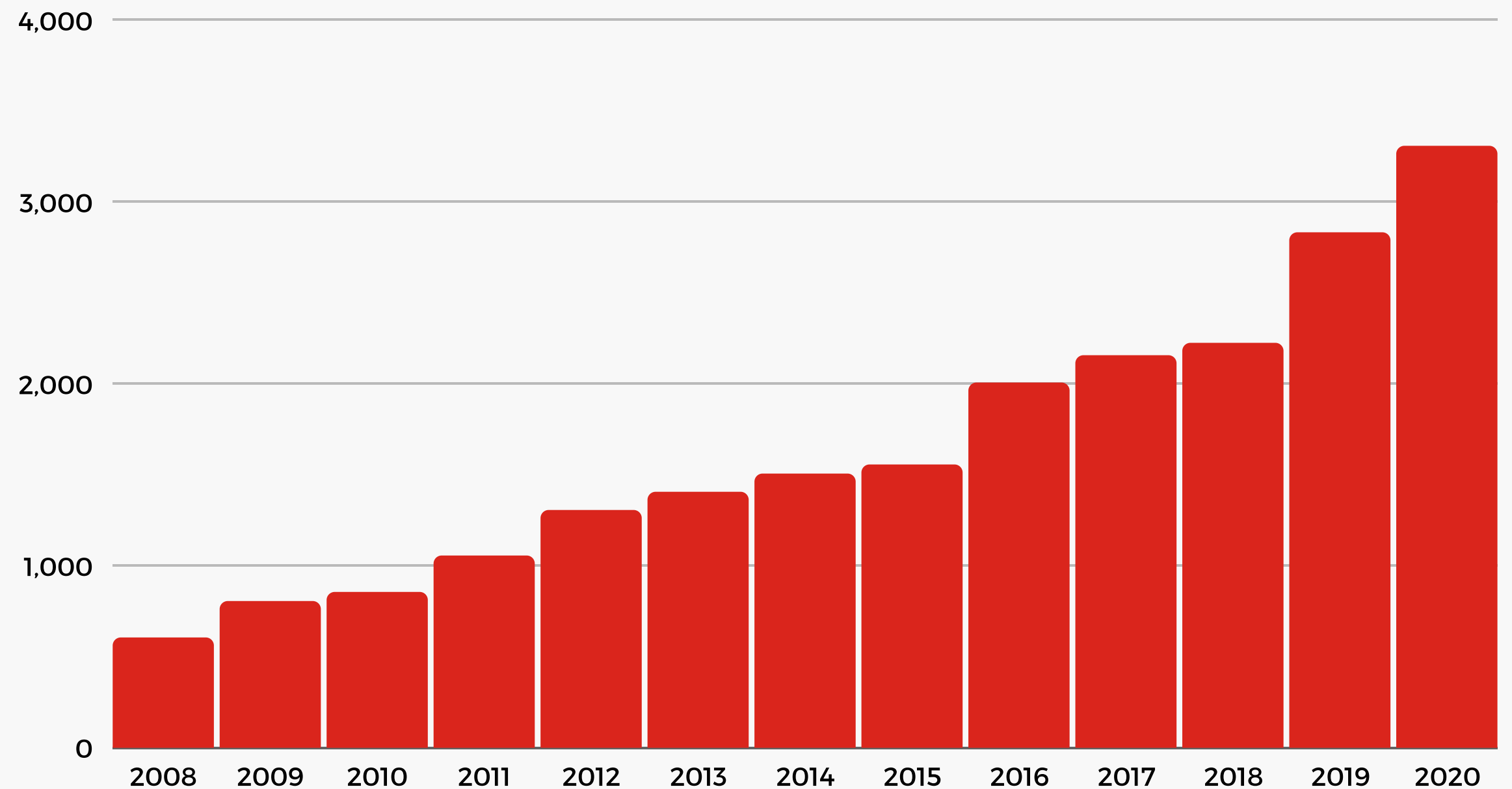


#6 Most Challenging High Schools in Arkansas (US News, 2020)

#4 in Best Charter Elementary Schools in Arkansas (Niche, 2020)

#7 Best Charter High Schools in Arkansas (Niche, 2020)

Student Enrollment Yearly Increase



EMBRACING DIVERSITY

Named "Most Diverse School District" in the state of Arkansas
(Public School Review, 2016)

35+

Languages spoken
by LISA families

80%

minority
enrollment

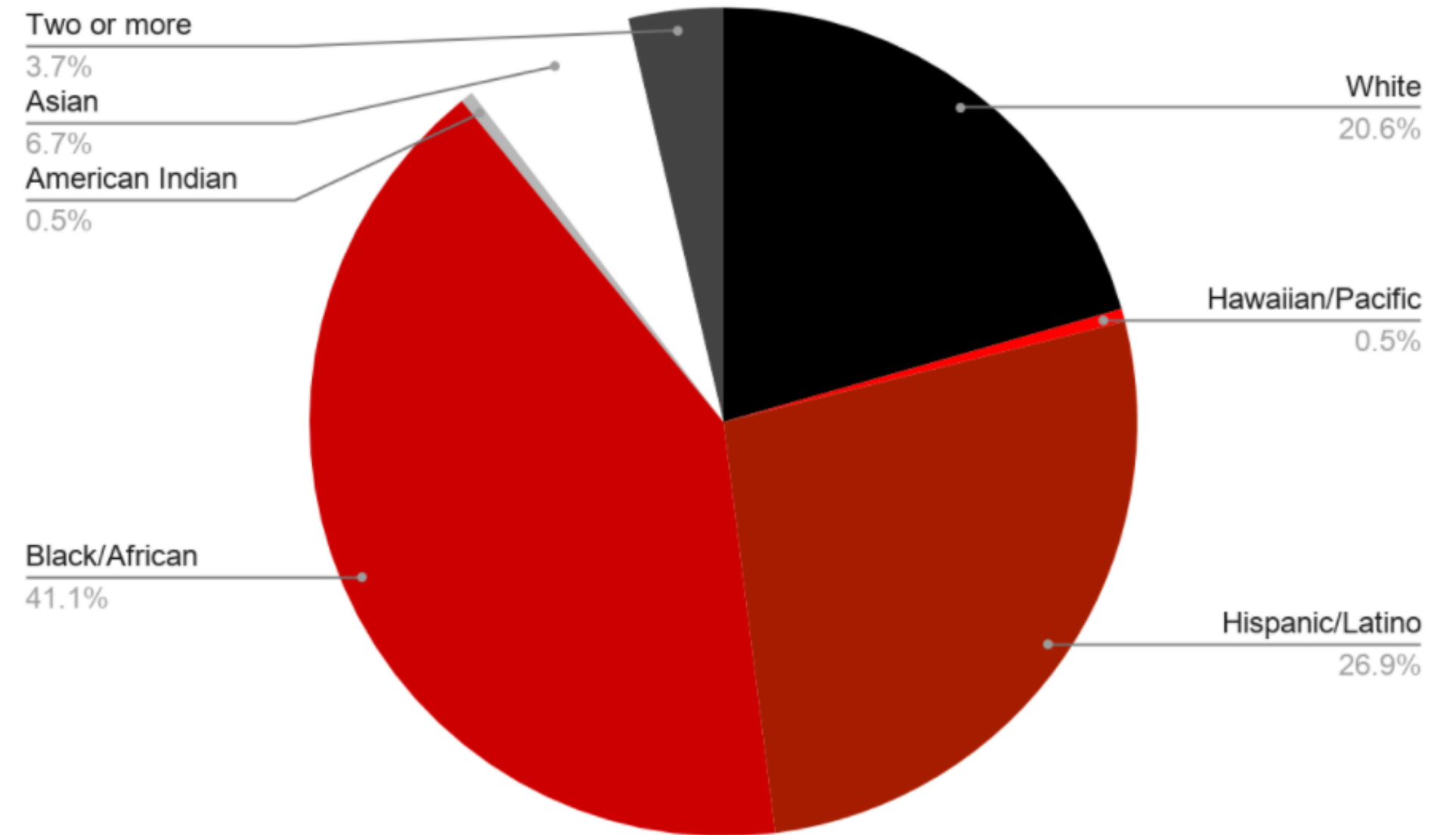
60%

free and
reduced lunch
participation

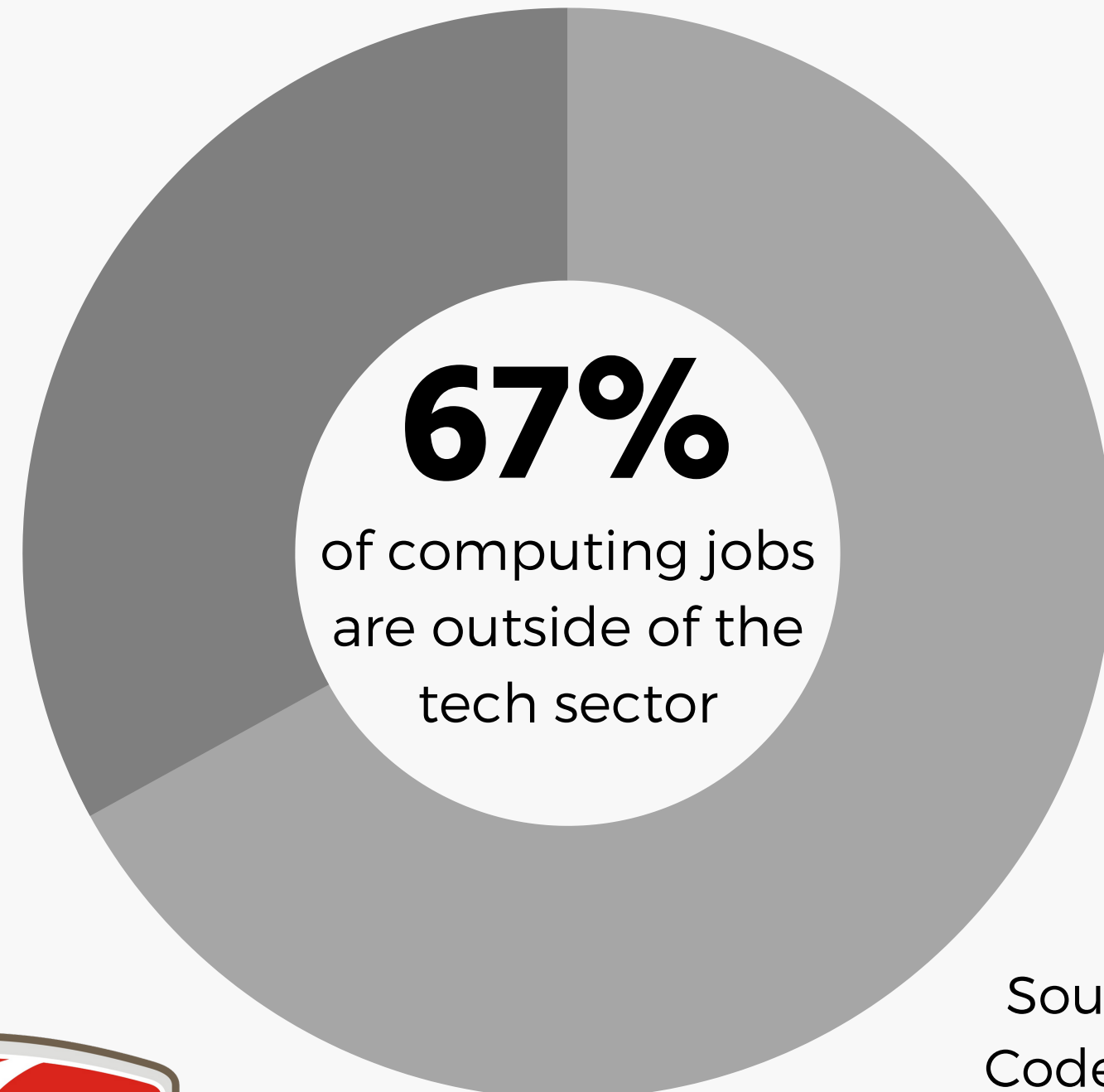
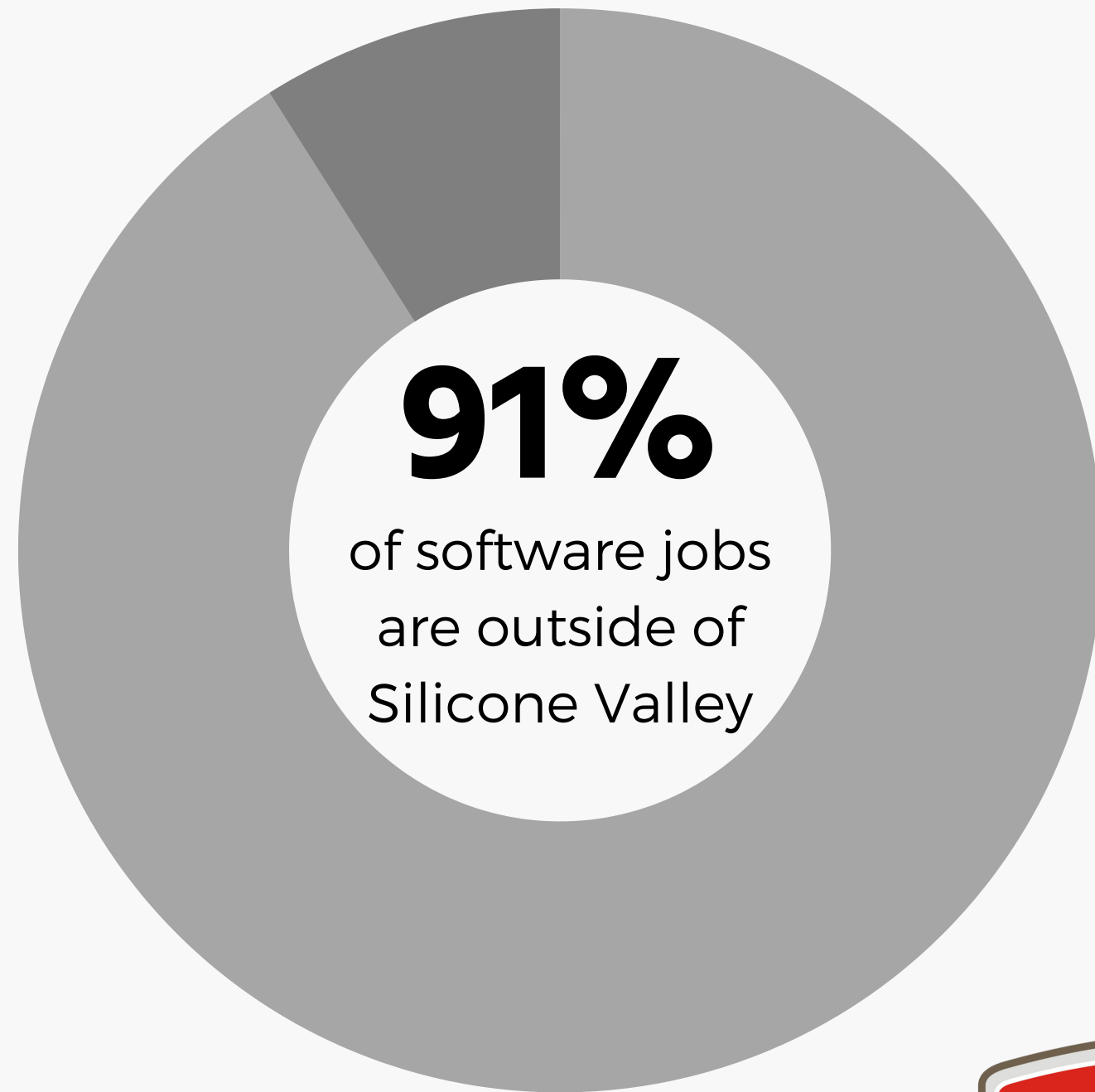


