



STATE OF ARKANSAS  
**Department of Finance  
and Administration**

**B**

**OFFICE OF BUDGET**  
1509 West Seventh Street, Suite 402  
Post Office Box 3278  
Little Rock, Arkansas 72203-3278  
Phone: (501) 682-1941  
Fax: (501) 682-1086  
[www.arkansas.gov/dfa](http://www.arkansas.gov/dfa)

August 25, 2022

Senator Jonathan Dismang, Co-Chair  
Representative Michelle Gray, Co-Chair  
Performance Evaluation & Expenditure Review Committee  
Arkansas Legislative Council  
State Capitol Building  
Little Rock, AR 72201

RE: FY 23 American Rescue Plan Act Request

Dear Co-Chairs:

Pursuant to Section 37 (01) of Act 199 of 2022, I am forwarding the attached American Rescue Plan Act request(s) that have received my approval as Chief Fiscal Officer of the State.

- Department of Education – Division of Elementary and Secondary Education  
– Help mitigate spread of COVID-19 at schools and continue district services  
and operations \$188,250,712

Sincerely,

A handwritten signature in blue ink that reads "Larry W. Walther".

Larry W. Walther  
Cabinet Secretary

LWW  
Attachment(s)

**AMERICAN RESCUE PLAN ACT OF 2021 PROGRAM APPROPRIATION  
AND PERSONNEL AUTHORIZATION REQUEST  
SECTION 37 OF ACT 199 OF 2022**

Agency: ADE - DESE Business Area Code: 0500  
 Program Title: American Rescue Plan - Elementary and Secondary Schools Emergency Relief Fund (ARP - ESSER)  
 Granting Organization: USDE CFDA #: 84.425U  
 Effective Date of Authorization: Beginning: 7/1/2022 Ending: 6/30/2023

Purpose of Grant / Reason for addition or change (include attachments as necessary to provide thorough information):  
 Funds are provided to State educational agencies and school districts to help safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the Nation's students.

**American Rescue Plan Act Program Funding**

Func. Area: EDUC Fund Code: FRP5000 Direct Funding: x  
 Funds Center: E65 Internal Order/WBS Element: \_\_\_\_\_ Steering Comm. Approved: \_\_\_\_\_  
 Continuation: \_\_\_\_\_

Program Funding Amount	
Regular Salaries	
Extra Help	
Personal Services Matching	
Operating Expenses	
Conference & Travel Expenses	
Professional Fees	
Capital Outlay	
Data Processing	
Grants and Aid (CI: 04)	
Other: ARP Grant	188,250,712
Other: ARP Grant	
Total	\$ 188,250,712

Anticipated Duration of Federal Funds: 9/30/23


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**DFA IGS State Technology Planning Date**  
 Items requested for information technology must be in compliance with Technology Plans as submitted to DFA IGS State Technology Planning.

**Positions to be established: (list each position separately)**

Org Unit	Pers Area	Pers SubArea	Cost Center	Position Number	Comnt Item	Position Title	Class Code	Grade	Line Item Maximum *

State funds will not be used to replace federal funds when such funds expire, unless appropriated by the General Assembly and authorized by the Governor.

Approved by:  Robert Brech  
 Cabinet Secretary/Agency Director Date Office of Budget Date Office of Personnel Mgmt Date

LEA	District	Superintendent	Remaining ARP ESSER allocation as of July 9, 2022	The district's current ARP ESSER Use of Funds plan meets the recommendations of ALC.	If yes, please provide the URL to the ARP ESSER Use of Funds plan posted on the district website.	The district revised the ARP ESSER Use of Funds plan to meet the recommendations of ALC. The revised ARP ESSER Use of Funds plan is posted on the district website and the URL is provided below.	The district ARP ESSER Use of Funds plan does not meet the recommendations of ALC and (1) a justification is provided below and the (2) URL to
1402000	Magnolia School District	John D. Ward	\$8,306,451.48	No		<a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/1318/MSD/2338923/LEA_Plan_for_Use_of_ARP_ESSER_Funds_REVISED_Aug_2022.pdf">Yes, will meet recommendation. https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/1318/MSD/2338923/LEA_Plan_for_Use_of_ARP_ESSER_Funds_REVISED_Aug_2022.pdf</a>	
2306000	Mt. Vernon-Enola	Larry Walters	\$558,251.45	No	<a href="https://drive.google.com/drive/folders/1nRAtSWTzlsSM5PzP2WsFMmsL0W1CbKHj">https://drive.google.com/drive/folders/1nRAtSWTzlsSM5PzP2WsFMmsL0W1CbKHj</a>		Yes, will meet expectation <a href="https://drive.google.com/file/d/1a7-Rr9vL06ewDbIKWvBERuoC91k1733j/view?usp=sharing">https://drive.google.com/file/d/1a7-Rr9vL06ewDbIKWvBERuoC91k1733j/view?usp=sharing</a>
1704000	Mulberry/Pleasant View	Dr. Lonnie Myers	\$1,564,545.39	No	<a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/42/Mulberry_Pleasant_View_School/2348247/ARPESSER_PlanRevised08112022.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/42/Mulberry_Pleasant_View_School/2348247/ARPESSER_PlanRevised08112022.pdf</a>		<a href="https://www.mpsvschools.com">The Ready for Learning Committee met and decided we would like to give the recruitment and retention bonus in 3 separate payments to both certified and classified staff. The total amount of the payments given would be \$5,000.00 for certified and \$2500.00 for classified staff. The first retention bonus would be given in December of 2022. The amount for certified staff would be \$1500.00 and the amount for classified staff would be \$750.00. The second retention bonus would be given in June of 2023. The amount given to certified staff would be \$1500.00 and the amount given to classified staff would be \$750.00. The third payment would be a recruitment bonus for the 2023-24 school year and would be given in the fall semester of 2023 for all those employees who signed on for the school year. The amount of the recruitment bonus would be \$2,000.00 for certified employees and \$1000.00 for classified staff. The feeling of the committee was that if we truly wanted retention and recruitment the payments should be allocated in a manner that really concentrated on staying with the district and subsequently signing on for another year with the school district. https://www.mpsvschools.com</a>
1804000	Marion School District	Glen Fenter	\$5,989,663.23	No	NO		<a href="https://docs.google.com/document/d/1jcjZjIh_FuUvRVJlIfGdnkVoJRiLi4p3KKPrJtTcUQ/edit">https://docs.google.com/document/d/1jcjZjIh_FuUvRVJlIfGdnkVoJRiLi4p3KKPrJtTcUQ/edit</a> <u>ARP ESSER Justification for ALC</u> The Marion School District received a total of \$6,778,794.49 in ARP ESSR funds. The district's ARP ESSER plan was signed May 21, 2021 (revised and resubmitted on May 27, 2022 per DESE's request). The district immediately began to develop plans to expend the funds according to published regulations available at that time, including setting aside 20% of the total (\$1,355,758.90) for Learning Loss activities. The Learning Loss reserve requirement left a remaining balance for actual project costs of \$5,423,035.59  Three project plans in response to COVID-19 were submitted and approved by DESE Facilities Division on 9/22/21, 11/5/21 and 12/21/21. Once approved work began with architects, engineers and contractors/vendors to further develop plans and proceeded to maneuver through the purchasing processes.  Project #1 included Entry and access control improvements district wide with an estimated cost of \$2,519,331.68. Project #2 upgrades HVAC control systems district wide with an estimated cost of \$910,000.00. Project #3 replaces HVAC split systems district wide, with a projected cost of \$2,440,000.  Due to the pandemic and supply chain issues, there were delays in getting projects started, however, all projects/contracts were signed and in progress by July 20, 2022. Total projected costs for all 3 approved projects is estimated to be \$5,869,332.  With total contracted costs of \$5,869,331.68 and only \$5,423,035.59 available ARP funds, if fully funded as promised- MSD will still have a remaining balance owed on the projects of \$446,296.09 that must be covered by district building funds.

