



NORTH LITTLE ROCK SCHOOL DISTRICT  
OFFICE OF THE SUPERINTENDENT

AGENDA

**Board Workshop - Board of Education**

Administration Building  
2400 Willow Street  
North Little Rock, AR 72114

Viewers will be able to watch the meeting live on YouTube. The YouTube Channel is NLRSD Board Meetings.

Thursday, January 6, 2022 05:30 PM

**1. NLRSD Strategic Compensation Plan**

**Presenter:** Mr. Jacob Smith, Executive Director of Human Resources

[NLRSD Strategic Compensation Plan \(p. 2\)](#)

**2. 2022-2023 Proposed District Calendar Drafts**

**Presenter:** Mr. Jacob Smith, Executive Director of Human Resources

**2.1 Option 1 - Last Day of School June 2, 2023**

[June 2 2023 \(p. 11\)](#)

**2.2 Option 2 - Last Day of School June 5, 2023**

[June 5 2023 \(p. 12\)](#)

**3. Amboy Elementary School Entrance, Exit, and Parking Reorganization Proposal**

**Presenter:** Mr. Harrel Hatch, Maintenance Supervisor

[Letter from Arkansas Department of Transportation - Amboy Elementary \(p. 13\)](#)

[1 SITE LAYOUT OPTION 1 \(p. 14\)](#)

[2021-10-14 - Amboy Elementary Cost Estimate \(p. 15\)](#)

[Amboy Elementary Traffic Concerns \(p. 16\)](#)



# **NLRSD Strategic Compensation Plan**

Mr. Jacob M. Smith  
Executive Director of Human Resources  
January 6, 2022



# Purpose

The purpose of this presentation is to inform the North Little Rock School District (NLRSD) Board of Education and the community of the NLRSD Strategic Compensation Plan while seeking support, ideas, and feedback to transform the NLRSD to meet the needs of all staff and students.



# Goal

The NLRSD shall strive to improve our compensation model and rates of pay so the NLRSD can attract and retain highly effective and qualified staff.



# Proposed Actions and Timelines

## 2021-2022:

- 1) COVID Pay (**Up to \$2,700 all employees**) - the NLRSD Board of Education has already approved - approximate cost \$3.70 million from ESSER II Funds
- 2) Bonus (**\$1,500 all employees**) - approximate cost \$2.25 million from the Building Fund



# Proposed Actions and Timelines

## **2022-2023:**

- 1) Retention Stipend (**\$3000 all employees**) tied to new vision, strategic plan, E4 Transformation Model, a two year commitment, recruitment, and attendance from ESSER III Funds - approximate cost \$4.71 million
- 2) Raise (Finance will present data)



# Proposed Actions and Timelines

## 2023-2024:

1) Retention Stipend (**\$3000 all employees**) tied to new vision, strategic plan, E4 Transformation Model, a two year commitment, recruitment, and attendance from ESSER III Funds - approximate cost \$4.71 million

2) Prospective Raise (2nd)\*

\*See conditions and other factors on next slide



# Net Legal Operating Balance Projection

## Net legal Operating Balance Projections

FY 21-22

FY 22-23

FY 23-24





# Other Factors to Consider for 2023-2024

- Meet Cost Savings Goals
- Growing Enrollment
- Solar Agreement
- Millage



# Contact and Questions

Mr. Jacob M. Smith

Executive Director of Human Resources

[smithja@nlrsd.org](mailto:smithja@nlrsd.org)

(501) 771-8009

# NORTH LITTLE ROCK SCHOOL DISTRICT SCHOOL CALENDAR 2022-2023

Board approval:

