



Act 1240 District Waiver Request Extension

District:	Cleveland County
LEA Number:	1305
Superintendent:	Craig Dupuy
Email:	Craig.dupuy@ccs1.org
Contact for Waiver:	Karen Eoff
Contact Email:	Karen.eoff@searkcoop.com
Contact Phone:	870-723-2074
Date Received by DESE:	

The following documents must be submitted with the waiver request:

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

Waiver Extension Request #1

Topic:	Teacher Licensure
Standards/Statutes/Rules:	Ark. Code Ann §6-15-1004 Qualified teachers in every public classroom granted Ark. Code Ann §6-17-309 Certification to teach grade or subject matter Ark. Code Ann §6-17-401 Teacher Licensure Requirement Ark. Code Ann §6-17-902 Definition (definition of a teacher as licensed) Ark. Code Ann §6-17-908 Teacher Salary Fund Ark. Code Ann §6-17-919 Warrants void without valid certification Standard 4-D.1 Teacher licensure requirement of Arkansas Law Standard 4-F.1 Teacher licensure requirement of Arkansas Law Section 7 of Ark. Dept. of Education rules governing education licensure
Duration Requested:	Five Year Waivers 2022-2027
Name of Open-Enrollment Charter Holding the Waiver	Ark. Code Ann §6-15-1004, Ark. Code Ann §6-17-309, Ark. Code Ann §6-17-401, Ark. Code Ann §6-17-902, Ark. Code Ann §6-17-919, Standard 4-D.1, Held by Ark. Arts Academy Ark. Code Ann §6-17-908 & Standard 4-F.1, Held by Ark. Virtual Academy

	Section 7 of Ark. Dept. of Education rules governing education licensure, Held by Ark. Connections Academy
Schools, Grades or Classes the Waiver Will Apply To	K-12

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.

Cleveland County School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Cleveland County School District's greatest desire is to hire a fully licensed highly qualified teacher for each open position that exists in the district. We have even recruited one of our paraprofessionals that was willing to return to college and complete a degree. When the paraprofessional completed her degree, we hired her as an Act 1240 for a third grade position we could not fill. She quickly became a fully licensed teacher and is doing a great job!

However, the demand for fully licensed highly qualified teachers still far exceeds the number of licensed teachers in our area even while utilizing creative and innovative recruiting methods such as paraprofessional to teacher and AmeriCorps member to teacher. Cleveland County School District is one of the last districts in our Co-op area to have to rely on Act 1240 Waivers to fill vacant teaching positions. However, the Cleveland County School District has had seven openings that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We then hired seven Act 1240 teachers and two of the seven college graduates hired have already completed a licensure program and now hold an Arkansas Teacher License. Several more of the teachers are in the process of finishing their requirements for licensure. When Act 1240 teachers are hired in our district, they are put on a plan to acquire their license. They are not rehired if they do not make the required yearly progress toward licensure.

The University of Arkansas at Monticello (UAM) has provided/produced only 58 student teachers from fall 2016 to spring 2021. UAM supplies the majority of our traditionally trained teachers to our Co-op area schools. The number of vacant teaching positions far exceeds the number of teachers graduating from teacher education programs. We have a severe teacher shortage in our Co-op area and do not have enough licensed teachers to fill our open positions. When we cannot find a licensed teacher to fill a vacant teaching position, we then try to recruit a capable college graduate, preferably from our area, and preferably with eighteen hours of college coursework in the area they will be teaching.

The Act 1240 teacher's principal evaluates the teacher using TESS, does classroom walk-throughs to ensure that the teacher is using appropriate teaching strategies and has appropriate classroom management. The teachers are assigned a buddy teacher in the same content area as possible by the district. The buddy teacher helps the Act 1240 teacher to learn the procedures and practices of the district as well as answer questions and address concerns. The Act 1240 teachers observing other teachers in the district as needed. The buddy teacher and the Co-op content specialists' model engaging lessons and instructional strategies for the teachers and provide feedback. The principal meets with the Act 1240 teachers each semester as well as informal check-ins to make sure the ACT 1240 teacher is making adequate progress toward licensure.