EMBRACING DIVERSITY

LISA Academy has steadily increased low income and minority student populations each year since its inception



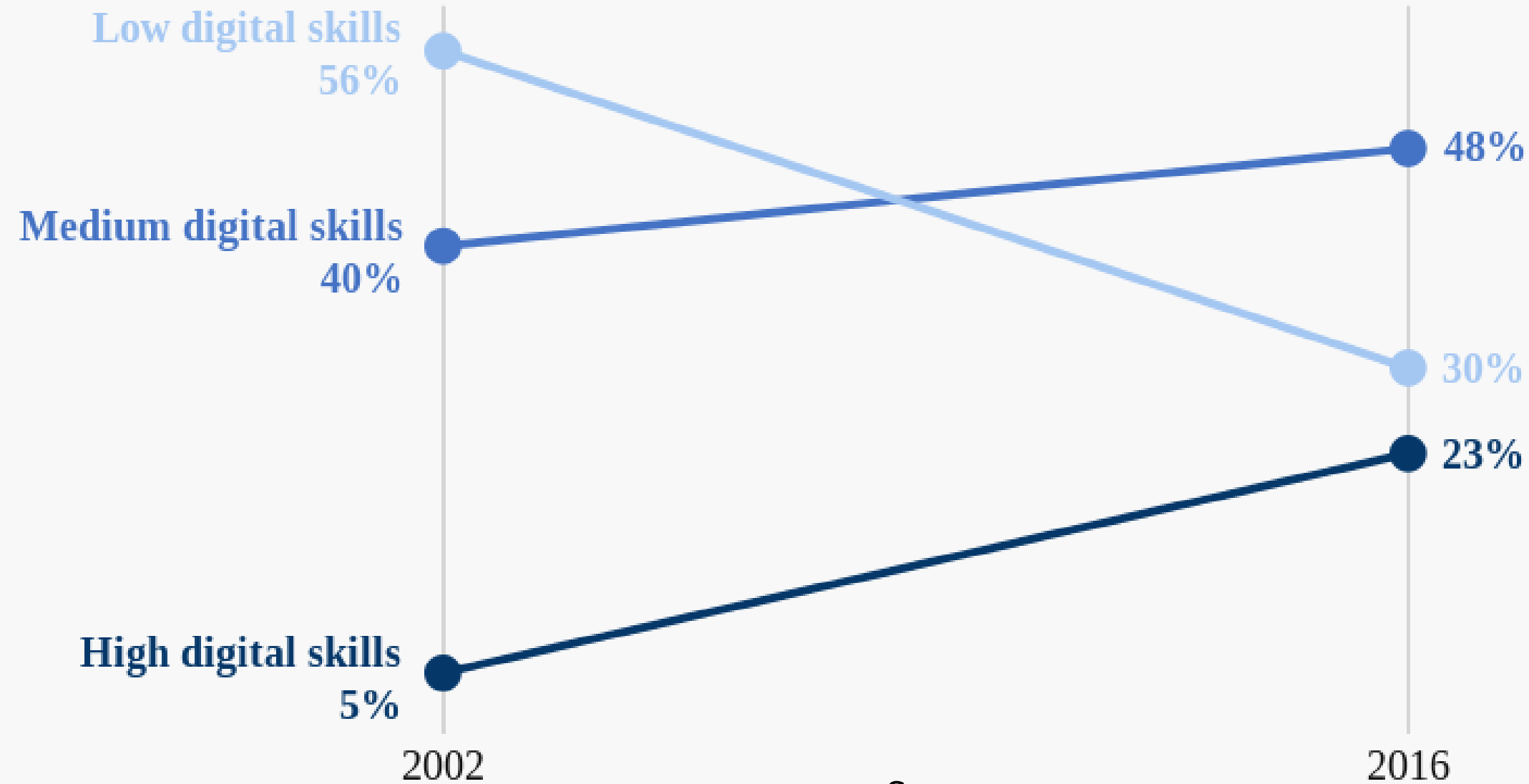
STEM EMPLOYMENT GROWTH



Source:
Code.org



STEM EMPLOYMENT GROWTH



Source:
Brookings
Institute

What will this graph look like by the time today's kindergarten students graduate high school? University?



HYBRID SCHOOL RATIONALE

- Gives students the opportunity to have a combination of both traditional school attendance combined with home instruction
- Future of schooling
- Demand for innovative/flexible school options
- Offers a unique model for the state, different than current virtual school options
- Allows for technology-integrated education
- Teach 21st century skills to students, even in rural areas
- Provide academic and social/emotional support not available in all-virtual models



HYBRID SCHOOL MODEL

- All students will be required to attend onsite at least once every two weeks for academic enrichment and intervention. Weekly attendance is recommended
- Students will be required to attend onsite for mandatory testing
- Core digital curriculum will be taught by LISA teachers
- All students will be provided required technology and resources
- Participation in onsite extracurricular activities is strongly recommended but not mandatory
- Onsite services include: enrichment, tutoring, onsite high school courses, hands-on activities, clubs, extracurricular activities, sports, etc. (Will vary based on the campus or satellite learning centers' offerings)
- Online homework help and IT support will be provided based on faculty availability



HYBRID SCHOOL MODEL

- Student services will be provided virtually or contracted. Students will need to come onsite for special services that require face-to-face delivery.
- Broad course offerings will be available.
- Educational resources: nationally recognized curriculum and portals will be utilized (LMS, etc.).
- Training will be provided for parents and students on use of online learning resources.
- Counseling Services will be available.
- Parent/Teacher and Student/Teacher conferences will be mandatory.



HYBRID LEARNING CENTERS



**Campus Learning Centers in
Little Rock and NWA**

Satellite learning centers opened
based on regional demand



HYBRID LEARNING CENTERS

- Campus Learning Centers will first be opened on LISA campuses in Central Arkansas and Northwest Arkansas. Satellite Learning Centers throughout the state will be added in other regions (NE, SE, SW, NW, Central) as demand dictates
- Administrative offices for the Hybrid School will be located at the West Middle School at 21 Corporate Hill Drive in Little Rock. This will also serve as one of the Campus Learning Centers. The second Campus Learning Center will initially be housed at the LISA Springdale campus at 301 Holcomb Street in Springdale.
- Breakfast and lunch will be available through the Learning Centers as weekly shelf stable meal packages



Campus Learning Centers

- Onsite high school courses
- Special Services
- Meal Services
- Enrichment & tutoring in ELA, Math, & Science
- Faculty office hours for one on one meetings

- STEM experiments & hands-on activities
- Makerspace projects
- Competition and non-competition clubs
- Sports
- Field trips, Fall Festival, Graduation ceremonies

- Family support events: curriculum & technology, college & FAFSA application nights
- Virtual/onsite home visits
- Onsite Counseling Services



Satellite Learning Centers

- ELA, Math, and Science enrichment and Tutoring
- Special Services
- Meal Services
- STEM experiments and hands-on activities

- Competition (Science Olympiad, Coding, MathCounts) & Non-competition clubs (Drama, Creative Writing, Chess, ESports)
- Field trips, Virtual and onsite home visits

- Faculty office hours for 1:1 instruction & support
- All offerings based on center & faculty availability
- Supported by LISA Hybrid School teachers and tutors



Students will receive main instruction online through the learning platform every week day, as well as supplemental support onsite one day per week. Clubs, sports, and extracurricular activities will be offered on multiple days per week.

