



ACADEMICS PLUS CHARTER SCHOOLS, INC.

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Documentation to be included with all charter amendment requests.

1. Budget Projections:

- a. Rescinding waiver of Ark. Code Ann. Section 6-17-2403, concerning the minimum teacher compensation schedule.

ADE has calculated that the cost of bringing APCSI salaries up to the new requirements in the LEARNS Act would cost \$634,373. Obtaining the additional funding will positively impact APCSI and allow APCSI to continue to provide competitive compensation. Without the funding APCSI would either not be competitive or be placed in a financial struggle to meet financial obligations.

Attachment 1 is a redline salary schedule comparing the 2022-2023 salary schedule with the 2023-2024 salary schedule where APCSI meets the LEARNS Act requirements. The APCSI board of trustees approved the 2023-2024 salary schedule on April 10, 2023.

- b. Adding waiver for Ark. Code Ann. Section 6-13-636 of the Arkansas LEARNS Act (Act 237 of 2023) concerning employees receiving a hearing before the board upon dismissal.

There is no financial impact associated with this waiver.

2. Current year to date enrollment by race and grade: See attachment 2.
3. Current year to date free and reduced lunch: See attachment 3.
4. Additional information: Unapproved minutes from the April 10, 2023 APCSI Board of Trustees regularly scheduled board meeting. See attachment 4.

PRODUCING HIGH PERFORMERS!

ACADEMICS PLUS CHARTER SCHOOLS, INC LEA 6040
 SCHOOL YEAR 2023-2024
 CERTIFIED, ADMINISTRATION & EXEMPT PERSONNEL SALARY SCHEDULES
 UP TO 10 YEARS OF VERIFIED EXPERIENCE AWARDED
 BOARD APPROVED: 04/10/2023

Base Salary \$ 50,500.00

Steps \$ 300.00

TEACHER-197 DAYS

| Steps | YRS Experience | 2022-2023 BACHELOR'S | 2023-2024 BACHELOR'S | 2022-2023 MASTER'S | 2023-2024 MASTER'S |
|-------|----------------|-------------------------|-------------------------|-----------------------|-----------------------|
| 1 | 0 | \$41,000 | \$50,500 | \$43,000 | \$52,500 |
| 2 | 1 | \$41,750 | \$50,800 | \$43,750 | \$52,800 |
| 3 | 2 | \$42,500 | \$51,100 | \$44,500 | \$53,100 |
| 4 | 3 | \$43,250 | \$51,400 | \$45,250 | \$53,400 |
| 5 | 4 | \$44,000 | \$51,700 | \$46,000 | \$53,700 |
| 6 | 5 | \$44,750 | \$52,000 | \$46,750 | \$54,000 |
| 7 | 6 | \$45,500 | \$52,300 | \$47,500 | \$54,300 |
| 8 | 7 | \$46,250 | \$52,600 | \$48,250 | \$54,600 |
| 9 | 8 | \$47,000 | \$52,900 | \$49,000 | \$54,900 |
| 10 | 9 | \$47,750 | \$53,200 | \$49,750 | \$55,200 |
| 11 | 10 | \$48,500 | \$53,500 | \$50,500 | \$55,500 |
| 12 | 11 | \$49,250 | \$53,800 | \$51,250 | \$55,800 |
| 13 | 12 | \$50,000 | \$54,100 | \$52,000 | \$56,100 |
| 14 | 13 | \$50,200 | \$54,400 | \$52,200 | \$56,400 |
| 15 | 14 | \$50,400 | \$54,700 | \$52,400 | \$56,700 |
| 16 | 15 | \$50,600 | \$55,000 | \$52,600 | \$57,000 |

TEACHER-240 DAYS

Based on 230 Days

| Steps | YRS Experience | 2022-2023 BACHELOR'S | 2023-2024 BACHELOR'S | 2022-2023 MASTER'S | 2023-2024 MASTER'S |
|-------|----------------|-------------------------|-------------------------|-----------------------|-----------------------|
| 1 | 0 | \$49,949 | \$58,959 | \$52,386 | \$61,294 |
| 2 | 1 | \$50,863 | \$59,310 | \$53,299 | \$61,645 |
| 3 | 2 | \$51,777 | \$59,660 | \$54,213 | \$61,995 |
| 4 | 3 | \$52,690 | \$60,010 | \$55,127 | \$62,345 |
| 5 | 4 | \$53,604 | \$60,360 | \$56,041 | \$62,695 |
| 6 | 5 | \$54,518 | \$60,711 | \$56,954 | \$63,046 |
| 7 | 6 | \$55,431 | \$61,061 | \$57,868 | \$63,396 |
| 8 | 7 | \$56,345 | \$61,411 | \$58,782 | \$63,746 |
| 9 | 8 | \$57,259 | \$61,761 | \$59,695 | \$64,096 |
| 10 | 9 | \$58,173 | \$62,112 | \$60,609 | \$64,447 |
| 11 | 10 | \$59,086 | \$62,462 | \$61,523 | \$64,797 |
| 12 | 11 | \$60,000 | \$62,812 | \$62,437 | \$65,147 |
| 13 | 12 | \$60,914 | \$63,162 | \$63,350 | \$65,497 |
| 14 | 13 | \$61,157 | \$63,513 | \$63,594 | \$65,848 |
| 15 | 14 | \$61,401 | \$63,863 | \$63,838 | \$66,198 |
| 16 | 15 | \$61,645 | \$64,213 | \$64,081 | \$66,548 |

