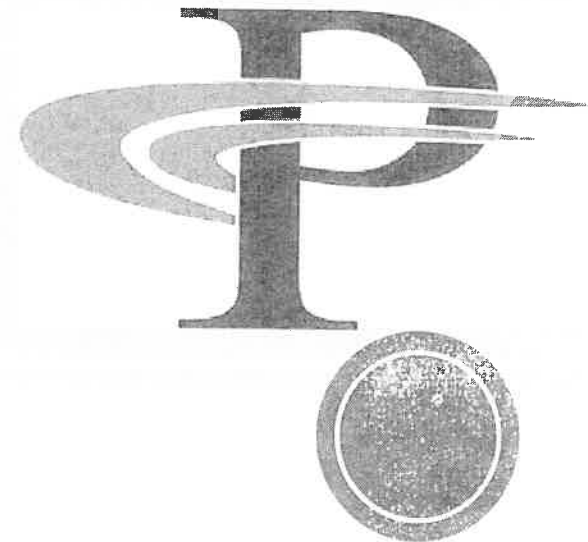


**Paragould School District
Debbie Smith
Superintendent**



Educator Compensation Reform Act

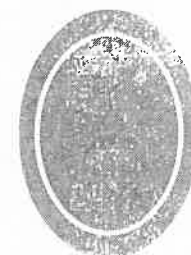
**EDUCATOR
COMPENSATION
REFORM ACT
FUNDING FOR
PSD**

▪ 2019-2020	\$0.00
▪ 2020-2021	\$116,218.44
▪ 2021-2022	\$319,600.71
▪ <u>2022-2023</u>	<u>\$319,600.71</u>
▪ Total	\$755,419.86



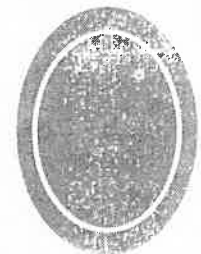
YEAR	SALARY INCREASE	RETIREMENT	INSURANCE	FICA	STEP INCREASE	TOTAL
2019-20	\$0.00	\$0.00	\$0.00	\$0.00	\$157,631.18	\$157,631.18
2020-21	\$75,406.52	\$10,745.42	\$3,501.24	\$5,768.60	\$157,631.18	\$253,052.96
2021-22	\$146,866.88	\$20,928.53	\$10,589.64	\$11,235.32	\$157,631.18	\$347,251.55
2022-23	\$181,732.58	\$25,896.89	\$10,911.84	\$13,902.54	\$157,631.18	\$390,075.03
Total	\$404,005.98	\$57,570.84	\$25,002.72	\$30,903.46	\$603,524.72	\$1,148,010.72

COST OF COMPRESSED CERTIFIED SCHEDULE



Year	Total Increase	Funding	Difference	Cost/Student
2019-20	\$157,631.18	\$0.00	-\$157,631.18	\$50.54
2020-21	\$253,052.96	\$116,218.44	-\$136,834.52	\$81.13
2021-22	\$347,251.55	\$319,600.71	-\$27,650.84	\$111.33
2022-23	\$390,075.03	\$319,600.71	-\$70,474.32	\$125.06
Total	\$1,148,010.72	\$755,419.86	-\$392,590.86	\$386.05

COMPRESSED SCHEDULE SUMMARY OF COST AND FUNDING



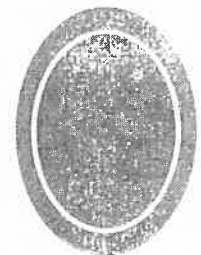
Year	Salary Inc.	Retirement	Insurance	FICA	Step Inc.	Total
2019-20	\$0.00	\$0.00	\$0.00	\$0.00	\$157,631.18	\$157,631.18
2020-21	\$176,938.34	\$25,213.71	\$3,501.24	\$13,535.78	\$157,631.18	\$376,820.25
2021-22	\$278,127.71	\$39,633.19	\$10,589.64	\$21,276.70	\$157,631.18	\$507,258.42
2022-23	\$278,127.71	\$39,633.19	\$10,911.84	\$21,276.70	\$21,276.70	\$507,580.62
Total	\$733,193.76	\$104,480.09	\$25,002.72	\$56,089.18	\$630,524.72	\$1,549,290.47

