

AGENDA

Little Rock Workforce Development Board
Full Board Meeting
September 24, 2015
12:00 P.M.

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Call to Order/Welcome	Eric F. Tate	
Taping of Meeting	Janet Davis	
Roll Call/Determine Quorum	Janet Davis	
Minutes Previous Meetings	Eric F. Tate	2-3
• August 27, 2015 (ACTION ITEM)		
Continuation of WIOA Transition	Eric F. Tate	
• Review By-Laws (ACTION ITEM)		4-14
• Review CEO Agreement (ACTION ITEM)		15
• Committee Assignments (ACTION ITEM)		
• Conflict of Interest Forms (ACTION ITEM)		16-17
• Proposed Strategy Meetings (ACTION ITEM)		
Election of Officers – Revisited (ACTION ITEM)	Eric F. Tate	
Executive Director’s Report	W.J. Monagle	
• Activity Report		18
• Monthly Financial Report (ACTION ITEM)		19-31
WIOA Service Provider/One Stop Operator’s Report	Farrah Hammond	
• PowerPoint Report		
• Performance Report		32-35
Other Business		
Announcements	Eric F. Tate	
Adjourn		

MINUTES
Little Rock Workforce Development Board Meeting
August 27, 2015

PRESENT

Committee Members: Eric Tate, Brian Itzkowitz, Joey Dean, Mike South, Douglas Murphy, Kathy Fulks, Bryan Day, Warwick Sabin, Linda Kindy, Debera Coleman, Bentley Wallace, Jo Keegan, Jimmy Brewer, David McDonald

CEO: Mayor Mark Stodola

LRWDB Staff: W.J. Monagle, Janet Davis, Marie Boyce

LRWDB Attorney: Steve Riggs

Arbor E&T: Farrah Hammond

Arkansas Workforce Investment Board: Charlie Clark

Others Present: Stephanie Blair, Carl Daughtery, Mark Bremer, Marcie Flowers, Clara Taylor, Rocky Mantooh, Pam Black, Caron Dunn

ORDER/ROLL CALL

Chairman Tate called the meeting to order at 12:00 p.m. He advised audience that the meeting was being recorded for assistance in preparing the minutes. Janet Davis called roll and it was determined that a quorum was present.

INTRODUCTIONS

CEO Mayor Mark Stodola

Chairman ARWDB, Charlie Clark

LRWDB Staff

LRWDB Members

WIOA Program Service Provider

PRESENTATION ON WIOA AND LOCAL WORKFORCE DEVELOPMENT BOARD

Director Monagle made a presentation on LRWDB Structure and Funding Sources; Timeline for WIOA Implementation; Standing Committee and Purposes; Member Packets (too large to send electronically, board will be surveyed as to how they prefer to receive materials)

DRAWING OF BOARD MEMBER TERMS

One Year Ending 6/30/16	Two Year Ending 6/30/17	Three Year Ending 6/30/18
Joey Dean	Brian Itzkowitz	Eric F. Tate
Mike South	James McCarther	Douglas Murphy
Mark Beach	Debera Coleman	Jo Keegan
Kathy Fulks	Bentley Wallace	David Stephens
Bryan Day	James Taylor, Sr.	David McDonald
Susan Paszkiewicz	Jimmy Brewer	Warwick Sabin
Linda Kindy		

RESPONSIBILITIES OF OFFICERS (handout)

ELECTION OF OFFICERS

It was the consensus of all Board members present that current officers remain in officers until the next meeting.

Date of Next Meeting

Meetings were scheduled for September 24, 2015 and October 22, 2015.

ADJOURNMENT

With no further business to come before the Board, the meeting adjourned at 1:15 p.m.

Approved:

LITTLE ROCK WORKFORCE INVESTMENT DEVELOPMENT BOARD BY-LAWS

Article I: Establishment

1. The Name of this organization shall be the Little Rock Workforce ~~Investment Development~~ Board (LRWDB).
2. This Local Workforce ~~Investment~~ Development Board (LWDB) is established in compliance with Arkansas Annotated Code 15-4-3709, the ~~Workforce Investment Workforce Act of 1998~~ Workforce Innovation and Opportunity Act of 2014 and ~~Arkansas Workforce Investment Act (Act 1125 of 1999)~~ the Arkansas Workforce Innovation and Opportunity Act (Act 907 of 2015).
3. The purpose of this organization shall be to provide guidance for the collaboration of workforce ~~investment development~~ activities in the Local (Little Rock) Workforce Development Area (LWDA), ~~Arkansas Service Delivery Area~~. This ~~will~~ ~~should~~ result in ~~the~~ effective and efficient ~~use~~ utilization of resources, seamless service delivery, ~~and~~ improved performance and expanded outreach initiatives. These results will be achieved by working individually and ~~collectively~~ collaboratively with the Chief Elected Official(s) (CEO) of the workforce investment area, the Chairs of other employment preparation programs as designated by the Chief Elected Official(s), and the members of the Workforce ~~Investment Development~~ Board.
4. Certification. One time every two (2) years, the Governor will certify the local workforce development boards for each area in the state based on criteria established to ensure that workforce development activities carried out have enabled the local board and area to meet the corresponding accountability measures and sustain fiscal integrity. Failure to achieve certification due to fraud or abuse, failure to carry out specified functions of a LWDB, or failure to meet local performance accountability measures for two (2) consecutive program years can result in decertification and the appointment of a new local workforce development board, in consultation with the CEO of the local area.
5. The Little Rock ~~Investment~~ Workforce Development Board shall be referred to as the LRWDB throughout the remainder of this document and shall mean the Full Board.

Article II: Membership

1. Membership of the Board shall be so constituted that a majority are representatives of *business* in the local workforce development area; not less than twenty percent (20%) are representatives of the *workforce* within the local workforce development area; at least two are representatives of entities administering *education and training* activities; at least three are representatives of *government and economic and community development* entities; and may include *additional representatives* of entities that the chief elected official may determine to be appropriate. The categories of

representatives are further defined below. ~~represent the Private Sector and the Public Sector. Representatives of the Private Sector shall constitute a majority of the Board. Public Sector Representatives shall represent all of the One-Stop partners in the Service Delivery Area, organized labor, education, rehabilitation agencies, community-based organizations, economic development agencies, and advocates for veterans and the disabled.~~

2. ~~Private Sector~~ Representatives of **business** in the local workforce development area shall constitute a majority of at least fifty-one percent (51%) and meet the following criteria: ~~be selected in the following manner:~~
 - a. ~~Eligible nominees shall be~~ **Are** owners of businesses, ~~or chief executives or chief operating officers of businesses non-governmental employers, or other business sector executives or employers with optimum policymaking or hiring authority who have substantial management or policy responsibility.~~
 - b. **Represent businesses, including small businesses, or organizations representing businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the LWDA.** ~~Nominations shall be made by a general purpose business organization in the Service Delivery Area.~~
 - c. **Are appointed from among individuals nominated by local business organizations and business trade associations.**
3. ~~Public Sector~~ Representatives of the workforce within the LWDA shall constitute not less than twenty percent (20%) of the members of the LWDB and: ~~be selected in the following manner:~~
 - a. **Include Representatives of labor organizations who have been nominated by local labor federations or other representatives of employees.** ~~education agencies shall be nominated by local education agencies to include representatives (i.e., teachers, administrators, educational cooperative staff, and counselors), local post-secondary educational agencies, local vocational education agencies, registered apprenticeship agencies, general organizations of educational agencies and institutions, and private or proprietary schools or general organizations of such schools.~~
 - b. **Include a Representative who is a member of a labor organization or a training director from a joint labor-management apprenticeship program or, if no such program exists in the LWDA, a representative of an apprenticeship program in the LWDA, if such a program exists.** ~~Representative(s) of organized labor shall be nominated by recognized state or local labor organizations or building and trades associations.~~
 - c. **May include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including without limitation organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities.** ~~Community based organizations' representatives~~

~~shall be nominated by state or local community based organizations or general organizations of such community based organizations.~~

- d. May include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, and or education needs of eligible youth, including without limitation representatives of organizations that serve out-of-school youth. ~~Representatives of the remaining agencies shall be nominated by interested organizations.~~
4. Appointment of members shall be made by the Chief Elected Official(s) from the nominations received. Representatives of entities administering **education and training** activities within the LWDA:
 - a. Will include a representative of eligible providers administering adult education and literacy activities.
 - b. Will include a representative of institutions of higher education providing workforce investment activities, including without limitations community colleges.
 - c. May include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.
5. The LRWDB includes representatives of **governmental and economic community development** entities serving the LWDA who:
 - a. Will include a representative of economic and community development entities;
 - b. Will include an appropriate representative from then state employment services office under the Wagner-Peyser Act, 29 U.S.C. @ 49 et seq., serving the LWDA;
 - c. Will include an appropriate representative of the programs carried out under Subchapter 1 of the Rehabilitation Act of 1973, 29 U.S.C. @ 701 et seq., other than 29 U.S.C. @ 112 [repealed], @ 732, or @ 741, serving the LWDA
 - d. May include representatives of agencies or entities administering programs serving the LWDA relating to transportation, housing, and public assistance, and;
 - e. May include representatives of philanthropic organizations serving the LWDA.
6. The LRWDB may include other individuals or representatives of entities that the chief elected official in the LWDA may determine to be appropriate.
7. The members of the LWDB shall elect a chairperson annually for the LWDB from among the business representatives described in subsection 2(a)(b)(c) of this Article.
8. The initial term of office of the members were drawn by lot for a one, two or three year term during the meeting on August 27, 2015, and shall terminate on June 30, 2016, 2017 and 2018 respectively. ~~or immediately following July 1, 2000.~~ Thereafter, members shall be appointed for three (3) year terms, and shall continue to serve until they are replaced. All appointments, with the

exception of appointments to fill vacancies caused by death, resignation or removal, shall be effective on July 1 of each year.

