2026-2027 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
October 7, 2026

Bennie Brock, HS	Rusty Passini, JHS	Vicki Thompson, WC Elem
Jill Shinn, HS	Edward Meharg, MSS	Deanne Tonnessen, FA
Brandy Gwatney, MS Elem	Tina Dunn, SS Elem	Cindy Wilson, C Elem
Stephanie Hanley, ES Elem	Jessica Sharp, WS Elem	Ahna Davis, Admin
Hannah Driskill, SC Elem	Bethany Taff, JHN	Tori Harrison, Admin
Allison James, CPA/ALE	Lindsey Smith, MC Elem	Laura Shepherd, Pre-K North
Ginger LeQuieu, MSN	Sherry Smith, NS Elem	Kandace Hardcastle, Pre-K South

CALL TO ORDER

Chair Vicki Thompson called the October 7, 2026 meeting of the PPC to order at 3:14 p.m.

Members absent: Ginger LeQuieu

Others present: Michael Byrd, Aaron Randolph, Leila Seigrist, Karen Davis, Sherri Jennings, and Kevin Luck.

APPROVAL OF MINUTES

Motion by Hannah Driskill: Approve the minutes of the September 2, 2026 meeting of the PPC as presented.

Second by Lindsey Smith

Vote: For- 19 Against- 0

NEW BUSINESS:

Budget

Dr. Byrd provided a handout to PPC members detailing the 2025-2026 Financial Summary and 2026-2027 Budget Summary for the District. Dr. Byrd provided a brief summary to the PPC (via handout) of the District's Financial Summary for the previous school-year, Budget Summary for the current school-year, Projected Revenues and Expenditures for the current school-year, Legal Balance History, Categorical Fund/Grant Summary (for previous and current school-year), Federal Fund Summary (for previous and current school-year), and Building Fund Actual (for previous and current school-year).

Challenges to the current budget include a decrease in the tax collection rate (the State makes up the difference for the first 25 mills to ensure a 98% collection rate), and a decrease in Foundation Funding (enrollment is down by at least 216 students). Positively, the current budget includes a 5.1% estimated growth in tax assessment for 2026 due to a countywide property reassessment that will generate additional tax revenue. Dr. Byrd credited Kevin Luck and his team with their expertise on making the budget work for the current school-year and for obtaining an avenue for an increase in salaries.

Dr. Byrd proposed a $1,000 increase to the base (or bonus depending on a certified employee's step placement on the Salary Schedule if under $50,000). Dr. Byrd emphasized that all certified staff would receive something whether an increase to the base or a bonus. A 3% increase proposal will be presented to the CPPC for Classified Staff and a $2 per day increase for bus drivers. It is imperative that the District remain competitive in salaries with surrounding school districts.

Motion by Deanne Tonnessen: Accept the $1,000 proposal for an increase to the base (or bonus if applicable) as presented

Second by Vicki Thompson

Vote: For 20 Against 0

Chair Vicki Thompson stated she would send a ballot for voting to PPC members to share with their respective faculties and have the results to Dr. Byrd by October 14th.

Sick Leave Bank

Leila Seigrist requested four teachers and one administrator from the PPC to form a Sick Leave Bank Committee. Hannah Driskill, Lindsey Smith, Tina Dunn, Jill Shinn, and Ahna Davis will serve as representatives for the committee.

Supplemental Salaries

The Supplemental Salary Committee met prior to the PPC meeting and recommended the following to the full PPC:

K-6 Robotics Lead

This is a new position that would require the Lead to coordinate with all Elementary and Middle School Robotics building-level sponsors in the District for a stipend of $1,000.

Motion by Vicki Thompson: Accept the stipend position as presented

Second by Edward Meharg

Vote: For 20 Against 0

High School Prom Coordinator/High School After Prom Coordinator

The current stipend for High School Prom Coordinator is $1,200. It is proposed that this amount be increased to $2,000. For High School After Prom Coordinator, it is proposed a second binder be created at $650.

Motion by Vicki Thompson: Accept the stipend positions as presented

Second by Edward Meharg

Vote: For 18 Against 2

Panther Academy Yearbook

The current stipend for the Panther Academy Yearbook sponsor is $500. The sponsor (serving approximately 250 students) requested an increase to the Elementary stipend amount of $1,035.

Motion by Vicki Thompson: Accept the stipend position as presented

Second by Edward Meharg

Vote: For 20 Against 0

Motion by Lindsey Smith: Adjourn the PPC meeting

Second by Deanne Tonnessen

Vote: For 20 Against 0

The PPC adjourned at 4:09 p.m.., and the next meeting of the PPC will be November 4, 2026.