

May 7, 2025

BSD Classified PPC Agenda/Minutes

Members Present: Niki Nichols, Jacob Mitzner, Marie Cowgur, Jamie Kinsey, Landra Kennedy, Susan Flint, Deeann Goseland

Administration Present: Tanya Sharp, Aaron Nickles, Michael Veliquette, Debbie Jones

2024-2025 [Classified Personnel Policies](#)

- Click Policies at the top, right-hand corner of the page.
- Click on section 6 - Classified Personnel
- Policy 6.0 Classified Personnel Policy Committee

Agenda

1. Lane 4 I/A salary schedule added for behavior classroom (per Certified PPC minutes)
 - a. IA4 has been added to the [2025-2026 Classified Salary Schedule \(Student Services/Instructional Assistants\)](#) for the high-needs behavior classrooms for the Club room at SCES and the new Compass campus. Licensed behavior classroom teachers will also receive a \$5,000 stipend.
 - b. Hope Academy is not seeking renewal as a charter school, so several students will be transitioning to Bentonville Schools. To accommodate, ALE Classrooms will move to the current TREC building in the fall and become the K-6 ALE campus, and TREC teachers will move to a section of REBES. Compass, Gateway, and junior high ALE locations will not change.
2. [Periodic Market Review](#) results for I/A, bus shop, TRPS, adv club/CCES
 - a. Bus Mechanics and CEC/Adventure Club were reviewed in 2021-2022, so they won't be reviewed again until next year with Health Services.
 - b. The 2025-26 Bentonville Schools salary schedules were compared with the current year for local districts. The [Classified Market Review 2025](#) shows Bentonville Schools is within market for Instructional Assistants and TRPS, and leads in most areas for starting pay. The stand-out

difference in pay between a staff floater at TRPS versus CEC (TRPS2) will be reviewed further.

3. Payout for unused sick days for classified staff (Policy 6.6.2 - Purchase of Unused Sick Days states “for classified personnel, days will be purchased at the current long-term substitute rate paid to substitutes who have less than a Bachelor Degree.”)
 - a. The district compared the purchase of unused sick days with local districts. Springdale, Fayetteville, Rogers, and Fort Smith have various methods to calculate buyout, but Bentonville is higher comparatively. The only change to this policy will be carried forward to remove confusing wording in the policy because it is based on long-term sub rate regardless of degree.

Questions/Information for the Group:

1. ALE placement
 - a. If a child is unable to function successfully in a classroom (i.e. doing school well), ALE placement may be necessary. This is not always disruptive behavior, so a committee led by Dr. Jay will determine which ALE classroom is most appropriate. Club Classroom is for severe behavior.
 - b. It was recommended that incident forms involving physical injury be discussed further between Health Services and the Sped Department.
2. Current legislation will require some policy changes to go to the Board of Education in the next few months. PPC will not vote on these policies since it will be required by law.
3. Dr. Jones shared some information from the most recent legislative session. A few of these include:
 - a. Students’ ability to get concurrent credit up to \$2,000 with no fees will be available through grants.
 - b. Concurrent, AP, and IB credits will all be weighted which will impact class rankings.
 - c. SB451 regarding additional day treatment options (TDT) for students passed the House and Senate but was vetoed by the governor. Dr. Jones was assured that DHS and DESE will still put a program in NWA.

- d. In two years, audio recordings will be required in all dressing/changing rooms.
 - e. Cardiac plans will need to be established
 - f. Intra-district Transfer was passed and will have a large impact on Bentonville Schools. If capacity is below 95%, schools must enroll students regardless of zone. This will result in seats being taken from zoned families and additional transportation obstacles for parents and the district.
 - g. The Board of Education's next election will be held in March of 2026 with run-offs in November. BOE terms will be discussed further.
 - h. SB142 - Bell to Bell, No Cell Act will mean no phones during the day, including lunch and between classes.
 - i. The Ten Commandments, if donated in the right format, will be hung in all classrooms.
4. Classified PPC will meet on **September 10, 2025**, to prepare for elections. Committee members will be established before October 15, 2025.
- a. The 2025-2026 Classified Personnel Policy Committee meetings will be held on the second Wednesday of the month at 11:00 a.m.
 - September 10, 2025
 - [Committee Elections](#)
 - October 8, 2025
 - November 12, 2025
 - December 10, 2025
 - January 14, 2026
 - February 11, 2026
 - March 11, 2026
 - April 8, 2026
 - May 13, 2026

Legal Reference:

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