Principal/Technology Director/Business Manager 240 Days

Based on 240 Day Teacher Salary

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1.38

| Steps | YRS Experience | 2022-2023 BACHELOR'S | 2023-2024 BACHELOR'S | 2022-2023 MASTER'S | 2023-2024 MASTER'S |
|-------|----------------|-------------------------|-------------------------|-----------------------|-----------------------|
| 1 | 0 | \$69,700 | \$81,364 | \$73,100 | \$84,586 |
| 2 | 1 | \$70,975 | \$81,847 | \$74,375 | \$85,070 |
| 3 | 2 | \$72,250 | \$82,331 | \$75,650 | \$85,553 |
| 4 | 3 | \$73,525 | \$82,814 | \$76,925 | \$86,036 |
| 5 | 4 | \$74,800 | \$83,297 | \$78,200 | \$86,520 |
| 6 | 5 | \$76,075 | \$83,781 | \$79,475 | \$87,003 |
| 7 | 6 | \$77,350 | \$84,264 | \$80,750 | \$87,486 |
| 8 | 7 | \$78,625 | \$84,747 | \$82,025 | \$87,970 |
| 9 | 8 | \$79,900 | \$85,231 | \$83,300 | \$88,453 |
| 10 | 9 | \$81,175 | \$85,714 | \$84,575 | \$88,936 |
| 11 | 10 | \$82,450 | \$86,197 | \$85,850 | \$89,420 |
| 12 | 11 | \$83,725 | \$86,681 | \$87,125 | \$89,903 |
| 13 | 12 | \$85,000 | \$87,164 | \$88,400 | \$90,386 |
| 14 | 13 | \$85,340 | \$87,648 | \$88,740 | \$90,870 |
| 15 | 14 | \$85,680 | \$88,131 | \$89,080 | \$91,353 |
| 16 | 15 | \$86,020 | \$88,614 | \$89,420 | \$91,837 |

Assistant Principal/Curriculum Coordinator/LEA Special Education Supervisor 240 Days

Based on 240 Day Teacher Salary

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1.10

| Steps | YRS Experience | 2022-2023 BACHELOR'S | 2023-2024 BACHELOR'S | 2022-2023 MASTER'S | 2023-2024 MASTER'S |
|-------|----------------|-------------------------|-------------------------|-----------------------|-----------------------|
| 1 | 0 | \$55,350 | \$64,855 | \$58,050 | \$67,424 |
| 2 | 1 | \$56,363 | \$65,241 | \$59,063 | \$67,809 |
| 3 | 2 | \$57,375 | \$65,626 | \$60,075 | \$68,194 |
| 4 | 3 | \$58,388 | \$66,011 | \$61,088 | \$68,580 |
| 5 | 4 | \$59,400 | \$66,396 | \$62,100 | \$68,965 |
| 6 | 5 | \$60,413 | \$66,782 | \$63,113 | \$69,350 |
| 7 | 6 | \$61,425 | \$67,167 | \$64,125 | \$69,736 |
| 8 | 7 | \$62,438 | \$67,552 | \$65,138 | \$70,121 |
| 9 | 8 | \$63,450 | \$67,938 | \$66,150 | \$70,506 |
| 10 | 9 | \$64,463 | \$68,323 | \$67,163 | \$70,891 |
| 11 | 10 | \$65,475 | \$68,708 | \$68,175 | \$71,277 |
| 12 | 11 | \$66,488 | \$69,093 | \$69,188 | \$71,662 |
| 13 | 12 | \$67,500 | \$69,479 | \$70,200 | \$72,047 |
| 14 | 13 | \$67,770 | \$69,864 | \$70,470 | \$72,432 |
| 15 | 14 | \$68,040 | \$70,249 | \$70,740 | \$72,818 |
| 16 | 15 | \$68,310 | \$70,635 | \$71,010 | \$73,203 |

High School Counselor/Academic Facilitator-210 Days

| Steps | YRS Experience | 2022-2023 BACHELOR'S | 2023-2024 BACHELOR'S | 2022-2023 MASTER'S | 2023-2024 MASTER'S |
|-------|----------------|-------------------------|-------------------------|-----------------------|-----------------------|
| 1 | 0 | \$43,706 | \$53,832 | \$45,838 | \$55,964 |
| 2 | 1 | \$44,505 | \$54,152 | \$46,637 | \$56,284 |
| 3 | 2 | \$45,305 | \$54,472 | \$47,437 | \$56,604 |
| 4 | 3 | \$46,104 | \$54,792 | \$48,236 | \$56,924 |
| 5 | 4 | \$46,904 | \$55,112 | \$49,036 | \$57,244 |
| 6 | 5 | \$47,703 | \$55,431 | \$49,835 | \$57,563 |
| 7 | 6 | \$48,503 | \$55,751 | \$50,635 | \$57,883 |
| 8 | 7 | \$49,302 | \$56,071 | \$51,434 | \$58,203 |
| 9 | 8 | \$50,102 | \$56,391 | \$52,234 | \$58,523 |
| 10 | 9 | \$50,901 | \$56,711 | \$53,033 | \$58,843 |
| 11 | 10 | \$51,701 | \$57,030 | \$53,832 | \$59,162 |
| 12 | 11 | \$52,500 | \$57,350 | \$54,632 | \$59,482 |
| 13 | 12 | \$53,299 | \$57,670 | \$55,431 | \$59,802 |
| 14 | 13 | \$53,513 | \$57,990 | \$55,645 | \$60,122 |
| 15 | 14 | \$53,726 | \$58,310 | \$55,858 | \$60,442 |
| 16 | 15 | \$53,939 | \$58,629 | \$56,071 | \$60,761 |

Nurse-200 Days

Based on 197 Day Teacher Salary

| Steps | YRS Experience | 2022-2023 | 2023-2024 |
|-------|----------------|-----------|-----------|
| 1 | 0 | \$41,000 | \$50,500 |
| 2 | 1 | \$41,750 | \$50,800 |
| 3 | 2 | \$42,500 | \$51,100 |
| 4 | 3 | \$43,250 | \$51,400 |
| 5 | 4 | \$44,000 | \$51,700 |
| 6 | 5 | \$44,750 | \$52,000 |
| 7 | 6 | \$45,500 | \$52,300 |
| 8 | 7 | \$46,250 | \$52,600 |
| 9 | 8 | \$47,000 | \$52,900 |
| 10 | 9 | \$47,750 | \$53,200 |
| 11 | 10 | \$48,500 | \$53,500 |
| 12 | 11 | \$49,250 | \$53,800 |
| 13 | 12 | \$50,000 | \$54,100 |
| 14 | 13 | \$50,200 | \$54,400 |
| 15 | 14 | \$50,400 | \$54,700 |
| 16 | 15 | \$50,600 | \$55,000 |

