

Operating Budget



2025 – 2026 Fiscal Year

**Ozarka College
Unrestricted Funds
2025 - 2026 Operating Budget**

Revenues:

Tuition & Related Fees	2,405,135
Other Program/Course Related Fees	1,841,880
Testing Services	261,290
Sales Tax Proceeds	658,224
Interest Income	68,049
Other Income	86,000
General Revenue	3,183,318
Workforce 2000 Funding	1,271,840
Tech Center Revenues	160,935
Auxiliary Income - Culinary Café	6,600
Auxiliary Income - Student Housing	75,000
Total Unrestricted Revenues	10,018,271

Expenses:

Regular Salaries	4,960,025
Extra Help Salaries	78,800
Fringe Benefits	1,676,221
Travel	94,795
Supplies & Services	2,146,572
Capital Outlay	156,658
Utilities	550,800
Bond Payments - 2021 Issue	354,400
Total Unrestricted Expenditures	10,018,271

Difference

Required Balance to Maintain 6% of Current Op Budget	601,095
Current Operating Reserve Balance	594,473
Funding needed for 2025 Minimum Op Reserve Requirement	6,622

Operating Budget Restricted Funds



2025 – 2026 Fiscal Year

**Ozarka College
Restricted Funds
2025 - 2026 Budget**

Revenues

Student Aid Revenues

AR Challenge	240,000	
AR Concurrent Challenge	250,000	
AR Workforce Challenge	50,000	
AR Future Grant	1,250,000	
Federal Work Study	29,937	
FSEOG Awards	50,000	
PELL Grant	2,750,000	
Student Loans - Federal	700,000	
Student Aid Revenues		5,319,937

Federal Grant Revenues

Career Pathways	399,344	
Carl Perkins	116,400	
Direct & Equitable Grant	45,800	
TRIO Grant	331,500	
Delta Workforce	40,000	
Federal Grant Revenues		893,044

State Grant Revenues

Adult Basic Education Grant	173,458	
Career Coach	208,000	
Hired Grant	1,200,000	
Education and Training Grant	22,975	
General Adult Education Grant	109,000	
State Grant Revenues		1,713,433
Total Restricted Revenues		7,926,414

Expenditures:

Student Aid Expenditures

AR Challenge	240,000	
AR Concurrent Challenge	250,000	
AR Workforce Challenge	50,000	
AR Future Grant	1,250,000	
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Student Aid Expenditures		5,319,937

Federal Grant Expenditures

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Total Restricted Expenditures		7,926,414

