

Certified PPC Minutes
August 29, 2016

Call to Order:

President Ruth Mobley called the meeting to order at 4:05 PM.

Members Present:

Ruth Mobley (President), Amy Adams, Karla Bradley, Neil Norberg (Acting Secretary), Brandon Craft, Dr. Kim Garrett

Non Members Present:

Greg Mones (Human Resources Director FPS)
Dr. Mathew Wendt (Superintendent FPS)

Members Not Present: Lou Anne Hays (Secretary), Andrea Sego

Approval of Minutes:

This was the last meeting of the Certified PPC elected members for the SY: 2015-2016. As such, there were no previous minutes to be approved.

Previous Meeting Agenda:

This was the last meeting of the Certified PPC elected members for the SY: 2015-2016. As such, there were no items on the previous agenda left unresolved. No old business was discussed.

Current Agenda:

Several areas of responsibility remained in place for the Certified PPC (SY 2015-2016) before the PPC elections and reconfiguration for SY 2016-2017:

- I. Changes to the existing configuration in terms of elected member numbers.
- II. Allocation of seats on the PPC based on grade level.
- III. