

2024-2025 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
November 6, 2024

Wes Davis, HS	Shellah Marsh, JHS	Vicki Thompson, WC Elem
Tammy Gately, HS	Edward Meharg, MSS	Deanne Tonnessen, FA
Brandy Gwatney, MS Elem	Melissa Pay, SS Elem	Cindy Wilson, C Elem
Laura Harris, ES Elem	Julia Ray, WS Elem	Ahna Davis, Admin
Lori Hines, SC Elem	Elizabeth Redd, JHN	Tori Harrison, Admin
Allison James, CPA/ALE	Lindsey Smith, MC Elem	
Ginger LeQuieu, MSN	Sherry Smith, NS Elem	

CALL TO ORDER

Chair Vicki Thompson called the November 6, 2024 meeting of the PPC to order at 3:16 p.m.

Members absent: Brandy Gwatney and Ginger LeQuieu

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

APPROVAL OF MINUTES

Motion by Wes Davis: Approve the minutes of the October 2, 2024 meeting of the PPC as presented.

Second by Lindsey Smith

Vote: For- 17 Against- 0

NEW BUSINESS:

2025-2026 Student Calendar

Aaron Randolph presented two calendar drafts to the PPC which was based on the Calendar Sub-Committee's recommendation.

Regardless of the calendar option, Parent-Teacher Conferences will be conducted on a single day (a Thursday) next school-year with no school for students and staff the following Friday.

Laws regarding school calendars (especially start dates) are always subject to change. If the District can get a calendar approved before any potential changes in law, then the District should be “grandfathered” with a Board-approved calendar.

Student Calendar Draft 1 (Alternative Format) for the 2025-2026 school-year is a “minutes-based” calendar (from which the District currently operates). The proposed calendar for the next school-year would have school starting on August 12th and ending on Thursday, May 28th. Five snow days are required to be included in the calendar. Those dates would be Friday, May 29th, and Monday-Thursday, June 1st- 4th. There would be no school on September 1st (Labor Day), Friday October 10th (Staff Development), Friday October 17th (day after conferences), Friday, November 7th (Staff Development), November 24th-28th (Fall Break), December 22nd-January 7th (Christmas/Semester Break), Monday, January 19th (MLK), Monday, February 16th (President’s Day), Friday, March 20th (day after conferences), March 23rd- 27th (Spring Break), Monday, March 30th (Staff Development), Friday, April 17th, and Monday, May 25th (Memorial Day).

The calendar option would include (per week) 400 instructional minutes for K-6 (school-day times 7:50-3:30), 390 instructional minutes for 7-8 (school-day times 7:50-3:25), and 390 instructional minutes for 9-12 (school-day times 7:50-3:25). Total instructional hours for the year would be 1,153 for K-6, 1,124 for 7-8, and 1,124 for 9-12.

Chair Vicki Thompson asked why 10 extra minutes would be added to the elementary/middle school day. PPC member Cindy Wilson expressed that the teachers in her school already have a long day and are overwhelmed.

Mr. Randolph explained with the proposed 173 days for the calendar, it would be necessary for the extra 10 minutes per day due to the calendar being a “minutes-based” calendar. He stated the school-day time could be reduced (to the current end time of 3:20) if 174 days were on the calendar instead of 173 days.

A question was asked as to why three staff development days would be scheduled January 5th-7th. Mr. Randolph explained that the District is the recipient of a Professional Learning Grant and the funds would need to be used at some point in the school-year for professional development training.

The PPC discussed the pros and cons of the proposed Alternate Calendar and agreed to the following changes to the proposed calendar:

Move the Staff Development Day from Friday, November 7th to Friday, August 29th. This would give students and families a four-day Labor Day weekend.

Move the Staff Development Day from Friday, October 10th to Monday, October 6th.

Remove the Staff Development Day scheduled for Wednesday, January 7th (students would report back to school on this day)

Remove the Staff Development Day scheduled for Monday, March 30th

PPC members did state they have had little to no complaints about the current Alternative Calendar.

Student Calendar Draft 2 (Traditional Format) for the 2025-2026 school-year would require 178 student-contact days. The proposed dates for this calendar draft are the same as the Alternative Format with the following exceptions:

School would be in-session on August 29th, October 6th, and January 6th.

The Sub-Calendar Committee has recently discussed a 12-month calendar option. This is not being considered for the next school-year as time for reflection, research, and school stakeholder input would be needed before moving toward this option.

Mr. Randolph recommended to the Chair that the PPC send out the calendar drafts (with the discussed changes) to the District Faculty for a vote. Chair Vicki Thompson stated after receiving the proposed changes, she would send out the calendar drafts to PPC members who in turn would need to provide the calendar drafts to their respective faculties for discussion and questions. The PPC would need to be prepared to discuss and vote on the final calendar at the December meeting. The goal would be for the Board to approve the calendar at their January meeting.

Policy 3.8 J (Licensed Personnel Sick Leave)

There was a question about section J of the policy as to whether changes in the substitute rate of pay were adjusted to be applicable to the policy, or if the substitute rate of pay was frozen at the time of the implementation of the policy. Tina Wylie clarified that when substitute rates change, the policy is adjusted with the changes.

Motion by Julia Ray: Adjourn the PPC meeting

Second by Edward Meharg

Vote: For 17 Against 0

The PPC adjourned at 4:05 p.m., and the next meeting of the PPC will be December 4, 2024.