

2025-2026 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
January 14, 2026

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
Stephanie Hanley, ES Elem	Jessica Sharp, WS Elem	Laura Shepherd-Pre-K North
Lori Hines, SC Elem	Elizabeth Redd, JHN	Tasia Sandlin- Pre-K South
Allison James, CPA/ALE	Lindsey Smith, MC Elem	Ahna Davis- Admin
Ginger LeQuieu, MSN	Sherry Smith, NS Elem	Tori Harrison- Admin

CALL TO ORDER

Chair Vicki Thompson called the January 14, 2026 meeting of the PPC to order at 3:16 p.m.

Members absent: Tammy Gately, Stephanie Hanley, and Lori Hines

Others present: Michael Byrd, Benjamin Darley, Leila Seigrist, Karen Davis, and Kevin Luck

APPROVAL OF MINUTES

Motion by Deanne Tonnessen: Approve the minutes of the December 3, 2025 meeting of the PPC as presented with the correction that the testing date schedule change only affects K-6 and not 7-12

Second by Ginger LeQuieu

Vote: For- 18 Against- 0

NEW BUSINESS:

Rules Regarding School Work When Taking FMLA

Chair Vicki Thompson shared a concern as to whether teachers are required to take part in certain meetings by the request of admin if they are on leave.

Teachers who are going to be out for a planned leave would be expected to help prepare for their substitute. While a teacher is on FMLA leave, some may choose to take part in meetings but that is not required or mandatory. Teachers who are on leave may choose to take part in meetings, especially as they are about to return to work so that they are up to date, but they certainly are not required to do so, nor can they be made to work while under FMLA status.

Educators as Parents in the District Dropping Off Students During Weather Delays and Still Required to Meet Reporting Time

Chair Vicki Thompson shared a concern about teachers who drop off their children at their respective school on weather delay days and are still required to meet the designated reporting time for work at their school.

Mr. Byrd stated conversations have taken place with building administrators about having grace for employees who are in this situation, and that the District will do the right thing and work with the employee. Mr. Byrd stressed that communication is the key.

Motion by Vicki Thompson: Adjourn the PPC meeting

Second by Edward Meharg

Vote: For 18 Against 0

The PPC adjourned at 3:30 p.m., and the next meeting of the PPC will be February 4, 2026.