COST OF NON-COMPRESSED CERTIFIED SCHEDULE



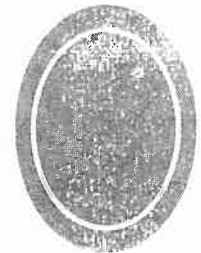
Year	Total Salary Increase	Funding	Difference	Cost/Student
2019-20	\$157,631.18	\$0.00	-\$157,631.18	\$50.54
2020-21	\$376,820.25	\$116,218.44	-\$260,601.81	\$120.81
2021-22	\$507,258.42	\$319,600.71	-\$187,657.71	\$162.63
2022-23	\$507,580.62	\$319,600.71	-\$187,979.91	\$162.73
Total	\$1,549,290.47	\$755,419.86	-\$793,870.61	\$496.70

NON-COMPRESSED SCHEDULE SUMMARY OF COST AND FUNDING



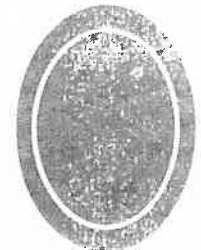
Year	Salary Inc.	Retirement	Insurance	FICA	Step Increase	Total
2019-20	\$20,648.15	\$2,942.36	\$0.00	\$1,579.58	\$69,551.18	\$94,721.27
2020-21	\$103,505.08	\$14,749.47	\$2,288.52	\$7,918.13	\$69,551.18	\$198,012.38
Total	\$124,153.23	\$17,691.83	\$2,288.52	\$9,497.71	\$139,102.36	\$292,733.65

**COST OF MINIMUM WAGE
COMPRESSED CLASSIFIED
SCHEDULE**



Year	Salary Inc.	Retirement	Insurance	FICA	Step Increase	Total
2019-20	\$20,648.15	\$2,942.36	\$0.00	\$1,579.58	\$69,551.18	\$94,721.27
2020-21	\$308,958.00	\$44,026.51	\$2,288.52	\$23,635.28	\$69,551.18	\$448,459.49
Total	\$329,606.15	\$46,968.87	\$2,288.52	\$25,214.86	\$139,102.36	\$543,180.76

COST OF MINIMUM WAGE NON-COMPRESSED CLASSIFIED SCHEDULE



	Compressed	Non- Compressed
Certified	\$1,148,010.72	\$1,549,290.47
Classified	\$292,733.65	\$543,180.76
Total	\$1,440,744.37	\$2,092,471.23

**SUMMARY
OF SALARY
COSTS FOR
CERTIFIED
AND
CLASSIFIED
IN 2024**



EAST--Middle, Junior and High School

Community Service Learning

Teacher Cadet

JROTC

Strength and Nutrition

Fundamentals of TV (Ram Channel)

Jobs for America's Graduates (JAG)

Band and Athletics

Spanish Instructor

On Site Suspension

Attendance Officers

Expulsion Facilitator

Media Specialists

Counselors

Administrators

Bus Monitors

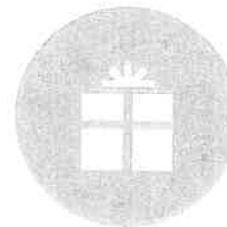
**ADDITIONAL
PROGRAMS/CERTIFIED
STAFFING NOT
REQUIRED**



CHANGES MADE AS OF 2019-2020



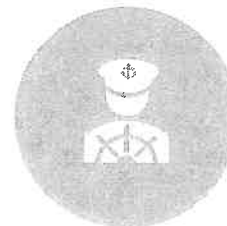
No increase to certified salary schedule