																										Total Days						
MONTH	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	St	H/ NS/CL	WD	PC	PD	Tch	12-mo
2022																																
JULY					1	H 4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	0	1	0	0	0	0	20
AUGUST	1	2	3	4	5	8	9	10	11	12 NTO	15 NTO	16 PD	17 PD	18 PD	19 WD	22 [*]	23	21	25	26	29	30	31			8	0	1	0	3	12	23
SEPTEMBER				1	2	H 5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	ER 30	21	1	0	0	0	21	21
OCTOBER	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21 PC	24 NS	25 [*]	26	27	28	31					20	1	0	1	0	21	21
NOVEMBER		1	2	3	4	7	8	9	10	11	14	15	16	17	18	NS 20	NS 21	CL 23	H 24	H 25	28	29	30			17	5	0	0	0	17	19
DECEMBER				1	2	5	6	7	8	9	12	13	14	15	16	NS 19	NS 20	NS 21	H 22	H 23	CL 26	CL 27	CL 28	CL 29	H 30	12	10	0	0	0	12	15
2023																																
JANUARY	PD 2	WD 3	4	5	6	9	10	11	12	13 [#]	H 16	17 [*]	18	19	20	23	24	25	26	27	30	31				19	1	1	0	1	21	21
FEBRUARY			1	2	3	6	7	8	9	10 PC	13	14	15	16	17	20	21	22	23	24	27	28				19	1	0	1	0	20	20
MARCH			1	2	ER 3	6	7	8	9	10	13	14	15	16	17 [#]	NS 20	NS 21	NS 22	CL 23	CL 24	27 [*]	28	29	30	31	18	5	0	0	0	18	21
APRIL	3	4	5	6	7	10	11	12	13	ER 14	17	18	19	20	21	24	25	26	27	28					20	0	0	0	0	20	20	
MAY	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	H 29	30	31		22	1	0	0	0	22	22	
JUNE				1	2 [#]	IW 5	IW 6	IW 7	IW 8	IW 9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	2	0	0	0	0	2	22
TOTAL																										178	26	2	2	4	186	245

[#] = First and Last Day of School

[\*] = Begin Grading Period

[#] = End Grading Period

Br/H = Break/Holiday

CL = District closed-all employees

H = Holiday (district closed)

IW = Inclement Weather Days, if needed

NS = No School

NTO = New Teacher Orientation

PC = Parent/Teacher Conferences (4 P.M. to 7 P.M.)

PD = Professional Development (no students)

SB = Spring Break (no students)

WD = Work Day (no students)

ER = Early Release (students only)

1st grading period 43

2nd grading period 43

3rd grading period 43

4th grading period 49

**Student Instructional Days 178**

PD Contract Days\*\* 4

Required Summer PD\*\* 4

Work Days 2

Parent Conference Days 2

**Additional Teacher Contract Days 12**

**Total Teacher Contract Days 190**

\* Last day of school is dependent on AMI Plan and snow days. June 5th - June 9th include five snow days. If no days are taken, June 2nd is last day for students. If more than five days are missed, days will be added to the end of school year pushing the last day later in June.

\*\* Spring Break is March 20-24, 2023

\*\*\* The district requires 8 days of teacher PD (48 hours) to include 4 days (24 hours) in the school year and 4 days (24 hours) in the summer. PD Contract Days (during the school year) include:

8/16, 8/17, 8/18	3.00
1/2	1.00
	4.00

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2022																																	
JULY					1	H 4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	0	1	0	0	0	0	20	
AUGUST	1	2	3	4	5	8	9	10	11	NTD 12	NTD 15	PD 16	PD 17	PD 18	WD 19	[*] 22	23	21	25	26	29	30	31			8	0	1	0	3	12	23	
SEPTEMBER				1	2	H 5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	ER 30	21	1	0	0	0	21	21	
OCTOBER	3	4	5	6	7	10	11	12	13	14	17	18	19	[#] 20	PD/PC 21	NS 24	[*] 25	26	27	28	31					19	1	0	1	0.5	20	21	
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JANUARY	WD 2	3	4	5	6	9	10	11	12	13	H 16	17	18	19	20	[#] 23	[*] 24	25	26	27	30	31				20	1	1	0	0	21	21	
FEBRUARY			1	2	3	6	7	8	PD/PC 9	NS 10	13	14	15	16	17	20	21	22	23	24	27	28				18	1	0	1	0.5	19	20	
MARCH			1	2	ER 3	6	7	8	9	10	13	14	15	16	17	NS 20	NS 21	NS 22	CL 23	CL 24	27	28	29	30	[#] 31	18	5	0	0	0	18	21	
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MAY	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	H 29	30	31			22	1	0	0	0	22	22	
JUNE				1	2	[#] 5	IW 6	IW 7	IW 8	IW 9	IW 12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	3	0	0	0	0	5	22	
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8/16, 8/17, 8/18	3.00
10/20	0.50
2/9	0.50
	<u>4.00</u>



