

**2023-2024 PERSONNEL POLICIES COMMITTEE**  
**Meeting Minutes**  
**November 1, 2023**

|                           |                      |                        |
|---------------------------|----------------------|------------------------|
| Vicki Thompson, WC Elem   | LeeAnn Reed, NS Elem | Wes Davis, HS          |
| Cindy Wilson, C Elem      | Julia Ray, WS Elem   | Tammy Gately, HS       |
| Stephanie Bowers, SC Elem | Ginger LeQuieu, MSN  | Austin Taylor, CPA/ALE |
| Melissa Pay, SS Elem      | Edward Meharg, MSS   | Ahna Davis, Admin      |
| Lindsey Smith, MC Elem    | Sally Wilhite, JHN   | Tori Harrison, Admin   |
| Rachel Hammett, ES Elem   | Shellah Marsh, JHS   |                        |
| Kelly Baird, MS Elem      | DeAnn Tonnessen, FA  |                        |

**CALL TO ORDER**

PPC Secretary Edward Meharg called the November 1, 2023 meeting of the PPC to order at 3:28 p.m. (PPC Chair Vicki Thompson was delayed to the meeting due to a pressing matter at her school.)

Members absent: none

Others present: Dr. Thurman, Michael Byrd, Aaron Randolph, Tina Wylie, Karen Davis, and Sherri Jennings

**APPROVAL OF MINUTES**

**Motion** by Julia Ray: Approve the minutes of the October 4th, 2023 minutes of the PPC as presented.

**Second** by Kelly Baird

**Vote:** For- 19 Against- 0

**NEW BUSINESS:**

**Salary Stipend Update**

Sherri Jennings provide a handout to the PPC detailing proposed changes to Supplemental Salaries for the 2024-2025 school-year (effective July 1, 2024). The Supplemental Salary Committee recently met to discuss in detail the proposed changes. Some stipend amounts would be less and some would be more. Some positions, such as those that are no longer used, would be eliminated.

It was emphasized that the proposed changes are in draft-mode, and are open to questions and discussion. PPC members may share the proposed changes with their respective faculties.

Personnel holding current stipend positions who feel they should have more compensation should submit an application with justification for consideration by the Supplemental Salary Committee.

Chair Vicki Thompson presented the following stipend position to the PPC that was recently approved by the Supplemental Salary Committee: Elementary Robotics Coaches for Eastside, Magness Creek, and Stagecoach Elementaries in the amount of \$780 (per coach).

**Motion** by Vicki Thompson: Accept the proposed stipend as presented

**Second** by Edward Meharg

**Vote:** For 19 Against 0

### **Budget/Funding Review**

The district will face challenges next school-year with the budget. The cost of maternity leave is one of the challenges the district will face due to the fact that the state allows personnel up to 12 weeks for maternity leave. Even though the state pays half, it is still a costly sum for the district with the number of employees on maternity leave within a given school-year. Property insurance for all districts recently increased dramatically and is not expected to decrease.

Dr. Thurman brought to the PPC a matter to consider as the district moves forward with the discussion of future salary schedules. On the current salary schedule, the district pays increments for Bachelor's +36 hours and Masters +12 hours. The question was asked whether or not licensed personnel should be required to obtain a Master's Degree (For Bachelor's +36) and additional certification (for Master's +12) rather than the current state of simply obtaining additional hours. The PPC did not discuss the consideration at the present meeting.

### **Attendance Policy**

An amendment to the Attendance Policy in the Student Handbook was presented to the PPC. Although it is not a PPC issue, Dr. Thurman wanted the PPC to be informed of the amended policy that will go before the school board. Pending board approval, the policy would be retroactive for the current school-year.

### **Review of Licensed Personnel Policies 3.10-3.15**

#### **3.10 Licensed Personnel Planning Time**

No action taken from the PPC.

#### **3.11 Licensed Personnel Personal Leave**

No action taken from the PPC.

3.11.1 Licensed Personnel Professional Leave

No action taken from the PPC.

3.11.2 Licensed Personnel Board Approved Leaves of Absence

This policy was tabled.

3.11.3 Licensed Personnel Bereavement Leave

No action taken from the PPC.

3.11.4 Licensed Personnel Military Leave

No action taken from the PPC.

3.11.5 Excessive Absences

No action taken from the PPC.

3.12 Licensed Personnel Responsibilities for Dealing with Sex Offenders

No action taken from the PPC.

3.13 Licensed Personnel Public Office

No action taken from the PPC.

3.14 Licensed Personnel Jury Duty and Court Subpoena

No action taken from the PPC.

3.15 Licensed Personnel Leave—Injury from Assault

Under this policy, it was recommended by a PPC member that additional language be added to the policy to ensure that a teacher would not be docked ½ day in the event the teacher would have to leave campus to go home and change clothes (for example, due to clothing soiled by a student's vomit).

.Chair Vicki Thompson stated she would provide written recommendation for future consideration for this policy.

**Motion** by Kelly Baird: Adjourn the PPC meeting

**Second** by Lindsay Smith

**Vote:** For 19 Against 0

The PPC adjourned at 4:34 p.m., and the next meeting will be December 6, 2023.