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							<p><a href="#">Additional Pertinent Information</a></p> <p><a href="#">ESSER II funds over the past year provided for an attendance/retention incentive pay plan and COVID leave for staff totaling \$1,133,129.</a></p> <p><a href="#">Our board just approved an additional 5 days of COVID leave for our staff for 2022-2023 with an estimated cost of \$125,000 that is to slated to come from remaining ESSER II funds as well.</a></p> <p><a href="#">In FY 2020-21, with MSD funds, we gave a 3% raise to all faculty and staff at a cost of \$1,088,384 and in FY 2021-22 we increased our teacher's starting pay by \$1,920 to \$44,009. Presently we have the 6th highest starting salary in the state.</a></p> <p><a href="#">If forced to award a bonus as prescribed by the ALC the cost will be \$2,437,500 reducing the APR funds available to MSD to \$2,985,535.59. Since all our funds are presently dedicated to \$5,869,331.68 of approved projects, MSD will be forced to cover the remaining balance of \$2,883,795.68.</a></p>
7301000	Bald Knob	Melissa Gipson	\$2,862,660.06	No			<p><a href="#">The Bald Knob Schools (BKS) ARP ESSER Use of Funds plan does not meet the recommendations of ALC due to no funds remaining after fulfilling contractual obligations made prior to ALC's recommendation for use of ARP funds.</a></p> <p><a href="#">BKS surveyed patrons on three different occasions during the 2021-2022 school year. The community expressed high concern in the areas of student attendance/engagement, mental health needs, safe and healthy classrooms, and loss of instruction for the 2021-2022 school year.</a></p> <p><a href="#">With these concerns in mind, the ARP ESSER plan for BKS was developed in July 2021. To date, outside of required funds set aside for learning loss, the district has contracted and will expense all ARP ESSER funds upon ALC appropriation for the following: improvement of air quality for students and staff through HVAC system replacement in the high school and elementary cafeteria (completed August 2022), improvement of air quality for students and staff through the purchase of three buses with HVAC systems (delivered August 2022), and a vaccination incentive for staff in the 2021-2022 school year. The required learning loss set aside of ARP ESSER totals \$663,384.49 and will be spent accordingly.</a></p> <p><a href="#">In 2020-2021, from ESSER II, BKPS allocated and expensed \$544,500.00 for our certified and classified staff to recognize and pay for additional duties and time of our staff incurred due to the pandemic. Additionally, certified and classified staff received a bonus from operating funds.</a></p> <p><a href="#">In 2021-2022, BKPS gave a raise and a bonus to certified and classified staff from operating funds.</a></p> <p><a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/697/Bald_Knob_Public_Schools/2097050/REVISED_ARP_ESSER_Bald_Knob.pdf">URL to BKPS ARP ESSER Use of Funds Plan: https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/697/Bald_Knob_Public_Schools/2097050/REVISED_ARP_ESSER_Bald_Knob.pdf</a></p>