Child Nutrition Director-200 Days
Based on 197 Day Teacher Salary

| Steps | YRS Experience | 2022-2023 | 2023-2024 |
|-------|----------------|-----------|-----------|
| 1 | 0 | \$41,092 | \$50,500 |
| 2 | 1 | \$41,490 | \$50,800 |
| 3 | 2 | \$41,888 | \$51,100 |
| 4 | 3 | \$42,286 | \$51,400 |
| 5 | 4 | \$42,684 | \$51,700 |
| 6 | 5 | \$43,082 | \$52,000 |
| 7 | 6 | \$43,480 | \$52,300 |
| 8 | 7 | \$43,878 | \$52,600 |
| 9 | 8 | \$44,276 | \$52,900 |
| 10 | 9 | \$44,674 | \$53,200 |
| 11 | 10 | \$45,072 | \$53,500 |
| 12 | 11 | \$45,470 | \$53,800 |
| 13 | 12 | \$45,868 | \$54,100 |
| 14 | 13 | \$46,027 | \$54,400 |
| 15 | 14 | \$46,186 | \$54,700 |
| 16 | 15 | \$46,345 | \$55,000 |

Maintenance Director-250 Days
Based on 240 Day Teacher Salary

| Steps | YRS Experience | 2022-2023 | 2023-2024 |
|-------|----------------|-----------|-----------|
| 1 | 0 | \$51,365 | \$58,959 |
| 2 | 1 | \$51,895 | \$59,310 |
| 3 | 2 | \$52,425 | \$59,660 |
| 4 | 3 | \$52,955 | \$60,010 |
| 5 | 4 | \$53,485 | \$60,360 |
| 6 | 5 | \$54,015 | \$60,711 |
| 7 | 6 | \$54,545 | \$61,061 |
| 8 | 7 | \$55,075 | \$61,411 |
| 9 | 8 | \$55,605 | \$61,761 |
| 10 | 9 | \$56,135 | \$62,112 |
| 11 | 10 | \$56,665 | \$62,462 |
| 12 | 11 | \$57,195 | \$62,812 |
| 13 | 12 | \$57,725 | \$63,162 |
| 14 | 13 | \$57,990 | \$63,513 |
| 15 | 14 | \$58,255 | \$63,863 |
| 16 | 15 | \$58,520 | \$64,213 |

Technology Supervisor-245 Days
Based on 240 Day Teacher Salary

| Steps | YRS Experience | 2022-2023 Technology Supervisor | 2023-2024 Technology Supervisor |
|-------|----------------|---------------------------------------|---------------------------------------|
| 1 | 0 | \$41,000 | \$58,959 |
| 2 | 1 | \$41,750 | \$59,310 |
| 3 | 2 | \$42,500 | \$59,660 |
| 4 | 3 | \$43,250 | \$60,010 |
| 5 | 4 | \$44,000 | \$60,360 |
| 6 | 5 | \$44,750 | \$60,711 |
| 7 | 6 | \$45,500 | \$61,061 |
| 8 | 7 | \$46,250 | \$61,411 |
| 9 | 8 | \$47,000 | \$61,761 |
| 10 | 9 | \$47,750 | \$62,112 |
| 11 | 10 | \$48,500 | \$62,462 |
| 12 | 11 | \$49,250 | \$62,812 |
| 13 | 12 | \$50,000 | \$63,162 |
| 14 | 13 | \$50,200 | \$63,513 |
| 15 | 14 | \$50,400 | \$63,863 |
| 16 | 15 | \$50,600 | \$64,213 |

ACADEMICS PLUS CHARTER SCHOOLS, INC-LEA 6040
 SCHOOL YEAR 2023-2024
 NON EXEMPT PERSONNEL SALARY SCHEDULE
 UP TO 10 YEARS OF VERIFIED EXPERIENCE AWARDED
 PROPOSED

