

PEA RIDGE CAREER AND TECHNICAL ACADEMY

School District: Pea Ridge School District
Grade Levels: 11-12
Student Enrollment Cap: 400
Address of Proposed Charter: 18781 W. Pickens, Pea Ridge, AR 72751

PRE-APPLICATION MATERIALS

The Arkansas Department of Education requires that all applicants submit a Letter of Intent, outlining a general description of the proposed charter school.

Evaluation Criteria:

A response that meets the standard will guarantee that:

- A Letter of Intent was filed with Arkansas Department of Education on time and included all the necessary information.

Meets the Standard

PART B EXECUTIVE SUMMARY

The Arkansas Department of Education requires all applicants to include an executive summary.

Evaluation Criteria:

A response that meets the standard will present:

- A mission statement (with content to be evaluated for Prompt #2 of Part C); and
- The key programmatic features of the proposed charter school.

Meets the Standard

C-1 PUBLIC HEARING RESULTS

All districts must conduct a public hearing before applying for a district conversion or limited charter school, to assess support for the school's establishment. Applicants are asked both to document the logistics of the hearing and to include a narrative of the hearing results.

Evaluation Criteria:

A response that meets the standard will present:

- A thorough description of the results of the public hearing;
- Evidence of public support exhibited at the hearing;
- Documentation of required notices published to garner public attention to the hearing; and
- Documentation of required notices about the hearing being sent to the community, certified school personnel, and parents of all students enrolled at the public school for which the school district initiated the application.

Partially Meets the Standard

Concerns and Additional Questions:

- Provide the date that the notice of public hearing about the proposed charter was first published in a newspaper having general circulation in the Pea Ridge School District. The publication is required to be published at least three weeks prior to the date of the meeting which was held on October 15.

The date that the notice of public hearing about the proposed charter was first published in a newspaper having general circulation in the Pea Ridge School District was on September 25, 2013. The notice was additionally published on October 2 and October 9, 2013. (The documentation of the published announcement and meeting was included in the appendix in the original charter application submission; however the narrative on page 4 of the original application erroneously stated that the three weeks in which the notice was published were October 2, 11, and 19, 2013.)

See attached documentation.

C-2 MISSION STATEMENT

The Mission Statement should be meaningful and indicate what the school intends to do, for whom, and to what degree.

Evaluation Criteria:

A response that meets the standard will present:

- A mission statement that is clear and succinct.

Meets the Standard

C-3 EDUCATIONAL NEED

The Educational Need section should explain the need for a charter school in the proposed location and the innovative educational option offered by the charter school.

Evaluation Criteria:

A response that meets the standard will present:

- A description of the educational need for the charter school substantiated with valid and reliable data, and
- A description of the innovations that would distinguish the charter from other schools.

Meets the Standard

C-4 EDUCATIONAL PROGRAM

The Educational Program section should describe the educational foundation of the school and the teaching and learning strategies that will be employed.

Evaluation Criteria:

A response that meets the standard will present:

- A clear description of the proposed educational program, including but not limited to the foundational educational philosophy and curricular and instructional strategies to be employed;
- Specific reasons that the school would be viable; and
- A description of the length of school day and school year that meets minimum state requirements.

Partially Meets the Standard

Concerns and Additional Questions:

- Confirm the understanding that, as proposed, the charter school would not meet the federal definition of a public charter school as it would not provide “a program of elementary or secondary education or both.” With literacy, social studies, and electives to be taken in their regular format at Pea Ridge High School for a half a day and the other half of the day to be

spent in in the "Industry Lab," no complete program of study for students in grades 11 and 12 will be offered at the charter.

As originally proposed, the Pea Ridge Career and Technical Academy would not meet the federal definition of a public charter school as it would not provide a full "program of ... secondary education"; however, upon resubmission of the application, the Pea Ridge School District is amending the original design of the charter school. Teachers from Pea Ridge High School will be assigned to the Academy full-time to assure that all courses and services are part of the charter school. Using an i-School model, literacy, social studies, math, science, and electives will be taken at the Academy rather than the humanities and electives courses being taken during a half-day at the high school. Academy students will still spend one-half of their day in the Industry Lab and one-half of their day taking coursework which will meet Common Core standards and Arkansas frameworks. The difference between the original proposal and the current one is that all coursework will now be taken at the Academy.

- Confirm that ADE curriculum frameworks and the Common Core literacy standards will be used in all content areas.

Pea Ridge Career and Technical Academy will utilize the Common Core State Standards and/or the Arkansas Curriculum Frameworks as the basis for instruction in all content areas. By giving students access to 1:1 technology and using Responsive Ed's i-School High model with an emphasis on career-ready education and their web-based curriculum, all students enrolled in the Academy will be required to meet the educational standards set forth by the Arkansas Department of Education. Responsive Ed will provide the Pea Ridge Career and Technical Academy with comprehensive consulting services and staff training. These consultations will include academics and curriculum development, as well as all aspects of school operations. Responsive Ed will also develop and provide new curricula as needed.

- Provide a copy of the agreement between the Pea Ridge School District and Responsive Education Solutions (RES).

See attached documentation.

- Identify where the expenses for RES were included in the budget.

See attached documentation.

- Explain the process and timeline for a student to change from one career academy to another.

Students will enroll in the Academy during their junior year in high school. Upon enrollment, they will be asked to choose their pathway of interest; however, prior to the end of the first semester of their junior year, they may choose to select a different career pathway. The first semester of coursework will consist of general workforce readiness courses which will be suitable and appropriate for any of the pathways offered. In order for a student to change pathways, he or she must first meet with the Career Counselor and the Family Liaison to ascertain whether the change is suited to the student. If the student, his or her family, and the counselor and instructors all agree to the change, and if there is a current opening in the newly chosen pathway, then the student will be moved with no loss of credits acquired to that point.

- Describe a typical week for a charter school student. Include the beginning time of the day, any travel time, the half of the day in the traditional high school, the half of the day in the industrial lab, and the JAG seminars on Friday. Demonstrate how the student receives 360 minutes of instruction each week. Include the time that school will end as the text on page 9 shows an ending time of 3:20, but the daily schedule shows an ending time of 4:15.

Students enrolled in the charter school will attend school five days per week from 8:00-4:15. (The original application stated an end time of 3:20 which was an error.) Because of the change in the design of the Academy from that which was presented in the original application, there will be no travel time or time spent in the traditional high school. Monday through Thursday will constitute time spent in coursework meeting ADE standards (one-half day) and in the Industry Lab (one-half day). On Friday, students will attend JAG Seminar (one-half day) and work in the Industry Lab (one-half day). Students will receive a minimum of 360 minutes of instruction per day as demonstrated by the attached Master Schedule.

- Describe STEM as it applies to the charter and the student population to be served by the charter.

STEM education (science, technology, engineering, mathematics) is applicable to the charter school and those students it serves because it is crucial that students not only comprehend STEM concepts, but can apply them in a workplace environment using a project-based learning approach. Integrating STEM concepts such as analytical mathematics, principles of technology and physics, and engineering design and presentation directly into the industry projects created by students, and ensuring the use of industry-standard technology, will ensure that the work quality and knowledge-base of graduates is of the highest quality and meets the employment needs of potential employers.