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6060000	Scholarmade Achievement Place of Arkansas	Phillis N. Anderson	\$1,965,250.36	Yes	<a href="https://www.scholarmade.org/wp-content/uploads/2022/08/Scholarmade-LEA-Plan-for-Use-of-ARP-ESSER-Funds-rv-5.pdf">https://www.scholarmade.org/wp-content/uploads/2022/08/Scholarmade-LEA-Plan-for-Use-of-ARP-ESSER-Funds-rv-5.pdf</a>	<a href="https://www.scholarmade.org/wp-content/uploads/2022/08/Scholarmade-LEA-Plan-for-Use-of-ARP-ESSER-Funds-rv-5.pdf">https://www.scholarmade.org/wp-content/uploads/2022/08/Scholarmade-LEA-Plan-for-Use-of-ARP-ESSER-Funds-rv-5.pdf</a>	
7311000	Searcy School District	Dr. Bobby Hart	\$3,550,007.02	No			<p><u>After meaningful consultation with all stakeholders , the district submitted its ARP plan in August of 2021. Over the previous two years the district has expended in excess of \$2.8 million in additional compensation to all employees from ESSER II and ARP funds. This equates to approximately \$4700 per employee (classified and certified after withholdings). Over the decades SSD has placed teacher compensation high on its priority list. The district currently ranks 7th in the state in regard to beginning teacher salary, and ranks 21st overall in enrollment.</u></p> <p><u>Searcy Special School District does not intend to offer further compensation from ARP/ESSER funds. The district was allotted \$7.3 million in ARP funds. After holding 20% back for learning loss, the district had \$5.8 million available in ARP funds. The district has invested \$800,000 for the purchase of technology that allows students to continue receiving instruction during a period of shutdown or pivot to virtual instruction. Searcy School District partnered with Pearson Inc. to provide online instruction for students and families that chose to attend virtually during the 21-22 school year at a cost of approximately \$500,000. The district has \$500,000 in current roofing projects allocated. Approximately, \$500,000 of ARP funds have been expended for medical services and child nutrition.</u></p> <p><u>It is the belief of the district's stakeholders that the current plan be continued and that no additional compensation from ARP will be offered. The distinct does intend to continue the practice of providing a bonus to all employees in December. This bonus will be provided from district operating.</u>  <a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/40/Searcy_School_District/2131561/Revised_LEA_Plan_for_Use_of_ARP_ESSER_Funds_June_1_2022.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/40/Searcy_School_District/2131561/Revised_LEA_Plan_for_Use_of_ARP_ESSER_Funds_June_1_2022.pdf</a></p>
6091000	Arkansas School for the Blind	James Caton	\$187,770.76	No			<u>The minimal ARP funds received by the agency/district are committed to a position to support literacy and inclusion. In addition, the funds received would not be sufficient for the recommendations of ALC. <a href="https://asbvi.ade.arkansas.gov/ourschool/state-required-information/arp-esser-lea-plan-for-use">https://asbvi.ade.arkansas.gov/ourschool/state-required-information/arp-esser-lea-plan-for-use</a></u>
4301000	Lonoke School District	Jeff Senn	\$2,317,280.37	No			<p><u>After reviewing the existing American Rescue Plan budget, Lonoke School District was not able to meet the recommendations of bonuses for certified staff in the amount of \$5000 and \$2500 for classified staff due to previous expenditures of the funds. However, we were able to reallocate the remaining balance to provide bonuses for certified staff in the amount of \$3000 and for classified staff in the amount of \$1500 as retention incentives and for recruitment purposes.</u></p> <p><a href="https://www.lonokeschools.org/cms/lib/AR01001483/Centricity/Domain/1/ARP%20Budget%20August%202022.pdf">https://www.lonokeschools.org/cms/lib/AR01001483/Centricity/Domain/1/ARP%20Budget%20August%202022.pdf</a></p>

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7104000	Shirley School District	Aaron Wiggins	\$945,549.54	No			<a href="https://www.shirleybluedevils.org/essser-arp-plan-16d06c59">Shirley School District's plan does not meet the recommendations due to only 1 phrase...one time. We are going to split the \$5000/\$2500 in half and pay over the next two school years, 2022-23 and 2023-24. We are concerned about the sustainability of the amount of funds and realize that the smaller amounts each year is close to the amount that we should be able to afford to give employees after the 2023-24 school year. Our URL for our plan is found here: https://www.shirleybluedevils.org/essser-arp-plan-16d06c59.</a>
5503000	Kirby	Pike Palmer	\$618,298.61	No	<a href="https://www.kirbytrojans.net/page/covid19">https://www.kirbytrojans.net/page/covid19</a>		Kirby School District has received roughly \$1.6 million in funds from ESSER I, II, and ARP. As many superintendents have stated, we allocated and budgeted the money accordingly to what we were instructed to do so or what was prioritized from staff/community surveys. We have spent all of ESSER I and ESSER II monies accordingly.  We have used our money on an assortment of approved things such as: disinfecting/cleaning supplies, new a/c buses, construction projects, salaries, technology/hot spots, learning loss materials/supplies/salaries, HVAC replacements, etc.  Kirby School District paid out over \$210,000.00 in the Spring of 2020 for all classified and certified employees to receive up to \$2,600.00 in COVID pay for additional duties during the pandemic.  The money that is available is allocated towards 20% learning loss, preapproved projects, salaries, etc. I currently do not have enough ARP ESSER money to give out another \$310,000+ in proposed ALC recommendations.  <a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/765/Kirby_Public_Schools/2304518/Revised_KSD_ARP_ESSER_Plan_04.04.2022.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/765/Kirby_Public_Schools/2304518/Revised_KSD_ARP_ESSER_Plan_04.04.2022.pdf</a>
4713000	Osceola School District	Dr. Toriano Green	\$5,655,566.89	No	<a href="https://docs.google.com/spreadsheets/d/1za0GoeCBjdjK5TKyStm1nywAVfDdWbXZ/edit?usp=sharing&amp;oid=103618466521744983684&amp;rtpof=true&amp;sd=true">https://docs.google.com/spreadsheets/d/1za0GoeCBjdjK5TKyStm1nywAVfDdWbXZ/edit?usp=sharing&amp;oid=103618466521744983684&amp;rtpof=true&amp;sd=true</a>		District will meet recommendations.
701000	Hampton	Doug Worley	\$604,019.86	Yes	<a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/2248/hsd/1507104/2021-2022_ARP_ESSER_Plan_for_Use_of_Funds.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/2248/hsd/1507104/2021-2022_ARP_ESSER_Plan_for_Use_of_Funds.pdf</a>		<ol style="list-style-type: none"> <li>1. We believe our plans meets all of the Federal guidelines provided by the Department of Elementary and Secondary Education including the federally required 20% set aside for learning loss equaling \$177,361.17.</li> <li>2. Hampton School District has met the recommendation of the PLC/PEER committee by using a combination of ESSER II funds and ARP (ESSER III) funds. The district provided a \$2,500 for licensed and \$2,000 for classified recruitment and retention incentive last school year (2021-2022) and has budgeted the same amount for the current school year (2022-2023) that has been approved by the Hampton Board of Education for the 2022-2023 school year. The combination of the two years of funding equals \$5,000 for licensed staff and \$4,000 for classified staff from ARP ESSER and ESSER II. The combination of the two years of funding from the two funding sources meets and exceeds the recommendation of the committee.</li> <li>3. Additionally, Hampton School District provided a \$1,000 bonus to all employees out of Operating funds last year to staff equal \$3,500 for Licensed and \$3,000 for classified staff and if funding allows we plan on doing so again this year. The combination of monies provided above the salary schedule from ARP ESSER and Operating Funds will equal \$7,000 for Licensed and \$6,000 for classified for the two-year period.</li> <li>4. The link to the ARP (ESSER III) Plan is below. The line item 3. Supporting Educator and Staff Stability and Well-Being, in the amount of \$256,125.22 will be used for this year's \$2,500 (Licensed) , \$2,000 (Classified )incentive monies. The URL for the current plan is: <a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/2248/hsd/1507104/2021-2022_ARP_ESSER_Plan_for_Use_of_Funds.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/2248/hsd/1507104/2021-2022_ARP_ESSER_Plan_for_Use_of_Funds.pdf</a> - Hampton School District will be evaluating the ARP (ESSER III) budget and we reserve the right to modify the plan and increase the funding amounts based on local stakeholder input. "</li> </ol>

