

Joint Adequacy Evaluation Oversight  
Committee

NSLA Flexibility Report

Arkansas Department of Education  
April 9, 2008

NSLA Flexibility

A.C.A. §6-20-2305(b)(4)(C)(ii)

- Districts may use NSLA categorical funds to supplement classroom teachers' salaries under following conditions:
  - Cannot use carry forward or reserve NSLA funds to supplement salaries
  - Must meet Minimum teacher salary schedule without using NSLA funds
  - Must comply with Standards of Accreditation and Fiscal Assessment and Accountability program without using NSLA funds
  - Must include NSLA flexibility actions in the ACSIP Plan

## Types of NSLA Flexibility

- Supplement classroom salaries above the minimum
- Bonus

## Supplement Classroom Salaries Above the Minimum

- Must have used NSLA funds for this purpose in 2006-2007
- Must meet state minimum salary schedule
- Must reduce amount of NSLA funds used to supplement salaries by 20% until no more than 20% of the total annual NSLA allotment is used to supplement classroom teachers' salaries above the minimum
- Must not use NSLA reserves or carryover to supplement salaries
- Must comply with the standards of accreditation without using NSLA funds
- Must include supplemental classroom teachers' salaries in ACSIP Plan

## NSLA Bonuses for Classroom Teachers

- Must not use NSLA carryover or reserves for the bonus
- Must meet state minimum salary schedule without using NSLA funds
- Must meet Standards Accreditation and Fiscal Accountability program without using NSLA funds
- Must include bonus activities in ACSIP Plan
- Must have met the academic needs of the students in the district
- Must be a non-recurring bonus to a classroom teacher's salary

## NSLA Bonuses for Classroom Teachers (Continued)

- Must list district employees to receive the bonus and the amount of the bonus
- Must provide student-to-teacher ratio

Written report of activities due June 15, 2008

## NSLA Flexibility Deadline

Districts had until March 31, 2008 to request NSLA flexibility and to amend their ACSIP Plans

## Commissioner's Review

- Have the academic needs of students been met?
- Has the district prudently used resources?
- Has the district met Standards without using NSLA funds?
- Has the district included NSLA flexibility in ACSIP?

## Assessments for Determining Student Achievement

District: Sample District			
MEASUREMENT	STATE ALL STUDENTS	DISTRICT ALL STUDENTS	AT OR ABOVE STATE AVERAGE
Grade 3 Math	74%	88%	Y
Grade 3 Literacy	59%	63%	Y
Grade 4 Math	65%	79%	Y
Grade 4 Literacy	59%	48%	N
Grade 5 Math	61%	73%	Y
Grade 5 Literacy	59%	60%	Y
Grade 6 Math	68%	69%	Y
Grade 6 Literacy	60%	52%	N
Grade 7 Math	58%	59%	Y
Grade 7 Literacy	57%	65%	Y
Grade 8 Math	48%	51%	Y
Grade 8 Literacy	63%	71%	Y
Algebra I	61%	68%	Y
Geometry	59%	58%	N
Grade 11 Literacy	51%	53%	Y
		TOTAL	12

TOTAL AT OR ABOVE STATE AVERAGE: 12 OF 15

## Annual NSLA Flexibility Report

If approved, districts must submit detailed written report by June 15, 2008.

Report must include:

- Specific Programs provided
- Staff
- Participants
- Professional Development
- Financial Summary