



ARKANSAS
ARTS ACADEMY
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Arkansas Arts Academy School Board Agenda
Tuesday, September 10, 2019
6:30 High School Commons

1. Call to order at 6:31 pm
2. Establish quorum / Roll Call: Present:: Howard Alsdort, Tony Beardsly, Asele Mack, Cara Riley and David Russell. Absent: Mike Camp and Anthony Porche
3. Pledge of Allegiance
4. Comments from the Public: None
5. Consent Agenda
 - Approve minutes from August Regular Meeting
 - Enrollment Report
 - August Financials

A motion was made by Tony Beardsley and a second by Dave Russell to approve the consent agenda and the motion carried in a 5 – 0 vote.

6. New Business

- Principal Reports:

Matt Young's report given by Heather Wright: Goodies with Grandparents had 290 participants. Map testing for K – 2 almost completed and 3 – 5 grade Map Testing will be conducted soon.

Heather Wright: Parent Teacher Conferences will be held this Friday from 8 am – 4 pm. The Advisory Schedule is complete and working well. Dance Class with be attending the Tulsa Ballet, Trikefest will be during October Break, Teacher RTI Conference will be during October Break.

- Handbook: Discuss Sick Leave: Terri Harral discussed that 5 employees did not receive their sick days due to the 90 day cap. Terri Harral discussed what neighboring Districts did to compensate employees that have maxed out on sick days, such as paying the employee or expanding the cap so employees could bank more than 90 days. After discussing options the Board recommended that we could pay employees for ½ of sick days over 90 at the end of each semester. A motion was made by Tony Beardsley and a second by David Russell and the motion passed with a 5 – 0 vote.
- Pixel: Mary Ley gave a brief update on Pixel and will prepare a full presentation for the December School Board Meeting.
- Recycle Program: Mary Ley is gathering information and will have a recommendation at The October School Board Meeting in October.

7. Discussion of items since publication of the agenda:

Heather Wright brought information about purchasing Vape Detectors for the High School bathrooms. The detectors would alert personnel if there is a Vape smell detected or loud noises detected. A motion was made by Cara Riley and a second by David Russell to purchase the Vape / Noise Detectors and passed with a vote of 5 – 0.

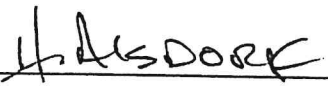
8. Executive Session

- Personnel: Hiring/Renewal/Promotion/Demotion/Transfer/Non-Renewal/Termination
- Contracts to be signed
- New employees, resignations, non-renewals

A Motion was brought before the board to approve 2 New Hires, a motion by Tony Beardsley and a second y Cara Riley to approve the 2 new hires and the motion passed with a 5 – 0 vote.

8. Adjournment: A motion was made by Dave Russell and a second by Tony Beardsley to adjourn the meeting and passed with a 5 – 0 vote at 7:12 pm.

Approved by:



 Howard Alsdorf, President



 Date

**Arkansas Arts Academy
Enrollment Report
September 6, 2019**

Elementary School	September 6, 2019, Enrollment	Wait List	September 2018, Enrollment	Change from 2018 - 2019
Kindergarten	80	105	80	0
1st	77	87	77	0
2nd	80	106	79	1
3rd	80	112	79	1
4th	84	92	75	9
5th	82	117	82	0
6th	83	107	82	1
Total	566	726	554	12
Middle School				
7th	108	34	107	-1
8th	106	44	93	13
Total	214	78	200	12
High School				
9th	104	0	79	25
10th	79	0	86	-7
11th	90	0	65	25
12th	64	0	62	2
Total	337	0	292	45
Total MS & HS	551	78	492	57
Total	1112	806	1046	69
Enrollment 2019/2020				Up 69 Students