Sample 6th grade schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
Period 1	Math- Live Stream	Math Self-Paced	Math- Live Stream	Math- Live Stream	Math Self-Paced
Period 2	Math Self-Paced	Math Self-Paced	Math Self-Paced	Math Self-Paced	Math Self-Paced
Period 3	English - Live Stream	English Self Paced	English - Live Stream	English - Live Stream	English Self Paced
Period 4	Advisory	One-on-One Office Hour	English Self Paced	English Self Paced	English Self Paced
Lunch Break	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
Period 5	Social Studies - Live Stream	On-Site Math Enrichment	Social Studies - Live Stream	Social Studies - Live Stream	SS Self Paced
Period 6	Science -Live Stream	On-Site Science Enrichment / Hands-on	Science -Live Stream	Science -Live Stream	Science Self Paced
Period 7	Art/Music - Live Stream	On-Site ELA Enrichment	Computer - Live Stream	PE / Health - Live Stream	Gifted and Talented (GT)
Afterschool	Online Club	Club at learning center	Club (Robotics) at Campus	Sports at Campus	
* Highlighted hours are onsite at the learning center or campus					

HYBRID SCHOOL ENROLLMENT PROJECTION

Grade	2021-22		2022-23		2023-24		2024-25		2025-26		2026-27		2027-28 and after	
	Section	Total	Section	Total	Section	Total	Section	Total	Section	Total	Section	Total	Section	Total
K	2	40	2	40	2	40	2	40	2	40	2	40	2	40
1	1	25	2	50	2	50	2	50	2	50	2	50	2	50
2	1	25	1	25	2	50	2	50	2	50	2	50	2	50
3	1	25	1	25	1	25	2	50	2	50	2	50	2	50
4	1	25	1	25	1	25	1	25	2	50	2	50	2	50
5	1	25	1	25	1	25	1	25	1	25	2	50	2	50
6	2	56	2	56	2	56	2	56	2	56	2	56	3	84
7	2	56	2	56	3	84	3	84	3	84	3	84	3	84
8	2	56	3	84	3	84	3	84	4	112	4	112	4	112
9	2	56	3	84	4	112	4	112	4	112	4	112	4	112
10		0	2	56	3	84	4	112	4	112	4	112	4	112
11		0		0	2	56	3	84	4	112	4	112	4	112
12		0		0		0		0	3	84	4	112	4	112
Total	15	389	20	526	26	691	29	772	35	937	37	990	38	1018



SPRINGDALE SCHOOL ENROLLMENT PROJECTION

	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
Grade	Sections	Total	Sections	Total	Sections	Total	Sections	Total	Sections	Total	Sections	Total	Sections	Total
K	2	37	2	44	2	42	2	42	2	42	2	42	2	42
1	2	41	2	47	2	52	2	52	2	52	2	52	2	52
2	2	35	2	49	2	52	2	52	2	52	2	52	2	52
3	2	26	2	49	2	54	2	54	2	54	2	54	2	54
4	1	27	1	29	2	54	2	54	2	54	2	54	2	54
5	1	30	1	27	1	28	2	56	2	56	2	56	2	54
6	1	16	1	28	2	40	2	45	2	56	2	56	2	56
7	1	5	1	14	1	28	2	40	2	45	2	56	2	56
8	1	9	1	3	1	14	1	25	1	40	1	25	2	56
TOTAL	13	226	13	290	15	364	17	420	17	451	17	447	18	476

The Springdale campus was originally approved for 300 students. Renovations to the building have increased the number of classrooms which will allow for additional growth. In addition, the surrounding property has been upgraded and new parking was added on the adjacent property, improving traffic flow and space for staff and visitors.

AMENDMENT REQUEST AND NEW WAIVERS REQUESTED

- Enrollment increase of 1050 for grades K-12 in the hybrid school
- Flexibility to open in Fall 2021 with limited grades, and then offer grades as demand and learning success dictate. Grade offerings will be annually re-evaluated and revised if necessary.
- Maintain all current waivers held by LISA Academy and add additional waivers for the hybrid school only
- Flexibility to house LISA Academy West 6th grade in either of current MS buildings (21 & 23 Corporate Hill Drive)
- Enrollment increase of 200 for the LISA Academy Springdale campus



THANK YOU



PUBLIC CHARTER SCHOOLS

**10825 FINANCIAL CENTER PARKWAY
LITTLE ROCK, AR 72211**

IV- Budget Projections

LISA Academy Hybrid School Budget Proforma							
Description	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Projected# of Students	389	526	691	772	937	990	1018
Revenue Per Student	\$7,142	\$7,213	\$7,286	\$7,358	\$7,432	\$7,506	\$7,581
# of Staff	22	29	33	39	51	53	55
Operating Fund							
State Foundation Funding	2,778,238.00	3,794,258.92	5,034,317.95	5,680,692.32	6,963,778.23	7,431,250.64	7,717,841.70
Federal Funding	218,400.00	295,317.22	387,954.76	433,431.36	526,068.89	555,825.19	571,545.50
State Facilities Funding	194,500.00	263,000.00	345,500.00	386,000.00	468,500.00	495,000.00	509,000.00
Private Funds (Grant)	800,000.00	450,000.00	-	-	-	-	-
Total Revenue	3,991,138.00	4,802,576.14	5,767,772.71	6,500,123.68	7,958,347.12	8,482,075.83	8,798,387.20
Expenditures							
Recurring Expenditures							
Salary/Benefits	1,253,700.00	1,642,705.00	1,869,285.00	2,209,155.00	2,888,895.00	3,002,185.00	3,115,475.00
Building	220,000.00	300,000.00	380,000.00	460,000.00	540,000.00	620,000.00	700,000.00
Utilities	40,000.00	50,000.00	60,000.00	70,000.00	80,000.00	90,000.00	100,000.00
District 7%	279,379.66	336,180.33	403,744.09	455,008.66	557,084.30	593,745.31	615,887.10
Technology & Furniture & Construction	800,000.00	450,000.00	198,700.00	358,140.00	417,900.00	333,420.00	319,920.00
Travel	100,000.00	125,000.00	150,000.00	175,000.00	200,000.00	225,000.00	250,000.00
Instruction and Other	1,205,900.00	1,630,600.00	2,142,100.00	2,393,200.00	2,904,700.00	3,069,000.00	3,155,800.00
Total Expenditures	3,898,979.66	4,534,485.33	5,203,829.09	6,120,503.66	7,588,579.30	7,933,350.31	8,257,082.10
Year End Balance	92,158.34	268,090.81	563,943.62	379,620.03	369,767.82	548,725.52	541,305.10

V- Enrollment

LISA Academy Current Year to Date Percent Free and Reduced Lunch

Building/Campus	Free/Reduced #s	Total Enrollment	Percentage
LISA Academy West ES	444	647	68.62%
LISA Academy West MS	313	523	59.85%
LISA Academy West HS	243	452	53.76%
LISA Academy North ES	481	768	62.63%
LISA Academy North MS	236	376	62.77%
LISA Academy North HS	147	286	51.40%
LISA Springdale ESMS	172	290	59.31%
Grant Total	2036	3342	60.92%

LISA Academy Current Year to Enrollment by Race and Grade

**Lisa Academy
ENROLLMENT REPORT
Enrollment Date: Oct 1, 2020**

Enrollment Count		01	02	03	04	05	06	07	08	09	10	11	12	KF	Race Totals
Asian	Females	6	6	6	7	5	24	19	18	9	8	6	5	2	121
	Males	9	10	3	3	10	13	16	13	8	9	2	3	4	103
	Gender Totals	15	16	9	10	15	37	35	31	17	17	8	8	6	224
Black	Females	78	61	58	64	56	69	63	65	45	44	40	29	52	724
	Males	50	60	54	52	61	72	71	41	41	37	30	23	58	650
	Gender Totals	128	121	112	116	117	141	134	106	86	81	70	52	110	1,374
Hawaiian/Pacific Islander	Females	2	1	2			1	2	1			1			10
	Males	2	1	1		1								1	6
	Gender Totals	4	2	3		1	1	2	1			1		1	16
Hispanic	Females	36	38	33	34	32	49	43	38	31	34	18	26	44	456
	Males	46	39	42	28	36	48	41	39	25	36	16	18	30	444
	Gender Totals	82	77	75	62	68	97	84	77	56	70	34	44	74	900
Native American	Females	1			1			2		1	1	1	1	2	10
	Males						2	1		1	1	1	2		8
	Gender Totals	1			1		2	3		2	2	2	3	2	18
Two or More	Females	4	9	8	7	6	4	6	3	3	3	1	3	5	62
	Males	12	5	6	4	2	7	5		4	3	3	2	7	60
	Gender Totals	16	14	14	11	8	11	11	3	7	6	4	5	12	122
White	Females	29	25	36	26	22	39	19	27	30	19	15	17	33	337
	Males	39	28	42	24	24	33	23	27	22	23	19	18	29	351
	Gender Totals	68	53	78	50	46	72	42	54	52	42	34	35	62	688
Grade Totals	314	283	291	250	255	361	311	272	220	218	153	147	267	3,342	

VI- MAP of the Present Locations

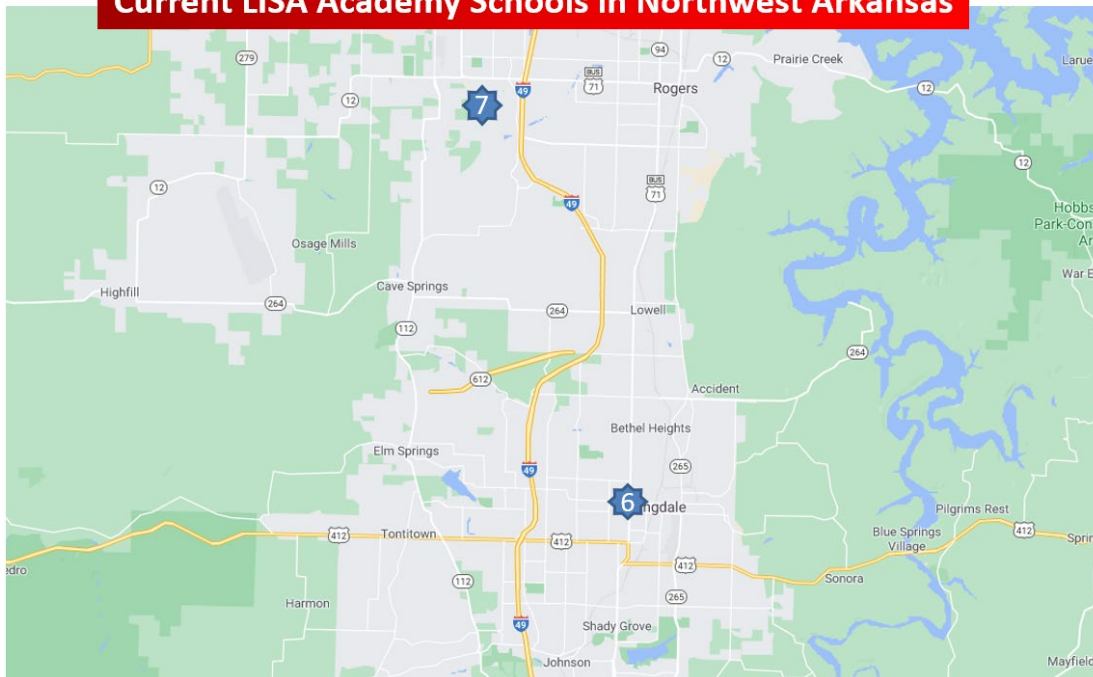
Current LISA Academy Schools in Central Arkansas



- 1 – LISA West Elementary (K-5)
- 2 – LISA West Middle School (6-8)
- 3 – LISA West High School (9-12)

- 4 – LISA North Elementary (K-5)
- 5 – LISA North Middle/High School (6-12)