- Explain if welding technology and precision metal fabrication will be the only two programs offered through the charter school.

At the time of the original application submission, welding technology and precision metal fabrication were the two programs that were to be offered at the charter school. At this time, four additional pathways are to be added: Health Informatics, Logistics Management/ Supply Chain Command, Industrial Technology and Maintenance, and Sales Communication/ Broadcasting.

- Explain which core courses will be taught as part of the charter and which core courses will be taught traditionally at the high school.

Due to the amended design of the Academy, all courses will be taught as part of the charter school. No courses will be taught to Academy students in a traditional high school setting.

- Confirm the understanding that every digital course must be offered from a provider approved by the Arkansas Department of Education and must meet or exceed curriculum standards and requirements established by the Arkansas State Board of Education in accordance with all laws, rules, and procedures promulgated to ensure access to quality digital learning content and online blended learning.

Pea Ridge Career and Technical Academy will only offer digital coursework from approved providers identified by the Arkansas Department of Education to assure that all requirements are met ensuring access to quality digital learning content and online blended learning.

C5: CHARTER MODEL

The Charter Model section should explain the reasons that the district is requesting a charter school.

Evaluation Criteria:

A response that meets the standard will present:

- Specific reasons why it is critical for the district to have a charter school rather than implementing the plan outlined in the application on an existing traditional campus.

Does Not Meet the Standard

Concerns and Additional Questions:

- Provide specific reasons why it is critical for the district to have a charter school.

There are many reasons why it is critical for the Pea Ridge School District to open the Pea Ridge Career and Technical Academy. As stated in the original application, the Pea Ridge School District believes it is a service organization for the community, and as such, we have a duty to provide a quality education for all students, one which will propel those who have the potential for earning capacity but may not be inclined toward a traditional college path into the workforce and into the quality of life everyone deserves. Due to the isolation of the district, many of our students do not have the opportunity to attend off-campus certification programs, but the existence of our charter school would provide them with the opportunity to acquire the real-world skills necessary to obtain highly-skilled jobs in industry and manufacturing. By creating personalized career and technical plans for each Academy student which are not available in a traditional high school setting, the Academy will prepare students to enter the workforce with the skills and certifications necessary to earn a livable wage. Additionally, the enhanced exit options which are not available with a traditional high school diploma, but are inherent in the value-added diploma of the Academy, will remove barriers such as cost prohibitive tuition and travel restraints and give each student the means for success upon graduation. The integration of the business community will provide a true industrial curriculum and ensure that industry standards are met in the Academy's Industry Lab while supporting instruction for the incorporation of STEM and a Project-Based Learning (PBL) format in all classes. STEM and PBL as utilized in our industrial program need the support of the requested waivers, and in fact, the waivers are necessary for full implementation of the programmatic changes. The charter status will highlight our new, innovative approach to serving high school students, the design of which best meets the needs of our small, but growing, community. The industrial pathways that we are proposing are the result of the needs expressed by regional business and industry owners. The Pea Ridge School Board is in agreement with the charter application and feels that the opening of the Pea Ridge Career and Technical Academy is the best way to move forward with the innovations that will serve both our students and our community.

- Explain why the plan outlined in the application cannot be implemented as part of the current high school.

The proposed design of the Pea Ridge Career and Technical Academy cannot be implemented as part of the current high school due to the necessity of the requested waivers which would allow full implementation of the programmatic changes.

Request to waive Oral Communications in the 9th grade:

Currently, Oral Communications is taken by 9th and 10th grade students at Pea Ridge High School; however, for those students who express an interest in the Academy program, the Pea Ridge School District is requesting a waiver from this requirement which would allow the content of this course to be embedded in literacy courses, thereby affording those students the opportunity to enroll in courses designed as prerequisites for the manufacturing academy.

Request to waive Career and Technical Education in the 7th, 8th, and 9th grades:

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Currently, Career and Technical Education courses including Computer Business Applications, Family & Consumer Science, and Survey of Agriculture are taken by 9th grade students at Pea Ridge High School; however, for those students who express an interest in the Academy program, the Pea Ridge School District is requesting a waiver from this requirement which would allow these courses to be offered in the 8th grade. Additionally, Keyboarding and Career Orientation are currently taken in the 8th grade. The District is requesting a waiver allowing the content of Keyboarding to be embedded into Computer Business Applications and the content of Career Orientation to be embedded into Family & Consumer Science or Career Orientation, thereby affording those students the opportunity to enroll in courses designed as prerequisites for the manufacturing academy.

Request to waive Health and Safety Education: Currently, Health and Safety is taken by 9th and 10th grade students at Pea Ridge High School; however, for those students who express an interest in the Academy program, the Pea Ridge School District is requesting a waiver from this requirement which would allow the content of this course to be embedded in every career pathway within the Academy, thereby affording those students the opportunity to enroll in courses designed as prerequisites for the manufacturing academy.

Request to waive Clock Hours for Units of Credit requirements:

In conjunction with the waivers requesting embedded courses, the Pea Ridge School District requests a waiver from the required Clock Hours, or 'seat time', of those courses. There will be no dilution of course content with the reduction of seat time. Additionally, concurrent credit courses provided as a result of the articulation agreements with NWACC and ATU-0 will be delivered with standard clock hours for each single course though course credit will be given for both high school and college credit.

Request to waive Planned Instructional Day requirements:

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During the weeks of a student's internship, as well as during the one-half day of JAG Seminar on Fridays, the District is requesting a waiver from the 30 hours week of the Planned Instructional Day requirements. All curricular content requirements and weekly instructional hours will be met through the programmatic offerings of the Academy; however, due to the design of the Academy which includes a lengthened school day, internship opportunities, and weekly seminar, the weekly instructional hours may be configured differently than that of a traditional high school day or week.

Request to waive Class Size and Teaching Load requirements:

As the Pea Ridge School District recruits students and builds relationships with regional businesses resulting in additional career pathway opportunities, the Academy expects to enroll up to 400 students. A waiver from the Teaching Load maximum of 150 students per teacher is requested, affording the Academy the ability to enroll up to 180 students per teacher per day with the Class Size remaining at 30 students per class.

Request to waive Rules Governing Educator Licensure:

Because of the design of the Academy, industrial instructors in each career

pathway of the Industry Lab will be hired based on their certification and expertise in their trade area rather than on ADE educator licensure requirements. The District is requesting a waiver from the requirements mandating educator licenses for these instructors so that a true partnership with regional industries and exemplary, industry-standard instruction can be assured.

C-6: SCHOOL IMPROVEMENT PLAN

Evaluation Criteria:

A response that meets the standard will present:

- Meaningful and realistic ways to involve licensed employees and parents in developing and implementing the school improvement plan, identifying performance criteria, and evaluating the effectiveness of the improvement plan;
- A plan that addresses how the charter school will improve student learning and meet the state education goals;
- Specific goals in:
 - Reading;
 - Reading Comprehension;
 - Mathematics; and
 - Mathematics Reasoning;
- Goals on improving student achievement; and
- Valid and reliable assessment tools for measuring each of the defined goals.