ACT
1120
5%
Salary
Increase

Row Count	Last Name	First Name	Total Salary for Paydates Between Jul 1, 2017 and Jun 30, 2018	Total Salary for Paydates Between Jul 1, 2018 and Jun 30, 2019	Dollar Amount Change	Percentage Change	Comments Column
1	ADAMS	LAINIE	38,551.32	38,847.50	296.18	1%	
2	ADLER	MISTY	46,250.00	45,750.00	-500.00	-1%	
3	ARENA	CRYSTAL	28,307.90	34,631.58	6,323.68	22%	was on FMLA in 17/18
4	ARMSTRONG	KAREN	39,612.50	39,000.00	-612.50	-2%	
5	ASENCIO	RHONDA	36,490.00	35,500.00	-990.00	-3%	
6	BALDWIN	REBECCA	36,875.00	0.00	0.00	0.00	
7	BANKSTON	KELLY	0.00	7,737.66	0.00	0.00	
8	BARRETT	SOPHIA	38,347.89	23,474.74	-14,873.15	-39%	Term on 02/28/2019
9	BENSON	CYNTHIA	0.00	37,870.07	0.00	0.00	
10	BENTON	DEBBIE	41,660.39	40,750.00	-910.39	-2%	
11	BINGHAM	STACY	0.00	40,221.69	0.00	0.00	
12	BRITAIN	REBECCA	41,950.00	40,750.00	-1,200.00	-3%	
13	BROWN	MELINDA	25,315.79	0.00	0.00	0.00	
14	BRUNELL	NATHALIE	55,115.26	0.00	0.00	0.00	
15	BURNS	PATRICIA	41,955.27	42,105.26	149.99	0%	
16	BUTLER	JOEY	480.00	1,200.15	720.15	150%	went from PT to FT term 2/19
17	BYLER	MARISSA	3,154.95	6,864.05	3,709.10	118%	Term on 02/28/2019
18	CANFIELD	KATHERINE	0.00	37,950.00	0.00	0.00	
19	CARPENTER	RACHEL	34,955.26	35,000.00	44.74	0%	
20	CARTER	KIMBERLY	0.00	33,824.24	0.00	0.00	
21	CASSADY	KRISTINA	35,245.00	35,218.75	-26.25	-0%	
22	CASTLEMAN	KAREN	42,000.00	41,000.00	-1,000.00	-2%	
23	CERNA	LA VONA	42,000.00	42,436.80	436.80	1%	
24	CLARK	CALVIN	0.00	46,604.53	0.00	0.00	
25	COCKERHAM	RYAN	34,648.54	0.00	0.00	0.00	
26	COLVIN	SANDI	43,827.50	43,450.00	-377.50	-1%	

27 CRAIG	VICTOR	0.00					40,941.05	0.00		
28 DALE	JAMIE		37,750.00				37,450.00	-300.00		-1%
29 DANIEL	DONNA		14,688.75	0.00			0.00	0.00		
30 DAVENPORT	JESSICA	0.00					40,750.00	0.00		
31 DAVIS	KAITLYN	0.00					33,000.00	0.00		
32 DAY	CALLIE	0.00					35,698.91	0.00		
33 DEARING	TYLER	0.00					33,000.00	0.00		
34 DEDNER	MARISSA	0.00					33,500.00	0.00		
35 DEMUTH	BARBARA		42,250.00				42,450.00	200.00		0%
36 DEPNER	JOSHUA	0.00					34,971.50	0.00		
37 DOWNUM	JULIE		39,600.00	0.00			0.00	0.00		
38 DUDLEY	REBECCA		20,403.31				38,855.19	18,451.88		90% Got a 3,000 raise 18-19
39 ELKINTON	KORTNEY		37,500.00				37,000.00	-500.00		-1%
40 EOFF	LAUREN		40,750.00				40,450.00	-300.00		-1%
41 FALCON	MARIA		35,988.75	0.00			0.00	0.00		
42 FARLER-HOYT	JOHNATHAN		16,738.17				34,538.36	17,800.19		106% Went to 230 contract
43 FARMER	JAKE	0.00					36,250.00	0.00		
44 FAULKINBERRY	KELLIE	0.00					18,458.38	0.00		
45 FISHBACK	MARY		39,145.00				38,500.00	-645.00		-2%
46 FOGG	COLINDA		36,273.22				35,281.91	-991.31		-3%
47 FORD	TIFFANY	0.00					34,000.00	0.00		
48 FREDERKING	AUSTIN		35,000.00				35,500.00	500.00		1%
49 GATLIN	CHELSEA		32,550.00	0.00			0.00	0.00		
50 GENTRY	MARY		38,350.00				37,950.00	-400.00		-1%
51 GIBBONS	HOLLY		43,000.00				35,012.50	-7,987.50		-19%
52 GILLESPIE	AMY		3,574.78				8,348.34	4,773.56		134% Hired Dec of 17/18
53 GLADDEN	LORI		38,867.98				40,678.25	1,810.27		5%
54 GRACY	TERRY		9,481.36				61,350.00	51,868.64		547% became an Asst principal
55 GREEN	JAMES		36,500.00				36,000.00	-500.00		-1%
56 GRETZMIER	SARAH		825.00	0.00			0.00	0.00		
57 HALE	LACEE		34,500.00				37,450.00	2,950.00		9% Went to a Masters 18/19
58 HAMMOND	AMANDA		34,990.00				34,000.00	-990.00		-3%
59 HANNA	TREVOR	0.00					33,000.00	0.00		
60 HANSON	ANDREA		31,850.00				54,915.79	23,065.79		72% Hired 12/12/17
61 HANSON	DAVID		40,975.22				65,000.00	24,024.78		59% Hired 11/14/17
62 HARDIN	JACALYN		46,250.00				47,125.00	875.00		2%
63 HARGROVE	AMBER		375.00	0.00			0.00	0.00		
64 HARRAL	ROY	0.00					3,667.32	0.00		