We understand that this avenue for growing our own qualified teachers is a hard journey for both the college graduates and the administrators that support the Act 1240 teachers' journey. However, this innovative approach to growing our own teachers works in our area. We have produced far more licensed teachers in our Co-op area than our preferred route of teacher education programs. In our Co-op area we have used the Act 1240 waivers to "Grow Our Own Teachers." We have produced 169 licensed teachers. We work through every avenue available to us. We have 8 paraprofessionals recruited to return to college that have completed a degree and are now licensed teachers. We have many more para professionals that are in the para to teacher program that are working to complete a degree. We have 34 AmeriCorps members that have worked in our schools that we encouraged to finish college and become teachers that are now teaching in our schools. Thirty took the traditional route but four were hired on Act 1240 waivers when they graduated. We leave no stone unturned in our quest for effective teachers. However, we have had 430 open positions for which we have had no licensed applicants since 2016.

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

Student learning opportunities are enhanced when Cleveland County School District utilizes Act 1240 teachers instead of long term subs in our classrooms for vacancies we cannot fill. When we place highly capable college graduates in a classroom, enroll them in the three year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher at their school, outline the three year timeline to obtaining a teacher licensure, and support, support, support each Act 1240 teacher on their journey to licensure, we enhance student learning. This approach provides a more qualified teacher in the classroom than a long term substitute can ever provide. The Act 1240 teacher is vested in completing a licensure program. The Act 1240 teacher is vested in the learning gains of the students they teach. The Act 1240 teacher is vested in our community. Our "Grow Our Own" teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning strategies/structures and emotional support systems needed to ensure their students success. We have a great example of this!

Hannah Terry came to Cleveland County School District as an Act 1240 teacher in 2016. She held a Bachelor's Degree in Science and was working at the Arkansas Revenue Office in Rison. She was hired and immediately made an impact on the middle school science department. She acquired an Arkansas teaching license in 2017. Students love her innovative, witty, fun loving approach to science. Students became very active in class and participated eagerly in her science experiments. Student test scores in her classroom were very good and she quickly became a favorite of both parents and fellow teachers. Hannah later sponsored the Jr. Beta Club and later took on the additional responsibility of the Junior High Cheerleaders. She was an outstanding sponsor for two very high profile organizations with high expectations. Later, Hannah decided that she could make an even greater impact on student achievement by being a school counselor. Over the past year and half, she has been working on her Master's Degree in School Counseling. She has already passed the Counseling Praxis and will graduate this December. Hannah interviewed for the open elementary counselor's job over the past summer. Among the applicants, Hannah stood out above other applicants for her compassion, eagerness to provide well rounded care to all children, and knowledge of concepts and theory to provide top notch services to our students. After the interviews were conducted and the score sheets tallied, Hannah Terry was by far the best candidate to fill the open elementary counselor's position. Today, Hannah Terry is doing a wonderful job as Rison Elementary

School Counselor! Special Thanks for the opportunity provided to her by the Act 1240 waivers. We at the Cleveland County School District have an excellent employee from our community that has served us well as a middle school science teacher, activities sponsor and now as our elementary counselor! She will be in our district for years to come since she is a vested member of our community.

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

In our four year report to the State Board of Education on July 8, 2021 the following data was shared. Of the 237, Act 1240 teachers hired thru 2020 in our Co-op area, 131 teachers have become licensed teachers in Arkansas. Seventy one percent of these teachers are still teaching in a Co-op school district. As compared to education major teachers, 61 of the 237 were ranked above average teachers, 155 of the 237 were ranked average teachers as compared to education major teachers and only 9% or 21 were ranked below average teachers as compared to education major teachers.