2023-2024 Rates in RED
 2.50% + \$2.00 INCREASE TO BASE
 0-12 STEP INCREASE \$0.25
 13-15 STEP INCREASE \$0.10

| Job Title | Days | Years of Experience | | | | | | | | | | | | | | | |
|--|----------------|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | STEPS | | | | | | | | | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Administrative Assistant | 210-240 | \$13.00 | \$13.25 | \$13.50 | \$13.75 | \$14.00 | \$14.25 | \$14.50 | \$14.75 | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | \$16.10 | \$16.20 | \$16.30 |
| Administrative Assistant | 210-240 | \$15.32 | \$15.57 | \$15.82 | \$16.07 | \$16.32 | \$16.57 | \$16.82 | \$17.07 | \$17.32 | \$17.57 | \$17.82 | \$18.07 | \$18.32 | \$18.42 | \$18.52 | \$18.62 |
| Bus Driver-Route* | 178 | \$22.89 | \$23.14 | \$23.39 | \$23.64 | \$23.89 | \$24.14 | \$24.39 | \$24.64 | \$24.89 | \$25.14 | \$25.39 | \$25.64 | \$25.89 | \$25.99 | \$26.09 | \$26.19 |
| Bus Driver-Route* | 178 | \$25.46 | \$25.71 | \$25.96 | \$26.21 | \$26.46 | \$26.71 | \$26.96 | \$27.21 | \$27.46 | \$27.71 | \$27.96 | \$28.21 | \$28.46 | \$28.56 | \$28.66 | \$28.76 |
| Bus Driver-Extracurricular/Field Trips** | 178 | \$12.95 | \$13.20 | \$13.45 | \$13.70 | \$13.95 | \$14.20 | \$14.45 | \$14.70 | \$14.95 | \$15.20 | \$15.45 | \$15.70 | \$15.95 | \$16.05 | \$16.15 | \$16.25 |
| Bus Driver-Extracurricular/Field Trips** | 178 | \$15.27 | \$15.52 | \$15.77 | \$16.02 | \$16.27 | \$16.52 | \$16.77 | \$17.02 | \$17.27 | \$17.52 | \$17.77 | \$18.02 | \$18.27 | \$18.37 | \$18.47 | \$18.57 |
| Cafeteria | 181 | \$12.55 | \$12.80 | \$13.05 | \$13.30 | \$13.55 | \$13.80 | \$14.05 | \$14.30 | \$14.55 | \$14.80 | \$15.05 | \$15.30 | \$15.55 | \$15.65 | \$15.75 | \$15.85 |
| Cafeteria | 181 | \$14.86 | \$15.11 | \$15.36 | \$15.61 | \$15.86 | \$16.11 | \$16.36 | \$16.61 | \$16.86 | \$17.11 | \$17.36 | \$17.61 | \$17.86 | \$17.96 | \$18.06 | \$18.16 |
| Cafeteria Manager | 183 | \$15.83 | \$16.08 | \$16.33 | \$16.58 | \$16.83 | \$17.08 | \$17.33 | \$17.58 | \$17.83 | \$18.08 | \$18.33 | \$18.58 | \$18.83 | \$18.93 | \$19.03 | \$19.13 |
| Cafeteria Manager | 183 | \$18.22 | \$18.47 | \$18.72 | \$18.97 | \$19.22 | \$19.47 | \$19.72 | \$19.97 | \$20.22 | \$20.47 | \$20.72 | \$20.97 | \$21.22 | \$21.32 | \$21.42 | \$21.52 |
| Custodial | 178-250 | \$13.00 | \$13.25 | \$13.50 | \$13.75 | \$14.00 | \$14.25 | \$14.50 | \$14.75 | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | \$16.10 | \$16.20 | \$16.30 |
| Custodial | 178-250 | \$15.32 | \$15.57 | \$15.82 | \$16.07 | \$16.32 | \$16.57 | \$16.82 | \$17.07 | \$17.32 | \$17.57 | \$17.82 | \$18.07 | \$18.32 | \$18.42 | \$18.52 | \$18.62 |
| Custodial/Maintenance-Lead | 250 | \$15.02 | \$15.27 | \$15.52 | \$15.77 | \$16.02 | \$16.27 | \$16.52 | \$16.77 | \$17.02 | \$17.27 | \$17.52 | \$17.77 | \$18.02 | \$18.12 | \$18.22 | \$18.32 |
| Custodial/Maintenance-Lead | 250 | \$17.39 | \$17.64 | \$17.89 | \$18.14 | \$18.39 | \$18.64 | \$18.89 | \$19.14 | \$19.39 | \$19.64 | \$19.89 | \$20.14 | \$20.39 | \$20.49 | \$20.59 | \$20.69 |
| Lead Technology Assistant | 245 | \$17.69 | \$17.94 | \$18.19 | \$18.44 | \$18.69 | \$18.94 | \$19.19 | \$19.44 | \$19.69 | \$19.94 | \$20.19 | \$20.44 | \$20.69 | \$20.79 | \$20.89 | \$20.99 |
| Lead Technology Assistant | 245 | \$20.13 | \$20.38 | \$20.63 | \$20.88 | \$21.13 | \$21.38 | \$21.63 | \$21.88 | \$22.13 | \$22.38 | \$22.63 | \$22.88 | \$23.13 | \$23.23 | \$23.33 | \$23.43 |
| Maintenance | 178-250 | \$12.24 | \$12.49 | \$12.74 | \$12.99 | \$13.24 | \$13.49 | \$13.74 | \$13.99 | \$14.24 | \$14.49 | \$14.74 | \$14.99 | \$15.09 | \$15.19 | \$15.29 | \$15.39 |
| Maintenance | 178-250 | \$12.55 | \$12.80 | \$13.05 | \$13.30 | \$13.55 | \$13.80 | \$14.05 | \$14.30 | \$14.55 | \$14.80 | \$15.05 | \$15.30 | \$15.55 | \$15.65 | \$15.75 | \$15.85 |
| Student | 178-250 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | \$12.55 |
| Paraprofessionals | 182 | \$12.83 | \$13.08 | \$13.33 | \$13.58 | \$13.83 | \$14.08 | \$14.33 | \$14.58 | \$14.83 | \$15.08 | \$15.33 | \$15.58 | \$15.83 | \$15.93 | \$16.03 | \$16.13 |
| Paraprofessionals | 182 | \$15.15 | \$15.40 | \$15.65 | \$15.90 | \$16.15 | \$16.40 | \$16.65 | \$16.90 | \$17.15 | \$17.40 | \$17.65 | \$17.90 | \$18.15 | \$18.25 | \$18.35 | \$18.45 |
| Registrar/Human Resource Officer/Bookkeeper | 240 | \$17.69 | \$17.94 | \$18.19 | \$18.44 | \$18.69 | \$18.94 | \$19.19 | \$19.44 | \$19.69 | \$19.94 | \$20.19 | \$20.44 | \$20.69 | \$20.79 | \$20.89 | \$20.99 |
| Registrar/Human Resource Officer/Bookkeeper | 240 | \$20.13 | \$20.38 | \$20.63 | \$20.88 | \$21.13 | \$21.38 | \$21.63 | \$21.88 | \$22.13 | \$22.38 | \$22.63 | \$22.88 | \$23.13 | \$23.23 | \$23.33 | \$23.43 |
| Technology Assistant I | 245 | \$13.33 | \$13.58 | \$13.83 | \$14.08 | \$14.33 | \$14.58 | \$14.83 | \$15.08 | \$15.33 | \$15.58 | \$15.83 | \$16.08 | \$16.33 | \$16.43 | \$16.53 | \$16.63 |
| Technology Assistant I | 245 | \$15.66 | \$15.91 | \$16.16 | \$16.41 | \$16.66 | \$16.91 | \$17.16 | \$17.41 | \$17.66 | \$17.91 | \$18.16 | \$18.41 | \$18.66 | \$18.76 | \$18.86 | \$18.96 |
| Technology Assistant II | 245 | \$16.40 | \$16.65 | \$16.90 | \$17.15 | \$17.40 | \$17.65 | \$17.90 | \$18.15 | \$18.40 | \$18.65 | \$18.90 | \$19.15 | \$19.40 | \$19.50 | \$19.60 | \$19.70 |
| Technology Assistant II | 245 | \$18.81 | \$19.06 | \$19.31 | \$19.56 | \$19.81 | \$20.06 | \$20.31 | \$20.56 | \$20.81 | \$21.06 | \$21.31 | \$21.56 | \$21.81 | \$21.91 | \$22.01 | \$22.11 |