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2303000	Greenbrier	Scott Spainhour	\$1,949,996.14	No			<p>Justification for ARP Use of ESSER funds:</p> <ol style="list-style-type: none"> <li>1. Greenbrier School District has consistently addressed staff salary schedules and has given a raise and/or a bonus each year of the last 14 years. These efforts by the district have increased the base salary schedule from \$34,100 in 2007-2008 to \$43,095 for the 2022-2023 school year. Additionally, in the 2021-2022 school year, a 2.5% increase was applied across all salary schedules as an additional action to retain experienced staff and staff with advanced degrees. The Greenbrier School District has shown its commitment to investing in salary schedules and will continue to do so.</li> <li>2. As approved in our submitted plan for use of funds, the district paid staff approximately \$800,000 in HERO pay for additional duties performed due to the pandemic in 2021-2022.</li> <li>3. Greenbrier School District is using funds for district wide projects to enhance safety, learning environments, and air quality for students, as suggested by ARP guidelines and approved in initial plans, which is to be completed in October 2022.</li> <li>4. The above mentioned current projects will allow us to use the district operating budget to continue to improve the staff salary schedules annually as already established.</li> <li>5. As evidenced in student data, the Loss of Learning funds are being used to implement and take to scale evidenced-based practices such as Science of Reading and Professional Learning Communities to support teaching and learning across the district.</li> </ol> <p>Link to Plan: <a href="https://drive.google.com/drive/folders/19W96BZHxJY1dseMi49ceHPEySdOd2_r">https://drive.google.com/drive/folders/19W96BZHxJY1dseMi49ceHPEySdOd2_r</a></p> <p><a href="https://drive.google.com/file/d/1_UISQEi1kulESv7yu114ISn0v72dnZ9Q/view?usp=sharing">https://drive.google.com/file/d/1_UISQEi1kulESv7yu114ISn0v72dnZ9Q/view?usp=sharing</a></p>
3002000	Glen Rose	Tim Holicer	\$1,097,089.05	No		Glen Rose did not revise our ARP ESSER Use of Funds plan.	<p><a href="https://www.grbeavers.org/cms/lib/AR01900395/Centricity/Domain/118/REVISED%20April%202022%20Attachment%202%20LEA%20Plan%20for%20Use%20of%20ARP%20ESSER%20Funds%20PDF%20version.pdf">Glen Rose has used all funds in the ARP ESSER fund except the 20% for closing the academic gap. Glen Rose has given over \$4000 of bonuses to each employee and will give another bonus this year but not out of ARP ESSER funds.</a></p> <p><a href="https://www.grbeavers.org/cms/lib/AR01900395/Centricity/Domain/118/REVISED%20April%202022%20Attachment%202%20LEA%20Plan%20for%20Use%20of%20ARP%20ESSER%20Funds%20PDF%20version.pdf">https://www.grbeavers.org/cms/lib/AR01900395/Centricity/Domain/118/REVISED%20April%202022%20Attachment 2 LEA Plan for Use of ARP ESSER Funds PDF%20version.pdf</a></p>
5602000	Harrisburg School District	Chris Ferrell	\$1,889,533.64	Yes	<a href="https://www.hbgisd.org/577350_3">https://www.hbgisd.org/577350_3</a>		
6103000	Pocahontas	Lesla Grooms	\$3,055,481.63	No		<a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/8/District/2158052/Revised%206-1-22%20LEA%20Plan%20for%20Use%20of%20ARP%20ESSER%20Funds.pdf">I have not had it approved by the Board yet. I would like to meet the recommendation of the ALC.</a> <a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/8/District/2158052/Revised%206-1-22%20LEA%20Plan%20for%20Use%20of%20ARP%20ESSER%20Funds.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/8/District/2158052/Revised - 6-1-22 LEA Plan for Use of ARP ESSER Funds.pdf</a>	
304000	Norfolk	Chip Layne	\$1,213,042.48	Yes	<a href="http://drive.google.com/file/d/1inCmfpCEchX4UYH2Gef6yml8hwJ_6c7/view?usp=sharing">http://drive.google.com/file/d/1inCmfpCEchX4UYH2Gef6yml8hwJ_6c7/view?usp=sharing</a>	Yes	no

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5008000	Nevada School District	Roy McCoy	\$605,677.40	No			<a href="https://www.nevadaschooldistrict.net/ARP%20REVISED8-15-22.pdf">https://www.nevadaschooldistrict.net/ARP%20REVISED8-15-22.pdf</a> Nevada School District received 952,501.97 in ARP ESSER funds. The District Leadership/Improvement team decided to use the funds in a couple of ways. The team knew that learning loss needed to be an important factor in how the district spent the ARP money. With that being said the district is using the money to pay certified interventionists with ARP funds. These interventions are being used for all students K-6 with emphasis on ELA and Math. The team evaluated the intervention program data over the summer and found growth in a majority of students. The team decided to extend the program to help with learning loss for the full 3 years of ARP funds at a cost of 210,000. The district also received approval for 4 buses to help reduce the spread of covid by increasing the capacity for social distancing which was at a cost of 355,000 dollars. Another 148,000 was set aside to be used for A/C updates to improve air quality and filtration in order to lessen the possibility of spreading germs. In order for us to give the ALC recommended bonus we would have to use well over a third of our total allocation. This is not possible however, we will be able to give a \$2200 bonus to teachers and staff this year and with other bonuses from the last 2 years using ESA and ARP funds we will be to a total bonus of 4800.
2605000	Lake Hamilton	Shawn Higginbotham	\$7,652,948.32	No	We revised our plan to include the recommended bonuses for licensed and classified staff.	<a href="https://www.lhwolves.net/page/covid-19">https://www.lhwolves.net/page/covid-19</a>	
2404000	Ozark	Jim Ford	\$2,169,814.20	No			1. Ozark SD is under contract with Nabholz Construction (since November 2021) for a High School classroom addition and a Kindergarten PE Facility. Both are approved projects and construction is nearly complete. We've paid out of ESSER 2 "Additional Duty Pay" in the amount of \$913,737.22 to our staff and raised our salary schedules by approximately 3% for this (22-23) school year. The estimated cost to OSD of the ALC Recommendation bonus is \$1.2 million. The board directed me to use the ALC Recommendation as a target for our bonuses this year and budget accordingly if possible. I plan to present my District Budget to the OSD Board of Directors in September and am working toward those targets for Certified and Classified Staff. 2. <a href="https://s3.amazonaws.com/scschoolfiles/571/ozark_sd_plan_for_use_of_arp_esser_funds_revised_5-13-22.pdf">https://s3.amazonaws.com/scschoolfiles/571/ozark_sd_plan_for_use_of_arp_esser_funds_revised_5-13-22.pdf</a>



