



**DIVISION OF ELEMENTARY
& SECONDARY EDUCATION**

Act 1240 Waiver Request

District:	Earle School District
LEA Number:	1802000
Superintendent:	Tish Knowles
Email:	tknowles@esdbulldogs.org
Contact for Waiver:	Tish Knowles
Contact Email:	tknowles@esdbulldogs.org
Contact Phone:	870.792.8486
Date Received by DESE:	

The following documents must be submitted with the waiver request:

- 1. Board resolution approving the waiver request**
- 2. Evidence of stakeholder involvement, including teachers and student families**

Waiver Request #1

Topic:	Class size
Standards/Statutes/Rules:	Standard 1-A.5 Ark. Code Ann. 6-17-812(a)(2) DESE Rules Governing Class Size and Teaching Load, Section 3.00 only
Duration Requested:	2022-2023 SY through 2024-2025 SY (three years)
Name of Open-Enrollment Charter Holding the Waiver	Arkansas Connections Academy; Kipp Delta
Schools, Grades or Classes the Wavier Will Apply To	Earle Elementary School, Kindergarten only
PURPOSE OF THE WAIVER (Must check at least one)	<input type="checkbox"/> Enhance Student Learning Opportunities <input type="checkbox"/> Promote Innovation <input checked="" type="checkbox"/> Increase Equitable Access to Effective Teachers

- 1. Provide a DETAILED RATIONALE explaining how the waiver will enhance student learning opportunities, promote innovation, or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.**

Earle School District (ESD) will partner with Reach Academy to provide one intern with an enhanced internship during the 2022-2023 school year. The intern will be placed as a Kindergarten teacher. The teacher will be supervised by a full-time veteran teacher and supported by outside content coaches from Solution Tree and Crowley's Ridge ESC. We believe that the intern, who has been a paraprofessional for over 20 years in the kindergarten class, is a quality teacher and would continue to be a long-term employee of our school district. We would like to train the teacher with an effective teacher by providing a full-time mentor, Professional Learning Community (PLC) coaching, and immersive teacher training. The reason for this request and moving to this format is a result of a kindergarten teacher retiring and difficulty filling the position. We do not have any applicants on file for the position. Since this option would allow us to hire this teacher, this plan will yield better instruction, stability, and consistency for our students.

The mentor teacher will provide mentoring and modeling weekly to the resident teacher. The intention is to pay a stipend to the mentor teacher and Arkansas Resident teacher.

- 2. Provide a detailed explanation of how the services being waived will be provided for students.**

For the kindergarten position, this waiver will allow us to code the class to one certified teacher while the teacher supervises and mentors the intern for the school year. The certified teacher is a veteran K-6 teacher who has experience in early childhood education as well as Literacy and Dyslexia Interventions. Rather than hiring a long-term substitute without any experience for these classrooms, we believe the Arkansas Residency Model will benefit the students who will learn from an energetic intern under the direction of an Arkansas qualified teacher.

Additionally, due to the size of the kindergarten class, two highly qualified paraprofessionals will be placed in the classroom to assist daily.

3. Provide a detailed explanation of how the district will monitor and evaluate the effectiveness of the waiver.

Earle Elementary School Administration as well as supervisors from Reach University will provide monitoring of the mentor teacher for this assignment, as well as provide frequent observation and communication with the intern. School administrators will do weekly observations, participate in PLC discussions with the intern, and provide feedback as needed. The mentor teacher will provide daily opportunities for modeling lessons, observing the intern, providing feedback, reviewing lesson plans, classroom management strategies, parent communication, and peer to peer instructional rounds. The mentor teacher will communicate with the building administrators, as well as University supervisors regularly and provide feedback for evaluations.

The mentor teacher will provide coaching, PLC sessions to review student progress, guide intervention strategies, and training to better understand Academic Standards. These coaching sessions will be at least once a week for an hour minimum.

We will monitor the effectiveness of the waiver through progress monitoring, test scores, and positive behavior intervention and support.