Operating Budget Salary & Benefits Schedule



2025 – 2026 Fiscal Year

Ozarka College
2025 - 2026 Fiscal Year

Unrestricted Salary Summary		2026 Salaries	2026 Car Service	2026 Salary & Career Service		Social Security		Retirement		Health Insurance		Dental Insurance		Disability Insurance		Workers' Comp		AR State Unemploy		Premium Tax		Total Benefit	Total Salary and Benefit
		1,500	81,542	6,238	9,785	13,396	360	192	285	22	30,278	111,820											
Academic Support	80,042	1,500	81,542	6,238	9,785	13,396	360	192	285	22	30,278	111,820											
Nonclassified	80,042	1,500	81,542	6,238	9,785	13,396	360	192	285	22	30,278	111,820											
Departmental Operations	131,142	1,200	132,342	10,124	15,881	18,672	1,080	311	463	35	46,566	178,909											
Classified	131,142	1,200	132,342	10,124	15,881	18,672	1,080	311	463	35	46,566	178,909											
Institutional Support	1,181,489	10,800	1,192,289	91,210	160,298	137,197	6,120	2,802	4,173	315	402,115	1,594,404											
Classified	188,966	1,000	189,966	14,532	24,150	21,804	1,800	446	665	50	63,448	253,414											
Nonclassified	992,523	9,800	1,002,323	76,678	136,148	115,393	4,320	2,355	3,508	265	338,667	1,340,980											
Instruction	2,779,895	800	2,780,695	212,723	358,317	240,764	13,500	6,406	9,732	734	842,177	3,622,872											
Extra Help	54,600		54,600	4,177					191	14	4,382	58,982											
Nonclassified	2,725,295	800	2,726,095	208,546	358,317	240,764	13,500	6,406	9,541	720	837,795	3,563,889											
Physical Plant	406,299	2,400	408,699	31,265	47,460	67,340	3,960	929	1,430	108	152,493	561,192											
Classified	333,671	1,600	335,271	25,648	40,233	61,907	3,600	788	1,173	89	133,438	468,709											
Extra Help	13,200		13,200	1,010					46	3	1,059	14,259											
Nonclassified	59,428	800	60,228	4,607	7,227	5,433	360	142	211	16	17,996	78,224											
Public Service	62,424		62,424	4,775	9,364	5,433	360	147	218	16	20,314	82,738											
Nonclassified	62,424		62,424	4,775	9,364	5,433	360	147	218	16	20,314	82,738											
Student Services	376,384	4,450	380,834	29,134	48,564	88,712	2,700	869	1,333	101	171,412	552,247											
Classified	107,778	2,200	109,978	8,413	15,655	32,225	1,080	258	385	29	58,045	168,024											
Extra Help	11,000		11,000	842					39	3	883	11,883											
Nonclassified	257,606	2,250	259,856	19,879	32,909	56,487	1,620	611	909	69	112,484	372,340											
Grand Total	5,017,675	21,150	5,038,825	385,470	649,669	571,516	28,080	11,656	17,656	1,330	1,865,355	6,704,180											

Unrestricted Salary Schedule

Last Name	First	NACUBO Category	2026 Salaries	2026 Car Service	2026 Salary & Car Service	Total Benefit	Total Salary and Benefit
May	Brittany	Instruction	50,863		50,863	17,787	68,650
Adjunct/Overload	Faculty	Instruction	600,000		600,000	139,568	739,568
Anderson	Brittany	Instruction	40,800		40,800	14,060	54,860
Baldridge	Jennifer	Instruction	50,863		50,863	16,099	66,962
Baltz	Stephen	Instruction	52,781		52,781	18,070	70,851
Blandon	Danilo	Physical Plant	36,824		36,824	15,627	52,452
Bunting	Wes	Instruction	44,596		44,596	16,309	60,905
Carfile	Daniel	Academic Support	35,000		35,000	7,091	42,091
Cattlett	John	Instruction	70,000		70,000	14,615	84,615
Coleman	Chaney	Institutional Support	52,642	1,200	53,842	26,453	80,295
Continuing Ed	Faculty	Instruction	15,300		15,300	3,559	18,859
Counts	Joann	Instruction	47,736		47,736	10,068	57,804
Cowan	Kelly	Institutional Support	62,322	1,000	63,322	20,523	83,845
Crow	Colton	Instruction	46,818		46,818	9,892	56,710
Dale	Stacy	Departmental Operations	36,420	1,200	37,620	13,415	51,036
Davis	Sterling	Instruction	40,800		40,800	14,060	54,860
Donahoe	River	Instruction	58,158		58,158	17,577	75,735
Donaldson	Britnee	Instruction	41,616		41,616	14,225	55,841
Edwards	Brioney	Instruction	45,900		45,900	15,093	60,993
Gore	Brandy	Instruction	49,776		49,776	17,372	67,148
Gore	Stacy	Instruction	39,008	800	39,808	15,053	54,861
Graham	Kelly	Student Services	35,317	1,000	36,317	22,204	58,521
Harness	Jacob	Instruction	46,818		46,818	15,279	62,097
Heithoff	Lynne	Instruction	40,800		40,800	8,699	49,499
Hollaway	Charles	Instruction	49,803		49,803	23,487	73,290
Holloway	Brenda	Institutional Support	31,824	1,000	32,824	12,444	45,268
Houtzouser	Brad	Instruction	49,188		49,188	15,759	64,947
Killian	April	Public Service	62,424		62,424	20,314	82,738
Kinder	Jesse	Instruction	43,722		43,722	14,652	58,373
Kinion	Shane	Physical Plant	38,543	800	39,343	21,727	61,070
Lamb	Erin	Institutional Support	41,616		41,616	14,225	55,841
Layne	Chris	Instruction	46,159		46,159	23,109	69,268
Lee	Amber	Institutional Support	40,800		40,800	10,053	50,853
Lester	Ashton	Instruction	45,696		45,696	15,052	60,748
Lindsey	Dan	Academic Support	45,042	1,500	46,542	23,186	69,728
Long	Glen	Physical Plant	31,824		31,824	6,880	38,704
Long	Valerie	Institutional Support	40,000		40,000	16,271	56,271
Lorch	Chris	Institutional Support	130,000	800	130,800	44,182	174,982
Lovelace	Kim	Institutional Support	60,000	1,000	61,000	19,983	80,983
Mabry	Jay	Instruction	50,000		50,000	15,924	65,924
Mayes	Meagon	Instruction	49,368		49,368	15,796	65,164
McFarlin	Marty	Physical Plant	59,428	800	60,228	17,996	78,224
Mendoza	Whitney	Instruction	50,863		50,863	18,472	69,335
Miller	Pamela	Student Services	40,000	1,200	41,200	23,472	64,672
Miller	Tiffany	Student Services	51,000	1,000	52,000	26,018	78,018