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4502000	Yellville-Summit	Wes Henderson	\$2,269,179.25	No	<p><a href="https://yellvillesummitschools.com/state-required-information/page/510/the-american-rescue-plan-budget">The Yellville-Summit School Board met on Aug 15th and passed a Teacher Recruitment Retention Plan for the 22-23 school year and the 1st quarter of the 23-24 school year. The plan mirrors the plan the district administered during the 21-22 school year and will administer at the end of the 1st quarter of the 22-23 school year. In total each contracted employee that meets the requirements of the plan will receive \$5000, both certified and classified.</a></p> <p><a href="https://yellvillesummitschools.com/state-required-information/page/510/the-american-rescue-plan-budget">https://yellvillesummitschools.com/state-required-information/page/510/the-american-rescue-plan-budget</a></p>		
6041000	LISA Academy	Fatih Bogrek	\$2,977,476.26	No		<p><a href="#">2022-2023 ARP ESSER BONUS PLAN AND JUSTIFICATION</a></p> <p><a href="#">LISA Academy has been awarded \$7,348,271.12 ARP ESSER Funds and \$4,370,794.86 was already spent in the 2021-2022 education year. As of 08/15/2022 LISA Academy has around \$3 millions remaining allocation for ARP ESSER funds. Out of this balance, around \$2 million has been already budgeted for additional staff hired for learning loss, closing learning gap, social emotional learning and health and cleaning services. We had planned to use approximately \$1 million for 2023-2024 school year to keep some of the staff members to close the learning gap but this amount will be budgeted for retention bonuses in this school year.</a></p> <p><a href="#">LISA Academy had already provided other incentives and a bonus to the staff in the 2021-2022 education year: These include \$1,250 bonus for retention, \$200 for COVID-19 vaccination, \$200 for booster COVID-19 vaccinations in the total of around \$560,000. Moreover, LISA Academy increased base salaries for Central Arkansas teachers by \$1,000 and for NWA teachers \$2,000.</a></p> <p><a href="#">LISA Academy plans to distribute approximately one million dollars as a retention and recruitment bonus in the 2022-2023 education year as recommended by DESE. The amounts will be as follows:</a></p> <p>Teachers - \$2,500  All other full time admin and staff - \$1,000  Part time employees - \$500</p> <p><a href="https://4.files.edl.io/52d3/08/16/22/145733-3a88a59c-3b0a-4b7a-8c87-27c5fe014c81.pdf">https://4.files.edl.io/52d3/08/16/22/145733-3a88a59c-3b0a-4b7a-8c87-27c5fe014c81.pdf</a></p>	

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2803000	Marmaduke	Keith Richey	\$817,755.99	No			<p>1. <a href="#">As of 8-15-2022 all ESSER I (CARES Act) and ESSER II (CRRSA) funds have been spent. Of the \$1,252,025.82 allocated for ESSER III (ARP) \$454,686.13 has been spent. This leaves \$797,339.69. This amount is already obligated in the following manner:</a></p> <p><a href="#">\$317,201.58 Roof replacement – contract signed with Ramson Construction as the construction manager.</a></p> <p><a href="#">\$240,979.38 Math and Literacy Interventionist to recover learning loss - contracts have been signed with these teachers.</a></p> <p><a href="#">\$138,450.00 Two buses which will provide increased space for social distancing or air conditioning to improve air quality have been ordered through Midwest Bus Sales.</a></p> <p><a href="#">\$60,302.21 A new reading program to help recover learning loss - This program has been delivered and awaiting payment.</a></p> <p><a href="#">\$11,901.57 Door entry access control system has been installed. This is the remaining payment</a></p> <p><a href="#">These five items total \$768,834.74 which has not been spent but has been obligated. The sum of the funds which have either been spent or obligated totals \$1,223,520.87. This leaves only \$28,504.95 available. The amount needed for the district to meet the recommendation is approximately \$550,000. Marmaduke School District does not have the ESSER funds available to meet the recommendation.</a></p> <p>2. <a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/1589/MSD/2121262/Revised_ARP_ESSER_Plan.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/1589/MSD/2121262/Revised ARP ESSER Plan.pdf</a></p>
501000	Alpena School District	Larry McKinney	\$1,291,150.67	No	<a href="https://s3.amazonaws.com/scschoolfiles/449/arp_esser_plan_revised_8-15-22.pdf">https://s3.amazonaws.com/scschoolfiles/449/arp_esser_plan_revised_8-15-22.pdf</a>		Alpena will meet recommendations.
7207000	Springdale	Dr. Jared Cleveland	\$36,409,257.88	No		<p><a href="#">In 2020-21 and 2021-22, the Springdale School District provided three separate bonuses to all staff members in the collective amount of \$2,600 per employee. These bonuses were made possible by reclassifying the daily rate of employees' salary to ESSER funds when employee were absent for COVID related reasons. The state and local dollars freed up due to these reclassifications were then distributed to all district employees as bonuses as previously mentioned.</a></p> <p><a href="#">Therefore, to meet the recommendation of the ALC to distribute \$5,000 per employee, the district's ARP ESSER Use of Funds Plan has been modified to provide bonuses to each employee in the collective amount of \$2,400.</a></p> <p>URL: <a href="https://tinyurl.com/wmvsbpun">https://tinyurl.com/wmvsbpun</a></p>	