9. Replacement members shall be appointed in accordance with the criteria established under these By-Laws, requiring nomination by an appropriate agency or organization, and appointment by the Chief Elected Official(s).
10. Members who have three consecutive absences from regular meetings will be considered as having resigned from the Board. Members may be removed for good cause by a sixty (60) percent majority vote of the members present at a regularly scheduled meeting of the Board. For purposes of this section, good cause is defined as any reason that a sixty (60) percent majority of the Board believes warrants removal.

Article III: Meetings

1. The LRWDB shall meet in a regular meeting at least quarterly and may meet more often at the call of the chairperson or upon the written request of a majority of the members.
2. Special meetings may also be called by the Board Chair.
3. A simple majority of the LRWDB shall constitute a quorum. ~~of any meeting of the Board or its committees, shall occur when a majority of the Private Sector Representatives, or a simple majority of all Board members, are present.~~
4. Once an established that a quorum exists, it shall be in effect for the entirety of the meeting.
5. Written notice stating the place, day and hour of the Regular meeting shall be deposited in the mail not less than three (3) days, or hand delivered, or telephonically conveyed, or sent by way of electronic mail or fax not less than 24-hours, prior to a Regular meeting of the Board.
6. In the case of a Special meeting of the Board, the place, day and hour, purpose or purposes of the meeting, shall be sent by way of electronic mail or fax, or telephonically conveyed not less than 2-hours prior to the Special meeting.
7. Each member shall have one vote. When voting, LRWDB members shall abide by Article V of these bylaws concerning conflicts of interest. ~~A vote may be cast by proxy if authority is given in writing to another member who represents the same category. The written may specify the items on which the proxy may exercise the vote or may be a general proxy. A vote by proxy is not allowed. Proxies shall be delivered to the Chair prior to the beginning of the meeting in which the proxy is to be exercised. Proxies may not be counted toward a quorum.~~
8. The LRWDB and its committees members are authorized to attend a meeting by telephone conference call, virtual (video or web based) conference, or other electronic means if deemed prudent by the LRWDB Chair or by the committee chairperson and that member can fully hear and speak as if participating in person. Such meetings must conform to the provisions of the Sunshine Act, FOIA and reasonable and acceptable transparency policies.

9. Travel costs for a LRWDB member to attend board or committee meetings are not reimbursable given that any travel will take place within the city limits of Little Rock.
10. The rules of parliamentary procedure in Robert's Rules of Order Newly Revised shall govern all proceedings of the Little Rock Workforce Investment Board and all committees. In the case of conflict between Robert's Rules and these bylaws, or between Robert's Rules and a special rule adopted by the Board, the bylaws or special rule shall prevail.
11. The form of voting is to be determined by the Chair, and may be accomplished by voice vote, a show of hands, a roll call, or by secret ballot. ~~Secret ballot is required for election of officers.~~
12. Unless specified otherwise, the requirement for passage of any issue(s) before the Board and any committees created by the Board shall be a simple majority of the number establishing a quorum for that meeting.

Article IV: Fiscal

1. The fiscal year shall be the same as the State's for all LRWDB WIOA workforce development programs.
2. No less than annually, reports will be made to the Chief Elected Official(s), the LRWDB, the State Workforce Development Board, and any and all other entities required by legislative or Congressional action.
3. The Board shall annually prepare a budget which shall be presented to and considered for approval by the Board (see Article VII, subsection 13(a-e), and forwarded to the Chief Elected Official(s) for approval.

Article V: Conflict of Interest

1. Members shall abstain from any vote which benefits, or appears to benefit, them personally, the organization which they represent on the Board, their employer or any other affiliation or relationship which could be, or could appear to be, deemed a conflict of interest.
2. Members shall advise the Board of any potential conflict of interest in the discussion of any topic for which a conflict of interest might be inferred.
3. Members shall abstain from discussion of any potential vote by the Board if such discussion could cause the member, the organization they represent, their employer, or other affiliation or relationship to realize favor from such discussion and vote.
4. No member from the immediate family of a Board member, or immediate family member of a grant recipient or sub-grant recipient, may be employed by the Little Rock Workforce Investment Board. An exception applies when a member of an employee's family is elected to the Board after the employee is hired. For purposes of this section, the term immediate family applies to: spouse, child, parent, grandparent, grandchild, sibling, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunt, uncle, niece, nephew, stepparent, and stepchild.

5. Nothing contained herein shall require the termination of any employee of the Little Rock Workforce Investment Board who is hired on or before July 1, 2000.

Article VI: Organization

1. The officers of the Board shall be the Chair, Vice-Chair and Secretary/Treasurer.
2. The Board members shall elect the officers from their membership. The Chair and Vice-Chair shall represent the private sector.
3. Each officer shall serve for a period of one year, or until the date of the next scheduled regular meeting following one year. Terms of office are effective July 1 of each year.
4. A vacancy in the office of Board Chair, Vice-Chair or Secretary/Treasurer shall be filled by the Board, effective only until the upcoming July 1st.
 - a. There shall be ~~three (3)~~ **four (4)** standing committees of the Board and such other committees as the Board may determine from time to time to be necessary or appropriate. Unless otherwise specified, committee members and chairpersons shall be appointed by the Chairperson of the Board. Proxies shall not be permitted in Committee proceedings.
5. The standing committees and the responsibilities and duties of each are as follows:
 - a. Executive Committee:
 1. Shall be comprised of eleven members to include; the LRWDB Chair, the Vice-Chair, the Secretary/Treasurer, the Youth ~~Council~~ **Services Committee** Chair, chairpersons of the **One-Stop Services Committee** and the Services to Individuals with Disabilities Committee. One additional position may be at-large. The remaining positions shall be made up of business representatives.
 2. Shall be appointed by the Chief Elected Official(s) for a term of one year, each term to begin on July 1.
 3. **Shall be chaired by the LRWDB Chair who selects the chairs for all standing committees, ad hoc committees and special task forces of the LRWDB, as deemed necessary and appropriate by the chair, CEO and/or LRWDB. The LRWDB Chair shall exercise the power to vote only as required to constitute a quorum or break a tie vote.**
 4. Shall have, with attendance of a majority of Committee members, the authority of the Board to act during the interim between Board meetings. Actions taken shall be reported to **and ratified by the full** Board at the next Regular Meeting.
 5. Shall meet at least monthly.
 6. Shall have authority over matters of personnel.

- b. **Services to Individuals with Disabilities Committee:** shall act in an advisory capacity to the Board to carry out the functions of:
 - 1. Providing information and assisting with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with section 188 of the WIOA, Pub. L. No. 113-128, if applicable and applicable provisions of the ADA of 1990, 42 U.S.C. 12011 et seq.
 - 2. Development of linkages in order to assure coordination and non-duplication among the programs and activities.

- c. **One-Stop Services Committee:** shall act in an advisory capacity to the Board to carry out the functions of:
 - 1. Providing information and assisting with operational and other issues relating to the provision of services one-stop delivery system
 - 2. Development and continuous improvement of a system of workforce development activities that are funded under the WIOA of 2014.
 - 3. Development of linkages in order to assure coordination and non-duplication among the programs and activities.
 - 4. Development, implementation, and continuous improvement of a program to determine and evaluate customer satisfaction.
 - 5. May include as members representatives of the one-stop partners.

- d. **Youth Services Committee:** : shall act in an advisory capacity to the Board to carry out the functions of:
 - 1. Providing information and to assist with planning, operational and other issues relating to the provision of services to youth.
 - 2. Shall include community-based organizations with a demonstrated record of success in serving eligible youth.