ARKANSAS DEPARTMENT OF TRANSPORTATION

ArDOT.gov | IDriveArkansas.com | Lorie H. Tudor, P.E., Director

10324 Interstate 30 | P.O. Box 2261 | Little Rock, AR 72203-2261

Phone: 501.569.2000 | Voice/TTY 711 | Fax: 501.569.2400

December 10, 2021

Mr. Harrel Hatch  
Maintenance Supervisor  
North Little Rock School District  
2400 Willow Street  
North Little Rock, Arkansas 72114

Dear Mr. Hatch:

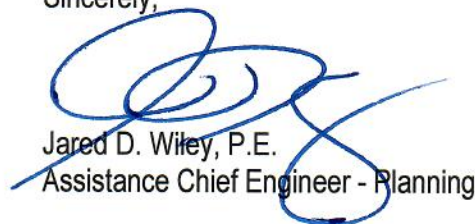
Thank you for submitting the School Facility Informational Sheet related to the North Little Rock School District's Amboy Elementary project.

The Department has reviewed the Amboy Elementary School Traffic Study Report and concurs with the traffic plan in concept. The Department is committed to working with the School District on implementing this project.

Once the School District's consulting engineer has developed complete engineering plans, please submit a written request for a permit to Deric Wyatt, the Department's District 6 Engineer. Once the Department has reviewed the plans in relation to access and traffic operations for the State Highway System and any comments have been addressed, a permit will be issued.

We look forward to working with you to improve the safety of traffic flow for the students, parents, and staff at Amboy Elementary School. If you should have any questions, please contact Deric Wyatt, District Six Engineer, at (501) 569-2173 or Deric.Wyatt@ardot.gov.

Sincerely,



Jared D. Wiley, P.E.  
Assistance Chief Engineer - Planning

c: Deputy Director and Chief Operating Officer  
Deputy Director and Chief Engineer  
Assistant Chief Engineer – Operations  
Roadway  
Transportation Planning and Policy  
District 6  
Peters & Associates Engineers, Inc.





**City of North Little Rock**

**Amboy Elementary - Parking Lot and Drop Off Lane Improvements**

**Option 1: Build Out Hwy 365**

Civil Site/Utility/Landscaping Utility

Opinion of Probable Construction Costs

Prepared by McClelland Consulting Engineers, Inc.