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1601000	Bay School District	Luke Lovins	\$503,541.38	No			<p>The ARP ESSER Funds plan for the Bay School District does not meet the recommendations of ALC for the following reasons.</p> <p>1. Our initial guidance was that any monies for Faculty and Staff coming from ESSER must be tied to additional duties and a detailed justification must be written. Every Faculty and Staff member in our District took on additional duties due to Covid and was provided additional pay for those duties. It was communicated to Districts that ESSER Funds could not be used for across the board bonuses. With that information in mind, our ARP ESSER Committee comprised of Faculty, Staff, Alumni, and retired Teachers from our District decided to prioritize a much needed HVAC project at our High School. Our Elementary HVAC System was upgraded two years prior with District and Partnership Funds and a High School Roof Project was completed over the winter. The Committee determined that the HS HVAC Project would be the priority and it would allow us to bring all of those projects to completion faster than anticipated. That project final walk through and punch list was completed last week and we have already begun submitting payments to our Construction Manager. The Bay School District has also spent 33% of the ARP Allocation on Learning Loss, primarily in the form of Summer School. This is well above the required 20%. This allowed us to address the needs of Students and also provide an opportunity for our Faculty and Staff to earn additional money in the Summer.</p> <p>2. There was a vast difference in the allocation amount. Districts who were similar in Enrollment size and with similar number of Certified and Classified Staff received a wide range of amounts. I'm attaching information that shows the disparity in these amounts allocated to Districts. Even if our HVAC Project had been completed and those monies spent, a disbursement formula based on enrollment size or square footage may have left us with additional ARP monies to now also provide the recommended bonus.</p> <p>District Enrollment Total Allocation Allocation Per Student  Bay 566 \$748,772.78 \$1,325.26  District 2 540 \$1,978,265.79 \$3,663.46  District 3 613 \$711,184.64 \$1,160.17  District 4 619 \$1,698,928.14 \$2,744.63  District 5 536 \$1,172,760.18 \$2,187.99  District 6 606 \$1,806,382.49 \$2,980.83  District 7 570 \$1,311,844.22 \$2,301.48  District 8 569 \$912,910.75 \$1,604.41  District 9 560 \$2,408,316.27 \$4,300.56  District 10 572 \$1,710,091.54 \$2,989.67</p> <p>Our plan can be found at:  <a href="https://www.bay.k12.ar.us/documents/state-required-info/financial-documents/arp-esser-plan/242995">https://www.bay.k12.ar.us/documents/state-required-info/financial-documents/arp-esser-plan/242995</a></p>
4801000	Brinkley School District	Dr. Brenda Poole	\$2,471,160.84	No		I had to make budget cuts in order to meet ALC recommendations.	<a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/18/BPS/2287621/UPDATED_ARP_PLAN_August_15.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/18/BPS/2287621/UPDATED_ARP_PLAN_August_15.pdf</a>
6401000	Waldron	Daniel Fielding	\$3,592,992.48	No		<a href="https://4.files.edl.io/eca1/08/16/22/192250-add1b2e6-f820-48bb-9b56-24a9c07836ef.pdf">https://4.files.edl.io/eca1/08/16/22/192250-add1b2e6-f820-48bb-9b56-24a9c07836ef.pdf</a>  Plan has been revised to meet recommendation.	
5903000	Hazen School District	Donnie Boothe	\$997,344.52	No			(1) The Hazen School District revised the ARP ESSER Use of Funds plan to meet the recommendations of ALC to the extent possible. The Hazen School District plans to deduct the additional pay paid during the 2021-2022 school year from the recommended \$5,000 and \$2,500. (2) URL: <a href="https://drive.google.com/file/d/1XLjvwxYPFcMS34HZzXUu3oi9E2p6h4ll/view?usp=sharing">https://drive.google.com/file/d/1XLjvwxYPFcMS34HZzXUu3oi9E2p6h4ll/view?usp=sharing</a>

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2601000	Cutter Morning Star School District	Nancy Anderson	\$2,215,383.61	Yes	<a href="https://corporate-docs.s3.amazonaws.com/documents/asset/uploaded_file/32/District/2132803/Revised_ARP_ESSER_Plan_6-1-2022.pdf">https://corporate-docs.s3.amazonaws.com/documents/asset/uploaded_file/32/District/2132803/Revised_ARP_ESSER_Plan_6-1-2022.pdf</a>		
2906000	Spring Hill (2906)	Jeffrey Steed	\$272,008.10	No	<a href="https://drive.google.com/drive/u/1/folders/1ziPEF3zo0RsqKVQLfpglpSvUF2Xbt2P">https://drive.google.com/drive/u/1/folders/1ziPEF3zo0RsqKVQLfpglpSvUF2Xbt2P</a>	<a href="https://drive.google.com/file/d/1G_h6zbWP2cFZEipQzeEXwKaHM3e8H1Ki/view?usp=sharing">https://drive.google.com/file/d/1G_h6zbWP2cFZEipQzeEXwKaHM3e8H1Ki/view?usp=sharing</a>	Our ARP ESSER funds have already been appropriated to provide supplemental instruction to our students to combat learning loss and to purchase two additional busses to promote social distancing for our students. In addition, with the 20% allocation to learning loss requirement by the federal government as part of ARP ESSER, we never had enough funds allocated to our district to meet the ALC recommendation.