Mitchell	David	Instruction	66,895		66,895	27,310	94,204
Mitchell	Susan	Physical Plant	33,109		33,109	20,464	53,574
Morris	Tracie	Instruction	51,816		51,816	18,012	69,828
Moser	Rondal	Physical Plant	34,214	800	35,014	12,887	47,901
Mosley	Brianna	Institutional Support	41,616		41,616	14,225	55,841
Mosley	Chris	Student Services	46,818		46,818	15,279	62,097
Nicholson	Jeremy	Instruction	66,895		66,895	26,950	93,844
Norris	Katie	Institutional Support	51,000		51,000	16,126	67,126
O'Brien	Jedidiah	Instruction	49,776		49,776	15,878	65,654
Orf	Marcus	Institutional Support	88,862		88,862	23,798	112,660
Parsons	Roger	Instruction	45,900		45,900	9,342	55,242
Petty	Kylie	Instruction	35,374		35,374	7,599	42,973
Pinkston	Lance	Instruction	46,818		46,818	9,558	56,376
Pinkston	Scott	Institutional Support	117,300	1,500	118,800	37,827	156,627
Qualls	Jamie	Physical Plant	31,824		31,824	12,241	44,065
Qualls	Phillip	Physical Plant	33,110		33,110	12,501	45,611
Rush	Amber	Institutional Support	109,140	800	109,940	36,031	145,971
Rush	Krystal	Instruction	46,239		46,239	14,982	61,220
Sandlin	Jill	Instruction	45,288		45,288	10,941	56,229
Savell	Chrisha	Student Services	32,460		32,460	12,370	44,830
Shaver	Candice	Student Services	8,925		8,925	7,331	16,256
Sisk	Felicia	Instruction	60,117		60,117	17,974	78,091
Smith	Caroline	Instruction	41,616		41,616	14,225	55,841
Smith	Dylan	Institutional Support	32,612		32,612	13,483	46,096
Smith	Kendra	Student Services	10,745	250	10,995	15,714	26,709
Smith	Todd	Instruction	50,171		50,171	15,958	66,130
Smith	Larry	Physical Plant	31,824		31,824	6,880	38,704
Spurlock	James	Institutional Support	66,895	1,500	68,395	13,904	82,298
Steed	DeEdra	Institutional Support	66,889	1,000	67,889	27,511	95,401
Thielemier	Susan	Instruction	52,020		52,020	24,296	76,316
Wallace	Tania	Student Services	49,187		49,187	15,759	64,946
Ward	Justin	Instruction	49,776		49,776	15,878	65,654
Wilkerson	Zeda	Student Services	90,931	1,000	91,931	32,382	124,313
Williams	Cynthia	Institutional Support	33,110		33,110	12,501	45,611
Wilson	Josh	Institutional Support	160,000	1,000	161,000	51,722	212,722
Wilson	Katie	Instruction	73,584		73,584	30,873	104,457
Wilson	Kim	Institutional Support	43,722		43,722	14,652	58,373
Wyatt	Matt	Departmental Operations	57,222		57,222	19,760	76,982
Yates	Jamie	Instruction	68,979		68,979	19,769	88,748

