

Certified Personnel Policies Committee Minutes
Monday, December 5, 2016
Administration Building Conference Room

Call to Order:

Claire Garrett called the meeting to order at 4:11 pm.

Members Present:

Amy Adams, Anna Beaulieu, Bekah Murphy Cox, Claire Garrett, Catie Paul, Andrea Sego, Dr. Steven Weber

Note: Amy had to leave at 5:15 and Andrea had to leave at 6:05 for Vandergriff musical.

Members Absent:

Kelly Brown, Dr. Kim Garrett, Cincy Mathis

Non-Members Present:

Dr. Matthew Wendt, Superintendent

Approval of Minutes:

Minutes from the 11/7/16 meeting were approved electronically by the committee.

Non-Member Participation

1. Anna received one input form regarding Policy 4102 (Grievance.) This policy will be reviewed and discussed at the January meeting.

Current Agenda

1. Communication:

The district has approved a Certified PPC google account. The President of PPC has access to this email account for the sole purpose of distributing PPC minutes and agendas to certified-all.

2. Creation of Bylaws:

Currently the PPC does not have bylaws. Members are working to create a set of bylaws to be approved by the end of the year. The drafts of Article I (Name and Purpose) and Article II (Membership) were reviewed and discussed. Articles III (Meetings of Members), IV (Committees) and V (Committee Members) will be reviewed at the January meeting. It was decided that all members will continue to work on the draft of the bylaws before the January meeting. All work will be in the PPC folder in google drive so all members have access to the information.

3. Professional Learning Communities:

Members shared feedback received about the proposed PLC training this summer (FLEX days.) Dr. Wendt was part of this discussion. Per Dr. Garrett's request from the November meeting, dates for this training were not determined. It was noted that a district PD committee exists and has been working on this PLC/FLEX option, and that there are no teachers on the committee. Dr. Wendt, Dr. Garrett and Dr. Weber will meet and come to a decision regarding this issue. Further details will come from Central Office after the winter break.

Feedback:

- Most certified staff members prefer the June dates (June 5, 6, 7)
- As compensation for the .5 day, certified staff members proposed a stipend, a .5 personal day, a .5 day during a Friday inservice, a .5 day to be used another time during the year, or only be required to complete 3 hours of online PD instead of 6 (new requirement for the 2017-2018 school year)
- Many certified staff members expressed frustration with having only one PD option for the entire district mandated by Central Office
- Many certified staff members expressed frustration with not having a choice in what PD training to do for FLEX days
- There was concern about what the certified staff who have already completed a SolutionTree PLC training would do for their FLEX days
- There was concern about what PD option would be available in November for those who could not attend SolutionTree training over the summer
- There are several certified staff members who received PLC training in summer 2016 who have not been compensated for the additional .5 day
- There was concern about overall cost: SolutionTree training (\$175,000) + compensation for the .5 day
- The Dawg Crew Freshman Orientation is scheduled for August 2-4 at FHS. This would be a scheduling problem for PLC training during that time
- Currently the district is not following a pure PLC model, specifically at the secondary schools. Very few PLCs at the high school have all members scheduled in a common plan. At the junior high level, only core teachers receive a PLC planning period.

- Many FHS certified staff members would prefer to have PLC-trained FHS teachers lead PLC training and then have the necessary time to work within their PLCs
- Many certified staff members would prefer PD sessions with active participation and time to actually implement the strategies, rather than a “sit and get” style of PD training

4. District Calendar:

Members shared feedback regarding the district calendar.

- Certified staff members and parents have expressed concern over having so many Fridays off during the fall semester. It is disruptive to learning and very difficult for parents to find childcare
- Certified staff members have expressed concern over the discrepancy in the number of days between the fall and spring semesters and how we can better balance the two
- Certified staff members and parents have expressed frustration over having all parent/teacher conferences scheduled on the same days throughout the district. This causes staff members and parents to miss their own children’s conferences and it causes a shortage of translators throughout the district

We will continue to discuss the district calendar at the January meeting. Before the January meeting, the PPC will create a survey to solicit feedback from certified employees regarding the district calendar.

Catie made a motion to create a survey to solicit feedback from certified staff regarding the district calendar. Anna seconded. The vote was unanimous in the affirmative to create the survey.

Claire will create the survey and send to PPC members for review.

Items for January Agenda:

1. District Calendar - analyze the data from our survey
2. PLC training/FLEX days update
3. Policy 4131 (Professional Development)
4. Policy 4102.2 (Grievance)

Meeting adjourned at 6:58pm.

Respectfully Submitted,

Catie Paul

Recording Secretary

Approval (Initials & Date) by 10 members:

CG	12/8/16
KB	absent
AS	12/7/16
KG	absent
AA	12/8/16
CP	12/7/16
AB	12/8/16
BMC	12/8/16
CM	absent
SW	12/7/16