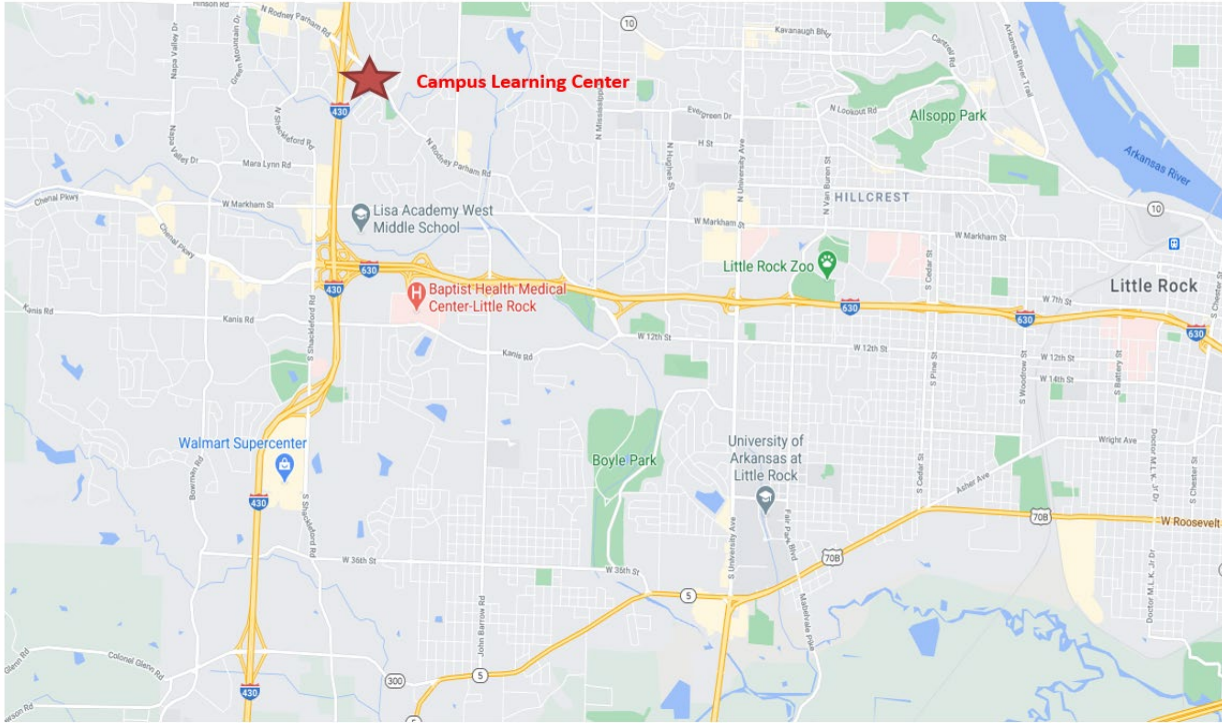
Current LISA Academy Schools in Northwest Arkansas



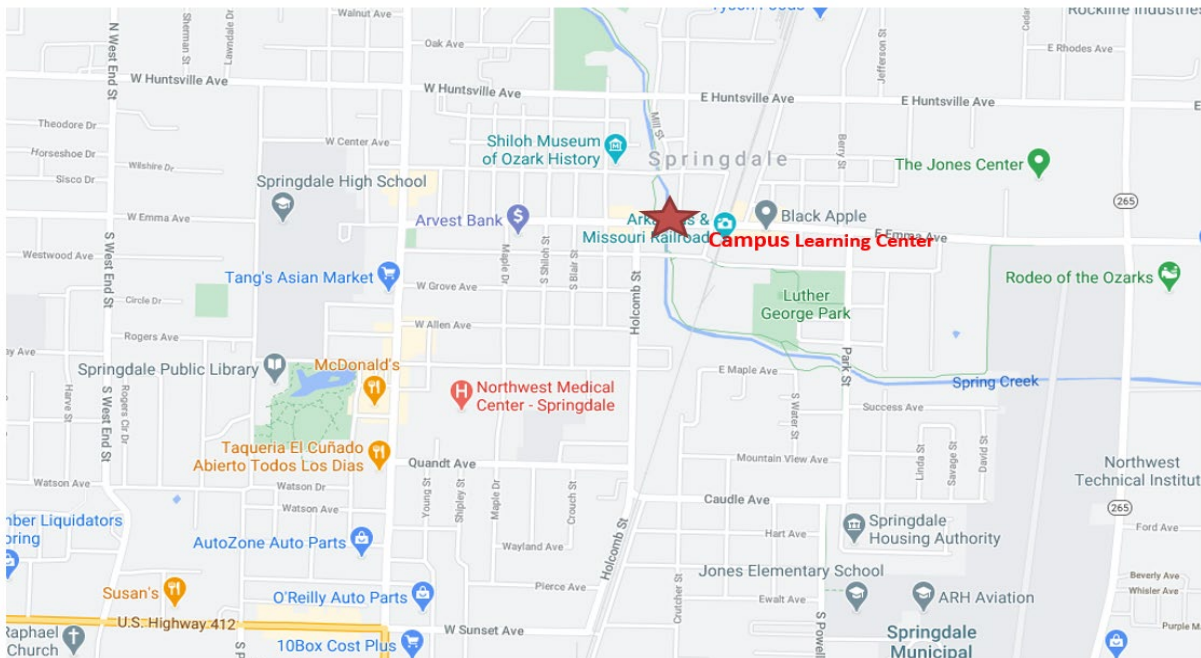
- 6 – LISA Springdale School (K- 8)
- 7 – LISA Rogers-Bentonville (K-12) to open Fall of 2022

VII- MAP of the Proposed Locations

Main Office and Central Arkansas Campus Learning Center
Located in LISA West Middle School Building
21 Corporate Hill Drive, Little Rock AR 72205

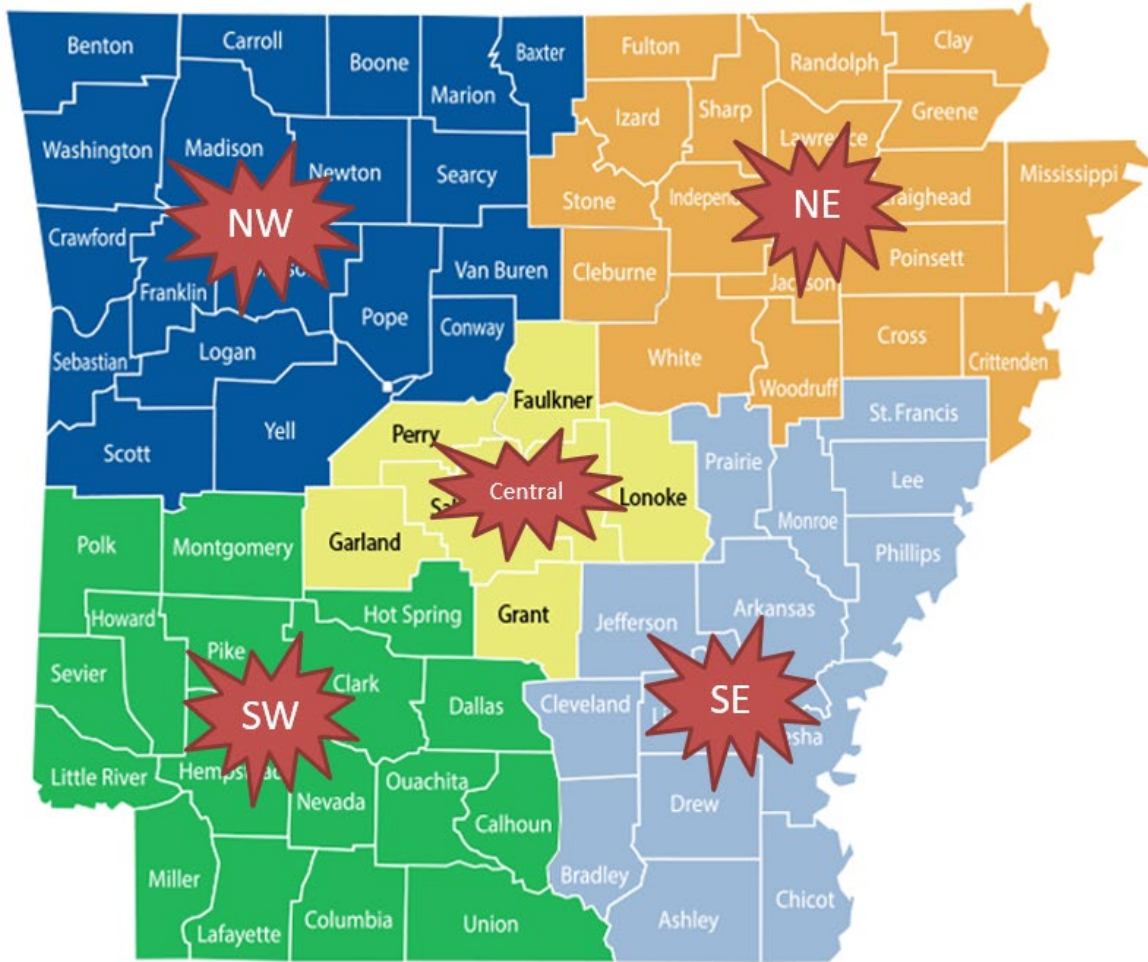


Northwest Arkansas Campus Learning Center
Located in LISA Springdale School Building
301 Holcomb Street, Springdale, AR or future NWA campuses



Regional Satellite Learning Centers

Locations to be determined to best serve each region based on demand



LISA Academy Amendment Request
Desegregation Analysis-Hybrid School

This desegregation analysis is in support of LISA Academy's (LISA) amendment request to open a hybrid school, and to increase its enrollment cap by 1,250 students from 4,382 students to 5,632 students. Of the 1,250 student enrollment cap increase, 1,050 students will be allocated to the new hybrid school and the remaining 200 students of the enrollment cap increase will be allocated to the LISA Springdale campus. A separate desegregation analysis is being provided as to the Springdale campus increase. To the extent that Ark. Code Ann. §6-23-106 applies to charter amendments, LISA Academy is required to carefully review the potential impact its operations would have upon the efforts of Little Rock School District (LRSD), Pulaski County Special School District (PCSSD), North Little Rock School District (NLRSD), and Jacksonville North Pulaski School District (JNPSD) to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools. LISA currently draws most of its students from the LRSD, NLRSD, PCSSD and JNPSD, as its current campuses (with the exception of its Springdale campus) are based in Little Rock, North Little Rock and Sherwood. LISA will serve students in grade levels K-12 in the hybrid school. While the hybrid school could draw students statewide (just as LISA can now), this analysis is focused on the Pulaski County area as the hybrid school's administrative offices would be in Little Rock (located within the boundaries of the LRSD).

I. The Status of Pulaski County Desegregation Litigation

LISA Academy is providing this desegregation analysis in accordance with Ark. Code Ann. §6-23-106 to review the potential impact that its charter amendment would have upon the efforts of all four (4) of the Pulaski County school districts to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools. In conducting its review, LISA Academy has substantiated that the LRSD and the NLRSD have been declared unitary in all respects of its school operations. The Pulaski County desegregation litigation was first filed in 1982. *Little Rock School District, et al v. Pulaski County Special School District, et al.*, Case No. 4:82:cv-00866-DPM. In 1989, the parties entered into a settlement agreement (the "1989 Settlement Agreement") under which the Arkansas Department of Education, the then-three (3) Pulaski County school districts, and the intervenors agreed to the terms of state funding for desegregation obligations.

LRSD successfully completed its desegregation efforts in 2007 and was declared fully unitary by the federal court in 2007. *Little Rock School District v. Pulaski County Special School District*, Case No. 4:82-cv-0866 (E.D. Ark.), Order filed February 23, 2007. In 2010, LRSD filed a motion to enforce the 1989 Settlement Agreement. The motion contended that operation of open-enrollment public charter schools within Pulaski County interfered with the "M-M Stipulation" and the "Magnet Stipulation." On January 17, 2013, Judge D.P. Marshall Jr. denied LRSD's motion, stating:

“The cumulative effect of open enrollment charter schools in Pulaski County on the stipulation magnet schools and M-to-M transfers has not, as a matter of law, substantially defeated the relevant purposes of the 1989 Settlement Agreement, the magnet stipulation, or the M-to-M stipulation.”

Little Rock School District v. Pulaski County Special School District, Case No. 4:82-cv-0866 (E.D. Ark.), Order filed January 17, 2013. LRSD appealed to the Eighth Circuit Court of Appeals.