Partially Meets the Standard

Concerns and Additional Questions:

- Explain the ways in which parents and patrons are involved in **developing and implementing** the school improvement plan.

As with the other school improvement plan committees across the district, parents and patrons involved with the Pea Ridge Career and Technical Academy will serve on ACSIP sub-committees to develop goals and suggest changes which would enhance the learning of the Academy's students.

- Explain if STEM education and project-based learning will be unique to the charter school.

STEM Education and Project-Based Learning are research-based instructional designs that are useful in teaching all students and important when teaching the Common Core. STEM and PBL are used in all schools in the Pea Ridge School District; however, the format for using these designs in the Academy will be different due to the integration of community businesses and the influence of industrial instructors on the curriculum.

- Confirm the understanding that the NORMES system is no longer used by the ADE.

Pea Ridge Public Schools understands that NORMES is no longer an existing resource and has been replaced by the Arkansas Data Center which provides the data analysis and enhanced services that had previously been provided by NORMES.

- Explain how the district plans to evaluate the success of the charter school and to attribute student academic performance to the charter if charter school students spend half the day enrolled in courses at Pea Ridge High School.

As with the other school improvement plans across the district, performance criteria for the charter school will be based on AMOs for Math, Literacy, and ELL, and BW results for Health and Wellness. The success of the Academy will be measured by analyzing the goals, performance criteria, and achievement of its students, as well as through tracking its graduates to determine successful industry employment. With the amended design of the charter school, Academy students will not spend half their day enrolled in courses at Pea Ridge High School, and therefore, all student academic performance will be attributed to Pea Ridge Career and Technical Academy.

C7: CURRICULUM DEVELOPMENT AND ALIGNMENT

The Curriculum Development and Alignment section should define the process by which the design team developed (or chose) the curricular program of the school and illustrate alignment with Arkansas Curriculum Frameworks and Common Core State Standards.

Evaluation Criteria:

A response that meets the standard of a curricular development and alignment program will present:

- Evidence that the curriculum aligns with, or a sound plan and timeline for aligning the curriculum with, the Arkansas Department of Education's content standards, benchmarks and performance standards.
- Evidence that the applicant is prepared to implement the requirements and timeframe of the Common Core State Standards.

Partially Meets the Standard

Concerns and Additional Questions:

- Explain if the district plans for PARCC results to be attributed to the charter school or to Pea Ridge High School.

With the amended design of the charter school, Academy students will not spend half their day enrolled in courses at Pea Ridge High School, and therefore, all student PARCC results will be attributed to Pea Ridge Career and Technical Academy.

C-8: STUDENT SERVICES

The Student Services section should describe how the school will address specific services for its student body.

Evaluation Criteria:

A response that meets the standard will describe the ways in which the following services will be provided to students even in those areas for which a waiver is requested:

- A guidance program that will serve all students;
- A health services program that will serve all students;
- A plan for a media center for use by all students;
- Sound plans for educating special education students that reflect the full range of programs and services required to provide such students with a high quality education;
- A transportation plan that will serve all **eligible** students;

- An alternative education plan for eligible students, including those determined to be at-risk and to offer access to one or more approved Alternative Learning Environments;
- A plan to serve students who are English language learners; and
- Plans for a gifted and talented program for eligible students.

Meets the Standard

Concerns and Additional Questions:

- Explain when and how charter students will be enrolled in concurrent college courses.

Students at Pea Ridge Career and Technical Academy will obtain concurrent college courses during the school day between 8:00-4:15 through the articulation agreements with Northwest Arkansas Community College (NWACC) and Arkansas Tech University-Ozark (A TU-0).

See attached documentation.

C-9: ANNUAL PROGRESS REPORTS

The Annual Progress Reports section should define how the academic progress of individual students and the school as a whole will be measured, analyzed, and reported.

Evaluation Criteria:

A response that meets the standard will present:

- A timeline for data compilation and completion of an annual report to parents, the community and the authorizer, **separate from the district's annual report** to the public, that outlines the school's progress; and
- A plan for dissemination of the annual report to appropriate stakeholders.

Partially Meets the Standard

Concerns and Additional Questions:

- Explain how the following data to be collected, analyzed, and disaggregated can be attributed to the charter, separate from Pea Ridge High School:
 - Grade point averages;
 - High school credits earned;
 - High school graduations earned;
 - Dual credits earned;
 - Number of graduates attending college;
 - Number of graduates entering the workforce at higher than minimum wage;
 - Number graduating from a two-year institution within two years; and
 - Results of PARCC assessments.

With the amended design of the charter school, Academy students will not spend half their day enrolled in courses at Pea Ridge High School, and therefore, all data which will be collected, analyzed, and disaggregated will be attributed to Pea Ridge Career and Technical Academy.

- Explain how district personnel will track graduates and access detailed information after students complete high school.

Graduates and their detailed post-graduation information will be tracked through the Jobs for Arkansas Graduates (JAG) program, just as for other graduates in the Pea Ridge School District. Originally designed as Jobs for American Graduates, the JAG program has been redesigned to meet the needs of students graduating from Arkansas high schools. The JAG program provides a curriculum which trains students to build introductory workplace skills which will enable them to be successful in the job market and includes soft skills and internship opportunities. Additionally, the JAG program allows its users to create a database of students during their senior years of high school and track their progress for the next two years.

C-10: ENROLLMENT CRITERIA AND PROCEDURES

The Enrollment Criteria and Procedures section should describe how the school will attract and enroll its student body, including any criteria for admission and enrollment. Applicants must also provide assurances for a random, anonymous lottery selection process.

Evaluation Criteria:

A response that meets the standard will present:

- A student recruitment plan that will provide equal opportunity for all parents and students to learn about and apply to the school;
- An enrollment and admissions process that is open, fair, and in accordance with applicable law; and
- A process for, and a guarantee of, a random, anonymous lottery process should there be more student applications than can be accommodated under the terms of the charter.

Partially Meets the Standard

Concerns and Additional Questions:

- Provide the maximum number of students for each academy.

For the 2013-14 school year, each pathway in the Academy will enroll up to 25 students based on a lottery system. As more students are recruited into the Academy, the expectation of the district is that additional industry partnerships will be formed and additional career pathways will be offered, resulting in a total student enrollment that will cap at 400.

C-11: STAFFING PLAN

The Staffing Plan section should describe the job duties of the school administrator(s) and other key personnel. This section should also describe the professional qualifications which will be required of employees.

Evaluation Criteria:

A response that meets the standard will present:

- A job description for the school administrators and other key personnel, including but not limited to counselors, teachers, etc.;
- An outline of the professional qualifications required for administrators, teachers, counselors, etc.;
- A staffing plan that clearly outlines both the types and numbers of positions to be filled at the school and salary scales for such positions, and
- The staffing plan consistent with the staff members noted in the budget.

Partially Meets the Standard

Concerns and Additional Questions:

- List the subject areas in which the two educators who work with metal fabrications and welding will be licensed.