10/14/2021



**Civil Phase I - Construction Costs**

Item No.	Description	Unit	Estimated Quantity	Estimated Unit Costs	Estimated Cost
1	Site Preparation	LS	1	\$8,100.00	\$8,100.00
2	Erosion Control	LS	1	\$2,500.00	\$2,500.00
3	Clearing, Grubbing, Excavation	LS	1	\$3,350.00	\$3,350.00
4	Maintenance of Traffic	LS	1	\$450.00	\$450.00
5	Unclassified Excavation	CY	450	\$16.00	\$7,200.00
6	ACHM Surface Course (3" Depth)	TON	400	\$170.00	\$68,000.00
7	Class 7 Aggregate Base Course (8" Depth) for Driveways and Parking	TON	1140	\$55.00	\$62,700.00
8	Concrete Sidewalk (4" Thick)	SY	360	\$78.00	\$28,080.00
9	Class 7 Aggregate Base Course (4" Depth) for Sidewalk	TON	80	\$55.00	\$4,400.00
10	Concrete Driveway Apron (6" Thick)	SY	172	\$165.00	\$28,380.00
11	Install Type 'A' Concrete Curb & Gutter	LF	1525	\$40.00	\$61,000.00
12	Striping	LS	1	\$2,000.00	\$2,000.00
13	Install Retaining Walls (1' Thick)	SF	1250	\$35.00	\$43,750.00
14	Guardrail (42" High Metal)	LF	345	\$110.00	\$37,950.00
15	Hydroseeding	SY	2904	\$2.00	\$5,808.00
16	Truncated Domes (2'x5')	EA	3	\$500.00	\$1,500.00
17	ADA Ramp (concrete)	EA	3	\$700.00	\$2,100.00
18	ADA Parking Signage and Post	EA	1	\$400.00	\$400.00
19	ADA Parking Symbol	EA	1	\$350.00	\$350.00
20	Signage	LS	1	\$1,250.00	\$1,250.00
21	Add Alternate: Additional Parking & Sidewalks	LS	1	\$86,255.00	\$86,255.00
22	Miscellaneous (Mobilization, Demobilization, Bonds, Insurance, As-Built Record Drawings, Seeding of Construction Area, and Any Items not Covered Elsewhere to Complete the Project per the Drawings and Specifications)	LS	1	\$45,552.30	\$45,552.30

<b>Subtotal Estimate of Probable Construction Costs</b>	<b>\$501,075.30</b>
<b>10% Construction Contingency</b>	<b>\$50,107.53</b>
<b>Total Estimate of Probable Construction Costs</b>	<b>\$551,182.83</b>

<b>Estimate of Survey Costs</b>	<b>\$1,500.00</b>
<b>Estimate of Engineering Design Costs (10%)</b>	<b>\$50,107.53</b>
<b>Total Estimate of Project Costs</b>	<b>\$602,790.36</b>

**NOTES:**

This cost estimate does not include costs for potential utility relocations or environmental remediation



# **Amboy Elementary School Traffic Patterns and Community Update**

Mr. Allen E. Pennington, Principal  
Mr. Sandy Williams, School Safety Coordinator  
Mr. Harrel Hatch, Plant Services Supervisor

**April 27, 2021**





# Traffic Concerns

## Purpose:

- To bring awareness to the North Little Rock School District's Board of Education and the Amboy Community regarding traffic patterns concerns at Amboy Elementary School.



# Traffic Pattern Concerns



**Note:** this is the route that parents are using from MacArthur Dr to Auburn St that leads to the school for student drop off and pick up. Traffic crosses Military Drive during dismissal time that usually lasts about 10-15 minutes.



North Little Rock  
School District

# Traffic on Auburn Drive at Dismissal







# Traffic on MacArthur Drive and Auburn Drive at Dismissal







**Note:** Cars in the dismissal line that are extending onto MacArthur Drive which blocks the exit and entrance to McDonalds and Valero Gas Station.