One (1) year later, on January 13, 2014, Judge Marshall approved a Settlement Agreement that included a provision stipulating to the voluntary dismissal with prejudice of LRSD’s pending appeal concerning the charter school issues. In light of LRSD’s unitary status and the parties’ 2014 Settlement Agreement, Premier’s requested charter renewal cannot interfere with the purposes of the Pulaski County desegregation litigation, which has been fully concluded as to LRSD. After the dismissal and the settlement agreement, the case was completely concluded for all purposes as to LRSD, and the federal court terminated all jurisdiction in the matter. Because of that, there is no possibility that Premier’s proposed amendment could impact LRSD’s unitary status. To be clear, LISA North’s proposed amendment cannot impact LRSD’s unitary status because 1) there is no case in which LRSD’s unitary status could be an issue; 2) LRSD made a claim regarding operation of open-enrollment charter schools in federal court in 2010 and lost it; and 3) As a consequence of the 2014 Settlement Agreement, the LRSD released any claims it had concerning the charter school issues. On January 30, 2014, the Court also approved a stipulation among the parties that PCSSD is unitary in the areas of Assignment of Students and Advanced Placement, Gifted and Talented and Honors Programs. Based on the stipulation, the Court released PCSSD from supervision and monitoring in these areas. Thus, as of January 30, 2014, LRSD, NLRSD and PCSSD are unitary in the area of student assignments. On April 4, 2014, the court found that PCSSD is unitary in the areas of Special Education and Scholarships. Subsequently, PCSSD was also found to be unitary in the areas of Staff and Monitoring. PCSSD thus remains non-unitary in the following three (3) areas of its desegregation plan: 1) Discipline; 2) School Facilities; 3) Student Achievement, and 4) Monitoring. JNPSD is non-unitary in the areas of: 1) Discipline; 2) School Facilities; 3) Staff; 4) Student Achievement, and 5) Monitoring.

LISA Academy is also aware of Federal court filings by both the PCSSD and JNPSD to be declared fully unitary. Upon review, LISA Academy believes that its request to amend its charter shall have no negative effects on the efforts of the PCSSD and JNPSD to attain unitary status.

II. LISA Academy Data

According to the latest enrollment figures as maintained by the ADE Data Center, LRSD had a student population of 20,745 students, of which approximately 60.6% are African American; 19.2% are White, and 15.7% are Hispanic. NLRSD’s student population is 7, 610 students, of which approximately 59.3% are African American; 26.4% are White, and 10.1% are Hispanic. PCSSD’s student population is 11,424 students, of which approximately 44.4% are African American; 39.2% are White, and 9.6% are Hispanic. JNPSD’s student population is 3,781 students, of which approximately 53.1. % are African American; 33.8% are White, and 7.6% are Hispanic. LISA Academy’s student population is 3,342 students, of which approximately 41.1% are African-American; 26.9% are Hispanic; 20.6% are White, and 6.7% are Asian. Under Ark. Code Ann. §6-23-306(6)(A), LISA Academy must be race-neutral and non-discriminatory in its

student selection and admission process. While it is impossible to project its future racial composition accurately, LISA Academy will continue to implement admissions policies that are consistent with state and federal laws, regulations, and/or guidelines applicable to charter schools.

In addition, Ark. Code Ann. §6-23-106 requires that LISA Academy's operation will not serve to hamper, delay, or in any manner negatively affect the desegregation efforts of a public school district or districts within the state. As explained in more detail above, LISA Academy's careful review of the relevant statutes and court orders affecting the LRSD, NLRSD, PCSSD, and JNPSD and their student populations shows that such negative impact is not present here.

III. Conclusion

LISA Academy submits that upon the basis of its review, neither any existing federal desegregation order affecting the PCSSD, LRSD, NLRSD, and JNPSD, nor the 1989 Settlement Agreement prohibit the State's charter school authorizer from granting its amendment request to add a hybrid school to its charter.

LISA Academy
Desegregation Analysis- Springdale Campus Increase

LISA Academy (LISA) is seeking an amendment, which in part requests an increase in its enrollment cap increase of 200 students for its Springdale campus, taking its enrollment cap at that campus from 300 students to 500 students. The Springdale campus is located within the boundaries of the Springdale School District, and as an open-enrollment public charter school unconfined by district boundaries, obtains most of its students from within the boundaries of the Springdale (SSD), Bentonville (BSD), Fayetteville (FSD) and Rogers (RSD) School Districts. This analysis is provided to inform the decision making of the charter authorizer regarding the effect, if any, that the enrollment cap increase would have on the efforts of the SSD, BSD, FSD and the RSD to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools.

LISA, in this analysis, has carefully reviewed the potential impact that the enrollment cap increase at its Springdale campus would have upon the efforts of affected school districts to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools. In conducting its review, LISA has found that none of the school districts listed above (SSD, BSD, FSD and RSD) are under any court orders concerning their desegregation obligations, and are therefore unitary in all respects of their school operations. Therefore, the enrollment cap increase at LISA's Springdale campus cannot be said to have a negative impact on the SSD, BSD, FSD, and the RSD's ability to comply with the districts' statutory obligations to create and maintain a unitary system of desegregated public schools.

According to the latest enrollment figures as maintained by the DESE Data Center, the SSD had a student population of 22,164 students; the BSD had a student population of 17,848 students; the FSD had a student population of 10,487 students, and the RSD had a student population of 15,721 students. LISA's Springdale campus had a student population of 226 students. Of those 226, approximately 52.2% were Caucasian students and 33.2% were Hispanic students. SSD's student population was comprised of approximately 47.7% Hispanic students; 33.1% Caucasian students; 13.4% Native Hawaiian/Pacific Islander students, and 2.3% African-American students. BSD's student population was comprised of approximately 72.2% Caucasian students; 11.5% Hispanic students and 6.9% Asian students. FSD's student population was comprised of approximately 66.5% Caucasian students; 11.9% Hispanic students, and 9.9% African-American students. RSD's student population was comprised of approximately 47% Hispanic students, and 44.1% Caucasian students. Ark. Code Ann. §6-23-106 also requires that LISA's operation of the charter school will not serve to hamper, delay or in any manner negatively affect the desegregation efforts of a public school district or districts within the state. LISA's careful review of the relevant statutes affecting the SSD, BSD, FSD and RSD, and the student populations of such districts, shows that such negative effect is not present here.

In conclusion, LISA submits that upon the basis of its review, no statutory or other impediments concerning the creation and operation of desegregated public schools prohibit the State's charter school authorizer from granting LISA's amendment request to increase the enrollment cap at its Springdale campus from 300 students to 500 students.

RESOLUTION OF THE BOARD OF DIRECTORS OF THE LITTLE SCHOLARS OF
ARKANSAS FOUNDATION, INC.

WHEREAS, the Little Scholars of Arkansas (LISA) Foundation, Inc. Board of Directors (Board) met in a regular, open, and properly-called meeting on December 17, 2020, in Little Rock, Arkansas;

WHEREAS, a quorum was declared by the chair;

WHEREAS, the Board has received and reviewed information from the administrators of LISA Academy concerning a proposed LISA Academy Hybrid School expansion and cap increase application to be submitted to the Arkansas Department of Education for review and approval with said application asking the Arkansas Department of Education to approve LISA Academy Hybrid School expansion and cap increase.

WHEREAS, the Board, upon due consideration and deliberation, hereby approves and adopts this Resolution for the purpose of opening LISA Academy Hybrid School; and

NOW THEREFORE, this Board hereby adopts this Resolution, and authorizes the Superintendent of LISA Academy to prepare and submit all necessary documentation for the signature of the Board's President; to submit said paperwork and this Resolution to the Department of Education for consideration and action by the Department's Charter Authorizing Panel; and to take all other necessary and proper action in order to effectuate the Board's Resolution.

Cynthia Dawson

Cynthia Dawson, President

12-17-2020

Date

After recording return to:
Matthew Norton, Esq.
Adams and Reese LLP
3424 Peachtree Rd NE, Suite 1600
Atlanta, Georgia 30326

(For Recorder's Use Only)

SUBORDINATION, NONDISTURBANCE AND ATTORNMEN AGREEMENT

THIS SUBORDINATION, NONDISTURBANCE, AND ATTORNMEN AGREEMENT (this "**Agreement**") is entered into as of September 5, 2018 (the "**Effective Date**"), among **BANK OZK**, an Arkansas bank, ("**Lender**"), whose address is 3333 Riverwood Parkway, Suite 350, Atlanta, Georgia 30339, and **LITTLE SCHOLARS OF ARKANSAS EDUCATION FOUNDATION D/B/A LISA ACADEMY**, an Arkansas non-profit corporation, whose address is 23 Corporate Hill Drive, Little Rock, Arkansas 72205 ("**Tenant**"), and **CSRC Charter LISA, LLC**, a Delaware limited liability company, whose address is 222 SW Columbia Street, Suite 1750, Portland Oregon 97201 ("**Landlord**"), with reference to the following facts:

A. Landlord owns or will own the real property located at 21 Corporate Hill Drive, Little Rock, Arkansas 72205, such real property, including all buildings, improvements, structures and fixtures located thereon, (all or any portion thereof being referred to herein as the "**Landlord's Premises**"), as more particularly described on **Exhibit A**.

B. Lender made a loan to Landlord, in the original principal amount of up to ONE MILLION EIGHT HUNDRED SIXTY-ONE THOUSAND ONE HUNDRED EIGHTY EIGHT THOUSAND AND 00/100 DOLLARS (\$1,861,188.00) (the "**Loan**").

C. To secure the Loan, Landlord, encumbered Landlord's Premises by entering into that certain Mortgage with Security Agreement and Assignment of Rents and Leases dated as of even date herewith, executed by Landlord, as Borrower thereunder, for the benefit of Lender, to be recorded in the Official Records of Pulaski County, Arkansas (as amended, increased, renewed, extended, consolidated, severed, restated, or otherwise changed from time to time, the "**Security Instrument**").

D. Lender is the holder of the Security Instrument and has authority to enter into this Agreement.

E. Pursuant to that certain Lease Agreement dated January 27, 2017, together with any amendments, modifications and renewals approved in writing by Lender to the extent such approval is required by the Security Instrument (the "**Lease**"), Former Landlord (as hereinafter defined) demised to Tenant a portion of Landlord's Premises ("**Tenant's Premises**").

F. Lender has requested Landlord and Tenant enter into this Agreement, and Tenant and Lender desire to agree upon the relative priorities of their interests in Landlord's Premises and their rights and obligations if certain events occur.

NOW, THEREFORE, for good and sufficient consideration, Tenant and Lender agree:

1. Definitions. The following terms shall have the following meanings for purposes of this Agreement:

1.1. "**Construction-Related Obligation**" means any obligation of Former Landlord (as hereinafter defined) under the Lease to make, pay for, or reimburse Tenant for any alterations, demolition, or other improvements or work at Landlord's Premises, including, without limitation, at Tenant's Premises. "**Construction-Related Obligation**" shall not include: (a) reconstruction or repair following any fire, casualty or condemnation which occurs after the date of attornment hereunder, but only to the extent of the insurance or condemnation proceeds actually received by Successor Landlord for such reconstruction and repair, less Successor Landlord's actual expenses in administering such proceeds; or (b) day-to-day maintenance and repairs.

1.2. "**Foreclosure Event**" means (a) foreclosure under the Security Instrument; (b) any other exercise by Lender of rights and remedies (whether under the Security Instrument or under applicable law, including bankruptcy law) as holder of the Loan and/or the Security Instrument, as a result of which Successor Landlord becomes owner of Landlord's Premises; or (c) delivery by Former Landlord to Lender (or its designee or nominee) of a deed or other conveyance of Former Landlord's interest in Landlord's Premises in lieu of any of the foregoing.

1.3. "**Former Landlord**" means Landlord and/or any other party that was landlord under the Lease at any time before the occurrence of any attornment under this Agreement.

1.4. "**Offset Right**" means any right or alleged right of Tenant to any offset, defense (other than one arising from actual payment and performance, which payment and performance would bind a Successor Landlord pursuant to this Agreement), claim, counterclaim, reduction, deduction, or abatement against Tenant's payment of Rent or performance of Tenant's other obligations under the Lease, arising (whether under the Lease or other applicable law) from acts or omissions of

Former Landlord and/or from Former Landlord's breach or default under the Lease.