Industry instructors who work in each career pathway will not be licensed. They will be approved based on their certification in their trade area. This is addressed in the section on Waiver Requests.

- Explain why two teachers and four instructors are indicated, but only five teachers are included in the budget.

The amended staffing plan now includes the following FTEs:

Family Liaison/Parental Involvement	0.5 FTE
Sales and Communication/Broadcasting	0.5 FTE
Industrial Technology and Maintenance	1.0 FTE
Welding/Metal Fabrication	1.0 FTE
Supply Chain Command/Logistics Management	1.0 FTE
Health Informatics	1.0 FTE
Math/Science	1.0 FTE
English/Social Studies	1.0 FTE

See attached documentation.

C-12: ARKANSAS PUBLIC SCHOOL COMPUTER NETWORK ASSURANCES

The Arkansas Public School Computer Network (APSCN) Assurances section should provide documentation of the applicant’s understanding of and participation in the required state finance and educational data reporting system.

Evaluation Criteria:

A response that meets the standard will present:

- Assurance that the charter school will participate in APSCN and will comply with all state statutory requirements regarding the APSCN finance and educational data reporting system.

Meets the Standard

C-13: FACILITIES

The Facilities section should identify and describe the facilities to be used by the school and any changes to be made to the facilities.

Evaluation Criteria:

A response that meets the standard will present:

- An identified facility appropriate to meet the needs of the school over the term of its charter;
- A realistic plan for remodeling or adapting a facility, if necessary, to ensure that it is appropriate and adequate for the school’s program, the school’s targeted population, and the public;
- Evidence that the school understands the costs of securing and improving a facility and has access to the necessary resources to fund the facility plan; and
- A sound plan for continued operation, maintenance, and repair of the facility.

Meets the Standard

C14: FOOD SERVICES

This section should describe how the school will address food services for its student body.

Evaluation Criteria:

A response that meets the standard will present:

- A food service plan that will serve all eligible students.
- A management plan that reflects a clear understanding of federal law and requirements if the charter school plans to participate in the National School Lunch program.

Meets the Standard

C15: PARENTAL INVOLVEMENT

The Parental Involvement section should describe how parents or guardians of enrolled students, the school employees, and other members of the community will make a positive impact on the school and its educational program.

Evaluation Criteria:

A response that meets the standard will present:

- A plan for involving parents and guardians in the school's education programs; and
- A proposal that involves the parents of students, employees and the broader community in carrying out the terms of the charter.

Partially Meets the Standard

Concerns and Additional Questions:

- Confirm that the school will succeed in developing and maintaining meaningful, productive parental and community involvement in the charter's educational program.

With the inclusion of a Family Liaison employee on staff at the Academy, the charter school will thrive in its development and maintenance of meaningful and productive parental and community involvement. The Family Liaison will take an active role in assisting with the recruitment of students and families that represent the diversity of the student population, ensuring that non-discrimination policies and lottery procedures are followed, and providing follow-up to families seeking to enroll. Additional responsibilities will include on-going contact with families to facilitate the school-family partnership, coordinate and organize family engagement activities, and assess family needs.

- Explain the school's requirements regarding parental involvement.

The Pea Ridge Career and Technical Academy will follow the minimum guidelines set forth by the Arkansas Department of Education regarding Parental Involvement requirements, and will enhance those requirements with the aforementioned responsibilities of the Family Liaison.

- Name the businesses that are committed to partnering with the charter school.

Businesses committed to partnering with the Pea Ridge Career and Technical Academy thus far include:

Bentonville Plastics
Walmart
40/29 News
JR Welding

Nunnally Chevrolet
Everett Chevrolet
Northwest Arkansas Community College
Arkansas Tech University - Ozark

See attached documentation.

C-16: WAIVERS

The Waivers section should discuss all waivers requested from local or state law.

Evaluation Criteria:

A response that meets the standard will present:

- Each law, rule, and standard by title, number, and description for which a waiver is requested;
- A rationale for each waiver request; and
- An explanation of the way that each waiver would assist in implementing the educational program of the charter and/or fulfilling the charter's mission.

See and respond to comments from the Arkansas Department of Education legal staff provided in a separate document.

Partially Meets the Standard

See descriptions of waiver information in section C-5 of this resubmission documentation.

The Pea Ridge School District confirms that all students enrolled in Pea Ridge Career and Technical Academy will be enrolled in one unit of physical education.

- **Section 9.03.1 of the ADE Rules Governing the Standards for Accreditation**
 - The applicant should explain why this waiver is necessary when it will serve grades 11-12 only. This Standard applies to grades 5-8.

This waiver request mistakenly cited Section 9.03.1 of the ADE Standards Rules; the request should have cited Section 9.03.4.1 of the ADE Standards Rules.

The applicant wishes to amend the waiver request to reflect the citation change; the rationale for the request remains the same as contained in the original application.

- **Section 9.03.9 of the ADE Rules Governing the Standards for Accreditation**
 - The applicant should explain why this waiver is necessary when it will serve grades 11-12 only. This Standard applies to grades 5-8.

The waiver is necessary here in order to help students in the seventh and eighth grades be better prepared to participate in, and derive the most educational benefit from, the Pea Ridge Career and Technical Academy (Academy). Although the seventh and eighth grades are not part of the charter application, the applicant strongly believes that the ability to be able to present the Career and Technical Education curriculum to those students in the manner set forth in the waiver request will help provide a valuable educational link from the middle school to the Academy.

- **Section 10.01.4 of the ADE Rules Governing the Standards for Accreditation**
 - The applicant should explain why this waiver is necessary. It appears the planned instructional time will meet the requirements of this Standard.

- If the applicant does intend to provide less instructional time than is required by this Standard, a waiver of **Ark. Code Ann. § 6-16-102 School Day Hours; Ark. Code Ann. § 6-18-211 Mandatory Attendance for Students in Grades 9-12; and the ADE Rules Governing Mandatory Attendance Requirements for Students in Grades Nine Through Twelve** is also necessary.

The waiver is essential to the Academy to assure that within the Academy's programs there would be the necessary flexibility to allow for instructional variance based on individual student needs. With the embedding of courses (such as Oral Communications), there could be the need for a flexible time to allow for more performance-based tests that are student directed. Additionally, as mentioned in the waiver request, this waiver affects the Internship & Business and Manufacturing Seminars which are valuable Academy offerings. Without this waiver, as program areas are implemented, the lack of flexibility could impact students' abilities to fully participate in the Academy experience.

- **Section 14.03 of the ADE Rules Governing the Standards for Accreditation**

- The Panel lacks the authority to grant waiver of graduation requirements. However, in the past the authorizer has granted a waiver of the 120 clock hour requirement upon satisfaction that the charter will adhere to full curriculum alignment with Arkansas frameworks.

In light of the Legal Comments received, the applicant wishes to amend this waiver request to ask for a waiver of the 120 clock hour requirement. The applicant hereby affirms that it will adhere to full curriculum alignment with Arkansas frameworks, and will be glad to submit to the Panel any additional information desired to satisfy the Panel.