Bonus given instead of raise



Minimum wage increase given on January 1, 2020 to those below minimum



Absorbed the following positions for in 2019-2020:
Food Service Director,
Athletic Director, Public
Relations Director





Restructure positions of Food Service Director and Athletic Director



Continue to absorb Public Relations Director position



Continue to maximize class loads throughout the district

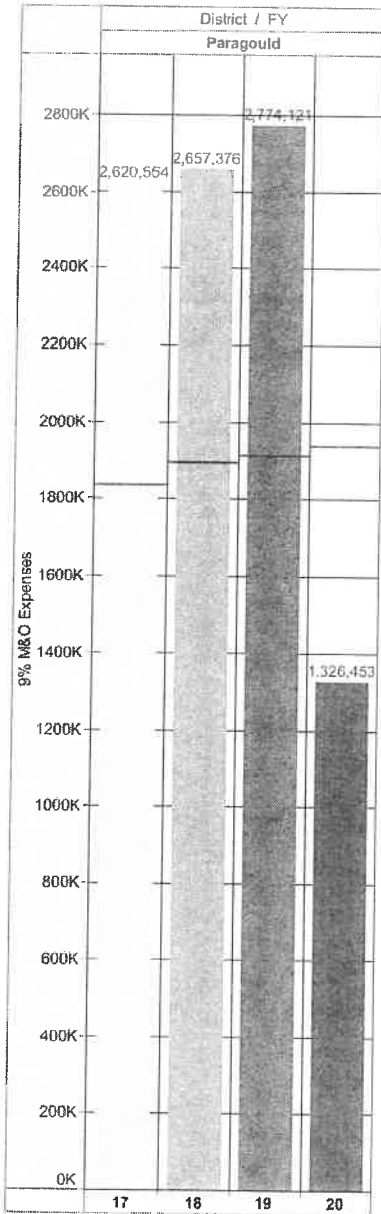


Delay purchase of new school buses

POTENTIAL CHANGES FOR 2020-2021



9% M&O for Paragould
 Actual vs Target
 Copyright © 2020 by Arkansas Public School Research
 Center



17 20

MAINTENANCE AND OPERATIONS



ESA EXPENDITURES

- Provide technology equipment across the district in order to fulfill the one to one initiative of the Paragould School District.
- Provide before/after school tutoring at Paragould Junior High and Paragould Senior High Schools.
- Provide ACT prep course during the summer for students wishing to improve their ACT scores.
- Provide online courseware that is built on real-world skills, based on blended learning best practices, and aligned to state and national standards.
- Provide mathematics, literacy, and science materials and supplies to supplement instruction for students.



ESA EXPENDITURES

- Provide common assessments to monitor student progress toward proficiency on state assessments in both literacy and math.
- Provide 6 school nurses (above the requirement).
- Provide eight classroom preschool aides.
- Provide three human service workers.
- Provide a math instructional facilitator.
- Provide a literacy instructional facilitator.
- Provide six school resource officers.