- 1.5. **"Rent"** means any fixed rent, base rent or additional rent under the Lease.
 - 1.6. **"Successor Landlord"** means any party that becomes owner of Landlord's Premises as the result of a Foreclosure Event.
 - 1.7. **"Termination Right"** means any right of Tenant to cancel or terminate the Lease or to claim a partial or total eviction arising (whether under the Lease or under applicable law) from Former Landlord's breach or default under the Lease.
2. Subordination. The Lease, and all right, title and interest of the Tenant thereunder and of the Tenant to and in the Landlord's Premises are, shall be, and shall at all times remain, subject and subordinate to the Security Instrument, the lien imposed by the Security Instrument, and all advances made under the Security Instrument.
 3. Payment to Lender.
 - 3.1. In the event Tenant receives written notice (the **"Rent Payment Notice"**) from Lender or from a receiver for the Landlord's Premises that there has been a default under the Security Instrument and that rentals due under the Lease are to be paid to Lender or to the receiver, Tenant shall pay to Lender or to the receiver, or shall pay in accordance with the directions of Lender or of the receiver, all Rent and other monies due or to become due to Landlord (or Former Landlord, if applicable) under the Lease, notwithstanding any contrary instruction, direction or assertion of Landlord (or any Former Landlord). Landlord (or Former Landlord, if applicable) hereby expressly and irrevocably directs and authorizes Tenant to comply with any Rent Payment Notice, notwithstanding any contrary instruction, direction or assertion of Landlord, and Landlord (or any Former Landlord) hereby releases and discharges Tenant of and from any liability to Landlord (or Former Landlord, if applicable) on account of any such payments.
 - 3.2. The delivery by Lender or the receiver to Tenant of a Rent Payment Notice, or Tenant's compliance therewith, shall not be deemed to: (i) cause Lender to succeed to or to assume any obligations or responsibilities as landlord under the Lease, all of which shall continue to be performed and discharged solely by the applicable Landlord unless and until any attornment has occurred pursuant to this Agreement; or (ii) relieve the applicable Former Landlord of any obligations under the Lease. Tenant shall be entitled to rely on any Rent Payment Notice. Tenant shall be under no duty to controvert or challenge any Rent Payment Notice. Tenant's compliance with a Rent Payment Notice shall not be deemed to violate the Lease. Tenant shall be entitled to full credit under the Lease for any Rent paid to Lender pursuant to a Rent Payment Notice to the same extent as if such Rent were paid directly to Landlord (or Former Landlord, as applicable).

4. Nondisturbance, Recognition and Attornment.

- 4.1. No Exercise of Security Instrument Remedies against Tenant. So long as (i) the Lease has not expired or otherwise been terminated by Former Landlord and (ii) there is no existing default under or breach of the Lease by Tenant that has continued beyond applicable cure periods (each such default or breach that is continuing beyond any applicable cure period, an “**Event of Default**”), Lender shall not name or join Tenant as a defendant in any exercise of Lender’s rights and remedies arising upon a default under the Security Instrument unless applicable law requires Tenant to be made a party thereto as a condition to proceeding against Former Landlord or prosecuting such rights and remedies. In the latter case, Lender may join Tenant as a defendant in such action only for such purpose and not to terminate the Lease or otherwise diminish or interfere with Tenant’s rights under the Lease or this Agreement in such action.
- 4.2. Nondisturbance and Attornment. So long as (i) the Lease has not expired or otherwise been terminated by Former Landlord, (ii) an Event of Default has not occurred, and (iii) Tenant has not received written notice that any condition exists which would cause or entitle Former Landlord to terminate the Lease on its terms, or to dispossess the Tenant that would not be an Event of Default, then, if and when Successor Landlord takes title to Landlord’s Premises: (a) Successor Landlord shall not terminate or disturb Tenant’s possession of Tenant’s Premises under the Lease, except in accordance with the terms of the Lease and this Agreement; (b) Successor Landlord shall be bound to Tenant under all the terms and conditions of the Lease (except as provided in this Agreement); (c) Tenant shall recognize and attorn to Successor Landlord as Tenant’s direct landlord under the Lease as affected by this Agreement; (d) the Lease shall continue in full force and effect as a direct lease, in accordance with its terms (except as provided in this Agreement), between Successor Landlord and Tenant; and (e) Successor Landlord shall have all the rights and remedies of the landlord under the Lease, including, without limitation, rights or remedies arising by reason of any Event of Default by Tenant under the Lease, whether occurring before or after the Successor Landlord takes title to the Landlord’s Premises.
- 4.3. Protection of Successor Landlord. Notwithstanding anything to the contrary in the Lease or the Security Instrument, neither Lender nor Successor Landlord shall be liable for or bound by any of the following matters:
- a. Claims against Former Landlord. Any Offset Right or Termination Right that Tenant may have against any Former Landlord relating to any event or occurrence before the date of attornment, including any claim for damages of any kind whatsoever as the result of any breach by Former Landlord that occurred before the date of attornment. The foregoing shall not limit Tenant’s right to exercise against Successor Landlord any Offset Right or Termination Right otherwise available to Tenant because of events occurring after the date of attornment; provided, however, that the rights of Tenant as to any events which were a breach of the Lease by Former Landlord which continue after Successor Landlord

becomes Successor Landlord shall not give rise to any Offset Right or Termination Right.

- b. Construction-Related Obligations. Any Construction-Related Obligation of Former Landlord.
 - c. Prepayments. Any payment of Rent that Tenant may have made to Former Landlord for more than the current month.
 - d. Payment; Security Deposit. Any obligation: (a) to pay Tenant any sum(s) that any Former Landlord owed to Tenant or (b) with respect to any security deposited with Former Landlord, unless such security was actually delivered to Lender or to Successor Landlord.
 - e. Modification, Amendment or Waiver. Any modification or amendment of the Lease, or any waiver of any terms of the Lease, made without Lender's written consent if such consent is required by the Security Instrument.
 - f. Surrender, Etc. Any consensual or negotiated surrender, cancellation, or termination of the Lease, in whole or in part, agreed between Former Landlord and Tenant, unless effected unilaterally by Tenant pursuant to the express terms of the Lease.
 - g. Covenants. Any covenants or obligations of or applicable to Former Landlord to the extent they apply to or affect any property other than Landlord's Premises.
5. No Amendment or Modification. Landlord and Tenant hereby covenant and agree not to amend or modify the Lease without the prior written consent of Lender, which consent shall not be unreasonably withheld.
6. Financial Statements. Tenant will furnish to Lender and Landlord:
- 6.1. Annually, audited financial statements of Tenant, including but not limited to, a balance sheet, income statement, statement of financial condition and statement of cash flows together with the corresponding federal and state income tax return (all of which must have been prepared by an independent certified public accountant) within 180 days of the end of its reporting period; and
 - 6.2. Annually, a copy of the annual performance report and any other annual reports from the Arkansas Department of Education, within 30 days of receipt thereof.
7. Lender's Right to Cure.
- 7.1. Notice to Lender. Tenant shall send to Lender copies of all written notices required by the terms of the Lease given by Tenant to Landlord or Former Landlord (as applicable) to Lender simultaneously when provided to Landlord. Notwithstanding anything to the contrary in the Lease or this Agreement or the Security Instrument, before exercising any Termination Right or Offset Right, Tenant shall provide Lender with notice of the breach or default by Former

Landlord giving rise to same (the “**Default Notice**”) and, thereafter, the opportunity to cure such breach or default as provided for below.

- 7.2. Lender’s Cure Period. After Lender receives a Default Notice, Lender shall have a period of thirty (30) days beyond the time available to Former Landlord under the Lease in which to cure the breach or default by Former Landlord, or, in the event that such cure cannot be completed within such cure period, Lender shall have such reasonable period of time as is required to diligently prosecute such cure to its completion. Lender shall have no obligation to cure (and shall have no liability or obligation for not curing) any breach or default by Former Landlord.
8. Exculpation of Successor Landlord. Notwithstanding anything to the contrary in this Agreement or the Lease, upon any attornment pursuant to this Agreement, the Lease shall be deemed to have been automatically amended to provide that Successor Landlord’s obligations and liabilities under the Lease shall never extend beyond Successor Landlord’s (or its successors’ or assigns’) interest, if any, in Landlord’s Premises from time to time, including insurance and condemnation proceeds (except to the extent reinvested in the Landlord’s Premises), Successor Landlord’s interest in the Lease, and the proceeds from any sale or other disposition of Landlord’s Premises by Successor Landlord (collectively, “**Successor Landlord’s Interest**”). Tenant shall look exclusively to Successor Landlord’s Interest (or that of its successors and assigns) for payment or discharge of any obligations of Successor Landlord under the Lease as affected by this Agreement. If Tenant obtains any money judgment against Successor Landlord with respect to the Lease or the relationship between Successor Landlord and Tenant, then Tenant shall look solely to Successor Landlord’s Interest (or that of its successors and assigns) to collect such judgment. Tenant shall not collect or attempt to collect any such judgment out of any other assets of Successor Landlord.
9. Miscellaneous.
 - 9.1. Notices. All notices or other communications required or permitted under this Agreement shall be in writing and given by personal delivery certified mail, return receipt requested or by nationally recognized overnight courier service that regularly maintains records of items delivered. Each party’s address is as set forth in the opening paragraph of this Agreement, subject to change by notice under this paragraph, and when sent to Landlord, shall be sent to the attention of its Legal Department. Notices shall be effective upon delivery if sent by personal delivery and the next business day after being sent by overnight courier service.
 - 9.2. Successors and Assigns. This Agreement shall bind and benefit the parties, their successors and assigns, any Successor Landlord, and its successors and assigns. Upon assignment of the Security Instrument by Lender, all liability of the Lender/assignor shall terminate.
 - 9.3. Entire Agreement. This Agreement constitutes the entire agreement between Lender and Tenant and Landlord regarding the subordination of the Lease to the Security Instrument and the rights and obligations of Tenant, Lender and Landlord as to the subject matter of this Agreement.

- 9.4. Interaction with Lease and with Security Instrument. If this Agreement conflicts with the Lease, then this Agreement shall govern as between the parties and any Successor Landlord, including upon any attornment pursuant to this Agreement. This Agreement supersedes, and constitutes full compliance with, any provisions in the Lease that provide for subordination of the Lease to, or for delivery of non-disturbance agreements by the holder of, the Security Instrument. Lender confirms that Lender has consented to Landlord's entering into the Lease.
- 9.5. Lender's Rights and Obligations.
- a. Except as expressly provided for in this Agreement, Lender shall have no obligations to Tenant with respect to the Lease. If an attornment occurs pursuant to this Agreement, then all rights and obligations of Lender under this Agreement shall terminate, without thereby affecting in any way the rights and obligations of Successor Landlord provided for in this Agreement.
 - b. Neither this Agreement, the Security Instrument or any of the related loan documents, nor the Lease shall, prior to any acquisition of Landlord's Premises by Lender, operate to give rise to or create any responsibility or liability for the control, care, management or repair of the Landlord's Premises upon the Lender, or impose responsibility for the carrying out by Lender of any of the covenants, terms or conditions of the Lease, nor shall said instruments operate to make Lender responsible or liable for any waste committed on the Landlord's Premises by any party whatsoever, or for dangerous or defective conditions of the Landlord's Premises, or for any negligence in the management, upkeep, repair or control of the Landlord's Premises, which may result in loss, injury or death to Tenant, or to any tenant, licensee, invitee, guest, employee, agent or stranger.
 - c. Lender may assign to any person or entity its interest under the Security Instrument and/or the related loan documents, without the consent of, or assumption of any liability to, any other party hereto. In the event Lender becomes the Successor Landlord, Lender may assign to any other party its interest as the Successor Landlord without the consent of any other party hereto.
- 9.6. Landlord's Rights and Obligations. Nothing herein contained is intended, nor shall it be construed, to abridge or adversely affect any right or remedy of Landlord under the Lease, including upon the occurrence of an Event of Default by Tenant under the Lease. This Agreement shall not alter, waive or diminish any of Landlord's obligations under the Security Instrument, any of the related loan documents, or the Lease.
- 9.7. Interpretation; Governing Law. The interpretation, validity and enforcement of this Agreement shall be governed by and construed under the internal laws of the state where the Landlord's Premises are located, excluding its principles of conflict of laws.

