



# *North Little Rock School District*

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## **Seventh Street Elementary School Reconfiguration and Transformation Stipend Resolution**

### **OVERVIEW**

The North Little Rock School District (NLRSD) is a diverse, high-poverty district that is located in Pulaski County, Arkansas. The district is committed to ensuring that any and all efforts to hire and retain the highest quality licensed staff are in place. Seventh Street Elementary School currently serves students in grades pre-K through 5 with approximately 352 students. Student demographic data reflects predominantly African American students accounting for 86% of the school's population with 6% of the population being Two or More Races, 5% Hispanic, 3% White or other respectfully. In fact, 96% of the students at Seventh Street are from working-class families who receive some source of subsidized school meals. Due to 96% of the families having income located in the lower socioeconomic status, Seventh Street Elementary School is identified as a school-wide Title 1 School. Meaning, the school receives federal funds to support the school to meet the educational needs of all students. Seventh Street Elementary School currently has 17% of students receiving special education services, which is above the national average of 14.5% according to the 2021 National Center for Education Statistics. In addition, there is a small number of English Language Learners (ELL) accounting for only 4% of the student population.

In December 2021, the district unveiled its plan to transform our schools using the E4 District Transformation Model. The E4 District Transformation Model ensures all students will be provided with guaranteed learning opportunities to expose, explore, expand, and excel, through various themed models, an avenue for students to be future-ready upon graduation. Seventh Street Elementary School will be the first innovative school developed through the E4 initiative. In accordance with the new vision of preparing our students to be future-ready, additional professional development will be required as well as a commitment to providing the highest quality of rigorous, relevant, and innovative education through project-based learning. All students that attend the newly reconfigured school will have access to high-quality staff that are committed to working in partnership with families, community members, businesses, and industry partners to provide guaranteed learning experiences. With that expectation, an additional stipend will be offered to all licensed staff that are hired in licensed positions for the reconfigured campus.

The announcement of these stipends will be made to all groups that are presented with the reconfiguration process plans and will also be posted with the job listings for each certified role only. All licensed staff that are hired starting with the 2023-2024 school year will be offered a \$10,000 recruitment and retention stipend based upon acquired criteria to include: (a) signed school reconfiguration non-negotiable form, (b) 95% attendance at professional development sessions offered prior, during, and after the regular school year, (c) 95% attendance to Professional Learning Community Meetings, (d) successful implementation of daily standards-based instruction and monitoring to include

rigorous, relevant, and innovative learning practices with fidelity, (e) successful implementation of PBL signature projects with fidelity, (f) satisfactory teacher/administrator evaluation performance rating, and (g) meet or exceed school performance learning targets outlined in the school improvement plan and aligned with the individual teacher/administrator professional growth plan.

The \$10,000 stipend during the 2023-2024 school year will be paid in installments over the course of the year with current ESSER funds. For clarity, this stipend will be awarded based upon outlined criteria above in addition to the current NLRSD Recruitment and Retention Resolution currently in place for all staff during the 2023-2024 school year. For the 2024-2025 school year, a second stipend of \$4,000 will be paid to all certified staff with the same expectations and commitment in place as the previous year with Federal Title II funds. For the 2025-2026 school year, a third and final stipend of \$3,000 will be paid to all certified staff with the same expectations and commitment in place as the previous years with Federal Title II funds.

**Table 1.0**

<b>School Reconfiguration Recruitment and Retention Stipend Proposal</b>		
<b>School Year</b>	<b>Licensed Employees</b>	<b>Estimated Stipend Amount</b>
2023-2024	All licensed employees pre-K through 5th grade	\$10,000 per licensed employee paid in 2 installments = \$390,000
2024-2025	All licensed employees pre-K through 6th grade	\$4,000 per licensed employee paid in 2 installments = \$168,000
2025-2026	All licensed employees pre-K through 7th grade	\$3,000 per licensed employee paid in 2 installments = \$135,000
<b>Totals</b>		<b>3 Year Combined Stipend Total = \$693,000</b>

## GOALS

1. To hire experienced and highly qualified educators for Seventh Street Elementary as it transitions to the first E4 PreK-8 school.
2. To recruit and retain a diverse workforce at Seventh Street Elementary.

## SPECIFICATIONS

In order to hire experienced educators, NLRSD would like to utilize:

- ESSER funds to provide a stipend for all licensed staff acquiring a position at the newly reconfigured Seventh Street Elementary School to work with the NLRSD for the 2023-2024 school year to initiate the transformation from our post-COVID education system.

- Federal Title II funds will be allocated to pay for the stipends in the 2024-2025 and 2025-2026 fiscal years.
- The yearly total amount will be paid in two equal parts yearly as defined by Table 1.0. Employees that start late will receive a prorated amount based on the actual days they have served in their contract. June payments each year are contingent upon a signed contract and commitment with the NLRSD for the next fiscal year. Employees meeting the proposed criteria will receive compensation during the following months: December of 2023, June of 2024, December of 2024, June of 2025, December of 2025, and June of 2026.
  - Requirement for the receipt of the additional stipend will be based on: (a) signed school reconfiguration non-negotiable form, (b) 95% attendance at professional development sessions offered prior, during, and after the regular school year, (c) 95% attendance to Professional Learning Community Meetings, (d) successful implementation of daily standards-based instruction and monitoring to include rigorous, relevant, and innovative learning practices with fidelity, (e) successful implementation of PBL signature projects with fidelity, (f) satisfactory teacher/administrator evaluation performance rating, and (g) meet or exceed school performance learning targets outlined in the school improvement plan and aligned with the individual teacher/administrator professional growth plan.

\*Payments will be made on a regularly scheduled payroll check in the months of December and June.\*

\*The NLRSD reserves the right to collect funds equivalent to the amount awarded under the Seventh Street Elementary School Reconfiguration and Transformation Stipend Resolution to the receiving employee when the terms of this resolution are breached.\*

## **EVALUATION**

Collect data on:

1. Student achievement data from NWEA and Common Formative Assessments through the Learning Loss Intervention/Prevention teacher (quarterly)
2. Staff attendance and contract completion (quarterly)
3. Retention of recruited staff (annually)
4. Retention of recruited staff in high-needs areas (annually)
5. Recruitment and retention of diverse staff (annually)
6. Qualitative data collected from learning walks, instructional rounds, and PLCs (monthly)

This resolution will be reviewed and revised annually based on the data collected above and the district's current needs.

## **REFERENCE INFO:**

*From ESSER: ELIGIBLE USES OF FUNDS*

ADDITIONAL PAY (possible program code 160) Must have a written plan for documentation

- When the U.S. Department of Education (ED) awarded ESSER funds to states it noted the funds "generally will not be used for bonuses, merit pay, or similar expenditures, unless related to disruptions or closures resulting from COVID-19."

- This does not mean all bonuses, merit pay, or similar expenditures are unallowable, only those unrelated to COVID-related disruptions or closures.
- Examples that a district may consider if impacted by COVID-19:
  - Address recruitment or retention challenges in light of the pandemic.
  - Provide additional compensation to teachers and other staff that have assumed new duties because of COVID-19.
  - Incentivize effective teachers to move to schools with vulnerable students that have been disproportionately impacted by the pandemic.
  - Provide additional pay to substitute teachers where there is a shortage.
  - Other pay strategies could also be permissible if the LEA can connect the strategy to issues resulting from COVID-19, such as providing additional compensation to teachers and other staff that work in person.

Board Adopted: April 6, 2023