Operating Budget Fringe Benefits



2025 – 2026 Fiscal Year

Ozarka College
Notes to Benefit Schedules
Fiscal Year 2025 – 2026

1. Retirement Plans - Ozarka College participates in a variety of retirement contribution Plans. Employees may choose among the following.

Teachers Insurance and Annuity Association/College Retirement Equities Fund (TIAA/CREF)

Ozarka College participates in TIAA/CREF, a defined contribution plan. The plan is a 403(b) program as defined by Internal Revenue Service Code of 1986 as amended, and is administered by TIAA/CREF. TIAA is an insurance company offering participants a traditional annuity with guaranteed principle and a specific interest rate plus the opportunity for additional growth through dividends. CREF is an investment company which offers a variable annuity. Arkansas law authorizes participation in the plan. TIAA/CREF has contributory and non-contributory plans. Contributory members contribute 6% of earnings to the plan. The Institution contributes 12% of earnings for contributory members.

Arkansas Teacher Retirement System

Ozarka College contributes to the Arkansas Teacher Retirement System (ATRS), a cost-sharing multiple-employer defined benefit pension plan for employees who do not elect a qualified alternative retirement plan. ATRS provides retirement and disability benefits, annual cost-of-living adjustments, and death benefits to plan members and beneficiaries. Benefit and contribution provisions are established by State law and can be amended only by the Arkansas General Assembly. The Arkansas Teacher Retirement System issues a publicly available financial report that includes financial statements and required supplementary information for ATRS. ATRS has contributory and non-contributory plans. Contributory members are required by law to contribute 7.00% of their salaries. Each participating employer is required by law to contribute at a rate established by the Arkansas General Assembly. The current employer rate is 15.00%.

Arkansas Public Employees Retirement System

Ozarka College contributes to the Arkansas Public Employees Retirement System (APERS), a cost-sharing multiple-employer defined benefit pension plan. Employees may elect coverage under APERS as a qualified retirement system. APERS provides retirement and disability benefits, annual cost-of-living adjustments, and death benefits to plan members and beneficiaries. Benefit and contribution provisions are established by State law and can be amended only by the Arkansas General Assembly. The Arkansas Public Employees Retirement System issues a publicly available financial report that includes financial statements and required supplementary information for APERS. APERS has contributory and non-contributory plans. Contributory members are required by law to contribute 6% of their salaries. Each participating employer is required by law to contribute at a rate established by the Arkansas General Assembly. The current statutory employer rate is 15.32% of annual covered payroll.

Alternative Retirement Plan - Variable Annuity Life Insurance Company

Ozarka College contributes to the Alternative Retirement Plan - Variable Annuity Life Insurance Company, a defined contribution plan. The plan is a 403(b) program as defined by Internal Revenue Service Code of 1986 as amended, and is administered by the Arkansas State Board of Workforce Education and Career Opportunities and Variable Annuity Life Insurance Company (VALIC). VALIC provides insurance policies and annuity contracts and when they are issued they become the property of the participant.

