

2024-2025 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
October 2, 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 October 2nd, 2024 meeting of the PPC to order at 3:15 p.m.

Members absent: Melissa Pay

Others present: Dr. Thurman, Michael Byrd, Karen Davis, Tina Wylie, Sherri Jennings, and Jennifer David (substituting for Melissa Pay).

APPROVAL OF MINUTES

Motion by Tammy Gately: Approve the minutes of the September 11th, 2024 meeting of the PPC as presented.

Second by Lindsey Smith

Vote: For- 18 Against- 0

NEW BUSINESS:

Budget Update

Dr. Thurman provided a handout to the PPC detailing the District's 2023-2024 Financial Summary, 2024-2025 Budget Summary, 2023-2024 State Categorical Fund/Grant Summary, 2024-2025 State Categorical Fund/Grant Summary, 2023-2024 Federal Fund Summary, 2024-2025 Federal Fund Summary, 2024-2025 Budget Notes Teacher Salary/Operating/Debt Service Funds, and Preliminary Abstract reports for the Cabot School District and Bryant School District.

Dr. Thurman explained each of the above-listed financial reports with the PPC. The school district budget for the current school-year was recently approved by the board. The District

continues to face challenges with the budget but is able to sustain a healthy ending balance through strategic budget planning. The requirements under the LEARNS Act for teacher salaries to be a minimum of \$50,000 presents a challenge to the District as positions paid with federal funds do not receive compensation from the State nor do salary step increases which the District must absorb.

Dr. Thurman believes the property assessments from Lonoke County are in error. As compared to the Bryant School District via Preliminary Abstract Reports, the Cabot School District should be receiving more funds via assessments from Lonoke County. Dr. Thurman sent a FOI (Freedom of Information) request to Lonoke County requesting records to examine every parcel in the school district and how the monies are being assessed and utilized. As of the October 2nd PPC meeting, the District is still waiting for the information (which was requested five weeks prior).

The most prevalent issue with the school district budget is not receiving funding the District may be entitled to, due to incorrect assessment amounts.

Update From Calendar Subcommittee

The Calendar Subcommittee recently met and provided an update to the PPC.

The subcommittee decided to eliminate the four-day calendar option for consideration for the next school-year.

The subcommittee is looking at 12-month or Alternative (minutes) Calendars as potential options. However, input from various stakeholders would have to be solicited regarding a 12-month calendar option.

Update From Supplemental Salary Committee

Sherri Jennings stated electronic folders have been posted for staff members holding stipend positions. Documentation with evidence is essential for stipend positions to be paid, and principals will need to check carefully before signing off on electronic folders next spring.

Motion by Lindsey Smith: Adjourn the PPC meeting

Second by Julia Ray

Vote: For 18 Against 0

The PPC adjourned at 4:20 p.m., and the next meeting of the PPC will be November 6th, 2024.