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1003000			\$1,228,976.39				<p>(1) Justification</p> <p>Members of the Gurdon Public Schools' District Guiding Coalition attended Zoom sessions and reviewed written guidance with state personnel and with members of the Arkansas Association of Federal Coordinators (AAFC) in conjunction with the Arkansas Association of School Business Officials (AASBO) from March 2021 through August 2022.</p> <p>Per federal guidance associated with ARP ESSER, the Gurdon Public Schools' District Guiding Coalition sought input from various stakeholders—including each campus' Guiding Coalition, the administrative team, the Ready for Learning (RfL) Committee—before presenting the initial version of the GPSD ARP ESSER Plan to the Gurdon Board of Education in 2021.</p> <p>Furthermore, the GPSD Guiding Coalition submitted updated versions of the GPSD ARP ESSER Plan reflecting input from stakeholders—including an opportunity for public comment from the district website—each fall and spring semester by October 15th and April 15th respectively. The latest version was submitted to ADE in June 2022.</p> <p>District leadership felt that the plan reflected the collaborative efforts of stakeholders for the best investments for the students of this district with respect to their social, emotional, and academic needs.</p> <p>By June 30, 2022, the district used ESSER II and ARP ESSER funds to provide the following (1) \$220,352.97 in FY2021 as compensation for additional demands during the pandemic at a rate of \$10 per on-site work during each student day from ESSER II funds; (2) a retention bonus of \$300 at the conclusion of each semester in FY2022 from ESSER II funds; and (3) \$194,691.76 in FY2022 as compensation for additional demands during the pandemic at a rate of \$5 per on-site work during each student day from ARP ESSER funds. This means that an employee working on-site every student day from July 1, 2020 through June 30, 2022, had the potential to receive \$3,135.00 as part of retention efforts and/or related to additional demands.</p> <p>When the ALC made its recommendations on July 22, GPSD district leadership stopped to review all ARP ESSER expenses and encumbrances to date. GPSD district leadership reviewed all anticipated expenditures within the GPSD ARP ESSER Plan. As of calculations on August 4, the district would need about \$541,193.13 to provide the bonuses recommended by the ALC and the necessary benefits expenditures. Removing all possible potential expenditures—without forgetting the mandatory 20% set-aside for learning loss—the district did not have sufficient funds to meet this recommendation.</p> <p>Therefore, district leadership returned to stakeholders to revise the GPSD ARP ESSER Plan from its previous June 2022 version. The final version of the plan reflects that input along with the intention of the Gurdon Board of Education to provide at some point later in FY2023 a bonus of \$1,500 to all full-time licensed personnel, \$750 to all full-time non-licensed personnel, and \$375 to all part-time non-licensed personnel. A similar bonus may be financially possible in FY2024.</p> <p>The district leadership will also work with stakeholders to review the GPSD ARP ESSER plan over the remaining lifetime of the funds with the goal of balancing employee bonuses and student needs.</p> <p>(2) URL</p> <p><a href="https://drive.google.com/drive/folders/1dpX3J2PE5lceinLX1-g0HVwa-YdHgbWE?usp=sharing">https://drive.google.com/drive/folders/1dpX3J2PE5lceinLX1-g0HVwa-YdHgbWE?usp=sharing</a></p> <p><a href="https://drive.google.com/file/d/1hq5x-ce9texRTSuPIsN4UMqEKN2utuUM/view?usp=sharing">https://drive.google.com/file/d/1hq5x-ce9texRTSuPIsN4UMqEKN2utuUM/view?usp=sharing</a></p>
	Gurdon	Andrew Vining		No	N/A	N/A	

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403000	Gentry School District	Terrie Metz	\$1,552,793.13	Yes	<a href="https://drive.google.com/drive/folders/1Tm1uZxRUvvUwgA8U3ZDUecJcSRX50nlo">https://drive.google.com/drive/folders/1Tm1uZxRUvvUwgA8U3ZDUecJcSRX50nlo</a>	This is the link to our detailed pay plan approved by our Board of Education on 8/15/22. <a href="https://docs.google.com/document/d/1l6lvEHJhROJzuwIGZu82wKlr8v8Kv9C8arehpHN5FMw/edit?usp=sharing">https://docs.google.com/document/d/1l6lvEHJhROJzuwIGZu82wKlr8v8Kv9C8arehpHN5FMw/edit?usp=sharing</a> <a href="https://drive.google.com/file/d/1gr7vgAjdGT3zna7GnVJ25Aa96Y4qq-gc/view?usp=sharing">https://drive.google.com/file/d/1gr7vgAjdGT3zna7GnVJ25Aa96Y4qq-gc/view?usp=sharing</a>	
6047000	eStem Public Charter School	John Bacon	\$3,753,575.60	No	No	No	<u><a href="#">Since the onset of the pandemic, we have endeavored to adjust our compensation system to provide incentives for both recruitment and retention of certified and classified staff. Due to the requirement/need to develop research-based methods for addressing learning loss among our students, we are unable to devote the resources needed to meet the ALC recommendation solely through the use of ARP funds. We have, however, provided the opportunity for all classified employees to receive up to \$2,500 in COVID stipends/bonuses and for certified employees to receive up to \$6,500 in stipends/bonuses through September 2022.</a></u>  <u><a href="#">Since the onset of the pandemic, we have taken the following actions regarding employee compensation:</a></u> <u><a href="#">1) May 2021 - all employees (classified and certified) were eligible to receive COVID stipends/bonuses up to \$1,500 (general operating funds were used)</a></u> <u><a href="#">2) July 2021 - our teacher salary schedule was increased by \$3,864 for teachers with a bachelor level degree and was increased by \$3,894 for teachers with a master level degree; this increased the starting salary for a teacher with a bachelor degree to \$40,000 and for a teacher with a master degree to \$45,000; all other employees, including administrators and classified employees received salary increases of 1.5% (general operating funds were used)</a></u> <u><a href="#">3) October 2021/November 2021/December 2021 - all employees (classified and certified) were eligible to receive COVID stipends/bonuses up to \$1,000 spread across three payments (ARP funds were used)</a></u> <u><a href="#">4) September 2021 - all classroom teachers were eligible for bonuses up to \$2,000 based on student growth and achievement on standardized assessments, including ACT Aspire, NWEA MAP, ACT, and Advanced Placement assessments (general operating funds were used); additional bonuses of the same level will be provided to teachers based on 2022 standardized assessment growth and achievement</a></u>  <a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/175/eStem_PCS/2155227/REVISED_ARP_ESSER_budget_6.9.22.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/175/eStem_PCS/2155227/REVISED_ARP_ESSER_budget_6.9.22.pdf</a>
3704000	Lafayette County	Opal Anderson	\$1,782,537.86	No	<a href="https://s3.amazonaws.com/scschoolfile/s/1347/opal1-001.pdf">https://s3.amazonaws.com/scschoolfile/s/1347/opal1-001.pdf</a>		District will meet recommendations.
6804000	Highland	Jeremy Lewis	\$3,705,947.34	Yes	<a href="https://docs.google.com/document/d/184Tm7E8RaDSwiRn7uFMM3rWCGYA8RLrluuWhb9iPg50/edit?usp=sharing">https://docs.google.com/document/d/184Tm7E8RaDSwiRn7uFMM3rWCGYA8RLrluuWhb9iPg50/edit?usp=sharing</a>		
5703000	Mena	Dr. Lee Smith	\$3,908,106.81	Yes	<a href="https://5il.co/1bo2a">https://5il.co/1bo2a</a>	<a href="https://5il.co/1bo2a">https://5il.co/1bo2a</a>	
1203000	Quitman	Dennis Truxler	\$175,910.81	No			<u><a href="#">Quitman cannot meet the recommendations of the ALC due to the remaining ARP ESSER funds being part of the 20% to be used for learning loss. Quitman did use \$126,336.13 of ARP ESSER funds for additional pay for classified and certified staff. Quitman's plan can be viewed at <a href="https://drive.google.com/file/d/1o7JxRJjEKivfHsA1i-NuOxKmN_Uy6Qkl/view?usp=sharing">https://drive.google.com/file/d/1o7JxRJjEKivfHsA1i-NuOxKmN_Uy6Qkl/view?usp=sharing</a></a></u>