Article VII: **Powers and Duties of the LRWDB**

- 4. The Board, in conjunction with the Chief Elected Official(s) shall Develop and submit a comprehensive the Five Four Year Local Unified Plan to the Governor that meets the requirements in the Arkansas Workforce Innovation and Opportunity Act (Act 907 of 2015) Section 15-4-3713 public for comment and to the Chief Elected Official(s) for approval to submit to the Governor for approval. Consider for approval Career Opportunity plans, as well as the Youth Council recommended programs and operations;

2. Carrying out analyses of the economic conditions of the region, needed knowledge and skills for the region, the workforce in the region, workforce development activities including education and training, and regular updating of the information analyzed under this section. Assist the Governor in developing the statewide workforce and labor market information system. Conducting other research, data collecting, and analysis related to the workforce needs of the regional economy as the local workforce development board, after receiving input from a wide array of stakeholders, determines to be necessary to carry out its functions. ~~enter into Memoranda of Understanding (MOU) with each member of the one-stop partnership;~~
3. Convene local workforce development system stakeholders to assist in the development of the local plan and in identifying expertise and resources to leverage support for workforce development activities. The board, including standing committees, may engage such stakeholders in carrying out the functions described in this subsection.
4. Employer engagement. The LRWDB shall lead efforts to engage with a diverse range of employers and with entities in the region involved:
 - a. to promote business representation (particularly representatives with optimal policymaking or hiring authority from employers whose employment opportunities reflect existing and emerging employment opportunities in the region) on the local board;
 - b. to develop effective linkages (including the use of intermediaries) with employers in the region to support employer utilization of the local workforce development system and to support local workforce investment activities;
 - c. to ensure that workforce investment activities meet the needs of employers and support economic growth in the region, by enhancing communication, coordination, and collaboration among employers, economic development entities, and service providers; and
 - d. to develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers (such as the establishment of industry and sector partnerships), that provide the skilled workforce needed by employers in the region, and that expand employment and career advancement opportunities for workforce development system participants in in-demand industry sectors or occupations.
5. Career Pathways Development. The LRWDB, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.
6. Proven and Promising Practices. The LRWDB shall lead efforts in the local area to identify and promote proven and promising strategies and initiatives for meeting the needs of employers, and workers and jobseekers (including individuals with barriers to employment) in the local workforce development

- system, including providing physical and programmatic accessibility, in accordance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act 1990 (42 U.S.C. 12101 et seq.), to the one-stop delivery system; and identify and disseminate information on proven and promising practices carried out in other local areas for meeting such needs.
7. Technology. The LRWDB shall develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and jobseekers, by
 - a. facilitating connections among the intake and case management information systems of the one-stop partner programs to support a comprehensive workforce development system in the local area;
 - b. facilitating access to services provided the the one-stop delivery system involved, including facilitating the access in remote areas;
 - c. identifying strategies for better meeting the needs of individuals with barriers to employment, including strategies that augment traditional service delivery, and increase access to services and programs of the one-stop delivery system, such as improving digital literacy skills; and
 - d. leveraging resources and capacity within the local workforce development system, including resources and capacity for services for individuals with barriers to employment.
 8. Program oversight. The LRWDB, in partnership with the chief elected official for the local area, shall conduct oversight for local youth workforce investment activities, local employment and training activities, and the one-stop delivery system in the local area; in addition it will ensure the appropriate use and management of the funds for workforce development activities, and ensure the appropriate use, management, and investment of funds to maximize performance outcomes.
 9. Negotiation of local performance accountability measures. The LRWDB, the chief elected official, and the Governor shall negotiate and reach agreement on local performance accountability measures.
 - a. Selection of Operators and Providers: Selection of one-stop operators. The LRWDB, with the agreement of the chief elected official, shall designate or certify one-stop operators and may terminate for cause the eligibility of such operators.
 - b. Selection of youth providers, the LRWDB shall identify eligible providers of youth workforce investment activities in the local area by awarding grants or contracts on a competitive basis based on the recommendations of the youth standing committee, and may terminate for cause the eligibility of such providers.
 - c. Identification of eligible providers of training services. The LRWDB shall identify eligible providers of training services in the local area.
 - d. Identification of eligible providers of career services.--If the one-stop operator does not provide career services in a local area, the LRWDB shall identify eligible providers of those career services in the local area by awarding contracts.

- e. Consumer choice requirements. The LRWDB shall work with the State to ensure there are sufficient numbers and types of providers of career services and training services (including eligible providers with expertise in assisting individuals with disabilities and eligible providers with expertise in assisting adults in need of adult education and literacy activities) serving the local area and providing the services involved in a manner that maximizes consumer choice, as well as providing opportunities that lead to competitive integrated employment for individuals with disabilities
10. Coordination with education providers. The LRWDB shall coordinate activities with education and training providers in the local area, including providers of workforce investment activities, providers of adult education and literacy activities under title II, providers of career and technical education (as defined in section 3 of the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2302)) and local agencies administering plans under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741).
 11. Accessibility for individuals with disabilities. The LRWDB shall annually assess the physical and programmatic accessibility, in accordance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), of all one-stop centers in the local area.
 12. Budget and administration. The LRWDB shall develop a budget for the activities of the local board in the local area, consistent with the local plan and the duties of the local board under this section, subject to the approval of the chief elected official.
- Administration. Grant recipient. In general.--The chief elected official shall serve as the local grant recipient for, and shall be liable for any misuse of the grant funds allocated to the LRWDB,.
- a. Designation. In order to assist in administration of the grant funds, the chief elected official designates The LRWDB as the entity to serve as a local grant recipient for such funds or as the local fiscal agent. Such designation shall not relieve the chief elected official of the liability for any misuse of grant funds.
 - b. Disbursal.--The LRWDB is the entity designated under subclause (II) shall disburse the grant funds for workforce investment activities at the direction of the local board, pursuant to the requirements of this title. The local grant recipient or entity designated under subclause (II) shall disburse the funds immediately receiving such direction from the local board.
 - c. Grants and donations.--The LRWDB may solicit and accept grants and donations from sources other than Federal funds made available under this Act.
 - d. Tax-exempt status.--For purposes of carrying out duties under this Act, the LRWDB has incorporated and operates as entity described in section 501(c)(3) of the Internal Revenue Code of 1986 that are exempt from taxation under section 501(a) of such Code.

13. Public Information. Sunshine Provision. The LRWDB shall make available to the public, on a regular basis through electronic means and open meetings, information regarding the activities of the local board, including information regarding the local plan prior to submission of the plan, and regarding membership, the designation and certification of one-stop operators, and the award of grants or contracts to eligible providers of youth workforce investment activities, and on request, minutes of formal meetings of the local board.
14. Staff.--
 - a. The local board may hire a director and other staff to assist in carrying out the functions described in subsection (d) using funds available under sections 128(b) and 133(b) as described in section 128(b)(4).
 - b. Qualifications. The LRWDB shall establish and apply a set of objective qualifications for the position of director that ensures that the individual selected has the requisite knowledge, skills, and abilities, to meet identified benchmarks and to assist in effectively carrying out the functions of the local board.
 - c. Limitation on rate.--The director and staff described in paragraph (1) shall be subject to the limitations on the payment of salaries and bonuses described in section 194(15).

Article VIII: Repeal and Amendment

These bylaws will remain in effect until repealed or amended by the Board, by a minimum vote of two-thirds (2/3) of the total Board membership, taking place at any Regular meeting.

PARTNERSHIP AGREEMENT BETWEEN THE CHIEF ELECTED OFFICIAL (CEO) AND THE LITTLE ROCK WORKFORCE DEVELOPMENT BOARD

This Partnership Agreement, as required by Arkansas Code Annotated §15-4-3709(g)(2), is entered into between the Little Rock Workforce Development Board (“LRWDB”), and the Mayor of Little Rock, Arkansas, the Chief Elected Official (“CEO”) of the Little Rock Workforce Development Area (LRWDA). The CEO hereby designates the LRWDB as the grant recipient and fiscal agent/administrative entity. The CEO and the LRWDB share a vested interest in assuring that workforce development decisions will be made transparently and with the best interests of area employers and jobseekers. Their respective roles are as hereafter prescribed.

Role of the CEO

- To work with the Governor to appoint and certify a Local Workforce Development Board
- To revoke the appointment of LRWDB members if necessary
- To act directly as the grant recipient and fiscal agent or to designate an alternative entity to act as grant recipient and fiscal agent on their behalf.
- To ensure the LRWDB complies with all Federal and State WIOA requirements, including applicable Federal uniform administrative requirements and cost principles.
- To assume ultimate liability for any misuse of grant funds and/or disallowed costs.
- Approve an annual LRWDB budget
- Approve the Memorandum of Understanding (MOU) required to be negotiated with the partners.
- Approve Local WIOA plans and modifications as required under WIOA and State policy and practice.
- Approve any request from the LRWDB to provide services or to be the One Stop Operator.

