



**ARKANSAS
DEPARTMENT
OF EDUCATION**

**SIGNATURE PAGE
PERSONNEL POLICY AND SALARY SCHEDULE
2016-2017**

Pursuant to Arkansas Code Annotated §6-17-201 and §6-17-2301 school district personnel policies and salary schedules shall be filed with the Department of Education no later than September 15 of each year.

Certified Policy	Classified Policy	Salary Schedules
<p>The personnel policies shall include, but are not limited to, the following terms and conditions of employment:</p> <ul style="list-style-type: none"> Benefits; Compensation; Designation of workdays; Holidays and non-instructional days; The annual calendar; Methods of evaluations; Extra duties; Leave; Grievances; Dismissal or non-renewal; Reduction in force; and Assignment of teacher aides. 	<p>Personnel policies of concern to the classified personnel policies committee shall include, but are not limited to, the following terms and conditions of employment:</p> <ul style="list-style-type: none"> Salary schedule, fringe benefits, and other compensation issues; Annual school calendar, including work days and holidays; Evaluation procedures; Leave; Grievance procedures; Termination, Non-renewal, or suspension; Reduction in force; and Assignments 	<p>School Year 2016 – 2017 Compensation Policy</p>

Are District Policies and Salary Schedules posted on your School Web Page? [x] Yes [] No

What is the Web Address to the District's Home Page?: <http://www.lighthouse-academies.org/schools/cclcs/>

The Capital City Lighthouse Charter School Board, in compliance with these requirements, approved the 2016-2017 Personnel Policy on 7/21/16 and Salary Schedule on (date) 4/28/16

\s\Steve Biernacki

President of the Board