

PPC Minutes
April 25, 2016

Call to Order

Ruth called the meeting to order at 4:27 PM.

Members Present

Brandon Craft, Amy Adams, LouAnn Hays, Karla Bradley, Neil Norberg, Ruth Mobley

Members Absent

Andrea Segó

Kim Garrett

Non Members

Greg Mones

Approval of Minutes

Karla motioned to approve the minutes, Neil seconded, motion passed unanimously.

Brandon Craft -yes

Amy Adams - yes

Karla Bradley - yes

Ruth Mobley - yes

Neil Norberg - yes

LouAnn Hays - yes

Policies (all policies can be viewed through the district website)

Purpose of the Meeting

The committee agreed that the purpose of the meeting was to get clarification of Leave Policy 4150 (as it would be presented to the board), discuss faculty concerns about the Leave Policy, make additions or addendums and to approve the April 18th minutes.

- Discussed procedure for voting
- 3 seats on PPC can be Administrators
- Policy changes after July 1 will have to be voted on by the staff
- School board likes to have policies a month in advance to view

Policy 4150: Leave Policy

Greg presented the draft that will be given to the school board on Thursday as an informational item. It was reviewed and discussed.

Points of Discussion

- Staff concerns were shared (sent via email, text or conversations)
- Administrator concerns
- Alignment with the other 3 big districts
- Being able to deny leave if coverage is not available for a personal day
- AESOP procedures

- Cost of daily rate compared to rate of sub pay
- Is the current policy cost effective to the school
- 120 sick days compared to 90 sick days

The policy includes *Sick Leave Bank*. Brandon motioned to add the words “physical, mental or emotional” to the definition of *Sick Leave*, Karla seconded those suggested changes are unanimous.

Brandon Craft -yes
Amy Adams - yes
Karla Bradley - yes
Ruth Mobley - yes
Neil Norberg - yes
LouAnn Hays - yes

The committee discussed the possibility of “grandfathering” the current personal leave policy for the 2016-2017 school year, only for those employees who have personal days that would have been rolled over. Greg is going to investigate and report back at the May meeting.

Possible Policy Changes

Greg presented the committee with several documents. He asked that the members look them over before the May meeting.

- Stipend Scale: Academic and Athletic
- Administrator Salary Schedule
- Policy 4133 and 4134

Meeting Adjourned at 7:13 PM