Role of the LRWDB

- LRWDB will focus its efforts to ensure that effective services are provided that meet the needs of employers and job seekers in the Workforce Development Area.
- LRWDB will request input and guidance from the CEO regarding all major decisions
- LRWDB and its committees will give priority attention to their oversight responsibilities under the WIOA, by effectively overseeing program costs and results.
- To direct disbursements of WIOA funds according to the plans and budgets approved by CEO.
- To adopt and abide by the by-laws in compliance with the specific code of conduct and other requirements of WIOA.
- To promote participation of all members, especially private sector representatives, and establish rules of meeting attendance and removal for non-attendance.
- To seek outside funding opportunities, such as grants and donations.
- To provide for mandated public input on the development of the Local Plan prior to its submission.
- To participate in regional planning.

It shall be the responsibility of the LRWDB to provide governance over the programs and operations referenced in the Act, in partnership and with the approval of the CEO. The activity of the Local Board will be discussed and reviewed by the CEO during quarterly meetings and feedback will be shared. The LRWDB governance will also include monitoring and reporting on the Unified Plan once the Plan has been approved by the Governor.

The LRWDB is authorized to hire staff to assist in the business of the LRWDB. The LRWDB will prepare reports, budgets, and other required documents as requested. The LRWDB staff will assist the Board and CEO in the solicitation and review of other grant opportunities. The LRWDB will ensure that the Arkansas Workforce Center operates within in the Little Rock Workforce Development Area as best fits the program operations within the area along with ensuring a certified center is established as required by the WIOA.

The CEO and LRWDB hereby certify and assure that they will comply with all provisions in the Act, applicable regulations, policies, and directives established by the Governor and the State Workforce Development Board.

CEO Signature:	Date:
Mark Stodola	
LRWDB Chair Signature:	Date:
Eric F. Tate	

CONFLICT OF INTEREST POLICY LITTLE ROCK WORKFORCE DEVELOPMENT BOARD

In compliance with the Workforce Innovation and Opportunity Act of 2014, Public Law 113-128, and the Arkansas Workforce Innovation and Opportunity Act, Arkansas Annotated Code 15-4-3704 local Board members and local committee members must adhere to the following rules regarding conflict of interest:

- **No board member may participate in a matter under consideration by the board regarding the provision of services by the board member or the entity the board member represents.**
- **No board member may participate in any matter in which the board member, a qualifying relative or a business associated with the board member or qualifying relative, has a direct financial interest.**
- **A member's employer may not participate in any way in a future bid on procurement where the member helped to draft specifications. In order to avoid potential conflicts as circumstance change, members whose employers may wish to participate in a future procurement will refrain from involvement in specification development.**
- **No board member may intentionally use the prestige of his or her public position for that board member's private gain or that of another.**
- **Except in the discharge of an official duty, no board member may disclose or use confidential information acquired by reason of the board member's public position and not available to the public for personal economic benefit or for the economic benefit of another.**
- **Board members may not use their status on the board in marketing their private businesses.**
- **Any board member, with a potential, actual or appearance of a conflict of interest, must disclose that fact, in writing to the board chairman as soon as the potential conflict is discovered and, to the extent possible, before the agenda for a meeting involving the matter at issue is prepared. If it should be determined during a meeting that a conflict of interest exists, the board member must verbally declare such conflict of interest, such declaration must be clearly noted in the minutes, and such board member must excuse him/herself from the remainder of the discussion and the voting.**
- **No board member may solicit or accept any gratuity, gift or item of monetary value from suppliers, contractors or subcontractors of the board. Unsolicited gifts of nominal value (under \$25) are permissible.**
- **The board shall adopt procedures that serve to minimize the appearance of conflicts. Local board members, who represent One Stop partners and who serve on committees that oversee the One Stop system or the allocation of resources are prohibited from discussing or voting on any matter that would have any impact (positive or negative) on the programs they represent.**
- **The board shall adopt appropriate penalties, sanctions or other disciplinary actions, including termination, on a case by case basis, for board members who violate any portion of this policy.**
- **Board and Committee members are required to complete LRWDB's Conflict of Interest Policy Statement on an annual basis.**

DEFINITIONS

“Direct Financial Interest” means ownership of an interest as the result of which the owner has received within the past 3 years, is currently receiving, or in the future is entitled to receive, more than \$1,000 per year; or ownership of more than 3% of a business entity; or ownership of securities of any kind that represent, or are convertible into, ownership of more than 3% of a business entity.

“Qualifying relative” is defined as the board member’s spouse, children of that board member or his or her spouse, or brothers, sisters, or parents of the board member or his or her spouse.

Below is a list of all organizations to which I am affiliated:

Organization	Address	Affiliation
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

ACCEPTANCE STATEMENT

I have read accept and agree to adhere to the terms of this Conflict of Interest Policy Statement as detailed above.

Printed Name

Signature

Date

September 24, 2015
LRWDB Executive Director's Report
W.J. Monagle

I. Important Accomplishments and Notices

- On 8/26/15 LRWDB and Arbor staff met with staff from the PROMISE grant for a debriefing about the 2015 PROMISE Work Experience program. They were generally extremely pleased with the operation and successful outcomes. 30 of the 42 students having a work experience completed all 200 maximum hours.
- On 8/31/15 the 2nd cohort of the YouthBuild Grant began its program semester with 13 enrollees. Between 8/17-28/15 prospective participants completed 2 weeks of "Mental Toughness" before being accepted into the program.
- On 9/4/15 the ADWS forwarded to the LRWDB the Summer Monitoring Report for 2015. The report concluded with no findings and no concerns with federal program or financial compliance. The monitors visited 7 worksites.

II. Outreach, Training and Attendance

- The LRWDB executive director has been working with staff from UALR and successfully submitted a planning grant for \$100K to the ADHE on 9/1/15 for a Regional Workforce Grant Program. He also signed letters of support for the same grant submitted by Philander Smith College and Pulaski Technical College.
- On 8/31/15 the LRWDB executive director met with senior management of Delta Plastics of the South, a manufacturing and recycling/re-purposing company located at the Port of Little Rock that is looking to improve its recruitment and retention methods. The Business Advisory Team (BAT) will now help with that.
- On 9/3/15 the LRWDB executive director attended all-day meeting convened by ADWS. The morning consisted of meeting with Director Bassett and updating each area on the WIOA transition. The afternoon was an introduction with the Career and Technical Education (CTE) advisory board coordinators of ADCE.
- On 9/9/15 the LRWDB executive director renewed membership and attended the annual meeting of the Arkansas Non-Profit Alliance, an opportunity for directors and staff to network and learn about ways the non-profit sector impacts Arkansas communities. Governor Hutchinson and the national ANA president spoke.
- LRWDB executive director attended the Homeless Coalition meeting to discuss the Homeless Resource Fair on 10/17/15 at the North Little Rock Riverside Park.
- On 9/17-18/14 LRWDB and Arbor directors and staff attended The Joint Managers of ADWS/WIOA meeting in West Memphis, AR.

III. Budget and Financials

IV. Next Steps

- The next LRWIB Full Board meeting will be 10/24/2015.
- Setting the date with ADWS for the LRWDB training timeline and content.
- Executing signatures on all Subgrant awards, CEO Agreement and contracts.
- Completing PY2014 Annual Report of LRWDB.
- Financial Audit begins 11/2/15.

Little Rock Workforce Investment Board
 Financial Report - LRWIB ALL COMBINED 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

