Little Rock School District Certified Personnel Policy Committee Meeting Minutes May 10, 2021 at 5:30 p.m. Zoom

Called to Order at 5:36 p.m. by Chair LaKeitha Austin

Present: LaKeitha Austin, Tracy Barbarotto, Heather Blockett, Lana Chafin, Jennifer Croft, Charita Futrell, Teresa Knapp Gordon, Antonette Henderson, Julie Hunt, Kevin Johnson, Cathy Koehler, Katie LaBerg, Betty Larry, Sandy Lasley, Michelle Mills, LaTonya Morgan, Liz Morris, Kristy Mosby, Ryan Parson, Megan Prettyman, Robert Robinson, Tina Ross, Wanda Ruffins, Randy Rutherford, Rhonda Smith, Shelly Stacker, Emily Vaughn, Michele Walls, Tonia Weems, Doris Wesson, Carreba Williams, Jennifer White

Guest: Faye Parker

Motion to Set the Agenda with Flexibility

Moved – D. Wesson Seconded – T. Weems Vote *For*: 32 (Unanimous)

Motion Carried

Motion to Accept the Minutes from April 5, 2021 Meeting with Corrections

Moved – H. Blockett Seconded – R.Smith Vote *For*: 32 (Unanimous)

Motion Carried

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

Moved – D. Wesson Seconded – L. Morgan Vote *For*: 32 (Unanimous)

Motion Carried

May Concerns

Salary Credit in PPM: Robert Robinson reported that Salary Credit was removed when eFinance was instituted because it cannot track it. There was an extended discussion about whether or not teachers were notified of this change at the time.

Motion to table removing Salary Credit from Section 3 of the PPM until the next Certified PPC meeting to get more information.

Moved by T. Knapp Gordon Seconded by K. Mosby

For: 30 Opposed: 2 Abstain: 0

Motion Carries

Displaced Certified Staff: Displaced teachers can do short form for position.

Principals have been told they can only hire off the displaced list.

Mr. Robinson stated that if jobs don't match up with the displaced list, then we will still wait to fulfill those until all the displaced teachers are filled.

Principals cannot hire staff from another school at the district. The only place they can hire from is the displaced list.

After May 26, there will be a Seniority List of displaced teachers. The displaced teachers will be assigned a place from the openings. If there is anyone who cannot be placed, they will serve in an alternate role with full salary until a role opens up that they can serve in.

Principals can move staff around in their own school.

Right now displaced teachers get priority over everyone.

The new positions at J.A. Fair K- 8 Academy are not on available from which displaced teachers can choose. Displaced list positions are internal existing positions.

The process of displacing teachers at the school-level is based on seniority and

certification. The number of students enrolled for 2021-2022 determines how many teachers you need for a subject or grade level offered at a school.

Can we get a rubric that was used for interviews at JA Fair so people know how the decision was made?

If vacancy list doesn't match LRSD website, contact Robert Robinson and he will get with Renee Kovach to make sure it is correct.

Feedback from Interviews: People are not getting feedback/confirmation of if they do not get a job. Mr. Rutherford & Mr. Robinson will address this.

Elimination of ISS Teachers: ISS doesn't require a certified teacher. This is a cost savings for district. The new ISS postings will go to classified staff. If SPED students are in ISS certified teachers will have to still provide services to those students.

Teacher Contracts Emailed Monday, May 10: Contract guarantees you employment. It is not driven by particular school assignment. May 1st is deadline to change contract, so it will be the same for next year if you did not receive a certified letter notifying you of a change.

Cloverdale MS New Facility: Mr. Poore will be share information about this later.

Virtual Academy Clarification: Mrs. Franklin is K-6 and Ms. Heatherly is 7-12. K-6 will be housed at Henderson. 7-12 will be housed at LR West. 6 is housed with K-5 due to limited available classroom space at West HS because of the enrollment increase. Sixth grade will still follow the secondary model.

COVID Longhaulers: Documentation needs to be turned into Jordan Eason with FMLA and ADA paperwork. Eason is initial contact.

Teacher Pay Scales: A committee with teachers and administration is working on this and information will be forthcoming.

Elementary School Day Hours: See attached proposal. Intense discussion about this. How would this impact bus routes and timing for secondary? Where is it in writing that teachers work a 7.5 work day? Told it was on the LRSD School Board Agenda for their meeting on Thursday, May 13.

Motion to table to give teachers time to look at it.

Moved by K. Mosby Seconded by L. Morgan

For: 32 Opposed: Abstain: 0

Motion Carries Unanimously

Motion that the LRSD school board be informed that prior to their meeting on Thursday May 13th that the Certified PPC received the Elementary School Day Hours Proposal just before our monthly meeting on May 10. Therefor we request that the School Board table action on this proposal until their June meeting to allow the certified PPC time to discuss with our staff before giving recommendations at our next meeting.

Moved by L. Morris Seconded by R. Parson

For: 31 Opposed: Abstain: 1

Motion Carries

Payroll: Who should people contact if they haven't been paid for work completed? Their bookkeeper or principal's secretary. Then contact Lahoma Johnson for certified or Charles Booker for classified.

Teachers can't see the hours we are paid for. Can we get this changed to make it more friendly for teachers to distinguish what they're being paid for?

Professional Development Requirements for 2020-2021: Anti bullying is the required PD for this school year.

Calendar Discrepancy: Pre-school PD has the Thursday August 12th as building level PD. August 12th on district board approved calendar is act 1309 day/work day. Mr. Rutherford will check with this and get back to Chair Austin.

Sick Leave Bank: It is being looked at by the salary committee.

PPC Committee Update: C. Koehler reported they are working on document. Making adjustments now. Final recommendation will be sent to the Chair by Wednesday of next week after which it will be shared with the rest of the body.

Next PPC Meeting: Monday June 7th at TBD time

Move to Adjourn: Sandie Lasely

Adjournment: 7:25 p.m.