Waiver Request #2

Topic:	Teacher Licensure
Standards/Statutes/Rules:	Standard for Accreditation 4-D.1 Ark. Code Ann. §§ 6-15-1004, 6-17-309, 6-17-401, 6-17-902, 6-17-908, 6-17-919 DESE Rules Governing Educator Licensure (Section 7.00) DESE Rules Governing Nutrition and Physical Activity (Sections 7.09.1, 7.02.2, 7.10)
Duration Requested:	2022-2023 SY through 2024-2025 SY (three years)
Name of Open-Enrollment Charter Holding the Waiver	Arkansas Connections Academy
Schools, Grades or Classes the Wavier Will Apply To	Earle High School 7-12 grade
PURPOSE OF THE WAIVER (Must check at least one)	<input type="checkbox"/> Enhance Student Learning Opportunities <input type="checkbox"/> Promote Innovation <input checked="" type="checkbox"/> Increase Equitable Access to Effective Teachers

1. Provide a DETAILED RATIONALE explaining how the waiver will enhance student learning opportunities, promote innovation, or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.

Like many districts, Earle School District (ESD) has been negatively impacted by the COVID-19 pandemic and other ailments. While this may not be a unique experience for ESD, the impact may be crippling since the district already has difficulty recruiting certified, experienced personnel. Although the District has increased its base salary, it is still lower than those offered by surrounding districts, making it more difficult to recruit effective, certified, experienced teachers. Allowing the District to use the ACT 1240 Waiver would allow us to successfully fill vacancies with individuals with a passion for teaching. The benefits of the Act 1240 Waiver include ESD being able to employ an employee, Mr. Carl Miller, who has AQT status as a 7-12 Physical Education & Health teacher. Our students would be taught by an individual who has the content knowledge. Miller has worked in the District 22 years and is vested in the students and community, therefore allowing us to build capacity and provide stability for our students.

2. Provide a detailed explanation of how the services being waived will be provided for students.

Hiring Mr. Miller as the teacher would positively impact the culture and climate of the school, since students, parents, and the community respond more favorably to teachers than substitutes. He would be instrumental in providing a safe learning environment for students. Miller would participate in professional development and receive the same training as certified teachers. He would be able to take his learning back to the classroom and implement the expectations to ensure that the academic standards are being mastered. Also, the students would be able to be taught by an onsite teacher rather than through a virtual platform (however, we may use virtual educators as well for some areas).

3. Provide a detailed explanation of how the district will monitor and evaluate the effectiveness of the waiver.

Mr. Miller would be evaluated using the same method as licensed teachers. The District uses the Educator Effectiveness System to evaluate teachers. He will report directly to the building principal, who will formally and informally observe him throughout the year. Informal observations are conducted frequently by district-level and other building-level administrators, as well. He will receive regular feedback from building level and district level observers. We will continue to work with him in his preparation for the 7-12 PE & Health Praxis exam. The principal will evaluate him and make a recommendation to the superintendent as to renew, non-renew, or dismiss the individual.



EARLE SCHOOL DISTRICT

Evidence of Stakeholder Involvement

1. Impact Survey Results
2. Advisory Board Meeting Agenda and sign-in sheet.
3. Action Item 4 from July 2022 board packet.
4. ESD District Leadership Team agenda and meeting notes.

Act 1240 Waiver Impact Survey

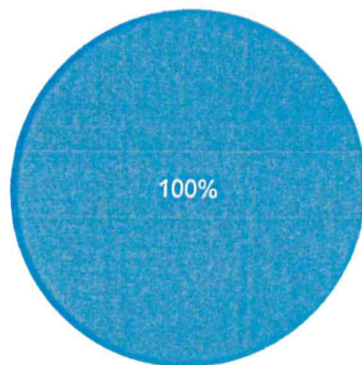
22 responses

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Being able to hire teachers under the Act 1240 waiver would be beneficial to Earle School District.

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22 responses



 Yes
 No

Earle School District should apply for the Act 1240 Waiver so that they can expand their recruitment efforts to hire and retain qualified individuals.

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22 responses



 Yes
 No



Please add any comments or suggestions below. Put N/A if you don't have a comment/suggestion.