	Current Month			Current Year To Date Actual	Total Year Budget	Total Year Budget Remaining	Percent Total Year Budget Remaining
	Current Month Actual	Current Month Budget	Budget Variance				
Expenditures							
Salaries	9,943.70	13,208.33	3,264.63	22,137.40	158,500.00	136,362.60	86.03%
SS/Medicare Tax	760.69	1,016.67	255.98	1,693.53	12,200.00	10,506.47	86.12%
Dental	57.52	69.42	11.90	115.04	833.00	717.96	86.19%
Disability Insurance	40.20	85.42	45.22	80.40	1,025.00	944.60	92.16%
Group Life Basic	43.89	60.67	16.78	87.78	728.00	640.22	87.94%
Group Medical	842.89	1,089.50	246.61	1,685.78	13,074.00	11,388.22	87.11%
Retirement	894.93	1,190.42	295.49	1,789.87	14,285.00	12,495.13	87.47%
Vision	2.10	3.58	1.48	3.03	43.00	39.97	92.95%
Unemployment	0.00	250.00	250.00	0.00	3,000.00	3,000.00	100.00%
Dues and Subscriptions	0.00	166.67	166.67	0.00	2,000.00	2,000.00	100.00%
Equipment	0.00	250.00	250.00	0.00	3,000.00	3,000.00	100.00%
Equipment Rental	319.37	416.67	97.30	638.74	5,000.00	4,361.26	87.23%
Liability Insurance	0.00	333.33	333.33	0.00	4,000.00	4,000.00	100.00%
Business Expense	620.21	125.00	(495.21)	744.50	1,500.00	755.50	50.37%
Cell Phones	0.00	166.67	166.67	320.00	2,000.00	1,680.00	84.00%
Internet/DSL	19.35	62.50	43.15	19.35	750.00	730.65	97.42%
I T Support	0.00	20.83	20.83	0.00	250.00	250.00	100.00%
Office Phone	199.37	208.33	8.96	199.37	2,500.00	2,300.63	92.03%
Postage and Delivery	0.00	41.67	41.67	0.00	500.00	500.00	100.00%
Printing and	0.00	100.00	100.00	0.00	1,200.00	1,200.00	100.00%
Professional Fees -	0.00	1,250.00	1,250.00	0.00	15,000.00	15,000.00	100.00%
Professional Fees -	0.00	666.67	666.67	0.00	8,000.00	8,000.00	100.00%
Professional Fees - Legal	0.00	1,000.00	1,000.00	800.00	12,000.00	11,200.00	93.33%
Outreach	0.00	791.67	791.67	0.00	9,500.00	9,500.00	100.00%
Rent	2,604.62	2,666.67	62.05	5,209.24	32,000.00	26,790.76	83.72%
Shared Costs	16.82	208.33	191.51	16.82	2,500.00	2,483.18	99.33%
Supplies - Catering	0.00	233.33	233.33	165.72	2,800.00	2,634.28	94.08%
Hardware/Software	0.00	166.67	166.67	985.00	2,000.00	1,015.00	50.75%
Supplies - Office	0.00	233.33	233.33	31.63	2,800.00	2,768.37	98.87%
Staff Development	0.00	166.67	166.67	0.00	2,000.00	2,000.00	100.00%
Travel - Mileage	0.00	83.33	83.33	31.19	1,000.00	968.81	96.88%
Travel - Other	0.00	625.00	625.00	0.00	7,500.00	7,500.00	100.00%
Utilities	45.51	233.33	187.82	439.10	2,800.00	2,360.90	84.32%
Other	0.00	1,323.68	1,323.68	0.00	15,884.14	15,884.14	100.00%
Total Expenditures	16,411.17	28,514.35	12,103.18	37,193.49	342,172.14	304,978.65	89.13%

Little Rock Workforce Investment Board
 Financial Report - One Stop Rent/Utilities/Shared Costs 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

	Current Month Actual	Current Period Budget - Original	Current Period Budget Variance - Original	Current Year To Date Actual	Total Budget	Total Budget Remaining	Percent Total Budget Remaining - Original
Expenditures							
One Stop Rent, Util, Misc Exp	<u>4,579.09</u>	<u>5,588.10</u>	<u>1,009.01</u>	<u>9,750.51</u>	<u>67,057.16</u>	<u>57,306.65</u>	<u>85.46%</u>
Total Expenditures	<u>4,579.09</u>	<u>5,588.10</u>	<u>1,009.01</u>	<u>9,750.51</u>	<u>67,057.16</u>	<u>57,306.65</u>	<u>85.46%</u>

Little Rock Workforce Investment Board
 Financial Report - Monthly Expenditure WIOA Combined 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

	Current Month	Current Month	Current Month	Current Year	Total Budget	Total Budget	Percent Total
	Actual	Budget	Budget Variance	to date Actual		Remaining	Budget Remaining
Expenditures							
Salaries	27,837.53	30,423.50	2,585.97	57,090.18	365,081.94	307,991.76	84.36%
One Stop Fringe	5,500.52	7,439.93	1,939.41	11,360.53	89,279.10	77,918.57	87.28%
Administration	956.15	1,241.67	285.52	1,957.97	14,900.00	12,942.03	86.86%
Indirect Costs	3,586.11	4,299.93	713.82	7,189.86	51,599.19	44,409.33	86.07%
Incentive Award	200.00	833.33	633.33	220.00	10,000.00	9,780.00	97.80%
Equipment	0.00	785.75	785.75	455.62	9,429.00	8,973.38	95.17%
Individual Training Accounts	6,958.27	19,945.14	12,986.87	7,958.27	239,341.68	231,383.41	96.67%
Liability Insurance	178.84	341.67	162.83	327.58	4,100.00	3,772.42	92.01%
Miscellaneous	79.95	212.50	132.55	162.67	2,550.00	2,387.33	93.62%
Office Phone	656.98	925.00	268.02	1,248.55	11,100.00	9,851.45	88.75%
Postage and Delivery	126.74	334.33	207.59	311.87	4,012.00	3,700.13	92.23%
Outreach	0.00	383.33	383.33	0.00	4,600.00	4,600.00	100.00%
Supplies - Office	598.75	741.67	142.92	598.75	8,900.00	8,301.25	93.27%
Supportive Services	360.00	2,708.33	2,348.33	745.50	32,500.00	31,754.50	97.71%
Other Program Expense	0.00	316.67	316.67	0.00	3,800.00	3,800.00	100.00%
Profit	0.00	5,579.17	5,579.17	0.00	66,950.00	66,950.00	100.00%
Staff Development	0.00	216.67	216.67	0.00	2,600.00	2,600.00	100.00%
Travel - Mileage	288.87	900.00	611.13	288.77	10,800.00	10,511.23	97.33%
Travel - Other	1,170.00	575.00	(595.00)	1,170.00	6,900.00	5,730.00	83.04%
Summer Youth	<u>10,806.25</u>	<u>7,629.76</u>	<u>(3,176.49)</u>	<u>47,118.08</u>	<u>91,557.09</u>	<u>44,439.01</u>	<u>48.54%</u>
Total Expenditures	<u>59,304.96</u>	<u>85,833.33</u>	<u>26,528.37</u>	<u>138,204.20</u>	<u>1,030,000.00</u>	<u>891,795.80</u>	<u>86.58%</u>

Little Rock Workforce Investment Board
 Financial Report - Monthly Expenditure WIOA By Fund 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

100 - WIOA Adult

	Current Month		Current Month Budget Variance	Current Year to date Actual	Total Budget	Total Budget Remaining	Percent Total Budget Remaining
	Current Month Actual	Current Month Budget					
Expenditures							
Salaries	11,525.18	12,473.63	948.45	23,923.45	149,683.60	125,760.15	84.02%
One Stop Fringe	2,190.41	3,050.37	859.96	4,641.46	36,604.43	31,962.97	87.32%
Fringe	0.00	3,050.37	3,050.37	2,451.05	36,604.43	34,153.38	93.30%
Administration	374.45	500.00	125.55	770.46	6,000.00	5,229.54	87.16%
Indirect Costs	1,462.94	1,751.14	288.20	2,980.85	21,013.71	18,032.86	85.81%
Equipment	0.00	311.08	311.08	181.38	3,733.00	3,551.62	95.14%
Individual Training Accounts	3,958.27	9,988.77	6,030.50	4,958.27	119,865.26	114,906.99	95.86%
Liability Insurance	70.57	133.33	62.76	129.78	1,600.00	1,470.22	91.89%
Miscellaneous	31.55	75.00	43.45	64.48	900.00	835.52	92.84%
Office Phone	259.25	366.67	107.42	494.74	4,400.00	3,905.26	88.76%
Postage and Delivery	50.00	125.00	75.00	123.71	1,500.00	1,376.29	91.75%
Outreach	0.00	158.33	158.33	0.00	1,900.00	1,900.00	100.00%
Supplies - Office	236.27	258.33	22.06	236.27	3,100.00	2,863.73	92.38%
Supportive Services	0.00	1,166.67	1,166.67	241.50	14,000.00	13,758.50	98.28%
Other Program Expense	0.00	108.33	108.33	0.00	1,300.00	1,300.00	100.00%
Profit	0.00	2,166.67	2,166.67	0.00	26,000.00	26,000.00	100.00%
Staff Development	0.00	83.33	83.33	0.00	1,000.00	1,000.00	100.00%
Travel - Mileage	55.48	375.00	319.52	55.48	4,500.00	4,444.52	98.77%
Travel - Other	461.68	241.67	(220.01)	461.68	2,900.00	2,438.32	84.08%
Total Expenditures	<u>20,676.05</u>	<u>36,383.70</u>	<u>15,707.65</u>	<u>39,263.51</u>	<u>400,000.00</u>	<u>360,736.49</u>	<u>90.18%</u>

Little Rock Workforce Investment Board
 Financial Report - Monthly Expenditure WIOA By Fund 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