*Bus Driver-Route-Minimum of 1 hour

**Bus Driver Extracurricular/Field Trips - Overnight Trips - All time spent driving the bus, or required to be with the bus, shall be treated as hours worked and paid at the appropriate hourly rate. Once the bus is secured for the day, the driver's responsibility to the job shall end unless otherwise directed by APCS or warranted by emergency circumstances.

| Substitute Pay | 2022-23 Daily Rate | 2023-24 Daily Rate |
|--------------------------|--------------------|--------------------|
| No Degree | \$ 90.00 | \$ 92.00 |
| College Degree | \$ 100.00 | \$ 102.00 |
| Long Term (Over 30 Days) | \$ 110.00 | \$ 112.00 |

ACADEMICS PLUS CHARTER SCHOOLS, INC LEA 6040
SCHOOL YEAR 2023-2024
STIPEND SCHEDULE
BOARD APPROVED:

| TYPE OF SUPPLEMENTAL DUTY | 2022-2023 STIPEND AMOUNT | 2023-2024 STIPEND AMOUNT |
|--|-----------------------------|--------------------------------|
| ATHLETICS | | |
| SCS Athletic Director | \$ 1,540.00 | \$ 1,578.00 |
| MCMS Athletic Director | \$ 1,540.00 | \$ 1,578.00 |
| MCHS Athletic Director | \$ 1,540.00 | \$ 3,000.00 |
| Basketball - Sr. Boys, Sr. Girls | \$ 2,560.00 | \$ 3,000.00 |
| Basketball - Jr. Boys, Jr. Girls | \$ 1,540.00 | \$ 2,000.00 |
| Basketball - Sr. Boys Junior Varsity, Sr. Girls Junior Varsity | \$ 1,540.00 | \$ ----- |
| Basketball - Jr. Boys Junior Varsity, Jr. Girls Junior Varsity | \$ 1,540.00 | \$ ----- |
| Basketball - 7th Grade Boys, 7th Grade Girls | \$ 1,025.00 | \$ 1,578.00 |
| Basketball - Pee Wee Director/6th Grade Coach | \$ 2,350.00 | \$ 2,408.00 |
| Basketball - Pee Wee 6th Grade Coach | \$ 1,025.00 | \$ 1,050.00 |
| Baseball-Sr. Boys | \$ 1,540.00 | \$ 3,000.00 |
| Baseball-Sr. Boys Junior Varsity | \$ 1,025.00 | \$ ----- |
| Bowling-Coed | \$ 1,540.00 | \$ 3,000.00 |
| eSports-Fall & Spring Semesters | \$ 1,540.00 | \$ 1,578.00 |
| Golf-Coed | \$ 1,540.00 | \$ 3,000.00 |
| Soccer-Boys | \$ 1,540.00 | \$ 3,000.00 |
| Soccer-Girls | \$ 1,540.00 | \$ 3,000.00 |
| Soccer -Coed | \$ 1,540.00 | \$ 3,000.00 |
| Soccer-Jr. High Coed | \$ 1,540.00 | \$ 2,000.00 |
| Softball-Sr. Girls | \$ 1,540.00 | \$ 3,000.00 |
| Softball-Sr. Girls Junior Varsity | \$ 1,025.00 | \$ ----- |
| Swimming-Coed | \$ 1,540.00 | \$ 2,000.00 |
| Tennis-Coed | \$ 1,540.00 | \$ 3,000.00 |
| Track - Sr. Coed | \$ 1,540.00 | \$ 3,000.00 |
| Track - Jr. Coed | \$ 1,025.00 | \$ 2,000.00 |
| Track-7th Grade | \$ 513.00 | \$ 1,578.00 |
| Track-Assistant Coach-7-12 Grades | \$ 1,025.00 | \$ 1,050.00 |
| Cross Country - Sr. Coed | \$ 1,540.00 | \$ 3,000.00 |
| Cross Country - Jr. Coed | \$ 1,025.00 | \$ 2,000.00 |
| Volleyball - Sr. | \$ 2,050.00 | \$ 3,000.00 |
| Volleyball - Jr. | \$ 1,540.00 | \$ 2,000.00 |
| Volleyball - 7th Grade | \$ 1,025.00 | \$ 1,578.00 |
| Wrestling | \$ 1,540.00 | \$ 3,000.00 |
| Sr. High Sports Assistant Coach | \$ - | \$ 1,050.00 |
| Jr. High Sports Assistant Coach | \$ - | \$ 750.00 |
| 8-12th Grade Cheer Sponsor | \$ 1,750.00 | \$ 3,000.00 |
| 7th Grade Cheer Sponsor | \$ 750.00 | \$ 1,578.00 |
| Athletic/Cheer Camp Daily Rate | \$ 121.00 | \$ 124.00 |
| MUSIC | | |
| Band Director - Sr. | \$ 2,560.00 | \$ 3,000.00 |
| Band Director - Jr. | \$ 1,540.00 | \$ 1,578.00 |
| Band Director - 7th Grade | | \$ 1,050.00 |
| Choir Director - Sr. | \$ 1,540.00 | \$ 2,000.00 |
| Choir Director - Jr. | \$ 1,025.00 | \$ 1,050.00 |
| Choir Director - 7th Grade | | \$ 687.00 |
| GRADES 6-12 | | |
| Incentives: Math & Science | \$ 2,355.00 | \$ 2,413.00 |
| Concurrent Credit Per Class | \$ 1,570.00 | \$ 1,609.00 |
| Department Chair (English, Science, Social Studies, Math and Elective) | \$ 890.00 | \$ 912.00 |
| Drama | \$ 1,010.00 | \$ 1,050.00 |
| Student Government Sponsor | \$ 670.00 | \$ 687.00 |
| Yearbook Sponsor | \$ 670.00 | \$ 687.00 |
| OTHER STIPENDS | | |
| Incentives: Foreign Language | \$ 2,355.00 | \$ 2,413.00 |
| Incentives: Special Education | \$ 5,235.00 | \$ 5,366.00 |
| Parent Facilitator | \$ 215.00 | \$ 220.00 |
| After School Program Director | \$ 2,240.00 | \$ 2,296.00 |
| Dyslexia Specialist | \$ 2,240.00 | \$ 2,296.00 |
| Federal Programs | \$ 1,683.00 | \$ 3,000.00 |
| LEA Special Education Supervisor-Stipend only for positions other than LEA Special Education Supervisor | \$ 5,612.00 | \$ 5,752.00 |
| Master's Program (that progresses toward teaching concurrent credit qualification) | \$ 1,120.00 | \$ 1,148.00 |
| National Teacher License-10 Years | \$ 1,345.00 | \$ 1,378.00 |
| Speech Language Pathologist | \$ 10,470.00 | \$ 10,731.00 |
| Transportation Director | \$ 2,240.00 | \$ 2,296.00 |
| Saturday School Daily Rate | \$ 60.50 | \$ 62.00 |
| Morning Duty 7:00-7:30 a.m. (MCES, MCMS & SCS Only) | \$ 8.50 | \$ 8.75 |
| Summer School Facilitator (Facilitates online courses)-Half Day | \$ 60.50 | \$ 62.00 |
| Summer School Teacher (Provides instruction as primary teacher of record) | | |
| *Hourly Rate is based on Teacher's Daily Rate of Pay | Hourly Rate* | Hourly Rate* |
| After Care Teachers per hour | \$ 20.24 | \$ 20.75 |
| Extended School Year per hour | \$ 27.42 | \$ 28.10 |
| Scoreboard Operator per game (Basketball/ JV Baseball) | \$ 11.50 | \$ 15.00 |
| Scoreboard Operator per game (Soccer/Baseball/Softball) | \$ 11.50 | \$ 21.00 |
| Gate Keeper per hour | \$ 13.50 | \$ 15.00 |
| Shot Clock Operator per game | \$ 11.50 | \$ 15.00 |
| Gym Cleanup-per night | \$ 27.00 | \$ 27.00 |
| Other Stipend Information | | |
| The head coach or sponsor of team events will receive a bonus for each team victory. | \$ 57.00 | \$ 58.00 |
| Approved after school events for club and activity sponsors not receiving a stipend. | \$ 60.50 | \$ 62.00 |
| Approved full day after hour events for club and activity sponsors not receiving a stipend. | \$ 121.00 | \$ 124.00 |
| Faculty sponsors driving a school bus for approved <i>in state</i> events will receive a stipend per round trip. | \$ 34.00 | \$ 35.00 |
| Faculty sponsors driving a school bus for approved <i>out of state</i> events will receive an hourly rate as computed by https://maps.randomcally.com/ with 15 minute paid breaks for every 2 hours of driving time. | \$ 14.00 | \$ 14.35 |