65 HARRAL	TERRI	17,956.65	42,520.04	24,563.39	137%	Hired in Feb of 17/18
66 HEFFERNAN	PERI	37,206.58	36,810.53	-396.05	-1%	
67 HEILMANN	BRAM	578.00	0.00	0.00		
68 HELM	TERRY	0.00	0.00	0.00		
69 HICKS	STEPHANIE	0.00	34,144.93	0.00		
70 HINES	JOHN	71,500.00	61,406.00	0.00		
71 HURT	MEAGAN	42,723.68	71,000.00	-500.00	-1%	
72 HUTCHISON	MOLLY	0.00	42,276.32	-447.36	-1%	
73 IGLESIAS	STAR	40,750.00	33,500.00	0.00		
74 JAGLIN	CHRISTOPHE	24,940.26	40,450.00	-300.00	-1%	
75 JAMES	JODY	36,500.00	36,000.00	-500.00	-1%	
76 JETTON	TONYA	36,612.50	35,500.00	-1,112.50	-3%	
77 JOHNSON	BARRETT	54,666.60	0.00	0.00		
78 JOHNSON	BONNIE	8,542.78	0.00	0.00		
79 JONES	AARON	68,826.10	70,000.00	1,173.90	2%	
80 JORGENSON	ERIN	36,145.39	0.00	0.00		
81 KEDROWSKI	SUSAN	0.00	41,125.00	0.00		
82 KERR	HARRISON	30,352.63	0.00	0.00		
83 KESSLER	AMY	43,886.84	44,247.99	361.15	1%	
84 KLATT-KLINGERMAN	KERREY	0.00	37,875.00	0.00		
85 LE	MAI	0.00	33,000.00	0.00		
86 LEACH	MARY	35,500.00	35,070.80	-429.20	-1%	
87 LEWIS	CRYSTAL	39,825.00	38,625.00	-1,200.00	-3%	
88 LEWIS	PAMELA	22,793.92	21,892.51	-901.41	-4%	
89 LEY	MARY	110,795.65	111,900.00	1,104.35	1%	
90 LINDLEY	NICOLE	24,188.93	23,412.95	-775.98	-3%	
91 LYON-BALLAY	ELIZABETH	6,879.28	0.00	0.00		
92 MARTENS	TIMOTHY	39,250.00	38,335.00	-915.00	-2%	
93 MARTINEZ	CAROLINE	36,188.82	0.00	0.00		
95 MELICK	MANDY	3,764.31	3,521.87	-242.44	-6%	
96 MILLER	JOAN	0.00	14,887.34	0.00		Hourly didn't work as many hours 18/19
97 MILLIGAN	KATHERYN	0.00	39,281.67	0.00		
98 MORGAN	MARIBEL	24,592.48	23,498.27	-1,094.21	-4%	
99 MYRICK	DAVID	41,500.00	40,500.00	-1,000.00	-2%	
100 NIEVES	SANDY	0.00	35,375.00	0.00		
101 OROZCO	LUIS	0.00	4,709.74	0.00		
102 PADGETT	BARBARA	79,600.00	33,166.70	-46,433.30	-58%	Term 11/30/18