- **Section 9.03.4.9 of the ADE Rules Governing the Standards for Accreditation**

- The applicant should confirm that it will still teach one unit of physical education.

The applicant hereby confirms that it will still teach one (1) unit of physical education at the Pea Ridge Career and Technical Academy.

C-17: DESEGREGATION ASSURANCES

The Desegregation Assurances section should describe the applicant's understanding of applicable statutory and regulatory obligations to create and maintain a unitary system of desegregated public schools.

Evaluation Criteria:

A response that meets the standard will present:

- Assurance that the charter school will comply with all applicable federal and state statutory and regulatory requirements regarding the creation and maintenance of desegregated public schools; and
- An outline of the potential impact of the proposed charter school on those desegregation efforts already in place in affected public school districts.

See and respond to comments from the Arkansas Department of Education legal staff provided in a separate document.

Meets the Standard

Desegregation assurances do not apply to the Pea Ridge School District.

OTHER COMMENTS

Budget

- Review the budget considering that the legislative session reduced the amount of funding for professional development in 2014-2015. The current estimate is approximately \$26.67 per student.

See attached documentation.

**Public Charter School Application
Personnel Salary Schedule**

Administrative Positions:		2014-2015	Salary 2014-2015	2015-2016	Salary 2015-2016
<i>Line#</i>	List Positions	No. FTEs		No. FTEs	
1	Principal	1	\$75,000.00	1	\$75,000.00
2					
3					
4					
5					
6					
7	Subtotal:		\$75,000.00		\$75,000.00
8	Fringe Benefits (rate used 26%)		\$19,500.00		\$19,500.00
9	Total Administration:		\$94,500.00		\$94,500.00

Regular Classroom Instruction:		2014-2015		2015-2016	
<i>Line#</i>		No. FTEs		No. FTEs	
10	Teachers	7	\$45,000.00	10	\$45,000.00
11	Aides	2	\$30,000.00	0.5	\$30,000.00
12	Subtotal:		\$375,000.00		\$465,000.00
13	Teacher Fringe Benefits (rate used 26%)		\$81,900.00		\$117,000.00
14	Aide Fringe Benefits (rate used _____)		\$0.00		\$0.00
15	Total Regular Classroom Instruction:		\$456,900.00		\$582,000.00

Special Education:		2014-2015		2015-2016	
<i>Line#</i>		No. FTEs		No. FTEs	
16	Teachers				
17	Aides				
18	Subtotal:				
19	Teacher Fringe Benefits (rate used _____)				
20	Aide Fringe Benefits (rate used _____)				
21	Total Special Education:				

Gifted and Talented Program:		2014-2015		2015-2016	
<i>Line#</i>		No. FTEs		No. FTEs	
22	Teachers				
23	Aides				
24	Subtotal:				
25	Teacher Fringe Benefits (rate used _____)				
26	Aide Fringe Benefits (rate used _____)				
27	Total Gifted and Talented Program:				

**Alternative Education Program/
Alternative Learning Environments:**

	2014-2016 No. FTEs	Salary 2014-2015	2015-2016 No. FTEs	Salary 2015-2016
28 Teachers				
29 Aides				
30 Subtotal:				
31 Teacher Fringe Benefits (rate used _____)				
32 Aide Fringe Benefits (rate used _____)				
33 Total Alternative Education Program/ Alternative Learning Environments:				

English Language Learner Program:

List Positions	2014-2016 No. FTEs	2015-2016 No. FTEs
34 _____		
35 _____		
36 _____		
37 _____		
38 _____		
39 Subtotal:		
40 Fringe Benefits (rate used _____)		
41 Total English Language Learner Program:		

Guidance Services:

List Positions	2014-2016 No. FTEs	2015-2016 No. FTEs
42 Career Counselor	0.5	1
43 _____		
44 _____		
45 _____		
46 _____		
47 Subtotal:		
48 Fringe Benefits (rate used 26%)		
49 Total Guidance Services:		

Health Services:

List Positions	2014-2016 No. FTEs	2015-2016 No. FTEs
50 _____		
51 _____		
52 _____		
53 _____		
54 _____		
55 Subtotal:		
56 Fringe Benefits (rate used _____)		
57 Total Health Services:		

Media Services:

58
59
60
61
62
63
64
65

List Positions

2014-2015
No. FTEs

2015-2016
No. FTEs

Subtotal:

Fringe Benefits (rate used _____)

Total Media Services:

Fiscal Services:

66
67
68
69
70
71
72
73

List Positions

2014-2015
No. FTEs

2015-2016
No. FTEs

Subtotal:

Fringe Benefits (rate used _____)

Total Fiscal Services:

Maintenance and Operation:

74
75
76
77
78
79
80
81

List Positions

2014-2015
No. FTEs

2015-2016
No. FTEs

Secretary

1 \$30,000.00

1 \$30,000.00

Subtotal:

Fringe Benefits (rate used 26%)

Total Maintenance and Operation:

\$30,000.00
\$7,800.00
\$37,800.00

\$30,000.00
\$7,800.00
\$37,800.00

Pupil Transportation:

82
83
84
85
86
87
88
89

List Positions

2014-2015
No. FTEs

2015-2016
No. FTEs

Subtotal:

Fringe Benefits (rate used _____)

Total Pupil Transportation:

Food Services:

		2014-2015 No. FTEs	2015-2016 No. FTEs
90	List Positions		
91			
92			
93			
94			
95	Subtotal:		
96	Fringe Benefits (rate used _____)		
97	Total Food Services:		

Data Processing:

		2014-2015 No. FTEs	2015-2016 No. FTEs
98	List Positions		
99			
100			
101			
102			
103	Subtotal:		
104	Fringe Benefits (rate used _____)		
105	Total Data Processing:		

Substitute Personnel:

		2014-2015 No. FTEs	2015-2016 No. FTEs
106	Number of Certified Substitutes _____		
107	Number of Classified Substitutes _____		
108	Subtotal:		
109	Certified Fringe Benefits (rate used _____)		
110	Classified Fringe Benefits (rate used _____)		
111	Total Substitute Personnel:		

112	TOTAL EXPENDITURES FOR SALARIES:	<u>\$620,700.00</u>	<u>\$777,961.50</u>
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**Public Charter School Application
Estimated Budget Template**