ACADEMICS PLUS ENROLLMENT REPORT

Enrollment Date: Apr 7, 2023

| Enrollment Count | | Asian | | | Black | | | Hawaiian/ Pacific Islander | | Hispanic | | | Native American | | | Two or More | | | White | | | Grade Totals | |
|---|----------------------------|-----------|-----------|----------------|-----------|-----------|----------------|----------------------------------|----------------|-----------|-----------|----------------|-----------------|----------|----------------|-------------|-----------|----------------|------------|------------|----------------|-----------------|-----|
| | | Females | Males | Race Totals | Females | Males | Race Totals | Males | Race Totals | Females | Males | Race Totals | Females | Males | Race Totals | Females | Males | Race Totals | Females | Males | Race Totals | | |
| Maumelle Charter Elementary School | 01 | 2 | 2 | 4 | 12 | 15 | 27 | | | 3 | 2 | 5 | | | | 6 | 4 | 10 | 56 | 47 | 103 | 149 | |
| | 02 | 3 | 8 | 11 | 11 | 11 | 22 | | | | 2 | 2 | | 1 | 1 | 3 | 6 | 9 | 45 | 61 | 106 | 151 | |
| | 03 | 3 | 3 | 6 | 13 | 14 | 27 | | | 1 | 1 | 2 | | | 1 | 2 | 8 | 10 | 49 | 49 | 98 | 144 | |
| | KF | 2 | | 2 | 13 | 11 | 24 | | | 1 | 4 | 5 | | | 2 | 1 | 3 | 3 | 6 | 48 | 50 | 98 | 138 |
| | Building Totals | 10 | 13 | 23 | 49 | 51 | 100 | | | 5 | 9 | 14 | 3 | 2 | 5 | 14 | 21 | 35 | 198 | 207 | 405 | 582 | |
| Maumelle Charter High School | 08 | 5 | 2 | 7 | 8 | 9 | 17 | 1 | 1 | 4 | 5 | 9 | 1 | 1 | 2 | | 1 | 1 | 43 | 49 | 92 | 129 | |
| | 09 | 2 | 2 | 4 | 6 | 7 | 13 | | | 3 | 2 | 5 | 1 | 1 | 2 | 1 | 2 | 3 | 37 | 41 | 78 | 105 | |
| | 10 | 3 | 5 | 8 | 8 | 9 | 17 | | | 2 | 3 | 5 | | | | 3 | | 3 | 29 | 34 | 63 | 96 | |
| | 11 | 1 | | 1 | 3 | 1 | 4 | | | 1 | | 1 | | | | 1 | 3 | 4 | 19 | 30 | 49 | 59 | |
| | 12 | 4 | 4 | 8 | 2 | 5 | 7 | | | | 4 | 4 | | | | | 2 | 2 | 13 | 18 | 31 | 52 | |
| | Building Totals | 15 | 13 | 28 | 27 | 31 | 58 | 1 | 1 | 10 | 14 | 24 | 2 | 2 | 4 | 5 | 8 | 13 | 141 | 172 | 313 | 441 | |
| Maumelle Charter Middle School | 04 | 4 | 4 | 8 | 21 | 11 | 32 | | | 2 | 3 | 5 | | | 3 | 5 | 8 | 49 | 46 | 95 | 148 | | |
| | 05 | 4 | 2 | 6 | 9 | 14 | 23 | 1 | 1 | 3 | 2 | 5 | 1 | | 1 | 3 | 4 | 7 | 50 | 67 | 117 | 160 | |
| | 06 | 1 | 3 | 4 | 10 | 12 | 22 | | | 3 | 2 | 5 | | 1 | 1 | 1 | 3 | 4 | 41 | 54 | 95 | 131 | |
| | 07 | 1 | 4 | 5 | 8 | 11 | 19 | | | 4 | 3 | 7 | | | | 2 | 1 | 3 | 46 | 49 | 95 | 129 | |
| | Building Totals | 10 | 13 | 23 | 48 | 48 | 96 | 1 | 1 | 12 | 10 | 22 | 1 | 1 | 2 | 9 | 13 | 22 | 186 | 216 | 402 | 568 | |
| Scott Charter School | 01 | | | | 5 | 3 | 8 | | | | 1 | 1 | | | | | | 1 | 6 | 7 | 16 | | |
| | 02 | | | | 6 | 5 | 11 | | | | 1 | 1 | | | | 1 | 1 | 4 | 7 | 11 | 24 | | |
| | 03 | | | | 7 | 7 | 14 | | | | 1 | 1 | | | | | | 5 | 4 | 9 | 24 | | |
| | 04 | | | | 5 | 6 | 11 | | | 2 | 1 | 3 | | | | | | 6 | 3 | 9 | 23 | | |
| | 05 | | | | 4 | 6 | 10 | | | | 1 | 1 | | | | 1 | 1 | 5 | 5 | 10 | 22 | | |
| | 06 | | | | 6 | 7 | 13 | | | 1 | | 1 | | | | | | 3 | | 3 | 17 | | |
| | 07 | | | | 2 | 6 | 8 | | | | | | | | | | | 1 | 2 | 3 | 11 | | |
| | 08 | | 1 | 1 | | 4 | 4 | | | 2 | | 2 | | | | | | 5 | 3 | 8 | 15 | | |
| | 09 | | | | | 4 | 4 | | | 2 | 1 | 3 | | | | | | 3 | 1 | 4 | 11 | | |
| | 10 | | | | | 5 | 5 | | | | | | | | | 1 | 1 | 2 | 3 | 5 | 11 | | |
| | 11 | | | | | 3 | 3 | | | | 1 | 1 | | | | | | 1 | 2 | 3 | 7 | | |
| | 12 | | | | 2 | 1 | 3 | | | | | | | | | | | | 1 | 1 | 4 | | |