- 9.8. Amendments. This Agreement may be amended, discharged or terminated, or any of its provisions waived, only by a written instrument executed by the parties hereto.
- 9.9. Due Authorization. Tenant has full authority to enter into this Agreement, which has been duly authorized by all necessary actions.
- 9.10. Execution. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument.
- 9.11. Attorneys' Fees. All costs and attorneys' fees incurred in the enforcement hereof shall be paid by the non-prevailing party.
- 9.12. Headings. The headings in this Agreement are intended to be for convenience of reference only, and shall not define the scope, extent or intent or otherwise affect the meaning of any portion hereof.
- 9.13. WAIVER OF JURY TRIAL. THE TENANT AND THE LANDLORD EACH HEREBY KNOWINGLY, VOLUNTARILY AND INTENTIONALLY, AFTER CAREFUL CONSIDERATION AND AN OPPORTUNITY TO SEEK LEGAL ADVICE, WAIVE THEIR RESPECTIVE RIGHTS TO HAVE A TRIAL BY JURY IN RESPECT OF ANY LITIGATION ARISING OUT OF OR IN ANY WAY CONNECTED WITH ANY OF THE PROVISIONS OF THIS AGREEMENT, OR ANY OTHER DOCUMENTS EXECUTED IN CONJUNCTION HERewith OR WITH THE LOAN, ANY TRANSACTION CONTEMPLATED BY THIS AGREEMENT, THE LANDLORD'S PREMISES, OR ANY COURSE OF CONDUCT, COURSE OF DEALING, STATEMENTS (WHETHER VERBAL OR WRITTEN) OR ACTIONS OF THE LANDLORD, TENANT OR LENDER. THIS PROVISION IS A MATERIAL INDUCEMENT FOR THE LENDER TO ENTER INTO THIS AGREEMENT. TENANT, LANDLORD AND LENDER ARE AWARE OF THE DECISION IN *TILLEY V. MALVERN NATIONAL BANK*, 2017 ARK. 343 (2017) AND INTEND TO FOLLOW ACT 13 OF THE 2018 GENERAL ASSEMBLY FISCAL SESSION; HOWEVER, TO THE EXTENT THE JURY TRIAL WAIVER PROVIDED HEREIN IS DEEMED UNENFORCEABLE, TENANT, LANDLORD AND LENDER AGREE SUCH PROVISION SHALL BE SEVERED WITHOUT AFFECT UPON THE ENFORCEABILITY OF THE REMAINING PROVISIONS OF THIS AGREEMENT.
- 9.14. Notwithstanding any other provision in this Agreement, so long as no event of default has occurred and is continuing to occur under the Lease, the Lease shall not be terminated or modified in any respect whatsoever nor shall the rights of Tenant under the Lease or Tenant's occupancy of the Landlord's Premises or the Leased Property be affected in any way by reason of the Mortgage, or any foreclosure action, or any other proceeding that may be instituted in connection therewith. This Section controls all other provisions in this Agreement to the

extent any such other provisions in this Agreement are inconsistent with this Section.

- 8.15 Required charter school language. No indebtedness of any kind incurred or created by the charter school shall constitute an indebtedness of the State or its political subdivisions, and no indebtedness of the charter school shall involve or be secured by the faith, credit, or taxing power of the State or its political subdivisions.

[SIGNATURES ON NEXT FOLLOWING PAGES.]

IN WITNESS WHEREOF, this Agreement has been duly executed by Lender, Tenant and Landlord as of the Effective Date.

LENDER:

BANK OZK,
an Arkansas bank

By: _____

Name: Sarandy Gaitanoglou

Title: S.V.P. - Commercial Lending

[BANK SEAL]

STATE OF Georgia

COUNTY OF Gilmer

On this 5 day of September 2018, before me, a Notary Public, duly commissioned, qualified and acting, within and for said County and State, appeared in person the within named **Sarandy Gaitanoglou** (being the person or persons authorized by said limited liability company to execute such instrument, stating their respective capacities in that behalf), to me personally well known (or satisfactorily proven to be such person), who stated that he was the S.V.P. - Commercial Lending of **Bank OZK**, an Arkansas bank, and was duly authorized in his respective capacity to execute the foregoing instrument(s) for and in the name and behalf of said limited Arkansas bank, and further stated and acknowledged that he had so signed, executed, and delivered said foregoing instrument for the consideration, uses, and purposes therein mentioned and set forth.

WITNESS my hand and seal at office, on this 5 day of September, 2018.

Patsy Tatom
Notary Public

My commission expires: July 17, 2022

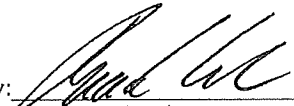


[ADDITIONAL SIGNATURES TO FOLLOW]

LANDLORD:

CSRC CHARTER LISA, LLC,
a Delaware limited liability company

By: Charter School Realty Company, LLC,
Its sole member

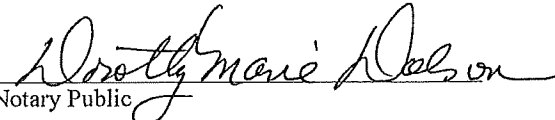
By:  [SEAL]
Name: Brad Coburn
Title: Treasurer

STATE OF OREGON

COUNTY OF MULTNOMAH

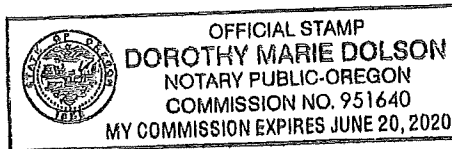
On this 27th day of August ~~September~~ 2018, before me, a Notary Public, duly commissioned, qualified and acting, within and for said County and State, appeared in person the within named **Brad Coburn**, (being the person or persons authorized by said limited liability company to execute such instrument, stating their respective capacities in that behalf), to me personally well known (or satisfactorily proven to be such person), who stated that he was the Treasurer of **CSRC Charter LISA, LLC**, a limited liability company, and was duly authorized in his respective capacity to execute the foregoing instrument(s) for and in the name and behalf of said limited liability company, and further stated and acknowledged that he had so signed, executed, and delivered said foregoing instrument for the consideration, uses, and purposes therein mentioned and set forth.

In witness whereof I hereunto set my hand and official seal.


Notary Public

My commission expires: 6-20-20

(Notary Seal)



TENANT:

**LITTLE SCHOLARS OF ARKANSAS
EDUCATION FOUNDATION d/b/a LISA
ACADEMY**

an Arkansas non-profit corporation,

By: _____
Name:
Title:

STATE OF _____

COUNTY OF _____

On this ____ day of September 2018, before me, a Notary Public, duly commissioned, qualified and acting, within and for said County and State, appeared in person the within named _____, (being the person or persons authorized by said non-profit corporation to execute such instrument, stating their respective capacities in that behalf), to me personally well known (or satisfactorily proven to be such person), who stated that [he, she, or they] was the _____ of **Little Scholars of Arkansas Education Foundation d/b/a LISA Academy**, an Arkansas non-profit corporation, and was duly authorized in [his, her, or their] respective capacity to execute the foregoing instrument(s) for and in the name and behalf of said non-profit corporation, and further stated and acknowledged that [he, she, or they] had so signed, executed, and delivered said foregoing instrument for the consideration, uses, and purposes therein mentioned and set forth.

WITNESS my hand and seal at office, on this ____ day of _____, 2018.

Notary Public

My commission expires: _____

(Notary Seal)

[ADDITIONAL SIGNATURES TO FOLLOW]

EXHIBIT A

Legal Description of the Property

Lot Seven (7) CORPORATE HILL SUBDIVISION, PHASE IV, Pulaski County, Arkansas

21 Corporate Hill Drive, Little Rock, AR 72205

Containing 96,155.68 Sq. Ft. or 2.207 Acres, more or less.

LISA Amendment Request Legal Review RESPONSES (Feb 9, 2021):

- **Recess Waiver**

- **Needs a waiver of Section 7.11 of the DESE Rules Governing Physical Activity Standards and Body Mass Index for Age Assessment Protocols in Arkansas Public Schools**

APPLICANT RESPONSE: *Applicant wishes to add a waiver of Section 7.11 of the DESE Rules Governing Physical Activity Standards and Body Mass Index for Age Assessment Protocols in Public Schools.*

ADDED TO WAIVER REQUESTS

- **Health Services Program**

- **What is the rationale behind the request for a waiver of 2-E.2?**

APPLICANT RESPONSE: *Applicant wishes to rescind the waiver request of 2-E.2.*

MODIFIED IN WAIVER REQUESTS

- **Gifted and Talented**

- **Should be Ark. Code Ann. 6-20-2208(c)(6)**

APPLICANT RESPONSE: *Applicant wishes to edit the requested waiver from Ark. Code Ann. 6-2208(c)(6) to Ark. Code Ann. 6-20-2208(c)(6)*

MODIFIED IN WAIVER REQUESTS

- **Food Services**

- **Only a waiver of Ark. Code Ann. 6-20-709 is necessary, not the entire subchapter**

APPLICANT RESPONSE: *Applicant wishes to modify the request for a waiver of Ark. Code Ann. 6-20-701 et seq to only a waiver of Ark. Code Ann. 6-20-709.*

MODIFIED IN WAIVER REQUESTS

- **School Safety Policies**

- **What is the rationale behind the request? What does LISA need to do in the satellite centers that is not compliant with 6-A.2?**

APPLICANT RESPONSE: *Applicant wishes to request a waiver of this Standard as it pertains to the provision of hybrid instruction and not traditional on-site instruction. This waiver will only be utilized at the satellite learning centers. The school will work with the landlords where space is leased for satellite campuses to ensure that the facility is conducting regular inspections, appropriate for the type of facility.*

- **Attendance**

- **I do not believe a waiver of 6-18-209 is necessary as it does not require the school to use alternative classrooms or ISS, rather to develop strategies for promoting maximum student attendance. If the school is unable to use ISS or alternative**

classrooms, then the school would plan for other strategies for promoting maximum student attendance. Further, the requirement is on the district, not on particular schools, and other schools in the LISA district do have the ability to offer ISS and/or an alternative classroom setting.

APPLICANT RESPONSE: *Applicant wishes to rescind the request for a waiver of Ark. Code Ann. 6-18-209*

REMOVED FROM WAIVER REQUESTS

- **Instructional Materials**

- **Applicant needs a waiver of Section 5.01 of the DESE Rules Governing Instructional Materials to effectuate the waiver**

APPLICANT RESPONSE: *Applicant wishes to request a waiver of Section 5.01 of the DESE Rules Governing Instructional Materials to effectuate the waiver already requested of Ark. Code Ann. 6-21-413.*

MODIFIED IN WAIVER REQUESTS

- **Classroom Expenditures**

- **Will there be a process by which a teacher can request materials and/or be reimbursed for materials? Please provide additional rationale behind the request for (b)(2).**

APPLICANT RESPONSE: *Teachers who teach only in the hybrid school will not have a dedicated classroom, and will have less need for supplemental classroom supplies as in a traditional classroom. LISA Academy has a process in place that provides an account with Class Wallet for all teachers to purchase classroom supplies and materials as needed to supplement school-provided materials. In addition, there is already a system in place by which teachers may request additional funding for needed supplies by submitting a purchase request to the building principal and may receive reimbursement through that process. This same funding and process will be available to teachers within the Hybrid School.*

MODIFIED IN WAIVER REQUESTS

- **Facilities and Safety**

- **If the school is having satellite sites, is there not a need to do drills at those sites?**
- **Only a waiver of Ark. Code Ann. 6-10-110(d) is necessary.**

APPLICANT RESPONSE: *Applicant wishes to modify the request of a waiver of all of Ark. Code Ann. 6-10-110 and Ark. Code Ann. 6-10-121 to instead request only a waiver of Ark. Code Ann. 6-10-110 (d). Drills will be conducted at satellite locations.*

MODIFIED IN WAIVER REQUESTS

- **Discipline and Safety**

- **The cited rules have been repealed and replaced with the DESE Rules Governing Student Discipline and School Safety. In those Rules, Section 4.10 is a definition. No detailed rationale was provided that explained what the Applicant needed waived, so it's unclear. Please provide a much more detailed rationale and cite to the current version of the rules.**