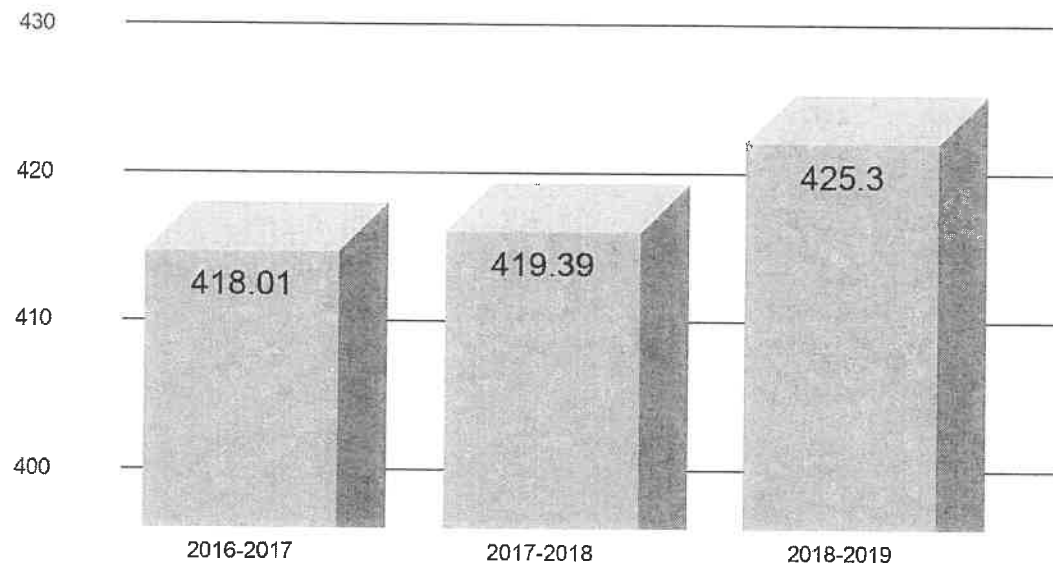


ACADEMIC ACHIEVEMENT

- AP Passing Rate: 23 passing scores in 2014; 110 passing scores in 2019
- Letter Grades: B's and C's. One school was .11 from an A in 2019