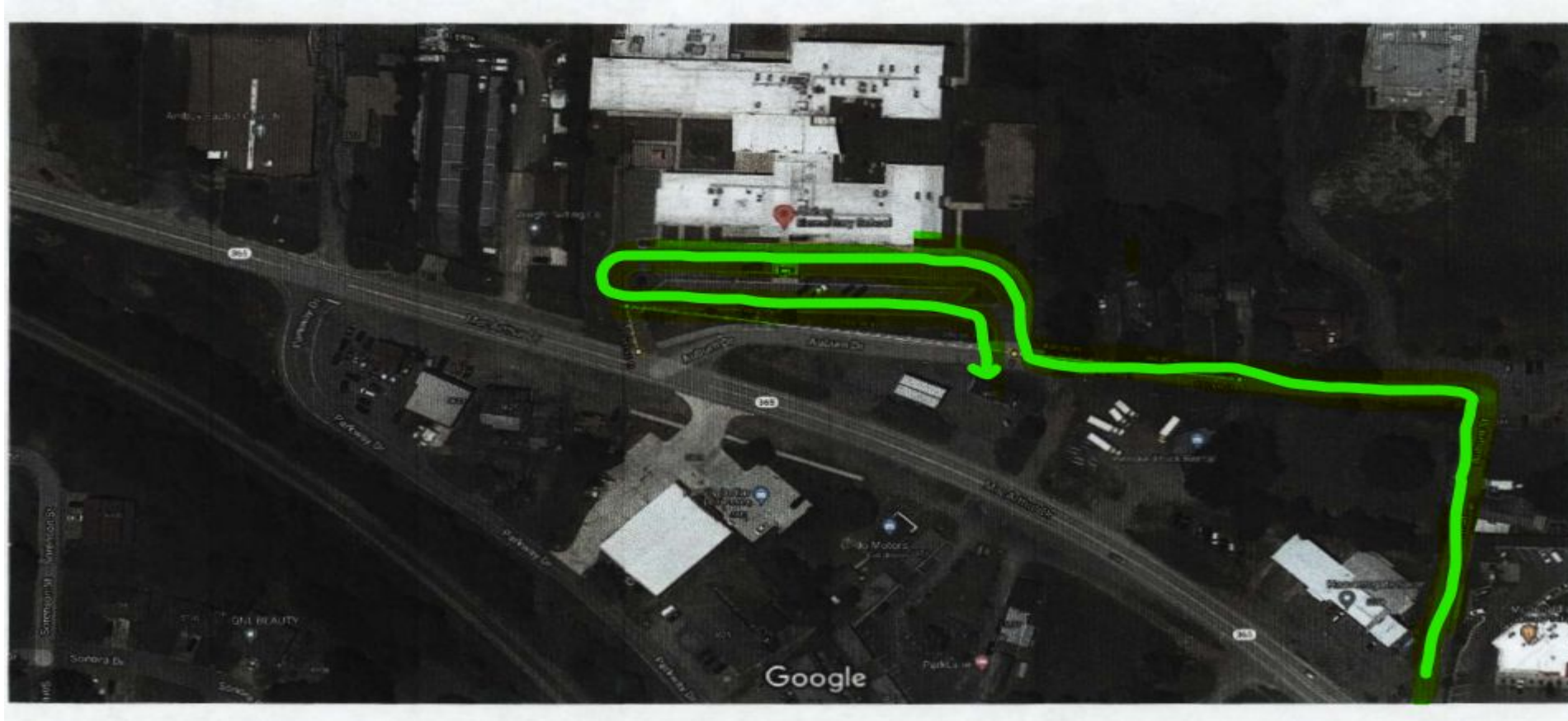
# Traffic onto MacArthur Drive and crossing Military Road



**Note:** Cars in the dismissal line onto MacArthur Drive and crossing Military Road. In addition, McDonald's employees shared how this has caused several accidents.



# Traffic Pattern Concerns

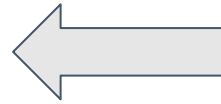


**Note:** this is the path that parents take in the car line during dismissal. Cars begin lining up in front of the school as early as 1:45 p.m.