APPLICANT RESPONSE: *Applicant wishes to rescind the waiver request of DESE Rules 4.10 and instead requests waiver of ACA 6-18-502 and ACA 6-18-503 and section 5.0 of Rules Governing Student Discipline and School Safety. The rationale for this request is to allow flexibility to develop policies to meet the needs of the hybrid school students in the same way that LISA Academy has developed and published these policies for its other schools.*

MODIFIED IN WAIVER REQUESTS

- **Period of Silence**

- **None**

- **Six Hour Instructional Day**

- **Only need 6-16-102(a)(1)-(4) as you have addressed (a)(5) in your recess waiver and (b) is a requirement on DESE, not on a district.**

APPLICANT RESPONSE: *Applicant wishes to modify its request for only ACA 6-16-102(a)(1)-(4) instead of all of ACA 6-16-102 regarding the Six-Hour Instructional day.*

MODIFIED IN WAIVER REQUESTS

- **120 Clock Hours**

- **None**

- **Defibrillators Required**

- **Will defibrillators be provided in any space where an employee or a student may be physically present?**

APPLICANT RESPONSE:RESCINDED FROM WAIVER REQUESTS

- **Emergency Plans and Panic Button**

- **ARVA and ARCA are the two other schools with this waiver, but they do not have learning centers or satellite sites. What is the rationale behind this waiver when LISA will have some on-site learning?**

APPLICANT RESPONSE: *Applicant wishes to maintain a waiver of this requirement for satellite learning centers only, to allow the smaller learning center locations to utilize another method of emergency services contact, appropriate for each location.*

MODIFIED IN WAIVER REQUESTS

- **Pledge of Allegiance**

- **None**

- **Emergency First Aid**

- **ARCA is the only school with this waiver, but ARCA does not have learning centers or satellite sites. What is the rationale behind this waiver when LISA will have some on-site learning?**

APPLICANT RESPONSE: *Applicant wishes to rescind its waiver request of Ark. Code Ann. 6-17-102 and will provide emergency first aid training for staff at satellite learning centers.*

RESCINDED FROM WAIVER REQUESTS

- **Fire Hazard Inspections**

- **ARCA is the only school with this waiver, but ARCA does not have learning centers or satellite sites. What is the rationale behind this waiver when LISA will have some on-site learning? Update – Tripp will talk to Mary Claire**
- **Applicant wishes to utilize a waiver of this only for satellite learning centers where the school is leasing a small area within a larger facility. The school will work with the landlord to ensure that the facility is conducting its own inspections to ensure safety for students. Would this impact facilities funding?**

APPLICANT RESPONSE: RESCINDED FROM WAIVER REQUESTS

- **Report Cards**

- **None**

- **Other Comments**

- **Does LISA need a waiver of displaying the United States and Arkansas flags?**

APPLICANT RESPONSE: *Applicant requests waivers of ACA 6-16-105 and 6-16-106 for its satellite locations only. Because of leased space in buildings owned and operated by other entities, the school may not have authority to display flags outside of the buildings. Flags will be displayed inside in a visible location when the space is being used by the school.*

- **Please explain how LISA will use the Class Size and Teaching Load waivers in the context of the hybrid model.**

APPLICANT RESPONSE: *Online class load may be larger due to using traveling teachers who may serve multiple locations for virtual content delivery. This is most likely to impact non-core subject teachers.*

- **Please explain how the waivers of Ark. Code Ann. 6-18-502 and 503 will be used in the context of the hybrid model.**

APPLICANT RESPONSE: *The rationale for this request is to allow flexibility to develop policies to meet the needs of the hybrid school students in the same way that LISA Academy has developed and published these policies for its other schools. The policy for the hybrid school will be similar to the onsite policy but will allow for variances to best*

*serve hybrid students. There will be different sections to address attendance, on-site participation, and other topics specific to the hybrid environment.
(UPDATE INCLUDED IN RATIONALE IN WAIVER SECTION)*

➤ **What is the rationale behind a waiver of 2-C.2 in this context?**

APPLICANT RESPONSE: *Applicant holds waivers of A.C.A. 6-18-2003(a)(2)(A) and A.C.A. 6-18-2003(a)(2)(B) and only utilizes the waiver of 2-C.2 as needed to effectuate these waivers. The counseling services provided on our onsite campuses will be provided for hybrid students as well. The waivers only address allowing waiver of counselor licensure and utilizing different counselor frameworks.*

➤ **What is the rationale behind a waiver of 2-D.1 in this context?**

APPLICANT RESPONSE – Digital resources will be available; some print materials will also be provided. This waiver is already in place for other LISA Academy schools.

➤ **The DESE Rules Governing School District Requirements for Personnel Policies, Salary Schedules, etc. was changed to the DESE Rules Governing Website Requirements in 2020. Please review the Rule and determine which sections are necessary.**

APPLICANT RESPONSE: *Applicant wishes to modify the waiver request to address current rules and requests waivers of Sections 5.01.4 and 6.02 of DESE Rules Governing Website Requirements . The school will still post salary schedules and personnel policies to websites, but they may be in a different format than the traditional step scale.*

➤ **Please provide more detail on how the K-12 school will roll out with grades, including an enrollment cap per year.**

APPLICANT RESPONSE: *Applicant provides below a projection of the grade roll-out and expected enrollment. However, the applicant requests the flexibility to alter this projection based on the demand of both new hybrid school applicants and current students wishing to transfer to the hybrid school from an existing LISA Academy school.*

	2021-22		2022-23		2023-24		2024-25		2025-26		2026-27		2027-28 and after	
Grade	Section	Total	Section	Total	Section	Total	Section	Total	Section	Total	Section	Total	Section	Total
K	2	40	2	40	2	40	2	40	2	40	2	40	2	40
1	1	25	2	50	2	50	2	50	2	50	2	50	2	50
2	1	25	1	25	2	50	2	50	2	50	2	50	2	50
3	1	25	1	25	1	25	2	50	2	50	2	50	2	50
4	1	25	1	25	1	25	1	25	2	50	2	50	2	50
5	1	25	1	25	1	25	1	25	1	25	2	50	2	50
6	2	56	2	56	2	56	2	56	2	56	2	56	3	84
7	2	56	2	56	3	84	3	84	3	84	3	84	3	84
8	2	56	3	84	3	84	3	84	4	112	4	112	4	112
9	2	56	3	84	4	112	4	112	4	112	4	112	4	112
10		0	2	56	3	84	4	112	4	112	4	112	4	112
11		0		0	2	56	3	84	4	112	4	112	4	112
12		0		0		0		0	3	84	4	112	4	112
Total	15	389	20	526	26	691	29	772	35	937	37	990	38	1018

- **Different LISA Campuses have different waivers. Please provide a list of waivers that you intend to apply to this License.**

APPLICANT RESPONSE: *The following waivers that are already held by LISA Academy for all Central Arkansas schools are requested to apply to the LISA Academy hybrid school as well.*

Topic	Waiver Type	Statute/Standard/Rule
Alternative Learning Environment	DESE Rule	Student Special Needs Funding
Alternative Learning Environment	Statute	A.C.A §§ 6-18-508
Alternative Learning Environment - Environment	Statute	A.C.A §§ 6-48-101 et seq.
Alternative Learning Environment - Placement	Statute	A.C.A §§ 6-18-503(a)(1)(C)(i)
Alternative Learning Environment - Required Program	Statute	A.C.A §§ 6-15-1005(b)(5)
Alternative Program Requirement	Standard	2-I.1
Board of Directors	Statute	A.C.A §§ 6-13-601 et seq.
Board of Directors - General Election Laws	Statute	A.C.A §§ 6-14-101 et seq.

Class Size and Teaching Load	DESE Rule	Class Size and Teaching Load
Class Size and Teaching Load	Standard	1-A.5
Class Size and Teaching Load - Compensation	Statute	A.C.A §§ 6-17-812
Comprehensive School Counseling Services Plan - School Counselor Licensure	Statute	A.C.A §§ 6-18-2003(a)(2)(A)
Comprehensive School Counseling Services Plan - State and National Frameworks	Statute	A.C.A §§ 6-18-2003(a)(2)(B)
Discipline - Policies	Statute	A.C.A §§ 6-18-503
Discipline - Rules for Development of Policies	Statute	A.C.A §§ 6-18-502
Discipline, Safety	DESE Rule	Guidelines for the Development, Review and Revision of School District Student Discipline and School Safety Policies
Employ Full-Time Superintendent	Standard	4-B.1
Employ Library Media Specialist	Standard	4-F.2
Employ Principal	Standard	4-C.1
Employment - Employment of Licensed Personnel	Statute	A.C.A §§ 6-17-301
Evaluations	DESE Rule	Teacher Excellence and Support System
Facilities - Arkansas Flag	Statute	A.C.A §§ 6-16-106
Facilities - Leased Academic Facilities	Statute	A.C.A §§ 6-21-117
Facilities - U.S. Flag	Statute	A.C.A §§ 6-16-105

Guidance Program	Standard	2-C.2
Instructional Materials	DESE Rule	Instructional Materials
Library Media Services - Library Media Specialist Licensure	Statute	A.C.A §§ 6-25-104
Library Media Services - Program	Statute	A.C.A §§ 6-25-103
Library Media Specialist Licensure	Standard	4-F.1
Maintain appropriate balance of print, non-print and electronic media	Standard	2-D.1
Minimum Schoolhouse Construction	DESE Rule	Minimum Schoolhouse Construction
Personnel - Non-Instructional Duties	Statute	A.C.A §§ 6-17-117
Personnel Policies - Classified Personnel Policies	Statute	A.C.A §§ 6-17-2301 et seq.
Personnel Policies - Minimum Teacher Compensation Schedule	Statute	A.C.A §§ 6-17-2403
Personnel Policies - Committee for Each School	Statute	A.C.A §§ 6-17-203
Personnel Policies - Public School Employee Fair Hearing Act	Statute	A.C.A §§ 6-17-1701 et seq.
Personnel Policies - Requirements	Statute	A.C.A §§ 6-17-201 et seq.
Personnel Policies - Requirements	Statute	A.C.A §§ 6-17-201(c)(2)
Personnel Policies - Teacher Fair Dismissal Act	Statute	A.C.A §§ 6-17-1501 et seq.

		School District Requirements for Personnel Policies, Salary Schedules, Minimum Salaries, and Documents Posted to District Websites
Personnel Policies, Salaries/Compensation	DESE Rule	
Principal Licensure	Standard	4-C.2
Principals - Qualifications and Responsibilities	Statute	A.C.A §§ 6-17-302
Salaries - Classified School Employee Minimum Salary Act	Statute	A.C.A §§ 6-17-2203
Salaries - Fringe Benefits	Statute	A.C.A §§ 6-17-908(a)(4)(B)
Salaries - Teacher Definition	Statute	A.C.A §§ 6-17-902
Salaries - Warrants Void Without Valid License and Contract	Statute	A.C.A §§ 6-17-919
Salaries/Compensation	Statute	A.C.A §§ 6-17-1001
School Calendar	Statute	A.C.A §§ 6-10-106
School Counselor Licensure	Standard	4-E.1
School Counselor Ratio	Standard	4-E.2
Student Services	DESE Rule	Public School Student Services
Substitute Teachers	DESE Rule	Waivers for Substitute Teachers
Superintendent	DESE Rule	Superintendent Mentoring
Superintendent - Licensure	Statute	A.C.A §§ 6-13-109

Superintendent - Superintendent Mentoring Program	Statute	A.C.A §§ 6-17-427
Superintendent Licensure	Standard	4-B.2
Teacher Licensure	DESE Rule	Educator Licensure
Teacher Licensure	Standard	4-D.1
Teacher Licensure - Arkansas History Requirement	Statute	A.C.A §§ 6-17-418
Teacher Licensure - Licensure Requirements	Statute	A.C.A §§ 6-17-401
Teacher Licensure - Qualified Teachers in Every Classroom	Statute	A.C.A §§ 6-15-1004
Teacher Licensure - Waivers	Statute	A.C.A §§ 6-17-309
Technology Training Centers	DESE Rule	Techonology Training Centers
Transportation - Regulations and Standards	Statute	A.C.A §§ 6-19-101 et seq.
Unit of Credit meets for 120 clock hours	Standard	1-A.2