The effectiveness of the waiver can be shown by the following. We have filled all of the district's open positions posted on our website and AAEA job site. We have printed a copy of the Arkansas License of the Act 1240 teachers who have acquired a license. We have buddy teacher assignment documentation. The principals have documented observations of the teachers. We have sign-in sheets of the administrator meetings to review the teachers progress toward licensure. We have documentation of the district stipend schedule list showing sponsoring of a club or extracurricular activity.

4. Describe how the waiver has ensured success in the school or district over the past five years. Provide data or evidence to support your answer.

The "Grow Our Own" teacher program provided for us by Act 1240 waivers is working for Cleveland County School District. We will hire fully licensed teachers if we can find them for every classroom but we just do not have enough licensed teachers in our area to do that each year. Because of the Act 1240 waiver, Cleveland County School District has been able to begin school for the past five years with all positions filled, as allowed by the waiver, thus providing our students with teachers that have completed a bachelor's degree, are committed to the district and are committed to earning their Arkansas Teaching License versus a long term substitute who may not feel the same commitment to the district and the students. Also, the waiver has allowed the district to impact the teacher shortage by the two Act 1240 teachers hired that have already completed the requirements and earned an Arkansas license while being employed by our district.

From 2016-2021 we have had 430 open positions in our Coop area that we could not recruit a licensed teacher to fill regardless of how hard we recruited. Please continue to give our students the opportunity and access to have a highly qualified college graduate who wants to complete a teacher licensure program and become a fully licensed teacher in their classroom during this shortage time. These teachers are enhancing the student learning opportunities of our students and we are adding to the licensed teacher pool yearly in our area. We will continue to recruit and fill any open positions with a fully licensed teacher if we can find them! However, the demand exceeds the supply so please continue to let us grow our own teacher by continuing our waivers for five years.

Waiver Extension Request #2

Topic:	Teacher Licensure (Library Media Program & Library Media Specialists)
Standards/Statutes/Rules:	Ark. Code Ann §6-25-103 Library Media Services Program Ark. Code Ann §6-25-104 Library Media Specialists
Duration Requested:	Five Year Waivers, 2022-2027
Name of Open-Enrollment Charter Holding the Waiver	Ark. Code Ann §6-25-103, Held by Ark. Virtual Academy Ark. Code Ann §6-25-104, Held by Ark. Connections Academy
Schools, Grades or Classes the Waiver Will Apply To	K-12

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.

Because of our severe teacher shortage in the Southeast Co-op area we must be creative and innovative in recruiting possible library media specialists when an opening does occur. We do not have many openings in this area. Once a teacher becomes a library media specialist they usually stay in this position until retirement or move out of our area. To fill the position, we basically have to “Grow Our Own” when one of our media specialists informs us of retirement or moving out of our area. Even when we advertise the position on our website, Co-op website, AAEA Job Board, and social media we have no candidates. However, we have learned to be creative and innovative in our Co-op area. We follow the examples of Dr. Billy Adams at Lakeside, Linda Tullos of McGehee, Dr. Nick Hill of Dewitt, and Kristi Ridgell at Dermott. When we have no applicants, we start looking for someone already in our system or in our community with a degree that has expressed a love for reading, literature, and wants to inspire students to read. Many of our experienced staff members are not willing to return to school to acquire this rigorous program of study and incur the expense involved. Dr. Adams recruited a career coach to work for the Lakeside School District. This career coach inspired her students to set goals, and to read great literature. The career coach wanted to become a teacher. Because of her strong learning attributes, the career coach was accepted in the MAT program at the University of Southern Mississippi. While finishing her masters of education degree in library media the teacher was hired as the library media specialist for the Lakeside Middle School on an Act 1240 waiver. This teacher quickly went to work passing all of the required tests and is now licensed in library media. What a success story this has turned out to be. The teacher is creative, dedicated, and has found her calling. Because she is so creative she has inspired students to love to read! She hosts Saturday morning book clubs at the public library and has virtual book talks posted on her library webpage. She is willing to team up with any teacher in the school district to promote reading and critical thinking in or out of school. She is creative in her approaches and has become a driving force in her school district and community to develop a culture for reading. By her sheer determination, inspiration, and creativity she is developing a culture of reading and a community of readers in a disadvantaged area.