110 - WIOA Youth

	Current Month		Current Year to date Actual	Total Budget	Total Budget Remaining	Percent Total Budget Remaining	
	Current Month Actual	Current Month Budget					Budget Variance
Expenditures							
Salaries	7,069.12	8,518.58	1,449.46	14,938.56	102,222.94	87,284.38	85.39%
One Stop Fringe	1,568.83	2,083.18	514.35	3,190.16	24,998.15	21,807.99	87.24%
Administration	289.06	341.67	52.61	603.78	4,100.00	3,496.22	85.27%
Indirect Costs	957.99	1,202.82	244.83	1,941.73	14,433.82	12,492.09	86.55%
Incentive Award	200.00	833.33	633.33	220.00	10,000.00	9,780.00	97.80%
Equipment	0.00	231.33	231.33	140.88	2,776.00	2,635.12	94.93%
Individual Training Accounts	3,000.00	833.33	(2,166.67)	3,000.00	10,000.00	7,000.00	70.00%
Liability Insurance	53.12	100.00	46.88	99.11	1,200.00	1,100.89	91.74%
Miscellaneous	23.74	66.67	42.93	49.32	800.00	750.68	93.83%
Office Phone	195.11	266.67	71.56	378.03	3,200.00	2,821.97	88.19%
Postage and Delivery	37.65	92.67	55.02	94.89	1,112.00	1,017.11	91.47%
Outreach	0.00	83.33	83.33	0.00	1,000.00	1,000.00	100.00%
Supplies - Office	177.83	175.00	(2.83)	177.83	2,100.00	1,922.17	91.53%
Supportive Services	360.00	333.33	(26.67)	504.00	4,000.00	3,496.00	87.40%
Other Program Expense	0.00	125.00	125.00	0.00	1,500.00	1,500.00	100.00%
Profit	0.00	1,625.00	1,625.00	0.00	19,500.00	19,500.00	100.00%
Staff Development	0.00	41.67	41.67	0.00	500.00	500.00	100.00%
Travel - Mileage	227.51	250.00	22.49	227.41	3,000.00	2,772.59	92.42%
Travel - Other	347.49	166.67	(180.82)	347.49	2,000.00	1,652.51	82.63%
Summer Youth	<u>10,806.25</u>	<u>7,629.76</u>	<u>(3,176.49)</u>	<u>47,118.08</u>	<u>91,557.09</u>	<u>44,439.01</u>	<u>48.54%</u>
Total Expenditures	<u>25,313.70</u>	<u>25,000.00</u>	<u>(313.70)</u>	<u>73,031.27</u>	<u>300,000.00</u>	<u>226,968.73</u>	<u>75.66%</u>

Little Rock Workforce Investment Board
 Financial Report - Monthly Expenditure WIOA By Fund 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

120 - WIOA Dislocated Worker

	Current Month	Current Month	Current Month	Current Year	Total Budget	Total Budget	Percent Total
	Actual	Budget	Budget	to date Actual			
			Variance			Remaining	Budget
							Remaining
Expenditures							
Salaries	9,243.23	9,431.28	188.05	18,228.17	113,175.40	94,947.23	83.89%
One Stop Fringe	1,741.28	2,306.38	565.10	3,528.91	27,676.52	24,147.61	87.25%
Administration	292.64	400.00	107.36	583.73	4,800.00	4,216.27	87.84%
Indirect Costs	1,165.18	1,345.97	180.79	2,267.28	16,151.66	13,884.38	85.96%
Equipment	0.00	243.33	243.33	133.36	2,920.00	2,786.64	95.43%
Individual Training Accounts	0.00	9,123.04	9,123.04	0.00	109,476.42	109,476.42	100.00%
Liability Insurance	55.15	108.33	53.18	98.69	1,300.00	1,201.31	92.41%
Miscellaneous	24.66	70.83	46.17	48.87	850.00	801.13	94.25%
Office Phone	202.62	291.67	89.05	375.78	3,500.00	3,124.22	89.26%
Postage and Delivery	39.09	116.67	77.58	93.27	1,400.00	1,306.73	93.34%
Outreach	0.00	141.67	141.67	0.00	1,700.00	1,700.00	100.00%
Supplies - Office	184.65	308.33	123.68	184.65	3,700.00	3,515.35	95.01%
Supportive Services	0.00	1,208.33	1,208.33	0.00	14,500.00	14,500.00	100.00%
Other Program Expense	0.00	83.33	83.33	0.00	1,000.00	1,000.00	100.00%
Profit	0.00	1,787.50	1,787.50	0.00	21,450.00	21,450.00	100.00%
Staff Development	0.00	91.67	91.67	0.00	1,100.00	1,100.00	100.00%
Travel - Mileage	5.88	275.00	269.12	5.88	3,300.00	3,294.12	99.82%
Travel - Other	<u>360.83</u>	<u>166.67</u>	<u>(194.16)</u>	<u>360.83</u>	<u>2,000.00</u>	<u>1,639.17</u>	<u>81.96%</u>
Total Expenditures	<u>13,315.21</u>	<u>27,500.00</u>	<u>14,184.79</u>	<u>25,909.42</u>	<u>330,000.00</u>	<u>304,090.58</u>	<u>92.15%</u>

Little Rock Workforce Investment Board
 Financial Report - YouthBuild All Locations 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

10 - Little Rock Workforce Development Board

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
YouthBuild							
Salaries	588.00	1,184.17	596.17	1,176.00	14,210.00	13,034.00	91.72%
SS/Medicare Tax	44.97	90.63	45.66	89.93	1,087.57	997.64	91.73%
Dental	3.38	13.30	9.92	6.76	159.60	152.84	95.76%
Disability Insurance	2.37	10.47	8.10	4.74	125.65	120.91	96.23%
Group Life Basic	2.58	10.44	7.86	5.16	125.30	120.14	95.88%
Group Medical	50.46	86.45	35.99	100.92	1,037.34	936.42	90.27%
Retirement	52.92	116.35	63.43	105.83	1,396.16	1,290.33	92.42%
Vision	0.15	3.71	3.56	0.15	44.56	44.41	99.66%
Supplies - Office	0.00	216.67	216.67	0.00	2,600.00	2,600.00	100.00%
Participant Const Supplies YB	0.00	1,248.03	1,248.03	0.00	14,976.41	14,976.41	100.00%
Other Program Expense	0.00	220.00	220.00	0.00	2,640.00	2,640.00	100.00%
YB Van Insurance &	0.00	193.41	193.41	0.00	2,320.93	2,320.93	100.00%
Travel - Mileage	0.00	492.57	492.57	0.00	5,910.87	5,910.87	100.00%
Travel - Other	<u>0.00</u>	<u>425.22</u>	<u>425.22</u>	<u>0.00</u>	<u>5,102.67</u>	<u>5,102.67</u>	<u>100.00%</u>
Total Expenditures	<u>744.83</u>	<u>4,311.42</u>	<u>3,566.59</u>	<u>1,489.49</u>	<u>51,737.06</u>	<u>50,247.57</u>	<u>97.12%</u>

Little Rock Workforce Investment Board
 Financial Report - YouthBuild All Locations 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

15 - Arbor Education & Training

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
YouthBuild							
Salaries	5,382.29	6,738.89	1,356.60	11,716.86	80,866.67	69,149.81	85.51%
One Stop Fringe	808.85	2,707.56	1,898.71	1,770.17	32,490.69	30,720.52	94.55%
Worker's Compensation	12.43	372.36	359.93	47.81	4,468.29	4,420.48	98.93%
Individual Training Accounts	0.00	3,103.67	3,103.67	0.00	37,244.00	37,244.00	100.00%
Cell Phones	109.12	274.75	165.63	218.10	3,296.96	3,078.86	93.38%
Supplies - Office	212.78	248.05	35.27	528.44	2,976.56	2,448.12	82.25%
YB Participant Uniforms &	0.00	693.88	693.88	0.00	8,326.57	8,326.57	100.00%
Equipment							
Case Management Fees	278.92	856.48	577.56	649.86	10,277.77	9,627.91	93.68%
Travel - Mileage	33.32	195.65	162.33	33.32	2,347.83	2,314.51	98.58%
YB GED Participation	(20.00)	2,497.50	2,517.50	210.00	29,970.00	29,760.00	99.30%
Work Experience	540.43	9,690.54	9,150.11	1,969.23	116,286.52	114,317.29	98.31%
Total Expenditures	<u>7,358.14</u>	<u>27,379.32</u>	<u>20,021.18</u>	<u>17,143.79</u>	<u>328,551.86</u>	<u>311,408.07</u>	<u>94.78%</u>

Little Rock Workforce Investment Board
 Financial Report - YouthBuild All Locations 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

18 - Little Rock School District

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
YouthBuild							
Salaries	0.00	2,056.25	2,056.25	0.00	24,675.00	24,675.00	100.00%
Fringe	0.00	262.36	262.36	0.00	3,148.37	3,148.37	100.00%
LRSD GED Materials	0.00	184.51	184.51	0.00	2,214.14	2,214.14	100.00%
LRSD GED Testing Fees	<u>0.00</u>	<u>32.92</u>	<u>32.92</u>	<u>0.00</u>	<u>395.00</u>	<u>395.00</u>	<u>100.00%</u>
Total Expenditures	<u>0.00</u>	<u>2,536.04</u>	<u>2,536.04</u>	<u>0.00</u>	<u>30,432.51</u>	<u>30,432.51</u>	<u>100.00%</u>

Little Rock Workforce Investment Board
 Financial Report - YouthBuild All Locations 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