22 responses

N/A

It should be in the best interest of the Earle School District to retain the teachers in the district. It has been a struggle to find highly qualified teachers. This struggle is nation wide and we need to do what's best to educate our children.

ESD has a difficult time getting qualified applicants. An Act 1240 waiver would allow us to invest in current employees to prepare them for the Praxis exams.

This is best and only option for the Earle School District

N/A

When not possible to fill positions with certified staff this is a viable option for us that we should take advantage of.

Na

I feel that it would be the right thing to do by retaining teachers who are currently and actively working on their certification as well as using the available resources to assist in passing the Praxis test. Another incentive is that the students have become accustomed to the teacher and are most likely to build a positive relationship both academically and personally. This is called stability.

I have no additional comments.

We need to accept any help that's out there. If there is a qualified teacher that knows the content any waiver or incentives would help toward bridging the achievement Gap

N/a

Since I have experienced provisional licensure, I can attest to having extended time to obtain licensure as being beneficial. A standard license is very good to have, but I don't believe it indicates whether or not a teacher is knowledgeable about their course, nor whether a teacher will be effective or not. Finally, Earle is not likely the destination town to draw teachers which could be why the school district is short on teachers.

I believe we should have specific guidelines that we can live with in place to go with the waiver.

ACT 1240 Waiver Impact Survey

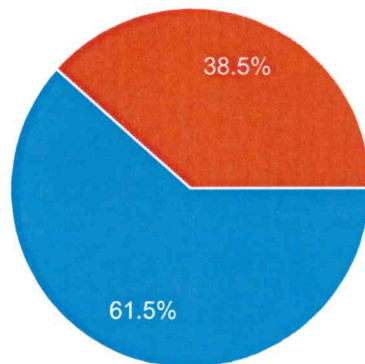
13 responses

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We are in a place where we have more kindergarten students than we anticipated. How do you feel about the course being split into two sections?



13 responses



- Yes, I am okay with the class being split between two teachers.
- No, I don't want the class split.
- Other (Please give another option)

Please add any comments or suggestions below. Put N/A if you don't have a comment/suggestion.

13 responses

N/A

N/a

I would like my child taught with his teacher hands on.

They are well so it ok

Na

The one teacher we have is doing a great job. I feel two classes would be the best solution.



The one teacher we have is doing a great job. I feel two classes would help the learning ability of each student. And this one teacher do have great help in her room, they still need to split half of the students.

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Google Forms



Earle School District
ADVISORY BOARD MEETING
Earle Central Office

June 4, 2022

5:00 PM

MINUTES

The Earle School District Advisory Board Members met for their regular monthly meeting via Zoom on Saturday, DATE at 5:00 PM. The following Advisory Members were present: Eric Cox, Arthur Berry.

Reports

Superintendent's Report

Topics of Discussion

1. Staffing- Discussion regarding staff leaving and waivers for 7-12 Social Studies and 7-12 Health and PE
2. Taher Food Service Management- Renewed contract
3. Discussion on the sale of buses and land- Buses will be sold by the end of June. Land to follow in time

-Send copies of zoning maps to the advisory board.

-Masks are optional

Meeting Adjourned

Next meeting: July 2, 2022

MEETING SIGN-IN SHEET			
Meeting:	Advisory Board Meeting	Date/Time:	6/4/22
Facilitator:	Tish Knowles	Place/Room:	Board Room

Meeting:	Advisory Board Meeting	Date/Time:	6/4/22
Facilitator:	Tish Knowles	Place/Room:	Board Room

[illegible]