We will seek to hire a fully licensed library media specialist when we have an opening. We will only use this waiver when we have exhausted all avenues of creative, innovative recruitment and have no licensed applicants. However, the library media specialists are almost impossible to find in our area of the state without our “Grow Our Own” program you have provided us with these waivers. Please continue our waiver extension for library media specialists. We will not abuse this much appreciated route to providing a stable workforce for our school district.

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

Student learning opportunities are enhanced when we recruit and utilize an Act 1240 teacher who has a passion and a desire to motivate students to read great literature, think critically, make the school library a learning hub for homework and provide a safe and nurturing climate for students. Please do not force us to go back to using long term subs in our library media center when we have a vacancy we cannot fill. When we place a highly capable college graduate in a library media center, enroll them in the three year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher at their school, outline the three year timeline to obtaining a licensure, and support, support, support them on their journey to licensure--we enhance student learning! This approach provides a more qualified teacher in the library media center than a long term substitute can ever provide. First of all, we look for passion to be a library media specialist. The teacher is then vested in completing a licensure program. The Act 1240 teacher is vested in the reading gains and critical thinking of all their students that enter the door of the library media center. The Act 1240 teacher is vested in their community. Our "Grow Our Own" teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning strategies/structures and emotional support systems needed to ensure their students success. We only pick teachers for library media specialists that have the passion we describe and want to share their passion for reading with students.

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

The principal will evaluate the library media specialist using the TESS Model and the rubric for library media specialist. The principal will do walk-throughs to ensure that the program fosters critical thinking, instills confidence in reading in multiple formats, and provides a safe and nurturing climate for all. The principal will ensure that the library media specialist partners with all teachers to provide print and digital materials to meet the diverse needs of the students. The principal will ensure that the school library is a hub for supporting students and staff in our quest to improve the reading scores of all our students.

4. Describe how the waiver has ensured success in the school or district over the past five years. Provide data or evidence to support your answer.

We have only used the library media waivers four times in our Co-op area since the waivers were granted. All four times the waivers have been used have been extremely successful. Some of the indicators of success include: the library/media center becoming the beehive/learning hub of the school, an increase in books read and tests proficient in the Accelerated Reading Program, observation of an increase in critical thinking skills used in the classroom, an increase in the number of books being checked in and out of the library/media center, an increase in the number of students with accounts/usage for digital libraries, an increase in numbers of teachers scheduling research/collaboration sessions with the library media specialists in the library/media center.

Dewitt used the waiver for a library media specialist when they absolutely could not recruit a licensed library media specialist for the small rural campus of Gillett with a town population of 763. The Act 1240 teacher recruited exceeded all expectations. The teacher had a love of

teaching and learning, and **READING!** The teacher was passionate about sharing her knowledge and passionate about kids. The teacher received Talents Unlimited training to develop the students creative and critical thinking skills. Because of the teacher's intense desire for every student to read on grade level she also was trained to provide literacy interventions during unscheduled time. Due to a declining population, Gillett Elementary was closed at the end of the 2020-2021 school year. The teacher was so outstanding, hardworking, and passionate about helping students learn that the district moved the teacher to an opening teaching art at Dewitt Elementary School. Passion for helping students learn is the magic ingredient she possesses and she is doing an excellent job now as an art teacher.

