

Members Present:

Candace Price

Danielle Balentine

Holly Howard

Caitlin Elkins

Kelly Parker

Haley Emerick

Caitlin Knight

Eric Barnett

Amanda Johnson

Wanda Brown

LaShey Sisemore

Angela Hagedorn

Jennifer L Peery

Jenna Stacey

Tara Nutt

Brenda Kyle

Jamie Wood

Meaghen Wolff

Tamara Schknauer

Joshua Johnson

Tanya Sharp

Jeff Wasem

Wendy Fusselman

Jack Loyd

Salle-Anne Gilchrist

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.

2023-2024 [Licensed Personnel Policies](#)

- Click Policies at the top, right hand corner of the page.
- Click on section 3- Licensed Personnel [\(Policy 3.0\)](#)

Agenda:

1. Review and approve September minutes.
 - a. Motion to approve Meghan Wolff, seconded by Caitlin Elkins.
 - b. September minutes approved.
2. Licensed Personnel Renewal and Termination [3.35](#) (T. Sharp)
 - a. Non-Renewal is not a termination

- i. We will not be changing how we do non-renewal.
- ii. In non-renewal an employee will be notified for why their contract is not being renewed.
- iii. Change is that contracts are not simply renewed on May 1-documentation would be provided through evaluations or written reprimand.

- **Need a vote from PPC to approve change to policy. [3.35](#)**

- Employees are automatically given a hearing by the board for a termination. This change allows for employees to say that they are or are not going to attend.
- “*Other just and reasonable cause*” changed to include the Code of Conduct policy.
- Motion to approve change to policy Jeff Wasem, seconded by Salle Anne Gilchrist.
- Vote approved by PPC committee, Classified PPC will vote at their next meeting and then will be taken to the November Board Meeting.

3. Sick/ Personal Day Donation [3.8](#) (D. Balentine)

- a. Sick days are determined by law (currently employees receive one day per month of their contract), the district allows 2 (or 3) of those days to be considered personal days. Sick days are designated for personal illness or illness of family members.
- b. Mrs. Sharp and Dr. Schwanhauser are going to look into the policy as related to donating sick days. Will be added to the next meeting agenda.
 - i. It would have to be a change in policy.
 - ii. Mrs. Sharp and Dr. Schwanhauser are looking at ways to support district staff at times during a catastrophic event.
- c. Sick bank, you have to be a member in order to apply for those days. Policy was changed last year so that the donated days were the last to be used, so that they could be returned if they were not used.
- d. Bereavement Days: We have always allowed an employee to use their sick days for bereavement.
 - i. Keeping them separate affects our budget.
 - ii. Policy does not specify the number of days that you can use for bereavement.
 - 1. Needs to be a conversation that you have with your building administration should you need to take a significant number of days off.
 - 2. The conversation helps to keep the employee from being flagged for absenteeism.

4. FMLA [3.36](#) (H. Emerick)

- a. Maternity leave was an opt in/out for the district, cost sharing between the

state and the district, both for maternity and paternity. Rules have not come out for what that looks like.

- i. Cost would be 50/50, but the rules have not come out for what the 50/50 is.
 - b. When rules come out for this policy, the district will look at this again.
5. Teacher Planning Time/Other Duties as Assigned
 - a. Planning Time: Scheduling meetings and conferences
 - i. 200 minutes per week in no less than 40 minutes increments.
 - b. After-School: Faculty meetings happen after school, except at the high school-scheduled during planning. Sometimes there may be a need to have an emergency meeting.
 - i. If this is a concern, discuss it with your administration.
 - ii. These meetings are typically scheduled at the beginning of the year.
6. [Calendar Survey](#)
 - a. Closes on Friday at the end of the day!
 - b. First calendar committee meeting is scheduled following Fall Break
7. [Virtual Teacher Workday](#)
8. Motion to adorn by Eric Barnett, seconded by Danielle Balentine. Meeting adjourned at 4:16pm.

Our next meeting will be Tuesday, November 14th at 3:30pm.