**EARLE SCHOOL DISTRICT CLASSIFIED SALARY SCHEDULE
2022-2023**

Non-Clerical Positions

		Custodian Maintenance	LPN	RN	Cook 6 hrs/day	Cafeteria Mgr Lead Cook 8 hrs/day	Child Nutrition Director	Maintenance & Custodian Supervisor	Transportation Director	HVAC Supervisor
YRS EXP	STEP	240 Days	190 Days	190 Days	186 Days	186 Days	240 Days	240 Days	240 Days	120 Days
0	1	\$24,000	\$34,000	\$45,600	\$14,500	\$22,320	\$36,000	\$47,700	\$41,000	\$18,200
1	2	\$24,100	\$34,100	\$45,700	\$14,600	\$22,420	\$36,200	\$47,900	\$41,200	\$18,300
2	3	\$24,200	\$34,200	\$45,800	\$14,700	\$22,520	\$36,400	\$48,100	\$41,400	\$18,400
3	4	\$24,300	\$34,300	\$45,900	\$14,800	\$22,620	\$36,600	\$48,300	\$41,600	\$18,500
4	5	\$24,400	\$34,400	\$46,000	\$14,900	\$22,720	\$36,800	\$48,500	\$41,800	\$18,600
5	6	\$24,500	\$34,500	\$46,100	\$15,000	\$22,820	\$37,000	\$48,700	\$42,000	\$18,700
6	7	\$24,600	\$34,600	\$46,200	\$15,100	\$22,920	\$37,200	\$48,900	\$42,200	\$18,800
7	8	\$24,700	\$34,700	\$46,300	\$15,200	\$23,020	\$37,400	\$49,100	\$42,400	\$18,900
8	9	\$24,800	\$34,800	\$46,400	\$15,300	\$23,120	\$37,600	\$49,300	\$42,600	\$19,000
9	10	\$24,900	\$34,900	\$46,500	\$15,400	\$23,220	\$37,800	\$49,500	\$42,800	\$19,100
10	11	\$25,000	\$35,000	\$46,600	\$15,500	\$23,320	\$38,000	\$49,700	\$43,000	\$19,200
11	12	\$25,100	\$35,100	\$46,700	\$15,600	\$23,420	\$38,200	\$49,900	\$43,200	\$19,300
12	13	\$25,200	\$35,200	\$46,800	\$15,700	\$23,520	\$38,400	\$50,100	\$43,400	\$19,400
13	14	\$25,300	\$35,300	\$46,900	\$15,800	\$23,620	\$38,600	\$50,300	\$43,600	\$19,500
14	15	\$25,400	\$35,400	\$47,000	\$15,900	\$23,720	\$38,800	\$50,500	\$43,800	\$19,600
15	16	\$25,500	\$35,500	\$47,100	\$16,000	\$23,820	\$39,000	\$50,700	\$44,000	\$19,700
16	17	\$25,600	\$35,600	\$47,200	\$16,100	\$23,920	\$39,200	\$50,900	\$44,200	\$19,800
17	18	\$25,700	\$35,700	\$47,300	\$16,200	\$24,020	\$39,400	\$51,100	\$44,400	\$19,900
18	19	\$25,800	\$35,800	\$47,400	\$16,300	\$24,120	\$39,600	\$51,300	\$44,600	\$20,000
19	20	\$25,900	\$35,900	\$47,500	\$16,400	\$24,220	\$39,800	\$51,500	\$44,800	\$20,100
20	21	\$26,000	\$36,000	\$47,600	\$16,500	\$24,320	\$40,000	\$51,700	\$45,000	\$20,200

Bus Drivers

West Memphis Bus Route		\$13,080/ Yr
Hughes Bus Route		\$13,080/ Yr
Standard Bus Route		\$9,510/ Yr
Bus Trip Driver		\$13/Hr
Bus Trip Standby		\$13/Hr
College Route		\$35/Day
Hughes Activity Driver		\$500/Season
Sub Bus Driver		\$13/Hr

Other Salaries/Rates

Rental of Facilities Monitor		\$75.00 per event
Rental of Facilities Monitor - Child Nutrition		\$90 per event
Crossing Guard		\$13/Hr
Custodian/Maintenance Sub		\$13/Hr
Other Classified Substitute		\$13/Hr
COVID Extra Duty - Nurse *Only through the 2022-2023 school year		\$1,950
Teacher Resident - 190 Days *1 Year Program		\$30,000/Yr

