



**ARKANSAS  
DEPARTMENT  
OF EDUCATION**

**SIGNATURE PAGE  
PERSONNEL POLICY AND SALARY SCHEDULE  
2015-2016**

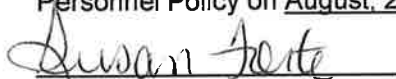
Pursuant to Arkansas Code Annotated §6-17-201 and §6-17-2301 school district personnel policies and salary schedules shall be filed with the Department of Education no later than September 15 of each year.

<b>Certified Policy</b>	<b>Classified Policy</b>	<b>Salary Schedules</b>
<p><b>The personnel policies shall include, but are not limited to, the following terms and conditions of employment:</b></p> <ul style="list-style-type: none"> <li>Benefits;</li> <li>Compensation;</li> <li>Designation of workdays;</li> <li>Holidays and non-instructional days;</li> <li>The annual calendar;</li> <li>Methods of evaluations;</li> <li>Extra duties;</li> <li>Leave;</li> <li>Grievances;</li> <li>Dismissal or non-renewal;</li> <li>Reduction in force; and</li> <li>Assignment of teacher aides.</li> </ul>	<p><b>Personnel policies of concern to the classified personnel policies committee shall include, but are not limited to, the following terms and conditions of employment:</b></p> <ul style="list-style-type: none"> <li>Salary schedule, fringe benefits, and other compensation issues;</li> <li>Annual school calendar, including work days and holidays;</li> <li>Evaluation procedures;</li> <li>Leave;</li> <li>Grievance procedures;</li> <li>Termination, Non-renewal, or suspension;</li> <li>Reduction in force; and</li> <li>Assignments</li> </ul>	<p>FY 15.16 Compensation Policy CCLCS</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 2015-2016 Personnel Policy on August, 2015 and Salary Schedule on April 17, 2015.

  
President of the Board