The participants' contributions are tax-sheltered and amount to a minimum of 6% of compensation. The Institution's contribution rate is 12%.

2. FICA – all matching is budgeted at the required 7.65% for full-time, part-time, extra help, and adjunct/overload salaries.
3. Medical – the institutional portion of the medical costs for each employee varies with the type of coverage (employee vs. family). For employees hired prior to July 1, 2014, the following annual amounts are paid by the institution:

Employee Only Coverage	\$ 5,412
Family Coverage	\$13,380
Life – Employee Only	\$ 46

The following annual amounts are paid by the institution for employees hired on or after July 1, 2014:

Employee Only Coverage	\$ 5,412
Family Coverage	\$ 7,780
Life – Employee Only	\$ 46

4. Dental – The institution provides dental insurance for the employee through Delta Dental. The annual cost of this benefit is \$360. Family coverage is available at a cost to the employee.
5. Long-Term Disability – Long-term disability is provided for all full-time employees of the College. The current rate is .235 per \$100 of salary.
6. The Worker's Compensation Contribution Rate for the 2025 – 2026 fiscal year is 0.00%.
7. The Unemployment Compensation Rate for the 2025 – 2026 fiscal year is 0.35%.
8. The College offers post employment health insurance coverage for employees who meet the following criteria:
 - a. The employee is retiring from the College at the age of 55 or above.
 - b. The employee's actual age and actual number of years of service to the College at the time of retirement combine to a total of 75 or more.
 - c. The employee is enrolled in health coverage through the College at the time of retirement.

Retirees who are eligible for these benefits will continue to pay the employee cost of the health insurance. This benefit will terminate when the retiree reaches age 65 or becomes eligible for Medicare. The retiree may elect family coverage, but all costs above single coverage will be the responsibility of the retiree.

Operating Budget Expenses by Category



2025 – 2026 Fiscal Year

Ozarka College
Unrestricted Funds
2025 - 2026 Expenditures
Listed by Budget Category

Classification	GL Code	Description	Requested Amount
Supplies & Services	575300	Shop Mach, Equip, Tools >\$250	2,000
Supplies & Services	521100	Postage General	8,270
Supplies & Services	521120	Postage Permits/Fees	900
Supplies & Services	521300	Freight, Express, Hauling, Moving	10
Supplies & Services	521400	Bk Chgs/Penalt, Mon Order Exp	7,700
Supplies & Services	522111	Printing - Agency Contracts	6,000
Supplies & Services	522200	Advertising, Publicity Pub Info	66,875
Supplies & Services	522500	Promotional Items	24,500
Supplies & Services	523100	Building & Grounds Maintenance	111,800
Supplies & Services	523160	Grounds Maintenance Materials	10,000
Supplies & Services	523170	Inspection Fees	9,880
Supplies & Services	523171	Fire Alarms Inspection	4,050
Supplies & Services	523173	Pest Control Inspections	9,650
Supplies & Services	523210	Ofc Equip Repair/Service	11,000
Supplies & Services	523230	Inst Equip Repair & Service	14,600
Supplies & Services	523400	Indus Equip Repair, Ser, Parts	850
Supplies & Services	523600	Repairs & Maint - Vehicles/Airplanes	78,500
Supplies & Services	523900	Repairs & Maint - Data Processing	325
Supplies & Services	524412	Rent Non State Office	8,400
Supplies & Services	524490	Other Rentals Incl Lock Boxes	2,250
Supplies & Services	524530	Rent Postage Meters	2,500
Supplies & Services	524680	Software Maint, Renew Fee - Asset	63,450
Supplies & Services	524900	Other Rental Equipment	182,750
Supplies & Services	526010	Admin Fees/Prof Serv Rendered	100,000
Supplies & Services	526012	Prof Ser Non-Contr <\$1000 PO	14,300
Supplies & Services	526019	Other Admin Fees	28,150
Supplies & Services	526099	Other Honorarium	5,400
Supplies & Services	527100	Surety & Performance Bonds	500
Supplies & Services	527200	Ins Prem - Autos, Marine, Vehicle	83,000
Supplies & Services	527300	Ins Prem - Building/Contents	55,000
Supplies & Services	527600	Student Accident Insurance	5,145
Supplies & Services	527900	Other Insurance	22,500
Supplies & Services	528801	Student Activity	21,110
Supplies & Services	529140	Dues - Memb for Prof Org 02	56,775
Supplies & Services	529390	St Agency - Other Contract Serv	43,200
Supplies & Services	529420	Laundry/Dry clean Contr Non St	3,050
Supplies & Services	529450	Security Services Non State	350
Supplies & Services	529510	Contract Labor Services	7,500
Supplies & Services	529800	Vehicle License/Title Fees/Ste	360
Supplies & Services	529900	Other Expenses	9,050
Supplies & Services	532200	Other Vehicle Supplies - B Fuel	15,100