103 PATTERSON-BRIGHT SARA	36,406.58	0.00	0.00	0.00	0.00				
104 PERSHING TAMY	7,359.87	0.00	0.00	0.00	0.00				
105 PEVEHOUSE CARLA	0.00	0.00	0.00	0.00	0.00				
106 PHILLIPS EMILY	34,000.00	0.00	33,500.00	-500.00	0.00				-1%
107 PRICE JOY	43,000.00	0.00	42,500.00	-500.00	0.00				-1%
108 PURCELL JESSICA	0.00	0.00	35,750.00	0.00	0.00				
109 RACHER SHEENA	40,740.00	0.00	40,450.00	-290.00	0.00				-1%
110 RICHARDSON ADAM	7,332.10	0.00	0.00	0.00	0.00				
111 ROBERT SCHUMANN	0.00	0.00	35,704.93	0.00	0.00				
112 ROBERTS MICAH	10,549.34	0.00	40,865.00	30,315.66	0.00				287% Hired 03/26/2018
113 ROZZANA MEGAN	35,000.00	0.00	34,500.00	-500.00	0.00				-1%
114 RYAN JONGIM	49,250.00	0.00	48,750.00	-500.00	0.00				-1%
115 SALLINGS PATRICK	0.00	0.00	40,625.00	0.00	0.00				
116 SANCHEZ KRISTLE	90.00	0.00	0.00	0.00	0.00				
117 SAYLOR HEATHER	0.00	0.00	46,450.00	0.00	0.00				
118 SCHUSTER REBEKAH	44,022.37	0.00	44,450.00	427.63	0.00				1%
119 SCOTT PAULA	0.00	0.00	46,566.15	0.00	0.00				
120 SEILER MONICA	35,000.00	0.00	34,500.00	-500.00	0.00				-1%
121 SHIELDS MARK	40,250.00	0.00	40,450.00	200.00	0.00				0%
122 SHORES JESSICA	30,996.06	0.00	24,500.53	-6,495.53	0.00				-21% Term 02/28/2019
123 SHOVER AMANDA	47,842.11	0.00	49,736.84	1,894.73	0.00				4%
124 SINGLETON DAVID	48,500.00	0.00	47,000.00	-1,500.00	0.00				-3%
125 SKELTON DAVID	72,300.00	0.00	71,800.00	-500.00	0.00				-1%
126 SMITH WILLIAM	44,000.00	0.00	40,500.00	-3,500.00	0.00				-8% stop being the building cord.
127 STEELE MICHELLE	42,274.21	0.00	42,509.60	235.39	0.00				1%
128 STEWART ROBERT	48,296.05	0.00	38,500.00	-9,796.05	0.00				-20% stop being the testing cord.
129 STOLTMAN PATRICIA	0.00	0.00	0.00	0.00	0.00				
130 TRAUFLER JESSICA	0.00	0.00	0.00	0.00	0.00				
131 VASILE ALEXANDRA	43,625.00	0.00	43,125.00	-500.00	0.00				-1%
132 WEHMEYER DOUGLAS	7,199.90	0.00	0.00	0.00	0.00				
133 WELCH LILY	37,750.00	0.00	37,950.00	200.00	0.00				1%
134 WENZEL ANNE	20,125.00	0.00	39,450.00	19,325.00	0.00				96% Got her masters degree
135 WIGGINS ANN	5,281.71	0.00	0.00	0.00	0.00				
136 WILLARD AMANDA	0.00	0.00	33,405.30	0.00	0.00				
137 WILLARD JOSHUA	1,873.80	0.00	0.00	0.00	0.00				
138 WILLIAMS LEAH	0.00	0.00	2,765.55	0.00	0.00				
139 WILSON ALYSSA	0.00	0.00	55,000.00	0.00	0.00				
140 WRIGHT HEATHER	58,172.68	0.00	71,603.00	13,430.32	0.00				23% became HS Principal 18/19

141 YOUNG	ERVIN	89,500.00	89,000.00	-500.00	-1%
142 ZUPAN	DEBORAH	37,905.58	37,017.64	-887.94	-2%
Summary		3,569,127.87	4,376,736.72	134,411.70	4%
Aug 22, 2019		- 1 -			8:26:26 AM

Sick Leave

Full time employees are allowed sick leave at full pay, at the rate of 1 day per contract month or portion thereof. Part-time employee shall be allowed sick leave on a prorated basis. A contract month is considered to be twenty working days.

All sick leave decisions are within the discretion of the principal. The superintendent may review sick leave decisions at his or her discretion.

Sick leave is paid leave granted to full-time employees of the school for absences due to illness of the employee or the employee's immediate family, or for death in the employee's immediate family. Immediate family refers to the employee's spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, grandchildren, uncle, aunt, step-parent, or any member living in the employee's household. Sick leave is accumulated at the beginning of the school year at a rate of one day per month of employment in the school and should be used in increments of one full day.

Employees will not be paid for sick leave taken in excess of accrued sick leave, which will result in a deduction from employee's pay. Sick leave used for purposes not authorized by this policy may lead to disciplinary action, up to and including non-payment for the unauthorized sick days and/or termination.

If the employee leaves or resigns before the end of the school term, sick leave will be prorated and the District shall deduct from the last paycheck full compensation for any days of sick leave used in excess of the days earned.

Should an employee be absent frequently during a school year and the absences are not subject to FMLA leave, and the pattern continues or is reasonably expected to continue, disciplinary action may result, which could include termination or nonrenewal of the contract of employment.

If the employee is a transfer from another Arkansas school district, the employee will be granted credit for any unused sick leave, but not to exceed a maximum of ninety days. The accumulated sick leave credit shall be granted to the employee upon furnishing proof in writing from the former school.

A person eligible to retire from the Arkansas Teacher Retirement System and have worked for the District for a minimum of 10 years will be eligible to receive pay for unused sick leave days upon retirement. The days will be paid at the classified substitute rate. Employees who retire and receive benefits from Arkansas Teacher Retirement System that return to work for the District under contract will continue to accrue sick leave days as provided by law, however the employee shall not qualify for further payment for accumulated sick leave.