REVENUES

		<u>2014-2015 Amount:</u>	<u>2015-2016 Amount:</u>
State Public Charter School Aid:			
2014-2015			
1	No. of Students <u>125</u> x <u>\$6,521.00</u> State Foundation Funding	<u>\$815,125.00</u>	
2	No. of Students <u>125</u> x <u>\$44.00</u> Professional Development	<u>\$5,500.00</u>	
3	No. of Students <u>62</u> x <u>\$517.00</u> eligible rate* NSL Funding	<u>\$32,054.00</u>	
4	No. of Students _____ x _____ Other: <i>Explain Below</i>		
5			
2015-2016			
6	No. of Students <u>250</u> x <u>\$6,521.00</u> State Foundation Funding		<u>\$1,630,250.00</u>
7	No. of Students <u>250</u> x <u>\$44.00</u> Professional Development		<u>\$11,000.00</u>
8	No. of Students <u>125</u> x <u>\$517.00</u> eligible rate* NSL Funding		<u>\$64,625.00</u>
9	No. of Students _____ x _____ Other: <i>Explain Below</i>		
10			
11	Total State Charter School Aid:	<u><u>\$852,679.00</u></u>	<u><u>\$1,705,875.00</u></u>
Other Sources of Revenues:			
<i>(MUST UPLOAD DOCUMENTATION VERIFYING ALL AMOUNTS LISTED AS OTHER SOURCES OF REVENUE)</i>			
12	Private Donations or Gifts	_____	_____
13	Federal Grants (List the amount)	_____	_____
14	Special Grants (List the amount)	_____	_____
15	Other (<i>Specifically Describe</i>)	_____	_____
16	Total Other Sources of Revenues:	_____	_____
17	TOTAL REVENUES:	<u><u>\$852,679.00</u></u>	<u><u>\$1,705,875.00</u></u>

EXPENDITURES

		<u>2014-2015 Amount:</u>	<u>2015-2016 Amount:</u>
Administration:			
18	Salaries and Benefits	<u>\$94,500.00</u>	<u>\$94,500.00</u>
	Purchased Services - List Vendors Below		
19	V - AD 1 _____	_____	_____
20	V - AD 2 _____	_____	_____
21	V - AD 3 _____	_____	_____
22	V - AD 4 _____	_____	_____
23	V - AD 5 _____	_____	_____
24	Supplies and Materials		
25	Equipment		
	Other (List Below)		
26	Furniture/Tables Chairs/ Misc	<u>\$20,000.00</u>	<u>\$20,000.00</u>
27	_____	_____	_____
28	_____	_____	_____
29	_____	_____	_____
30	_____	_____	_____
31	Total Administration:	<u><u>\$114,500.00</u></u>	<u><u>\$114,500.00</u></u>

Regular Classroom Instruction:		2014-2015 Amount:	2015-2016 Amount:
32	Salaries and Benefits	\$456,900.00	\$582,000.00
	Purchased Services - List Vendors Below		
33	V - CI 1 Professional Development	\$20,000.00	\$20,000.00
34	V - CI 2 Industry Consultant Responsive Ed	\$60,000.00	\$60,000.00
35	V - CI 3 Responsive Ed Curriculum	\$70,000.00	\$70,000.00
36	V - CI 4		
37	V - CI 5		
38	Supplies and Materials		
39	Equipment		
40	Other (List Below)		
41			
42			
43			
44			
45	Total Regular Classroom Instruction:	\$606,900.00	\$732,000.00

Special Education:			
46	Salaries and Benefits		
	Purchased Services - List Vendors Below		
47	V - SE 1		
48	V - SE 2		
49	V - SE 3		
50	V - SE 4		
51	V - SE 5		
52	Supplies and Materials		
53	Equipment		
54	Other (List Below)		
55			
56			
57			
58			
59	Total Special Education:		

Gifted and Talented Program:			
60	Salaries and Benefits		
	Purchased Services - List Vendors Below		
61	V - GT1		
62	V - GT2		
63	V - GT3		
64	V - GT4		
65	V - GT5		
66	Supplies and Materials		
67	Equipment		
68	Other (List Below)		
69			
70			
71			
72			
73	Total Gifted and Talented Program:		

Alternative Education Program/ Alternative Learning Environments:

2014-2015 Amount: 2015-2016 Amount:

74	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
75	V - ALE1 _____	_____	_____
76	V - ALE2 _____	_____	_____
77	V - ALE3 _____	_____	_____
78	V - ALE4 _____	_____	_____
79	V - ALE5 _____	_____	_____
80	Supplies and Materials	_____	_____
81	Equipment	_____	_____
82	Other (List Below)		
83	_____	_____	_____
84	_____	_____	_____
85	_____	_____	_____
86	_____	_____	_____
87	Total Alternative Education Program/ Alternative Learning Environments:	<u>_____</u>	<u>_____</u>

English Language Learner Program:

88	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
89	V - ELL1 _____	_____	_____
90	V - ELL2 _____	_____	_____
91	V - ELL3 _____	_____	_____
92	V - ELL4 _____	_____	_____
93	V - ELL5 _____	_____	_____
94	Supplies and Materials	_____	_____
95	Equipment	_____	_____
96	Other (List Below)		
97	_____	_____	_____
98	_____	_____	_____
99	_____	_____	_____
100	_____	_____	_____
101	Total English Language Learner Program:	<u>_____</u>	<u>_____</u>

Guidance Services:

102	Salaries and Benefits	<u>\$31,500.00</u>	<u>\$63,661.50</u>
	Purchased Services - List Vendors Below		
103	V - GS1 _____	_____	_____
104	V - GS2 _____	_____	_____
105	V - GS3 _____	_____	_____
106	V - GS4 _____	_____	_____
107	V - GS5 _____	_____	_____
108	Supplies and Materials	_____	_____
109	Equipment	_____	_____
110	Other (List Below)		
111	_____	_____	_____
112	_____	_____	_____
113	_____	_____	_____
114	_____	_____	_____
115	Total Guidance Services:	<u>\$31,500.00</u>	<u>\$63,661.50</u>

Health Services:		<u>2014-2015 Amount:</u>	<u>2015-2016 Amount:</u>
116	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
117	V - HS1	_____	_____
118	V - HS2	_____	_____
119	V - HS3	_____	_____
120	V - HS4	_____	_____
121	V - HS5	_____	_____
122	Supplies and Materials	_____	_____
123	Equipment	_____	_____
	Other (List Below)		
124	_____	_____	_____
125	_____	_____	_____
126	_____	_____	_____
127	_____	_____	_____
128	_____	_____	_____
129	Total Health Services:	=====	=====

Media Services:			
130	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
131	V - MS1	_____	_____
132	V - MS2	_____	_____
133	V - MS3	_____	_____
134	V - MS4	_____	_____
135	V - MS5	_____	_____
136	Supplies and Materials	_____	_____
137	Equipment	_____	_____
	Other (List Below)		
138	_____	_____	_____
139	_____	_____	_____
140	_____	_____	_____
141	_____	_____	_____
142	_____	_____	_____
143	Total Media Services:	=====	=====

Fiscal Services:			
144	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
145	V - FS1	_____	_____
146	V - FS2	_____	_____
147	V - FS3	_____	_____
148	V - FS4	_____	_____
149	V - FS6	_____	_____
150	Supplies and Materials	_____	_____
151	Equipment	_____	_____
	Other (List Below)		
152	_____	_____	_____
153	_____	_____	_____
154	_____	_____	_____
155	_____	_____	_____
156	_____	_____	_____
157	Total Fiscal Services:	=====	=====