# Traffic on MacArthur Drive and Auburn Drive at Dismissal



**Cars  
entering  
Auburn  
Drive from  
MacArthur**



**Cars on  
Auburn  
Drive  
blocking  
neighbors  
property**







# Traffic Pattern Concerns



**Cars entering the  
school's car loop  
from Auburn  
Drive.**

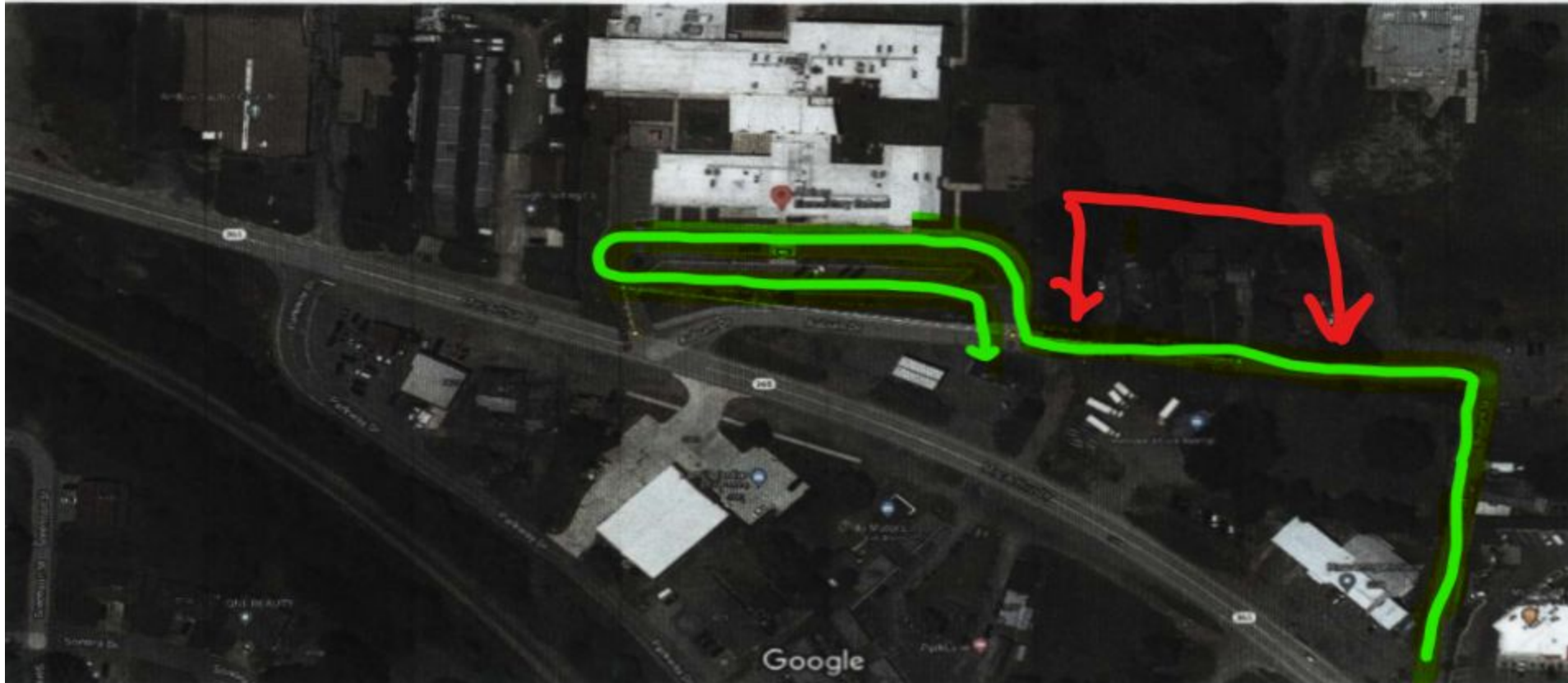


**Cars going through the  
loop in front of the  
school.**





# Traffic Pattern Concerns



**Note:** the red arrows cover the section of area that cars block the homeowners from exiting or entering their property between 2:20 p.m. to 3:00 p.m.