25 - AWFLR Rent/Utilities/Operating
 Maintenance

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
YouthBuild							
One Stop Rent, Util, Misc Exp	<u>280.00</u>	<u>280.00</u>	<u>0.00</u>	<u>560.00</u>	<u>3,360.00</u>	<u>2,800.00</u>	<u>83.33%</u>
Total Expenditures	<u>280.00</u>	<u>280.00</u>	<u>0.00</u>	<u>560.00</u>	<u>3,360.00</u>	<u>2,800.00</u>	<u>83.33%</u>

Little Rock Workforce Investment Board
 Financial Report - YouthBuild All Locations 2015-2016 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

30 - Habitat For Humanity

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
YouthBuild							
Salaries	280.00	2,484.58	2,204.58	2,835.00	29,815.00	26,980.00	90.49%
Participant Const Supplies YB	<u>0.00</u>	<u>454.60</u>	<u>454.60</u>	<u>0.00</u>	<u>5,455.22</u>	<u>5,455.22</u>	<u>100.00%</u>
Total Expenditures	<u>280.00</u>	<u>2,939.19</u>	<u>2,659.19</u>	<u>2,835.00</u>	<u>35,270.22</u>	<u>32,435.22</u>	<u>91.96%</u>

Little Rock Workforce Investment Board
 Financial Report - PROMISE GRANT MAY - SEPT 2015 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

10 - Little Rock Workforce Development Board

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
Promise Grant							
Salaries	4,168.66	2,400.00	(1,768.66)	8,337.32	12,000.00	3,662.68	30.52%
SS/Medicare Tax	318.92	183.60	(135.32)	637.84	918.00	280.16	30.52%
Dental	23.90	22.40	(1.50)	47.80	112.00	64.20	57.32%
Disability Insurance	16.83	18.80	1.97	33.66	94.00	60.34	64.19%
Group Life Basic	18.23	18.00	(0.23)	36.46	90.00	53.54	59.49%
Group Medical	367.85	286.00	(81.85)	735.70	1,430.00	694.30	48.55%
Retirement	375.19	216.00	(159.19)	750.38	1,080.00	329.62	30.52%
Vision	0.00	4.00	4.00	1.32	20.00	18.68	93.40%
Supplies - Office	0.00	50.00	50.00	0.00	250.00	250.00	100.00%
Travel - Mileage	0.00	150.00	150.00	31.19	750.00	718.81	95.84%
Total Expenditures	<u>5,289.58</u>	<u>3,348.80</u>	<u>(1,940.78)</u>	<u>10,611.67</u>	<u>16,744.00</u>	<u>6,132.33</u>	<u>36.62%</u>

Little Rock Workforce Investment Board
 Financial Report - PROMISE GRANT MAY - SEPT 2015 - Unposted Transactions Included In Report
 From 8/1/2015 Through 8/31/2015

15 - Arbor Education & Training

	Current Period Actual	Current Month Budget	Current Month Budget Variance	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures							
Promise Grant							
Salaries	8,234.86	9,248.83	1,013.97	27,582.75	46,244.15	18,661.40	40.35%
One Stop Fringe	1,525.65	2,178.64	652.99	5,274.44	10,893.21	5,618.77	51.58%
Indirect Costs	992.75	1,402.48	409.73	3,674.16	7,012.42	3,338.26	47.60%
Cell Phones	88.97	255.00	166.03	305.09	1,275.00	969.91	76.07%
Supplies - Office	0.00	1,100.00	1,100.00	4,327.54	5,500.00	1,172.46	21.32%
Supportive Services	0.00	2,915.00	2,915.00	68.69	14,575.00	14,506.31	99.53%
Case Management Fees	2,457.90	2,457.90	0.00	9,831.60	12,289.51	2,457.91	20.00%
Travel - Mileage	502.48	600.00	97.52	822.07	3,000.00	2,177.93	72.60%
Work Experience	<u>13,439.53</u>	<u>18,815.42</u>	<u>5,375.89</u>	<u>66,817.43</u>	<u>94,077.12</u>	<u>27,259.69</u>	<u>28.98%</u>
Total Expenditures	<u>27,242.14</u>	<u>38,973.28</u>	<u>11,731.14</u>	<u>118,703.77</u>	<u>194,866.41</u>	<u>76,162.64</u>	<u>39.08%</u>

Board Measures

PY 14 Common Measures

Carry - In Enrollments	1			2	3	4	5	6	7	8	9	10	11	12	13	Business Services	
	Providing Intensive Services			10 Key Elements	Placement Emp/Ed Youth	Attainment Deg/Cert	Literacy Numeracy Gain	Entered Employment Rate		Retention Rate		Average Earnings Rate		Job Fairs	Job Orders		
	Adult	DLW	Youth					Adult	DLW	Adult	DLW	Adult	DLW				
Goal	50	70	86													2	24
7/7/2014	42	37	75													0	0
	40	40	40	12	81.7%	81.5%	72%	84%	88%	88%	93%	\$13,080	\$14,114				
	4	2	0	1												0	0
7/14/2014		5	1	1												0	0
7/21/2014	8	8	1	1	42.8%	64.2%	0%	90%	80%	25%	47%	N/A	12870			0	0
					6/14	9/14	0/11	9/10	12/15	5/20	16/34	N/A	141572/11				
7/28/2014	13	8	1	1	40%	62.5%	0%	90.9%	80%	25%	47%	N/A	12870			0	0
					6/15	10/16	0/11	10/11	12/15	5/20	16/34	N/A	141572/11				
8/4/2014	14	8	1	2	40%	62.5%	20%	100%	94%	38%	57%	N/A	12870			0	3
					6/15	10/16	2/10	11/11	16/17	8/21	20/35	N/A	141572/11				
8/11/2014	14	8	1	2	43.7%	64.7%	40%	100%	88.8%	38%	57%	N/A	12870			0	4
					7/16	11/17	4/10	11/11	16/18	8/21	20/35	N/A	141572/11				
8/18/2014	15	9	1	2	70.5%	66.6%	50%	100%	84%	36%	74%	N/A	12870			0	5
					12/17	12/18	5/10	11/11	16/19	8/22	26/35	N/A	141572/11				
8/25/2014	16	10	1	2	76%	70.5%	50%	100%	89%	36%	74%	N/A	12870			0	6
					13/17	12/17	5/10	12/12	17/19	8/22	26/35	N/A	141572/11				
9/2/2014	16	10	1	2	76%	70.5%	55%	100%	90%	36%	74%	N/A	12952			0	8
					13/17	12/17	5/9	12/12	18/20	8/22	26/35	N/A	155432/12				
9/8/2014	16	14	1	2	87.5%	70.5%	62.5%	100%	90%	39%	77%	N/A	12952			0	8
					14/16	12/17	5/8	12/12	18/20	9/23	27/35	N/A	155432/12				
9/15/2014	16	14	1	2	87.5%	70.5%	62.5%	100%	90%	39%	77%	N/A	12952			0	8
					14/16	12/17	5/8	12/12	18/20	9/23	27/35	N/A	155432/12				
9/22/2014	16	15	3	3	87.5%	70.5%	71.4%	92.8%	90%	43%	80%	N/A	12952			0	8
					14/16	12/17	5/7	13/14	18/20	10/23	28/35	N/A	155432/12				
9/29/2014	16	16	3	3	87.5%	70.5%	85.7%	100%	90%	43%	80%	N/A	12952			0	8
					14/16	12/17	6/7	15/15	18/20	10/23	28/35	N/A	155432/12				
10/6/2014	16	18	3	3	87.5%	70.5%	85.7%	100%	90%	41.6%	80%	N/A	12952			0	8
					14/16	12/17	6/7	16/16	18/20	10/24	28/35	N/A	155432/12				
10/13/2014	17	18	3	3	82%	72%	85.7%	100%	85.7%	41.6%	80%	N/A	12952			0	10
					14/17	13/18	6/7	16/16	18/21	10/24	28/35	N/A	155432/12				