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2203000	Monticello	Sandra Lanehart	\$4,473,537.27	No	<a href="https://drive.google.com/drive/folders/1Gd0aPU_SS4zDY4PFFSCkzyfXqcsqgXAW">https://drive.google.com/drive/folders/1Gd0aPU_SS4zDY4PFFSCkzyfXqcsqgXAW</a>		Monticello School District will meet the ALC recommendation of \$5,000.00 (157 certified staff) and a \$2500.00 (111 classified staff) for Classified Retention/Recruitment Bonuses by combining funds from the following sources: ESSER II: \$337,060.29; APR ESSER III: \$383, 949.89; Fund Code 6703: \$60,000.00; Fund Code 6567, \$21,000 and from District Funds: \$580,114.82. Fund Code 6703 is a Special Education Fund which allows funds to help meet special education staff the recommended Bonuses, and 6567 is an ABC DHS grant which allows these funds to help meet the recommended bonuses for ABC staff. Certified staff will receive \$4,000.00 bonus in September, 2022 and Classified staff will receive \$1,500 in September. Both Certified Staff and Classified Staff will receive a \$1,000 Bonus in November, 2022.
4901000	Caddo Hills School District	Deric Owens	\$1,651,578.51	Yes	<a href="https://s3.amazonaws.com/scschoolfiles/1271/arp_esser_plan_update_d_aug_11_2022_1.pdf">https://s3.amazonaws.com/scschoolfiles/1271/arp_esser_plan_update_d_aug_11_2022_1.pdf</a>		NA
6601000	Fort Smith Public Schools	Dr. Terry Morawski	\$32,100,724.63	No			<a href="#">The Fort Smith Public School District has used operation funds that were freed up by the use of ESSER to provide the following bonuses:</a>  <a href="#">FY21 - Paid \$1,250 to all certified and classified full-time staff at cost of \$3.0M to 1,919 employees.</a>  <a href="#">FY22 - Paid \$1,000 to all certified and classified full-time staff at cost of \$2.5M to 2,001 employees.</a>  <a href="#">ESSER will be use to provide the following retention bonus:</a>  <a href="#">FY23 - ESSER Retention Plan for veteran teachers paying \$1,500 at a cost estimated at \$1.0M to 558 qualifying certified employees.</a>  <a href="https://www.fortsmithschools.org/cms/lib/AR02203514/Centricity/Domain/134/ARP%20ESSER%20Relief%20Fund.pdf">https://www.fortsmithschools.org/cms/lib/AR02203514/Centricity/Domain/134/ARP%20ESSER%20Relief%20Fund.pdf</a>
6002000	North Little Rock School District	Dr. Gregory J. Pilewski	\$25,023,863.12	Yes	<a href="https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/78/Central_Office/2291481/Recruitment_and_Retention_Resolution_2_.pdf">https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/78/Central_Office/2291481/Recruitment_and_Retention_Resolution_2_.pdf</a>	No, our plan does meet the requirements and was approved by the NLRSD School Board at the May 19, 2022 Regular Board Meeting.	<a href="#">No, our plan does meet the requirements and was approved by the NLRSD School Board at the May 19, 2022 Regular Board Meeting. https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/1466820/ESSER_FUND_PLANS.pdf</a>

LEA	District	Superintendent	Remaining ARP ESSER allocation as of July 9, 2022	The district's current ARP ESSER Use of Funds plan meets the recommendations of ALC.	If yes, please provide the URL to the ARP ESSER Use of Funds plan posted on the district website.	The district revised the ARP ESSER Use of Funds plan to meet the recommendations of ALC. The revised ARP ESSER Use of Funds plan is posted on the district website and the URL is provided below.	The district ARP ESSER Use of Funds plan does not meet the recommendations of ALC and (1) a justification is provided below and the (2) URL to
7007000	Parkers Chapel School District	John Gross	\$317,011.66	No	<a href="https://www.parkerschapelschool.com/documents/state-required-information/2022-2023/american-rescue-plan-act/338459">https://www.parkerschapelschool.com/documents/state-required-information/2022-2023/american-rescue-plan-act/338459</a>	(Note: A retention bonus of \$1800 was disbursed using ESSER II funds to all licensed and classified staff in August of 2021 if they returned after working in the district during the 2020-21 school year. An additional \$200 was paid to all employees that had their vaccinations. The school board also approved an additional bonus of \$1200 for licensed teachers and \$750 for all classified staff to be paid with district operating funds disbursed in November 2021.)  Six licensed teachers were hired as interventionists with ARP funds for the 2021-22 school year to address loss of learning due to the pandemic caused by Covid, with the intent to hire them as teachers (through attrition) as others retired or moved out of the district. Three of the six were hired as teachers for the 2022-23 school year and three returned as interventionists. Interventionists will be hired with the remainder of the ARP funds for the 2023-24 school year.	
			\$188,250,711.99				