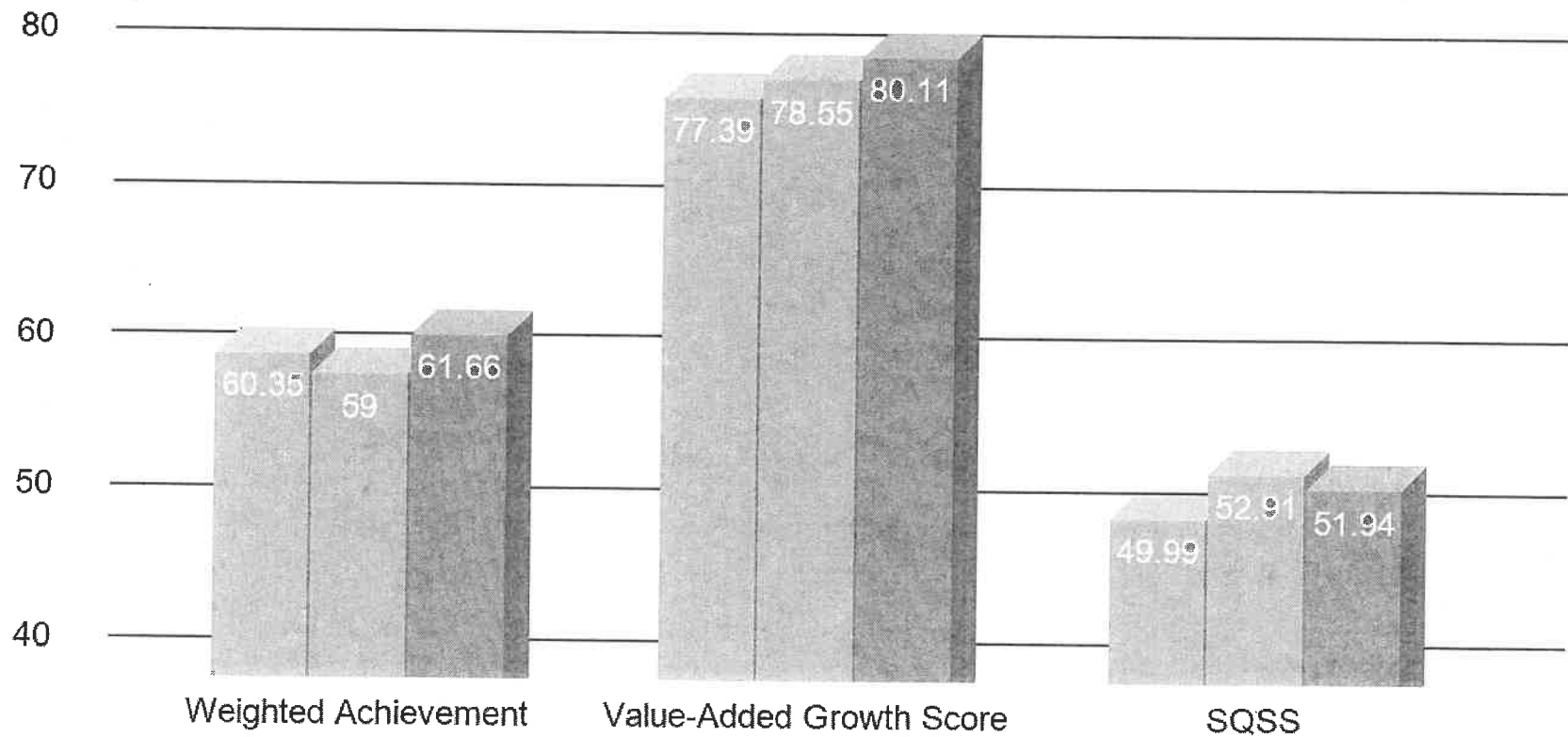


Overall ESSA Score



Overall ESSA Categories

■ 2017 ■ 2018 ■ 2019



ACADEMIC ACHIEVEMENT

- **2019 Office of Education Policy Awards: Outstanding Educational Performance Awards for schools with high student academic growth on the ACT Aspire**

- **Woodrow Wilson Elementary School**

- Top 5 Elementary Schools in Region based on ACT Aspire ELA Growth; Rank #3

- Top 5 High Poverty Elementary Schools in Region based on ACT Aspire ELA Growth; Rank #3



ACADEMIC ACHIEVEMENT

- **Oak Grove Middle School**

- Top 20 Middle Schools based on Overall ACT Aspire Growth; Rank #9
- Top 5 Schools in Region based on Overall ACT Aspire Growth; Rank #3
- Top 10 Middle Schools based on ACT Aspire ELA Growth; Rank #5
- Top 5 Schools in Region based on ACT Aspire ELA Growth; Rank #1



ACADEMIC ACHIEVEMENT

- **Oak Grove Middle School**
- Top 10 High Poverty Middle Schools based on Overall ACT Aspire Growth; Rank #2
- Top 10 High Poverty Middle Schools based on ACT Aspire Math Growth; Rank #6
- Top 5 High Poverty Middle Schools in Region based on ACT Aspire Math Growth; Rank #3
- Top 10 High Poverty Middle Schools in Region based on ACT Aspire ELA Growth; Rank #4
- Top 5 High Poverty Middle Schools in Region based on ACT Aspire ELA Growth; Rank #1



ACADEMIC ACHIEVEMENT

- **Paragould Junior High School**
- Top 20 Middle Schools based on Overall ACT Aspire Growth; Rank #3
- Top 5 Middle Schools in Region based on Overall ACT Aspire Growth; Rank #2
- Top 10 Middle Schools based on ACT Aspire Math Growth; Rank #3
- Top 5 Middle Schools in Region based on ACT Aspire Math Growth; Rank #2



ACADEMIC ACHIEVEMENT

- **Paragould Junior High School**
- Top 10 High Poverty Middle Schools based on Overall ACT Aspire Growth; Rank #1
- Top 10 High Poverty Middle Schools based on ACT Aspire Math Growth; Rank #1
- Top 5 High Poverty Middle Schools in Region based on ACT Aspire Math Growth; Rank #1
- Top 10 High Poverty Middle Schools based on ACT Aspire ELA Growth; Rank #9
- Top 5 High Poverty Middle Schools in Region based on ACT Aspire ELA Growth; Rank #3

