BPS Licensed PPC Agenda November 10, 2026

Tina Calva Kelly Parker Holly Gibbons Craig Ford Angela Hagedorn JoAnn Greenfield Danielle Seyfarth Candace Price Joshua Johnson Jenny Opdenbrouw Salle-Anne Gilchrist Jenna Stacey Mary Grace Jostad	Heather Whitt Jonathon Guthrie MaKayla Wheeler Tanya Sharp Tara Nutt Julia Woods Caitlin Knight Carlie Kempf Kenneth Timbrel Paige Means Holly Howard

PPC Agreements:

- Meetings will be on 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.

2026-2027 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. Welcome, Introductions, Approval of Sept minutes. (C.Knight/H.Howard)

September minutes approved without changes.

1st motion: Salle-Anne Gilchrist

2nd motion: Kenny Timbrel

2. Calendar 2028-29 Update (C.Knight)

Two drafts were presented. Since the Calendar Committee has met, there has been feedback showing interest in a "true" fall break rather than a TWD. The Calendar Committee will send out a survey for PPC members to review the two drafts and provide feedback.

3. Teacher Coverage (Creekside Rep)

When a teacher covers a class during their prep, payment is issued to the covering teacher at their individual pay rate. Teachers volunteer to work during their prep but are compensated for their time.

Substitute fill rates look good within the District according to data shared by T. Sharp.

4. Policy Proposal: Student Removal/Return (Creekside Rep)

Any changes to this policy would need to go to legal counsel before the proposed changes would move out of PPC for approval.

Proposed changes include written documentation addressing teacher concerns, supports, etc.

5. ID Badges (Creekside Rep)

Current ID badge replacement procedures are as follows:
If an employee requests a replacement badge, the replacement cost is $10, and the badge is remade with the original photo. If the employee would like to update the photo on their current badge or on a replacement for a lost badge, the employee must go to Central Admin Office, pay the $10, and use an approved photo.

6. Stipends (BWHS Rep)
Academic stipends are reviewed annually by a committee (Athletic Stipends are reviewed by the Athletic Department and Human Resources). Requests for changes must go before the Cabinet and then to the School Board for approval.
The stipend range was initially implemented to minimize the need to go before the School Board for approval.
Some districts use a range for negotiation purposes; our District does Not negotiate salaries.
Surrounding districts use an index for athletic and some fine arts stipends.
HR is evaluating data on what other districts are using and will provide information as it becomes available.
SPED stipends are available for district-identified behavior Classrooms.

7. Sick Day Donations (multiple reps)
Employees may donate up to three days. At least one day must be a personal day. This policy change was the result of a PPC request and a resulting district pilot test.

8. December 2026 TWD Clarification (multiple reps)
This work day is a virtual work day that is flexible so that employees can do the work when and where they are able. Teachers may choose to work in their building. If this is the plan, notify building administration so that building access can be arranged.

9. Teacher License Renewal (Lincoln JH rep)
A request for the district to pay for teacher license renewal to help with teacher retention was presented to PPC. T. Sharp will provide retention numbers at the next meeting. While we don't have an issue with retention, we would like it to be better. It was suggested that maybe we could look at other ways to celebrate retention.

10. Healthcare Coverage (BWHS rep)
Spouses in the district used to be able to have their district contribution deposited into one plan for both employees for health insurance, but now the money only goes to one plan. This change was made because the State is now responsible for money distribution and not the District. In the past, the state made the contributions to the district, but they are no longer doing this, so the

money used for the contributions is no longer available.

11. Middle Level PTC
A question of hosting a committee to look at PTC at the middle level was brought to PCC. Any questions about conferences need to be directed to Building Principals, not PPC.

12. Frontline Data Breach (T. Sharp)
Employees who were involved in the Frontline data breach were notified. Not all employees received the email because not all employees were involved in the data breach. All employees received an email from the District to ensure that all employees would be alerted to information about the breach.

There was a request to see if the district could obtain a list of the names of involved employees. List shared.

13. Motion to adjourn by Salle-Anne Gilchrist, seconded by Mary Jostad. The meeting adjourned at 4:40 pm.

Legal Reference Ark. Code Ann. § 6-17-203 and Ark. Code Ann. § 6-17-205
Arkansas Code
Title 6- Education