

**Little Rock School District
Certified Personnel Policy Committee Meeting Minutes
March 8, 2021 at 5:30 p.m.
Zoom**

Called to Order at 5:33 p.m. by Chair LaKeitha Austin

Present: LaKeitha Austin, Shani Baker, Tracy Barbarotto, Heather Blockett, Jennifer Croft, Gladys Godley, Teresa Knapp Gordon, Antonette Henderson, Julie Hunt, Etoyi Jones, Kevin Johnson, Cathy Koehler, Katie LaBerg, Betty Larry, Michelle Mills, LaTonya Morgan, Liz Morris, Kristy Mosby, Ryan Parson, Megan Prettyman, Holly Richards, Robert Robinson, Tina Ross, Wanda Ruffins, Randy Rutherford, Rhonda Smith, Shelly Stacker, Twyla Tate, Emily Vaughn, Michele Walls, Doris Wesson, Carreba Williams

Guest: Dr. Jeremy Owoh, LRSD Deputy Superintendent

Motion to Set the Agenda with Flexibility

Moved – D. Wesson Seconded – M. Prettyman

Vote For: 31 (Unanimous)
Motion Carried

Motion to Accept the Minutes from February 4, 2021 Meeting with Corrections

Moved – K. Mosby Seconded – R. Parson

Vote For: 31 (Unanimous)
Motion Carried

Motion that the PPC support the LRSD Administration in the Ready for Learning Plan with no change to the mask mandate and LRSD continuing to provide PPE.

Vote For: 31 (Unanimous)
Motion Carried

Issues

1. Possible Bonus - White Hall SD and a few other districts had carry-over ESEA funds they could use to provide bonuses recently. White Hall SD only provided bonuses for classroom teachers. LRSD has located and will utilize another pot of funds to provide all certified and classified employees a COVID bonus. Discussions are in the preliminary stage. Employees should know by the end of March how much the bonuses will be with likely distribution to occur in May.
2. Suggestions for LRSD is looking at for spending the Phase II COVID funds in technology include upgrading Smart Boards, replacing K-2 I-Pads with ChromeBooks, and ChromeBook carts.
3. The ADE is putting out a vendor list for districts to look at purchasing classroom ventilation systems from which LRSD will select as part of the Phase II COVID funds for facilities.
4. LRSD is doing everything it can to prevent hybrid (teaching in-person & virtually) in the 2021-22 school year. The Virtual Academy teachers will teach from the third floor of

West High School of Innovation. The School Board will get their first look at the projections at their March meeting.

5. In the 2021-22 school year, teachers will have access to Schoology. Any information you have loaded to it will remain with your account. You will not be required to teach with it, however if you believe it has been a benefit to you in your instruction then you may continue to use it. If we incur inclement weather, Schoology will be used to deliver instruction for AMI days.
6. If school districts are allowed to provide COVID clinics for students, LRSD expects to offer the shot(s) in the same manner as the Flu Clinics.
7. A request was made on behalf of the classified staff, that they be sent paper copies of the *Return to Employment* form that was sent out electronically. As of 3/7/20, 2,735 employees had responded using the online platform. That means that LRSD has not heard from 20-25% of those employed in the 2020-21 school year.

Action Items

Motion to Insert into Employment of Certified Employees Policy H. Teaching Assignments 4. Procedure for Notification of Assignments at a rate of 10% of their daily rate of pay for each additional course after the sentence reading, “Under no circumstances shall a teacher be assigned more than four (4) courses without additional compensation.”

Moved - M. Prettyman Seconded - T. Gordon Vote For: 31 (Unanimous)
Motion Carried

Motion to Insert into Employment of Certified Employees Policy H. Teaching Assignments 4. Procedure for Notification of Assignments the sentence *Blended courses will be counted as two courses.* at the conclusion of the sentence that reads “Virtual classes, even with the same course code, shall count as an additional course and require a separate prep.”

Moved – R. Parson Seconded – M. Prettyman Vote For: 31 (Unanimous)
Motion Carried

Motion to Insert into Certified Employee Responsibilities Policy Section U. Planning Time Procedure Section 6 the sentence *At least one week’s notice must be provided for these meetings.*

Moved – T. Knapp Gordon Seconded – R. Smith Vote For: 31 (Unanimous)
Motion Carried

Motion to edit the Certified Employee Responsibilities O. Procedure for Receiving Salary Credit the number of days from 120 to 160 days to sync with state law.

Moved – R. Robinson Seconded – C. Koehler Vote For: 31 (Unanimous)
Motion Carried

Motion to postpone striking Certified Employee Responsibilities O. Procedure for Receiving Salary Credit Section e) for discussion at a later time.

Moved – R. Robinson

Seconded – C. Koehler

Vote For: 31 (Unanimous)

Motion Carried

Motion to add a 10. to Employment of Certified Employees E. Insurance which applies to all LRSD employees - *10. The LRSD Benefit Provider will provide an informational presentation on the benefits to all interested employees each year prior to Open Enrollment that outlines the coverage, exceptions, and any other information that employees need to know to make an informed decision on their benefits. Copies of all certificates related to benefits must be provided to employees during Open Enrollment.*

Moved – C. Koehler

Seconded – B. Brooks

Vote For: 31 (Unanimous)

Motion Carried

Next Meeting Date: Monday, April 5, 2021.

Moved Adjournment: M. Prettyman

Adjournment: 8:10 p.m.