

2023-2024 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
December 6, 2023

Vicki Thompson, WC Elem	LeeAnn Reed, NS Elem	Wes Davis, HS
Cindy Wilson, C Elem	Julia Ray, WS Elem	Tammy Gately, HS
Stephanie Bowers, SC Elem	Ginger LeQuieu, MSN	Austin Taylor, CPA/ALE
Melissa Pay, SS Elem	Edward Meharg, MSS	Ahna Davis, Admin
Lindsey Smith, MC Elem	Sally Wilhite, JHN	Tori Harrison, Admin
Rachel Hammett, ES Elem	Shellah Marsh, JHS	
Kelly Baird, MS Elem	DeAnn Tonnessen, FA	

CALL TO ORDER

Chair Vicki Thompson called the December 6, 2023 meeting of the PPC to order at 3:19 p.m.

Members absent: Austin Taylor, Stephanie Bowers, and Melissa Pay

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

APPROVAL OF MINUTES

Motion by Julia Ray: Approve the minutes of the November 1, 2023 meeting of the PPC as presented.

Second by Lindsey Smith

Vote: For- 15 Against- 0

NEW BUSINESS:

Salary Sub-Committee

Dr. Thurman requested that Chair Vicki Thompson form a Salary Sub-Committee. Once formed, the committee will meet soon to begin work on future salary schedules for the district.

The following PPC members will serve on the Salary Sub-Committee: Chair Vicki Thompson, Lindsey Smith (representing elementary), LeeAnn Reed (representing elementary), Ginger LeQuieu (representing mid-level), and Wes Davis (representing secondary).

The goal is for the committee to be ready to present proposals to the PPC by the February meeting. This will allow time for school board approval so that contracts can be cut in March for the following school-year.

Calendar Draft Proposal

Mr. Randolph presented a Student and Faculty Calendar Draft for the 2024-2025 school-year to the PPC. With this draft, the district would continue to use the Alternative Format which is based on instructional minutes rather than instructional days.

For the upcoming school-year (as per legal requirements), school can start no earlier than August 19th and Spring Break must be the last week in March.

The State Department expressed concerns with the current school calendar regarding transition times which cannot be included as part of instructional minutes. That issue has been corrected with the proposed draft for next school-year. The proposed calendar would include 380 instructional minutes per day (6.33 hours per day) with 174 student-contact days.

Mr. Randolph said positive feedback has been received from the community and parents with the Alternative Format Calendar for the current school-year.

With the proposed calendar, the first day of school would be Tuesday, August 20th. There would be no school on September 2nd (Labor Day), October 14th (Staff Development), October 25th (day after conferences), November 25th-November 29th (Fall Break), and December 23rd-January 6th (Christmas/Semester Break). Fall Conferences would be conducted on Tuesday and Thursday, October 22nd and 24th with dismissal at 1:00 on those days.

Staff would return for the 2nd semester on January 6th with students returning January 7th. There would be no school on MLK Day, President's Day, March 10th (Staff Development), March 21st-March 28th (day after conferences and Spring Break), Friday, April 18th, and Memorial Day. The last day of school would be Friday, May 30th. Spring Conferences would be conducted on Tuesday and Thursday, March 18th and 20th with dismissal at 1:00 on those days.

Five snow days are built into the calendar. If five additional snow days were needed, the last day of school would be Friday, June 6th.

The proposed Faculty Calendar would have staff returning on Monday, August 12th- Thursday, August 15th with Open House on the 15th. Staff would be off on Friday, August 16th and return Monday, August 19th with students reporting on Tuesday, August 20th. The last day for staff (unless additional snow days would be needed) would be Tuesday, June 3rd.

A question was asked if there could be another option for conferences rather than having two evenings within a week. With the current conference format, staff stays late on the Tuesday evening of conferences and then again for the Thursday conferences. The Calendar Sub-Committee will meet to further discuss conference options.

3.25 Grievance Policy Questions

A series of questions relating to the Grievance Policy were brought before the PPC. Dr. Thurman provided a handout to the PPC which detailed the questions and the District's responses to the questions. In short, the questions were along the lines of specifics relating to reprimand procedures and notification of disciplinary meetings. (Detailed handout is available upon request.)

Review of Licensed Personnel Policies

Further review of policies was tabled until the next meeting.

Motion by Wes Davis: Adjourn the PPC meeting

Second by Kelly Baird

Vote: For 16 Against 0

The PPC adjourned at 3:55 p.m., and the next meeting will be January 3rd, 2024.