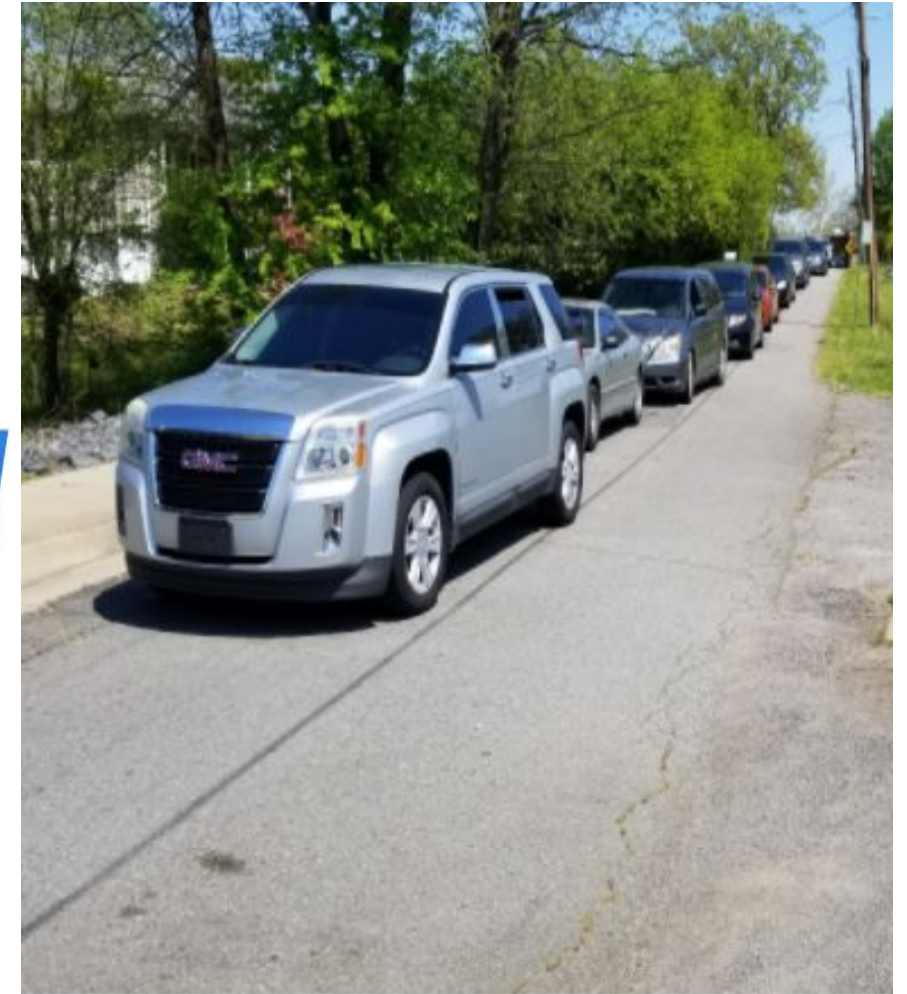


# Auburn Drive at Amboy Elementary Schools



**Auburn Drive with no traffic allows neighbors to exit and enter their property freely.**

**This vs That**



**Auburn Drive during dismissal does not allow for neighbors to enter or exit.**



# Potential Solutions



Note: This is the one way that leads to the front of the school & the possible gate exit, cars are currently looping through the parking lot.

- Move car rider drop off and pickup to the back parking lot, but some issues are:
  - The front parking lot/driveway being able to carry the weight of school buses
  - The pathway to the rear parking lot isn't accessible as the front parking lot
  - Pre-K student pickup and drop off is in the front of the school





# Potential Solutions



- Open the gate for cars to exit through allowing to turn onto MacArthur Drive
- Employ a crossing guard to control the flow of traffic