Supplies & Services	532300	Credit Card Purch - Vehicles	500
Supplies & Services	532310	Credit Card Aviation Fuel	240,000
Supplies & Services	533110	Expendable Office Supplies	66,190
Supplies & Services	533120	Non-Expendable Office Supplies	2,450
Supplies & Services	533140	Library Supplies	700
Supplies & Services	533310	Educational Supplies/Materials	217,445
Supplies & Services	533311	Educational Supplies/Melbourne Welding	29,600
Supplies & Services	533312	Educational Supplies/Ash Flat Welding	34,600
Supplies & Services	533313	Educational Supplies/Mtn View Welding	34,600
Supplies & Services	533360	Competency Tests	264,392
Supplies & Services	533400	Public Safety, Military Supply	13,500
Supplies & Services	533610	Shop/Industrial <\$250 >\$25	250
Supplies & Services	533700	Subscriptions, Period & Pubs	2,800
Supplies & Services	533710	Books	500
Supplies & Services	534130	Food, Soft Drinks, Catering, etc	20,250
Supplies & Services	534210	Clothing & Related Items	5,750
Supplies & Services	534320	Janitorial & Household Supply	30,950
Supplies & Services	536100	Data Processing Supplies	60,000
Supplies & Services	536110	Purchase DP Software	4,500
Supplies & Services	537100	Purchase For Resales	15,250
Supplies & Services	554210	Sales & Use Taxes - State	2,780
Supplies & Services	554220	Sales & Use Taxes - County	995
Supplies & Services	554230	Sales & Use Taxes - City	750
Supplies & Services	554300	Licenses & Permits	70
Supplies & Services	561300	Debt Service Paying Agent Fees	1,000
Travel	525130	Meals-In State Official Business	5,475
Travel	525132	Meals-Out of State Official Business	1,000
Travel	525140	Lodging-In State Official Business	20,425
Travel	525142	Lodging-Out of State Official Business	4,000
Travel	525211	Mileage In State Off Business	39,395
Travel	525221	Mileage Out State Off Business	600
Travel	525321	Common Out State Off Business	1,700
Travel	525710	Non-Emp Travel Intra-State	350
Travel	525911	Other Travel In State Off Bus	1,000
Travel	525921	Other Travel Out State Off Bus	975
Travel	529111	Dues/Ed In State Off Business	16,695
Travel	529121	Dues/Ed Out State Off Business	3,180
Utilities	521200	Telephone/Other Wire Service	34,700
Utilities	524100	Electricity - Power Companies	322,300
Utilities	524200	Water - Inc Bottled/Garbage Rem	58,700
Utilities	524300	Natural Gas, Oils, Coal, Propane	42,500
Utilities	524520	Rent Copiers	15,000
Utilities	528500	Telecommunications Serv DCS	77,600
Grand Total			\$ 2,792,167