ACADEMICS PLUS ENROLLMENT REPORT

Enrollment Date: Apr 7, 2023

| Enrollment Count | | Asian | | | Black | | | Hawaiian/ Pacific Islander | | Hispanic | | | Native American | | | Two or More | | | White | | | Grade Totals |
|----------------------------|----------------------------|---------|-------|----------------|---------|-------|----------------|----------------------------------|----------------|----------|-------|----------------|-----------------|-------|----------------|-------------|-------|----------------|---------|-------|----------------|-----------------|
| | | Females | Males | Race Totals | Females | Males | Race Totals | Males | Race Totals | Females | Males | Race Totals | Females | Males | Race Totals | Females | Males | Race Totals | Females | Males | Race Totals | |
| Scott Charter School | KF | | | | 3 | 5 | 8 | | | 1 | 1 | 2 | | | | | | 3 | 8 | 11 | 21 | |
| | Building Totals | | 1 | 1 | 40 | 62 | 102 | | | 8 | 8 | 16 | | | | | 3 | 3 | 39 | 45 | 84 | 206 |
| Total | | 35 | 40 | 75 | 164 | 192 | 356 | 2 | 2 | 35 | 41 | 76 | 6 | 5 | 11 | 28 | 45 | 73 | 564 | 640 | 1,204 | 1,797 |



4/1/2023 to 4/30/2023

Academics Plus Charter Schools

| School | Participants Approved | | | | | | | | | | | | Highest Eligible | Last Day* |
|------------------------------------|------------------------|-----------------------|------------------------|------------------------|----------------------|------------------------|------------------------|-----------------------|------------------------|------------------------|------------------------|-------------------------|------------------|-------------|
| | Free | | | Reduced | | | Free and Reduced | | | Paid | | | | |
| | Application | Direct Certification | Total | Application | Direct Certification | Total | Application | Direct Certification | Total | No Application | Denied | Total | | |
| Maumelle Charter Elementary School | 57 (9.69%) | 42 (7.14%) | 99 (16.84%) | 58 (9.86%) | 0 (0.00%) | 58 (9.86%) | 115 (19.56%) | 42 (7.14%) | 157 (26.70%) | 324 (55.10%) | 107 (18.20%) | 431 (73.30%) | 588 | 581 |
| Maumelle Charter High School | 29 (6.49%) | 20 (4.47%) | 49 (10.96%) | 50 (11.19%) | 0 (0.00%) | 50 (11.19%) | 79 (17.67%) | 20 (4.47%) | 99 (22.15%) | 278 (62.19%) | 70 (15.66%) | 348 (77.85%) | 447 | 441 |
| Maumelle Charter Middle School | 35 (6.09%) | 43 (7.48%) | 78 (13.57%) | 54 (9.39%) | 0 (0.00%) | 54 (9.39%) | 89 (15.48%) | 43 (7.48%) | 132 (22.96%) | 350 (60.87%) | 93 (16.17%) | 443 (77.04%) | 575 | 568 |
| Scott Charter School | 73 (34.11%) | 53 (24.77%) | 126 (58.88%) | 23 (10.75%) | 0 (0.00%) | 23 (10.75%) | 96 (44.86%) | 53 (24.77%) | 149 (69.63%) | 38 (17.76%) | 27 (12.62%) | 65 (30.37%) | 214 | 206 |
| Total | 194 (10.64%) | 158 (8.66%) | 352 (19.30%) | 185 (10.14%) | 0 (0.00%) | 185 (10.14%) | 379 (20.78%) | 158 (8.66%) | 537 (29.44%) | 990 (54.28%) | 297 (16.28%) | 1287 (70.56%) | 1824 | 1796 |