# Potential Solutions

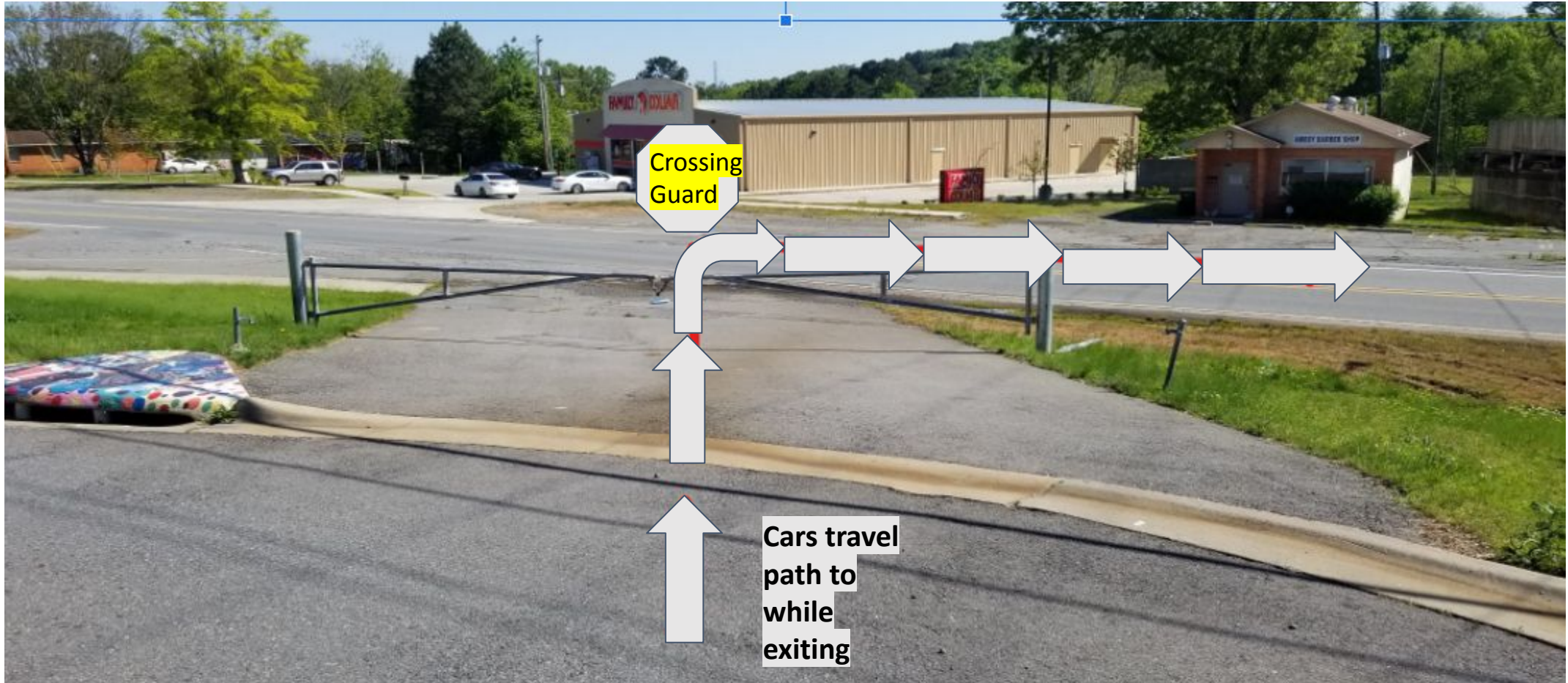


- Cars would drive through the loop and exit through the open gate





# Potential Solutions



- Crossing guard will stand onto MacArthur with a stop sign directing exiting traffic right onto MacArthur.



# **Amboy Community Update**





North Little Rock  
School District

# Vacant Property Next To School





# Stakeholder Concerns

- Increase of traffic if a potential business occupies the property (ie. proposed tire shop).
- Concerns of noise from cars and machinery
- Distraction of the learning environment to the classes most closely near the potential business (ie. Pre-K and Kindergarten classrooms)





# Potential Solution

- Availability of property for sale near the school
- Creating a parking lot or roundabout
- Give cars an alternative to parking and/or lining up for school dismissal
- Decrease blocking neighbors property and local businesses
- Increase safety for all stakeholders





# Contact Information

Mr. Allen E. Pennington, Principal

501-771-8185

[penningtona@nlrsd.org](mailto:penningtona@nlrsd.org)

Mr. Sandy Williams, School Safety Coordinator

501-771-8288

[williamssan@nlrsd.org](mailto:williamssan@nlrsd.org)

Mr. Harrel Hatch, Plant Services Supervisor

501-771-8077

[hatchh@nlrsd.org](mailto:hatchh@nlrsd.org)