The Dermott School District advertised on local and state websites and social media for a library media specialist and had **not one** licensed applicant for the position. None of the current faculty were interested in returning to school to acquire the license. The district did receive two applicants that had a degree and were very interested in becoming a library media specialist. Both Act 1240 candidates agreed that if hired they would return to school to complete a library media program of study and take the required Praxis exams. After intensive interviews a candidate was chosen. The Act 1240 teacher has completed all coursework for the Master of Teaching Program (MAT) at UAM and only needs to pass his Praxis exam to be able to finish a license. He can then move into a Library Media Program of Study. The district only used the library waiver when no licensed applicant could be found.

Let me share McGehee's real life example of what we must go through when an opening for a Library Media Specialist occurs. Kathryn Chastain moved to McGehee in 2020 due to marriage to the director of the McGehee Boys and Girls Club. She has a Bachelor of Arts degree in Christian Ministry. She has a **passion** for working with youth. When the high school library paraprofessional position became available Mrs. Chastain applied for the position. Mrs. Chastain was hired and quickly displayed exemplary skill in her daily work. She was so outstanding that it was difficult for people to distinguish between the library media specialist and the library media paraprofessional. Mrs. Chastain transformed the library into an area that was welcoming, inviting, and a place where students wanted to be!

McGehee School District has been in a construction project and a grade reconfiguration to create a middle school concept that would house 6th, 7th, and 8th grade students in the new Conner Middle School. When construction was completed the district advertised for a Conner Middle School Library Media Specialist. The district had **no** licensed applicants regardless of recruitment ads posted on social media and websites far and near.

When McGehee could not find a licensed applicant to fill this position they turned to the "Grow Our Own Model." Mrs. Chastain was hired under the Act 1240 Library Media Waivers. She agreed to return to school for an additional degree or to complete an additional program of study. However, Mrs. Chastain met the requirements for an Arkansas Ancillary License and agreed to enroll and complete a Library Media Program at the University of Mississippi.

Now for the rest of this success story! Mrs. Chastain has implemented STEM Fridays where students participate in STEM activities in the library every other Friday. Mrs. Chastain has reinvigorated the Accelerated Reading program with a series of monthly challenges. The October Challenge was Harry Potter themed and students earned points in order to catch the Golden Snitch. Starting November 1, the challenge will be "Which Was Better Book vs Movie." There will be 30 different book/movie combinations set up like a basketball tournament bracket. The library/media center has become a bee hive of activity and it starts with this teacher's **passion** for helping students read.

The final example of usage of the Library Media waivers is the Lakeside School District Act 1240 teacher described in detail in question one. This is a young Act 1240 teacher deeply rooted in the community. This teacher is not only impacting the school library media program but also impacting the reading program in the community. This teacher will probably be in the district until she retires. A high starting salary schedule is not the issue with this teacher! The issue is she now has the opportunity to make a difference in the lives of her students and her community.

CLEVELAND COUNTY SCHOOL DISTRICT MINUTES OF SCHOOL BOARD MEETING

REGULAR MEETING Cleveland County Administration Office Monday, August 9, 2021

PRESENT

ABSENT

Craig Dupuy, Superintendent
William King
Stan Sadler - Secretary
Kelly Taylor
Sheila Towery
Tony White, Vice - President
Harrell Wilson, President

The Cleveland County School Board met in a regular meeting Monday, August 9, 2021 with all Board Members present.

Mr. White opened the meeting with prayer.

Mr. King led the pledge of allegiance.

Mr. Wilson established a quorum was present.

Mr. White motioned and Mr. King seconded to approve the Consent Agenda as presented to the School Board.

- Approval of Minutes for Regular Meeting July 12, 2021
- Approval of Minutes for Special Meeting July 29, 2021
- Approval of Claims CCSD
- Approval of Claims CC Head Start

Motion carried unanimously.

No Recognitions for August

No Form B's for August

Mr. King made a motion, Mr. White seconded to approve the date of September 13, 2021 at 6:00 p.m. for the report to the public meeting. Motion carried unanimously.

Mr. King mad a motion, Mrs. Towery seconded to approve the transfer in the amount of \$478,894.71 from operating to building in accordance of Act 1105. Motion carried unanimously.