Board Measures

PY 14 Common Measures

Carry - In Enrollments
Goal

Board Measures				PY 14 Common Measures										Business Services			
1	2	3	4	5	6	7	8		9	10		11		12	13	Job Fairs	Job Orders
Providing Intensive Services			10 Key Elements	Placement Emp/Ed Youth	Attainment Deg/Cert	Literacy Numeracy Gain	Entered Employment Rate		Retention Rate		Average Earnings Rate						
Adult	DLW	Youth					Adult	DLW	Adult	DLW	Adult	DLW					
50	70	86															
42	37	75															
40	40	40	12	81.7%	81.5%	72%	84%	88%	88%	93%	\$13,080	\$14,114	2	24			
10/20/2014	18	18	3	4	82%	72%	100%	100%	85.7%	41.6%	80%	N/A	12952	1	11		
					14/17	13/18	7/7	17/17	18/21	10/24	28/35	N/A	155432/12				
10/27/2014	18	18	3	4	70%	76%	100%	100%	90.9%	80%	100%	N/A	12952	1	11		
					14/20	16/21	7/7	18/18	20/22	20/25	35/35	N/A	155432/12				
11/3/2014	19	20	3	4	80%	73%	100%	90%	91%	80%	97%	14831	13833	1	11		
					20/25	19/26	7/7	18/20	21/23	20/25	35/36	133487/9	276677/20				
11/10/2014	19	20	4	4	92%	73%	100%	91%	95.6%	88%	97%	14831	13833	1	12		
					23/25	19/26	7/7	21/23	22/23	22/25	35/36	133487/9	276677/20				
11/17/2014	20	20	4	5	92%	73%	100%	95%	95.6%	88%	97%	14831	13833	1	12		
					23/25	19/26	7/7	22/23	22/23	22/25	35/36	133487/9	276677/20				
11/24/2014	22	20	4	5	92%	73%	100%	95%	96%	88%	97%	14831	13833	1	13		
					23/25	19/26	7/7	22/23	25/26	22/25	35/36	133487/9	276677/20				
12/1/2014	23	20	4	5	92%	73%	100%	91.6%	96%	88%	97%	14831	13833	1	13		
					23/25	19/26	7/7	22/24	25/26	22/25	35/36	133487/9	276677/20				
12/8/2014	23	21	4	5	92%	73%	100%	95.8%	96%	88%	97%	14831	13833	1	15		
					23/25	19/26	7/7	23/24	25/26	22/25	35/36	133487/9	276677/20				
12/15/2014	23	21	4	6	92%	73%	100%	95.8%	89%	88%	97%	14831	13833	1	15		
					23/25	19/26	7/7	23/24	25/28	22/25	35/36	133487/9	276677/20				
12/22/2014	23	21	4	6	92%	73%	100%	95.8%	92.5%	88%	97%	14831	13833	1	15		
					23/25	19/26	7/7	23/24	25/27	22/25	35/36	133487/9	276677/20				
12/29/2014	23	21	4	6	92%	73%	100%	95.8%	92.5%	88%	97%	14831	13833	1	15		
					23/25	19/26	7/7	23/24	25/27	22/25	35/36	133487/9	276677/20				
1/5/2015	23	21	5	6	88%	70%	100%	95.8%	92.8%	88%	97%	14831	13833	1	15		
					23/26	19/27	7/7	23/24	26/28	22/25	35/36	133487/9	276677/20				
1/12/2015	23	23	6	7	88%	70%	100%	95.8%	96%	88%	97%	14831	13833	1	15		
					23/26	19/27	7/7	23/24	26/27	22/25	35/36	133487/9	276677/20				
1/20/2015	24	23	6	7	88%	70%	100%	95.8%	96%	88%	97%	14831	13833	1	15		
					23/26	19/27	7/7	23/24	26/27	22/25	35/36	133487/9	276677/20				
1/26/2015	24	24	7	7	88%	70%	100%	95.8%	96%	88%	97%	13195	15098	1	15		
					23/26	19/27	7/7	23/24	26/27	22/25	35/36	145147/11	377454/25				
2/2/2015	26	24	8	7	88%	70%	100%	95.8%	96%	88%	97%	13195	15098	1	23		
					23/26	19/27	7/7	23/24	26/27	22/25	35/36	145147/11	377454/25				
2/9/2015	26	24	11	8	88%	70%	100%	95.8%	100%	91.6%	97%	13195	15098	1	23		

Board Measures

PY 14 Common Measures

Carry - In Enrollments
Goal

Board Measures				PY 14 Common Measures										Business Services			
1	2	3	4	5	6	7	8		9	10		11	12		13	Job Fairs	Job Orders
Providing Intensive Services			10 Key Elements	Placement Emp/Ed Youth	Attainment Deg/Cert	Literacy Numeracy Gain	Entered Employment Rate		Retention Rate		Average Earnings Rate						
Adult	DLW	Youth					Adult	DLW	Adult	DLW	Adult	DLW	Adult	DLW			
50	70	86															
42	37	75															
40	40	40	12	81.7%	81.5%	72%	84%	88%	88%	93%	\$13,080	\$14,114	2	24			
				23/26	19/27	7/7	23/24	27/27	22/24	35/36	145147/11	377454/25					
2/17/2015	26	25	11	8	88%	70%	100%	95.8%	100%	91.6%	97%	13195	15098	1	25		
					23/26	19/27	7/7	23/24	27/27	22/24	35/36	145147/11	377454/25				
2/23/2015	26	25	11	8	88%	70%	100%	95.8%	100%	91.6%	97%	13195	15098	1	25		
					23/26	19/27	7/7	23/24	27/27	22/24	35/36	145147/11	377454/25				
3/2/2015	26	25	13	8	88%	74%	100%	95.8%	100%	91.6%	97%	13195	15098	1	26		
					23/26	20/27	7/7	23/24	27/27	22/24	35/36	145147/11	377454/25				
3/9/2015	27	25	15	8	88%	77.7%	100%	95.8%	100%	91.6%	97%	13195	15098	1	26		
					23/26	21/27	7/7	23/24	27/27	22/24	35/36	145147/11	377454/25				
3/16/2015	28	26	15	9	88%	77.7%	100%	95.8%	96%	91.6%	97%	13195	15098	1	27		
					23/26	21/27	7/7	23/24	27/28	22/24	35/36	145147/11	377454/25				
3/23/2015	32	26	16	9	88%	77.7%	100%	95.8%	100%	91.6%	97%	13195	15098	1	27		
					23/26	21/27	7/7	23/24	28/28	22/24	35/36	145147/11	377454/25				
3/30/2015	33	26	16	9	88%	77.7%	100%	95.8%	100%	91.6%	97%	13195	15098	1	28		
					23/26	21/27	7/7	23/24	28/28	22/24	35/36	145147/11	377454/25				
4/6/2015	35	27	20	9	88%	77.7%	100%	92%	100%	91.6%	97%	13195	15098	1	28		
					23/26	21/27	7/7	23/25	28/28	22/24	35/36	145147/11	377454/25				
4/13/2015	35	28	23	10	88%	77.7%	100%	96%	100%	91.6%	97%	13762	14486	1	28		
					23/26	21/27	7/7	24/25	29/29	22/24	35/36	220198/16	434580/30				
4/20/2015	36	30	27	10	88%	77.7%	100%	96%	100%	91.6%	97%	13762	14486	1	28		
					23/26	21/27	7/7	24/25	29/29	22/24	35/36	220198/16	434580/30				
4/27/2015	37	30	27	10	88%	81.4%	100%	96%	100%	91.6%	97%	13762	14486	1	29		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	220198/16	434580/30				
5/4/2015	39	34	27	10	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	29		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30				
5/11/2015	41	35	27	11	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	30		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30				
5/18/2015	45	35	27	11	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	30		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30				
5/26/2015	47	35	28	11	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	30		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30				
6/1/2015	48	35	28	11	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	30		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30				

Board Measures

PY 14 Common Measures

Carry - In Enrollments

Board Measures				PY 14 Common Measures										Business Services	
1	2	3	4	5	6	7	8	9	10	11	12	13	Job Fairs	Job Orders	
Providing Intensive Services			10 Key Elements	Placement Emp/Ed Youth	Attainment Deg/Cert	Literacy Numeracy Gain	Entered Employment Rate		Retention Rate		Average Earnings Rate				
Adult	DLW	Youth					Adult	DLW	Adult	DLW	Adult	DLW			
50	70	86													
42	37	75													
40	40	40	12	81.7%	81.5%	72%	84%	88%	88%	93%	\$13,080	\$14,114	2	24	
6/8/2015	50	37	29	11	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	31
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
6/15/2015	50	39	29	11	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	31
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
6/22/2015	51	40	34	12	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	31
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
6/29/2015	52	41	39	12	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	31
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
7/1/2015	52	41	40	12	88%	81.4%	100%	96%	100%	91.6%	97%	14697	14486	1	31
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
7/6/2015					88.4%	81.4%	100%	96%	100%	91.6%	97%	14697	14486		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
7/13/2015					88.4%	81.4%	100%	96%	100%	91.6%	97%	14697	14486		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
7/20/2015					88.4%	81.4%	100%	96%	100%	91.6%	97%	14697	14486		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
7/27/2015					88.4%	81.4%	100%	96%	100%	91.6%	97%	14697	14486		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
8/3/2015					88.4%	81.4%	100%	96%	100%	91.6%	97%	14697	14486		
					23/26	22/27	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		
8/17/2015					92%	84.6%	100%	96%	100%	91.6%	97%	14697	14486		
					23/25	22/26	7/7	24/25	29/29	22/24	35/36	249849/17	434580/30		

Common Measures 9 of 9

Added board measures

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Total measures obtained:

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Legend

Measures Met

Continuing to Improve

Board Measures