

Members Present: Amanda Johnson Eric Barnett Brandie Loomis Natalie Marts Brenda Kyle Salle-Anne Gilchrist Caitlin Knight Holly Howard Jenna Stacey Jessica Skordal Tara Nutt Holly Elsea Julia Wood	 Craig Ford Tamara Schonauer Amy Groves Amy Swank Amber Lichlyter Angela Hagedorn Carol Davis Tanya Sharp Leslye Morse Kelly Parker Meaghen Wolff Tiffany Bolding Joshua Johnson Jack Loyd Tina Calva Jennifer Peery Jeff Wasem BRandie Loomis
PPC Agreements: • Meetings will be the 2nd Tuesday of every month. • Begin at 3:30 p.m. • End at 4:30 p.m. (Flexible depending on the agenda and discussion). • Have an agenda and stick to the agenda.	
2024-2025 Licensed Personnel Policies • Click Policies at the top, right hand corner of the page. • Click on section 3- Licensed Personnel • BPS Licensed Personnel Policy 3.0	
Agenda:	

1. Approve January Minutes (Loomis/Howard)
 - a. Motioned to approve minutes by Natalie Marts, seconded by Salle-Anne Gilchrist.
 - b. 29 in favor, opposed 0.
2. 2026/2027 Calendar Draft (Calendar Committee)
 - a. [Calendar Draft A](#)
 - i. Concerns:
 1. Early start in August
 2. October student break was moved to the end of the week instead of the beginning of the week to help with securing child care options
 - ii. Vote will be open for classified and certified staff until Monday, February 17th so that staff has time to vote prior to the Board Meeting.
3. Policy Review (Sharp)/Salary Lane Schedule (Groves)
 - a. [Policy 3.1](#)
 - i. Concerns about the +15 lanes that stop after year 21
 - ii. Doctoral lane ?
 - iii. What are the criteria for recognizing those with a Masters that is not education related (ie. accounting, engineering, etc.)? Do we recognize any and all Masters degrees?
 - iv. Would it be possible to consider a lane change option at semester?
 1. Typically there is a process for submitting a request for a mid- year change. Tanya will check on this process.
 - v. If it does not count towards a degree, but you have more hours than necessary, should you be compensated for it?
 - vi. Recognizing those teachers coming from other districts or out of state with their experience on the pay scale.
 - vii. More transparency about what is qualified as courses towards our degrees
 - viii. Could there be another paid incentive for teachers that engage in professional learning that is not recognized through a lane change?
 - b. **Next Steps:**
 1. Upcoming school year, HR would send a form for individuals to fill out to get their credit towards a Masters not related to education.

2. If we look at changing this policy, PPC would like to collect data around how many teachers this change would potentially impact and the financial impact to the district.
 3. Tanya, Holly, and Brandie will work to create a data collection form to share with staff.
 4. PPC will review the feedback collected and determine if and what a change could be to policy 3.1.
 5. If a change to the policy is made, this change will go into effect starting the 25-26 school year.
4. Bereavement Question (C.Davis)
 - a. Why do we not have bereavement days instead of having to use sick days? Our current sick leave policy allows an employee to use their sick days for bereavement. This has been brought to PPC in years past and we have looked at other policies from other districts and felt like our policy was in line with other districts in our area.
5. Paid Maternity Leave (Groves, C.Davis) At this time our District will not enter into the Paid Maternity Leave offered by the State due to cost and the amount of time students would have a substitute teacher.
6. Odyssey of the Mind (J.Wood)
 - a. Stipend for teams?
 - i. One building is choosing to continue with Odyssey of the Mind and the stipend is being used by that building.
 - ii. K-6 principals brought the change to Robotics to the stipend review committee to move funds from OM to robotics clubs.
 - iii. Building principals review stipends each year, so visit with your principal about how these funds are being used and if there is a potential for change in buildings that might want to continue OM.
7. Personal Business Policy Proposal (Sharp)
 - a. [3.10 Proposal](#)
 - i. Current policy requires Superintendent approval for any personal business day requests prior to and after a break.
 - ii. The proposed change would change the approval process. Instead of requiring approval from the superintendent/district, the approval would come from the principal at the building level.

- iii. Criteria for this decision? This simplifies the process for our employees and allows principals to set consistency based on the policy.
- iv. This will go on the Board Meeting agenda for March and would go into effect for the 2025-2026 school year.

8. Scheduled Meeting Days (Gilchrist)

- a. Special Education meetings are being scheduled for specific days
 - i. Buildings were asked to pick a day to schedule meetings for the sub with shared staff so that teachers were not losing another prep period in order to attend SPED meetings.
 - ii. If there are concerns with scheduling/rescheduling these meetings, discuss with the building level principal.

9. Meeting adjourned at 4:36.

Legal Reference [Ark. Code Ann. § 6-17-203](#) and [Ark. Code Ann. § 6-17-205](#)
Arkansas Code
[Title 6- Education](#)