Mr. Sadler made a motion, Mr. King seconded to approve the Board resolution to apply for an extension of the 1240 waiver. Mr. Dupuy informed the board of the importance of this waiver. It will help the district to find teachers to fill classrooms across SE Arkansas. Individuals who hold a bachelor's degree can be waived to teach up to three years, so long as they are making adequate yearly progress towards certification. At the end of three years, the individual must be able to obtain a teaching license in order to continue employment at the school district. This can be obtained through various programs such as the MAT program at UAM, etc. Motion carried unanimously.

Mrs. Towery made a motion, Mr. White seconded to accept the recommendation of Superintendent Dupuy to approve the LEA Assurances and the LEA Plan of Use for ARP Funds. Motion carried unanimously.

Mr. Sadler made a motion, Mr. White seconded to accept the recommendation of Superintendent Dupuy to move forward on the proposal of the design from the architect and the quote provided from Moser Construction for the building of a canopy on the courtyard area of the High School. Motion carried with a vote of 5 to 1 with Mrs. Taylor voting against.

Mr. White made a motion, Mrs. Taylor seconded to accept the recommendation of Superintendent Dupuy to approve a resolution and one-time vaccination bonus to employees to be paid from ESSER 2 funding. Motion carried with a vote of 5 to 1 with Mr. Sadler voting against.

Mrs. Taylor made a motion, Mrs. Towery seconded to accept the recommendation of Superintendent Dupuy to approve a resolution for a tiered recruitment and retention bonus for current employees paid from ESSER 2 or ARP Funds for 2021-2022. Motion carried with a vote of 5 to 1 with Mr. Sadler voting against.

Mrs. Tower made a motion, Mr. King seconded to accept the recommendation of Superintendent Dupuy to approve the DESE Ready for Learning Plan as written. Motion carried unanimously.

Mr. King made a motion, Mr. White seconded to accept the recommendation of Superintendent Dupuy to approve the Licensed 3.32 and Classified 8.32 policies as written. Motion carried unanimously.

Mrs. Taylor made a motion, Mrs. Towery seconded to approve the Head Start Salary Schedule to reflect COLA increase and to amend contracts as such. Motion carried unanimously.

Mrs. Taylor made a motion, Mr. White seconded to approve the recommendation of Superintendent Dupuy to adopt a mask policy for students in K-6. Motion carried unanimously.

Mr. Sadler made a motion, Mrs. Towery seconded to approve the resignation of Mona Chaney as custodian, effective August 2, 2021.

Next regular board meeting will be September 13, 2021 at 7:00 p.m.

Meeting adjourned.

Harrell Wilson, President

Stan Sadler, Secretary of the Board

Craig Dupuy, Superintendent

Cleveland County School District
Regular Board Meeting
August 9, 2021
7:00 PM
Central Office

1. Howell
2. Open to Board
3. [Signature]
4. [Signature]
5. [Signature]
6. Susan Sadler
7. Sharon Sawyer
8. [Signature]
9. [Signature]
10. Linda J. Hamaday
11. Beverly Brown
12. [Signature]
13. R. Johnson
14. Diana Dufan
15. Craig Duff
16. _____
17. _____
18. _____
19. _____