ESD DLT Agenda-

Time: 9:30 am

Date: May 12, 2022

Location: Central Office

Attendees: Knowles, Jefferson, Guess, Luckett, Watson, Coleman, Maples, Dumas, Henderson, Hoy

Discussion Items

*Standing Items

Item	Time	Description
*Norm Review	9:30 am	Be on time; Phones on silent/vibrate; Limit sidebars; Be respectful of air time; Respect each other; No over scheduling Keep students first
*Celebrations		Guess - Literacy \$50000; Math \$25000 Approved for a PBIS trip using Title IV
Graduation		Graduation will be in the gym on Saturday, May 14 at 10:00 am. Mr. Anthony will be the keynote speaker at graduation. 1 Valedictorian and 2 Salutatorians. Will provide a reception for students and parents after graduation. VIP's will have a specified designation. Senior checkout started on Wednesday, May 11th.
DLT Retreat		Is scheduled for July 27-29, 2022. Booked at Red Apple Inn in Heber Springs. Atlanta A maximum of 6 follow-ups per month Possible start time 1:00pm
Taxes		If you collect more than 98% of taxes, you must pay back. We have to pay back \$9600.
Inventory		Make sure we properly dispose of outdated material. Dennis is looking at what we can do with old buses.
Summer School		2 middle school boot camps for 7/8th graders who failed courses Johnson - 14 math Brown - 5 reading



		<p>CREDIT Recovery Courses: Science, Biology and Chem Algebra I, Geometry English 9 (Tiffany Williams) SPED (McVay/Futch)</p> <p>Knowles needs a list of confirmed students, what they are enrolled in and who is teaching it. Knowles doesn't want the teachers to make the pre- and post-tests.</p>
	Payouts	Pandemic Pay and High Priority Bonus
	Offer letters	Have created an offer letter. The person has 48 hours to accept or deny the offer. We have offered 2 Filipino teachers letters. They will be teaching English and Math. They have been provided options for housing.
	Athletics Banquet	Postponed until Tuesday, May 17, 2022
	Act 1240 Waiver info	Discussed seeking various waivers. Standards waiver for one year and can offer them a one-year contract. Spoke with Nick Laster at AAA about someone teaching on a waiver. He said he would be able to coach. Mr. Small has to take his Foundations of Reading test (pass or fail) before they grant his waiver.
		Coleman needs to give Knowles a recommendation on who will be coaching basketball by Friday, May 13th.
	School Choice	6 choice out - (3 elem & 3 hs) 2 choice in (hs)
	Check-out Requirements	The Flex day is if it is above the required 36 hours. In order for a teacher to get a flex day, it must be summer PD. If the District pays for it, it doesn't count. It gets approved by the principal and then the superintendent for final approval. Summer PD requests must be turned in by May 31. Need teachers PD hours for this current school year by May 31. Any PD's must be pre-approved to be paid. Tracy Webb is leaving the department at the end of June. Graduate hours (up to 12 hours) can count if the District isn't paying for it.

Action Item #1

Recommendation to petition the State
Board of Education for Act 1240 Waivers

Background Information:

The Arkansas Teacher Residency Model will benefit students in the kindergarten classroom since we have been unsuccessful finding a certified teacher. Due to the class, placing the resident teacher and two highly qualified paraprofessionals in the kindergarten classroom will ensure students are set up for success.

Carl Miller has worked for the district for 22 years. He is vested in the students, school, and community, and has a passion for teaching.

Allowing us to petition the State Board of Education for the specific waivers would greatly benefit the students of Earle School District.

Attachment(s) ☒ Yes ☐ No

Stakeholder Involvement Evidence

Act 1240 Waiver Request

Resolution FY 2023-02

Fiscal Impact/Debt Request

N/A

Superintendent's Recommendation:

It is recommended that the Commissioner approve the petition to the State Board of Education for Act 1240 Waivers.

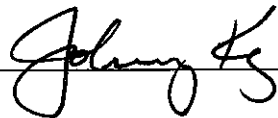
Commissioner's Decision:

Approve Recommendation ☒

Deny Recommendation ☐

Return item for more information ☐

Signature



Date

9/30/2022