Maintenance and Operation:		<u>2014-2015 Amount:</u>	<u>2015-2016 Amount:</u>
158	Salaries and Benefits	<u>\$37,800.00</u>	<u>\$37,800.00</u>
	Purchased Services - List Vendors Below		
	INCLUDE UTILITIES		
159	V - MO1 _____	_____	_____
160	V - MO2 _____	_____	_____
161	V - MO3 _____	_____	_____
162	V - MO4 _____	_____	_____
163	V - MO5 _____	_____	_____
164	Supplies and Materials	_____	_____
165	Equipment	_____	_____
166	Other (List Below)		
167	_____	_____	_____
168	_____	_____	_____
169	_____	_____	_____
170	_____	_____	_____
171	Total Maintenance and Operation:	<u><u>\$37,800.00</u></u>	<u><u>\$37,800.00</u></u>

Pupil Transportation:			
172	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
173	V - PT1 _____	_____	_____
174	V - PT2 _____	_____	_____
175	V - PT3 _____	_____	_____
176	V - PT4 _____	_____	_____
177	V - PT5 _____	_____	_____
178	Supplies and Materials	_____	_____
179	Equipment	_____	_____
180	Other (List Below)		
181	_____	_____	_____
182	_____	_____	_____
183	_____	_____	_____
184	_____	_____	_____
185	Total Pupil Transportation:	_____	_____

Food Services:			
186	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
187	V - FD1 _____	_____	_____
188	V - FD2 _____	_____	_____
189	V - FD3 _____	_____	_____
190	V - FD4 _____	_____	_____
191	V - FD5 _____	_____	_____
192	Supplies and Materials	_____	_____
193	Equipment	_____	_____
194	Other (List Below)		
195	_____	_____	_____
196	_____	_____	_____
197	_____	_____	_____
198	_____	_____	_____
199	Total Food Services:	_____	_____

Data Processing:		<u>2014-2015 Amount:</u>	<u>2015-2016 Amount:</u>
200	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
201	V - DP1 _____	_____	_____
202	V - DP2 _____	_____	_____
203	V - DP3 _____	_____	_____
204	V - DP4 _____	_____	_____
205	V - DP5 _____	_____	_____
206	Supplies and Materials	_____	_____
207	Equipment	_____	_____
	Other (List Below)		
208	_____	_____	_____
209	_____	_____	_____
210	_____	_____	_____
211	_____	_____	_____
212	_____	_____	_____
213	Total Data Processing:	=====	=====

Substitute Personnel:			
214	Salaries and Benefits	_____	_____
	Purchased Services - List Vendors Below		
215	V - SB1 _____	_____	_____
216	V - SB2 _____	_____	_____
217	V - SB3 _____	_____	_____
218	V - SB4 _____	_____	_____
219	V - SB5 _____	_____	_____
220	Total Substitute Personnel:	=====	=====

Facilities:			
221	Lease/Purchase Contract for One Full Year	_____	_____
	Facility Upgrades - List Upgrades Below		
222	Remodel Rooms for Career Pathway Classes	\$20,000.00	_____
223	_____	_____	_____
224	_____	_____	_____
225	_____	_____	_____
226	_____	_____	_____
227	_____	_____	_____
228	_____	_____	_____
229	Property Insurance for One Full Year	_____	_____
230	Content Insurance for One Full Year	_____	_____
231	Total Facilities:	=====	=====

		<u>2014-2015 Amount:</u>	<u>2015-2016 Amount:</u>
	Debt Expenditures:		
	List Debts Below		
232	_____	_____	_____
233	_____	_____	_____
234	_____	_____	_____
	Total Debts:	=====	=====
	Other Expenditures:		
	List Other Expenditures Below		
235	_____	_____	_____
236	_____	_____	_____
237	_____	_____	_____
238	_____	_____	_____
239	_____	_____	_____
240	_____	_____	_____
241	TOTAL EXPENDITURES:	<u>\$810,700.00</u>	<u>\$947,961.50</u>
242	Net Revenue over Expenditures:	<u>\$41,979.00</u>	<u>\$757,913.50</u>

Note: If any major area is zero, type explanation where items would be listed. Example: No funds budgeted for GT because of waiver.

The TIMES of Northeast Benton County

P.O. Box 25
981 N. Curtis Ave.
Pea Ridge, AR 72751

December 2, 2013

To whom it may concern:

The Pea Ridge School District provided the date of the public hearing to discuss the proposed charter school at Pea Ridge High School which was held at 6 p.m. Tuesday, Oct. 15, 2013, in the Pea Ridge High School cafeteria. It was published in The TIMES of Northeast Benton County, a weekly newspaper, on Sept. 24, Oct. 2, and Oct. 9.

Sincerely,



Annette Beard
managing editor
Phone: 479-451-1196
Cell phone: 479-445-4081
Fax: 479-451-9456
e-mail: abeard@nwaonline.com

Providing soles for little souls

The "Heart and Soles" project is a special service in Pea Ridge School District.

"Four years ago we saw a need for properly fitting shoes and warm socks for some of our students in our Elementary campus and decided to fulfill that need," said Cheryl Tillman

about the program founded by nurse Val Colburn and her.

"We bought tennis shoes and socks and gave them out just before Christmas break. The next year, word had gotten around and we had requests for shoes throughout the entire district."

Tillman said the need has grown as the school has grown.

"We are asking for a monetary donation to help support this project in our district of Pea Ridge. We are hoping to provide 200 plus pairs of tennis shoes to students and their siblings this

year. We always have a need throughout the year as well. The school nurses try to keep a few pairs of shoes to support those needs. We go through several pairs each year," Tillman said.

To contribute to the cause, call either Tillman or Colburn at 451-1555.

PRHS NEWS

Pea Ridge School District Public Meeting

What: Public meeting to discuss conversion charter for High School

When: 6 p.m. Tuesday, Oct.15, 2013

Where : Pea Ridge High School Cafeteria

PEA RIDGE PUBLIC SCHOOLS

Monday, Sept. 30 — Chicken taco salad, lettuce, tomato, refried beans, fruit, milk; **Breakfast:** Sausage and biscuit, juice and milk.

Tuesday, Oct. 1 — Ground beef and macaroni, mixed spinach salad, green beans, fruit and milk; **Breakfast:** Pancake on a stick, juice and milk.

Wednesday, Oct. 2 — Baked ham, mashed potatoes with gravy, green peas, whole wheat roll, fruit and milk; **Breakfast:** Breakfast pizza, juice and milk.

Thursday, Oct. 3 — Frito pie, lettuce, tomato, corn, apple crisp, milk; **Breakfast:** Bagel with cream cheese, juice and milk.

Friday, Oct. 4 — Cheeseburger, oven baked fries, lettuce, tomato, fruit, milk; **Breakfast:** Biscuit with gravy, juice and milk.

LUNCH MENU

BLACKHAWK SPORTS CALENDAR



December 5, 2013

Mr. Rick Neal
Superintendent
Pea Ridge School District
1391 Weston Street
Pea Ridge, AR 72751

Dear Mr. Neal:

Northwest Arkansas Community College (NWACC) is excited about the opportunity to partner with Pea Ridge Schools in the proposed conversion charter school. I believe NWACC's degree and certificate programs align with your goal to help students have marketable job skills upon high school graduation. NWACC's Early College Experience program partnering with Pea Ridge can offer students the opportunity to earn certifications and college credit while still in high school. NWACC is committed to helping provide curriculum, advising, registration, and in some cases faculty to help make this program a success.