Rison Elementary 2021-2022 Faculty & Staff Roster/Sign-In

Professional Development/Meeting Topic ACT 1240 Waiver INPUT / DISCUSSION

Date 8/12/2021

Certified

NAME	POSITION	SIGNATURE
Brown, Brenda	5/6 Resource Teacher	Brenda Brown
Case, Gayla	K-6 Music Teacher	
Crain, Daina	3 rd Grade Teacher	Daina Crain
Davis, Katie	3 rd Grade Teacher	Katie Davis
Garlington, Jacki	K-6 Self-Contained Resource Teacher	Jacki Garlington
Gross, Jenny	4 th Grade Literacy Teacher	Jenny Gross
Grubb, Sarah	1 st Grade Teacher	Sarah Grubb
Hall, Amy	K-6 Speech Therapist	Amy Hall
Harlow, Rebecca	5 th Grade Literacy	Rebecca Harlow
Hyatt, Mandy	K-4 Resource Teacher	Mandy Hyatt
Johnston, Ellie	K-6 Librarian	Ellie Johnston
King, Mona	5 th Social Studies/Office Tech/Health	Mona King
Matthews, April	4 th Grade Math Teacher	April Matthews
Nichols, Rachel	3 rd Grade Teacher	Rachel Nichols
Ottley, Lori	2 nd Grade Teacher	Lori Ottley
Power, Janson	6 th Grade Math/Science/Office Tech/Health	Janson Power
Power, Polly	Kindergarten Teacher	Polly Power
Puckett, Paula	Kindergarten Teacher	Paula Puckett
Reed, Diana	K-6 Art Teacher	Diana Reed
Reed, Jamie	1 st Grade Teacher	Jamie Reed
Socia, Sassy	K-4 Resource Teacher	Sassy Socia
Stacy, Julie	5 th Grade Math/Science Teacher	Julie Stacy
Stuckey, Tracy	2 nd Grade Teacher	Tracy Stuckey
Terry, Hannah	K-8 Guidance Counselor	Hannah Terry
Tidwell, Ashley	4 th Grade Social Studies/Science Teacher	Ashley Tidwell
Walker-Johnson, Tish	K-6 Principal	Tish Walker-Johnson
Williams, Barbara	6 th Grade Literacy/Social Studies/Bible Study	Barbara Williams
Wilson, Tasha	2 nd Grade Teacher	Tasha Wilson
Yates, Mary	Kindergarten Teacher	Mary Yates
Gina Young	K-6 Dyslexia Interventionist	Gina Young

Classified

	Janitorial Services	
Cranford, Jennifer	Paraprofessional	
Keaton, Janet	Resource Paraprofessional	
Morrison, Paige	Computer Lab Facilitator	Paige Morrison
Puthoff, Amy	Resource Paraprofessional	
Smith, Tony	Janitorial/Maintenance	
Taylor, Regan	ISS/Detention Facilitator	
Tilley, Melanie	Due Process Secretary	
Wells, Rhonda	Paraprofessional	
Vetter, Amy	Nurse	
Wilson, Stefanie	Nurse	
Wright, Deborah	Janitorial services	
Wright, Meta	Secretary	

RESOLUTION OF THE CLEVELAND COUNTY SCHOOL DISTRICT BOARD OF DIRECTORS

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

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

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

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

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

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

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

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.03; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.


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

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Cleveland County School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education be entered through 2027;
 - a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts;

- b. Ark.Code Ann. § 6-15-1004;
- c. Ark.Code Ann. § 6-17-309;
- d. Ark.Code Ann. § 6-17-401;
- e. Ark.Code Ann. § 6-17-902;
- f. Ark.Code Ann. § 6-17-908;
- g. Ark.Code Ann. § 6-17-919;
- h. Ark.Code Ann. § 6-25-103;
- i. Ark. Code Ann. § 6-25-104; and;
- j. Any other such waivers as may legally be required and granted by the Arkansas licensed teachers in classrooms.
- k. Standard 4-D.1 Teacher license requirement of Arkansas Law granted to Arkansas Arts Academy
- l. Standard 4-F. 1 Library media specialist licensure requirement of Arkansas law Arkansas Virtual Academy
- m. Ark. Dept. of Education rules governing education licensure granted to Arkansas Connections Academy

2. The Cleveland County School District seeks these waivers for July 1, 2022 through June 30, 2027

3. The Cleveland County School District Board of Directors agreed upon this resolution by vote on 8/9/2021, during an open, regularly scheduled meeting.

By:  _____
Board President

By:  _____
Board Secretary