

2025-2026 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
March 4, 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 March 4, 2026 meeting of the PPC to order at 3:16 p.m.

Members absent: Tasia Sandlin

Others present: Michael Byrd, Aaron Randolph, Benjamin Darley, Karen Davis, Kevin Luck, Sherri Jennings, and Ashley McFadden (substituting for Tasia Sandlin)

APPROVAL OF MINUTES

Motion by Deanne Tonnessen: Approve the minutes of the January 14, 2026 meeting of the PPC as presented

Second by Jessica Sharp

Vote: For- 20 Against- 0

(Note: The PPC did not meet in February 2026)

NEW BUSINESS:

Policy Review

The PPC reviewed the following policy changes:

3.9 Licensed Personnel Sick and Emergency Leave Bank

Language was added to authorize the Sick Leave Bank Committee to view attendance records and other submitted documentation when making a decision regarding an applicant. The Committee is to be comprised of PPC members.

3.115 Licensed Personnel Excessive Absences

A section was added to the policy to define job abandonment. In short, an employee who is absent for more than three consecutive working days without notifying his/her supervisor will be considered to have abandoned their job unless extraordinary circumstances were not feasible for notification.

3.29 Licensed Personnel School Calendar

This was updated to reflect the 2026-2027 Calendar.

Supplemental Salaries

The stipend for National Board Certified Teacher has been reduced over time (\$1,000 for this year and \$500 for next year) and will eventually be eliminated and replaced with Master/Lead (designated on a teaching license). The stipend for Master/Lead designation would be \$500.

Changes from the State are requiring future teacher candidates to complete a year-long internship (residency) and seasoned teachers with Master/Lead on their license may host a year-long intern. The State will pay \$2,500 to the hosting teacher. Teachers are encouraged to obtain a Master/Lead designation on their license, and National Board Certified is one pathway to Master/Lead status.

The following stipends were recommended for changes:

- Jr. High and Freshman Academy Choir Director from \$1,300 to \$1,800
- High School Choir Director from \$1,500 to \$3,000
- HOSA Advisor (previously voted on and to be added to the Supplemental Salary list)
- Coordinator High School Football from a current index of 1.19 to an increased index of 1.20
- Physical Therapy index of 1.125 to be added
- Certified Staff Working Outside of Contract (\$27 per hour)

Regarding Certified Staff Working Outside of Contract, Mr. Byrd explained this stipend would be needed for any project or initiative needed by the District to pay an employee off-contract. The District recently had an opportunity for revenue but could not move forward because there was no basis in writing to pay an employee outside his/her contract time. An employee would have to be pre-approved by the District office to be paid off-contract.

Motion by Shellah Marsh: Accept all policy changes as presented

Second by Melissa Pay

Vote: For 20 Against 0

Motion by Vicki Thompson: Adjourn the PPC meeting

Second by Edward Meharg

Vote: For 20 Against 0

The PPC adjourned at 3:38 p.m., and the next meeting of the PPC will be April 1, 2026.