Sincerely,

Diana Johnson

Diana Johnson, Ed.D.
Executive Director of
High School Relations

December 5, 2013

Dr. Tom Kimbrell
Commissioner of Education
Arkansas State Department of Education
#4 Capitol Mall
Little Rock, AR

Dear Dr. Kimbrell,

I'm writing on behalf of the Pea Ridge School District conversion charter school application, submitted for review by the Charter Council and, if approved, for potential opening in the fall of 2014.

As you know, Northwest Arkansas is a rapidly growing region, and school leaders all across the region are contemplating ways in which they might effectively respond to business and community demands for a highly-trained workforce. The Pea Ridge School District has responded to this challenge by crafting a conversion charter application to create industry standard certifications for students to enter the workforce in high-skill positions upon graduation from high school. The certifications will also allow students to work in these fields while they pursue additional certifications or degrees if desired.

To assure they effectively navigate all the flexibility opportunities and management issues associated with implementing a charter school, the district has partnered with Responsive Education Solutions, a successful charter management organization that has been approved to open four other schools in Arkansas.

We at the foundation applaud and support Pea Ridge's efforts to both serve students in a different way, and partner with a successful organization to assure strong implementation.

Sincerely,

Kathy Smith

Senior Program Officer
Arkansas Education

CONSULTATION AGREEMENT

This Consultation Agreement (“Agreement”) is dated effective as of January 1, 2014, between Responsive Education Solutions, a Texas not-for-profit corporation (“Contractor”), and Pea Ridge School District (the “District”); Contractor and the District collectively, the “Parties,” and each individually, a “Party.”

RECITALS

- A. **WHEREAS**, Contractor is knowledgeable and experienced in operating high-quality charter schools; and
- B. **WHEREAS**, the District desires to engage Contractor to assist in establishing a charter school program based on ResponsiveEd’s iSchool High model with a career readiness emphasis;

NOW THEREFORE, in consideration of the foregoing premises, of the covenants and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

AGREEMENT

1. **Type of Services.** Contractor shall provide the District with up to 240 hours of comprehensive consulting services and staff training in all aspects of school operations per school year, including, but not limited to: academics, curriculum development, human resources, accounting, information technology, legal compliance, facility management, marketing, executive planning, child nutrition, risk management, media relations, student discipline, and any such similar services on which the parties may mutually agree in writing (collectively referred to herein as the “Services”).
2. **Term of Contract.** The Term of this Agreement shall commence on January 1, 2014, and conclude on June 15th, 2016.
3. **Payment/Consideration.** The consideration for providing the Services shall be ONE HUNDRED TWENTY THOUSAND (\$120,000.00) (“Fee”). District shall pay Contractor the first installment of \$60,000 (“Fee”) on the later of either: (a) February 1, 2014, or (b) fourteen (14) days following the approval of this Agreement by the Arkansas Department of Education. The District shall pay the Contractor the second installment of \$60,000 (“Fee”) prior to June 1, 2015 for services rendered during the 2015-2016 school year.
4. **Taxes.** Contractor acknowledges that it is not an employee of the District, but rather is an independent contractor according to rulings and regulations issued by the Internal Revenue Service, and agrees to pay all income and self employment taxes on the Consideration paid to Contractor under this Agreement. The District shall not be responsible for the payment of any federal, state, or local taxes for or on behalf of the Contractor, under any circumstances.
5. **Indemnification/Hold Harmless.** To the fullest extent permitted by law, the District shall indemnify and hold harmless Contractor and agents and employees of any of Contractor from and against claims, damages, losses, and expenses, including but not limited to attorney’s

fees, arising out of or resulting from Contractor's performance of the Services, but only to the extent that such claims, damages, losses, and expenses are not caused by the gross negligence of the Contractor and agents and employees of the Contractor.

6. **Independent Contractor Relationship.** Contractor acknowledges and agrees that Contractor is an independent contractor.
7. **Background Checks.** Contractor agrees to provide written consent for the District to perform background checks for all individuals performing Services for the District. Contractor agrees to provide written consent for the District to have the individuals providing the Services to be finger printed if deemed necessary by the District prior to providing the Services and if the individuals will be working during school hours and/or around students. In addition, Contractor agrees that the District may choose to perform background checks on selected Contractor personnel at the sole expense of the District.
8. **No Fringe and Other Benefits.** No fringe benefits or other benefits are payable to Contractor other than the Consideration described in Paragraph 3, above. The District will not be required to furnish Contractor the tools and equipment necessary to complete the job (i.e. laptop, cell phone, or other materials and supplies which Contractor may need to perform the services set forth in Paragraph 1, above).
9. **Expenses.** Contractor is responsible for all expenses it incurs in performing the Services.
10. **Transmittal of Notices.** All notice permitted or required by this Agreement, shall be in writing and delivered or mailed to the other Party at the appropriate address given in this Agreement. Said notices may be transmitted in person, by certified mail, or by overnight courier.
11. **Modification.** No modification of this Agreement shall be valid unless approved in writing by both Parties to this Agreement.
12. **Governing Law.** This Agreement shall be governed by the laws of the state of Arkansas. Venue for any action, suit, or other proceeding relating to this Agreement shall lie exclusively in the state courts of Arkansas, and the Parties irrevocably consent to the exclusive jurisdiction of those courts. Attorney's fees in any legal action shall be awarded to the prevailing Party.
13. **Waiver.** Waiver by one Party hereto of a breach of any provision of this Agreement by the other shall not be construed as a continuing waiver.
14. **Entire Agreement.** This document constitutes the entire Agreement between the District and the Contractor. All other agreements between the Parties are herewith superseded.
15. **Confidentiality.** The Parties agree, to the extent permitted by law, to keep strictly confidential all confidential or proprietary information about or belonging to a Party (including without limitation any works, work product, or related information) to which the other Party gains or has access to by virtue of the Parties' relationship. Except as disclosure may be required to obtain the advice of professionals or consultants or as may be required by applicable law, each Party shall use its best efforts to ensure that such information is not

disclosed to any other third person or entity without the prior written consent of the other Party. The Parties further acknowledge and agree that the District, in fulfilling its duties and responsibilities under this Agreement, shall maintain all records and shall make such records publicly available as may be required by applicable law. Further, Contractor acknowledges state and federal requirements regarding the confidentiality of student information and agrees to strictly adhere to such requirements.

16. **Effective Date.** The effective date of this Agreement shall be January 1, 2014.

17. **ADE Approval.** This Agreement is contingent upon the Arkansas Department of Education's approval of this Agreement.

18. **Signatures.**

District

Rick Neal
Superintendent
Pea Ridge School District
781 West Pickens Road
Pea Ridge, Arkansas 72751

Contractor

Charles Cook
Chief Executive Officer
Responsive Education Solutions
1301 Waters Ridge
Lewisville, Texas 75057
Phone: (972) 316-3663

Approved as to Form:

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