* Number of enrolled students on the last day of the selected date range.

| FILTERS | |
|------------------------|-------------------------------------|
| Name(s) | Value(s) |
| Eligibility Date Range | (Start = 4/1/2023, End = 4/30/2023) |

ACADEMICS PLUS CHARTER SCHOOLS, INC.
 Regular Monthly Board Meeting Minutes
 April 10, 2023 at 6:00 p.m.
 Administration Conference Room

I. CALL TO ORDER/ROLL

The meeting was called to order by Adria Conklin at 6:01 p.m. with the following members present: Laura Davis, Nicole Hart, JD Lowery, Neal Moore, Justin Simpson and Mark Zellner

Board Members Absent: Sean Hagan and Daren Sweat

Administration Present: Rob McGill, Kyron Jones, Paula Newton, Elizabeth Peper, Jennifer Hyde, Jeremy Williams, Barrett Davis, Dakota Weatherley and Anna Wingfield

II. PUBLIC COMMENTS-None

III. APPROVAL OF MINUTES

Regular Monthly Board Meeting Minutes

A motion was made by Mr. Moore and seconded by Mr. Simpson to approve the minutes of the March 13, 2023 Regular Monthly Board Meeting.

The motion carried.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Monthly Report

B. 5.12 Types of Leave-Vacation Leave Policy

A motion was made by Mrs. Davis and seconded by Mr. Moore to approve the amendment to the Vacation Leave Policy as presented by administration.

The motion carried.

C. APSRC Agreements

A motion was made by Mr. Zellner and seconded by Mr. Simpson to approve the following agreements between APCSI and APSRC for the 2023-2024 school year as presented by administration: Literacy Specialist Agreement.

The motion carried.

D. **Waivers-Requests to Rescind and Add**

A motion was made by Mr. Moore and seconded by Mrs. Davis to approve the CEO requesting that the State Board of Education rescind the APCSI waiver of Ark. Code Ann. 6-17-2403, concerning the minimum teacher compensation schedule.

Also moved to approve the CEO requesting to add a new waiver of Ark. Code 6-13-636 of the LEARNS Act, concerning employees receiving a board hearing upon dismissal.

The motion carried.

C. Support Organization Reports

V. COMMITTEE REPORTS

A. FINANCE – Mr. Simpson, Chair

1. Maumelle Foundation for Education-Monthly Financial Report as of 02/28/2023

2. March 2023 Financial Reports

A motion was made by Mr. Moore and seconded by Mr. Lowery to accept the March 2023 financial reports as presented by administration.

The motion carried.

3. 2023-2024 Salary Schedules

A motion was made by Mr. Zellner and seconded by Mr. Moore to approve the 2023-2024 Salary Schedules as presented by administration.

The motion carried.

4. 2023-2024 Chief Operating Officer Salary Schedule

A motion was made by Mrs. Davis and seconded by Mr. Moore to approve the chief operating officer base salary for the 2023-2024 school year in the amount of \$109,753.

The motion carried.

5. 2023-2024 Budget-Projected

6. CDWG Purchase-Chromebooks
A motion was made by Mr. Moore and seconded by Mrs. Davis to approve the Tips/Taps purchases from CDWG of \$74,981.98 for 189 chrome books.
The motion carried.
7. CDWG Purchases
A motion was made by Mr. Zellner and seconded by Mr. Moore to approve the past purchases from CDWG of \$19,337.06 for waps, licenses, and ups as presented by administration.
The motion carried.
8. Audit Report FYE 06.30.2022
A motion was made by Mrs. Davis and seconded by Mr. Zellner to accept the Audit Report for period ending June 30, 2022.
The motion carried.

B. POLICY – Mrs. Davis, Chair-No report.

1. 5.43 Catastrophic Leave Bank Policy
A motion was made by Mr. Moore and seconded by Mr. Lowery to approve the Catastrophic Leave Bank Policy as presented by administration.
The motion carried.
2. 5.13 Sick Leave Sell Back Policy Amendment
A motion was made by Mr. Moore and seconded by Mr. Lowery to approve the amendment to the Sick Leave Sell Back policy as presented by administration.
The motion carried.
3. Catastrophic Leave Bank Policy Exception
A motion was made by Mr. Lowery and seconded by Mr. Simpson to approve a one-time exception for those who wish to participate in the catastrophic leave bank but do not have sick leave to contribute prior to the catastrophic leave bank policy being established. If an employee has experienced leave in the 2022-2023 school year that qualifies and is approved by the Catastrophic Leave Bank Committee then he/she will give up one day of the requested leave to remain in the leave bank as their enrollment in the program.
The motion carried.

C. FACILITIES – Mr. Zellner, Chair

Mr. Zellner gave an update of the facilities and the progress of the SCS wastewater project. No action was taken.

D. COMMUNITY RELATIONS – Mr. Moore, Chair-No report.

VI. OLD BUSINESS – None.

VII. NEW BUSINESS

A. Executive Director Evaluation

The board entered into executive session at 6:45 p.m.

At 7:46 p.m., the board returned from executive session.

A motion was made by Mrs. Hart and seconded by Mr. Moore to extend Mr. Rob McGill's contract for one year for a total of three years and to include a 3.5% increase to current salary for a total of \$152,624 and to receive a one-time bonus in the amount of \$7,500 to be paid no later than June 30, 2023. Mr. McGill will also receive an increase in annual vacation from 10 days to 12 days.

B. Appointment of Trustee

A motion was made by Mr. Lowery and seconded by Mr. Simpson to reappoint Mr. Neal Moore to the Board of Trustees.

The motion carried.

VIII. ADJOURNMENT

A motion was made by Mrs. Davis and seconded by Mr. Simpson to adjourn the meeting at 7:51 p.m.
The motion carried.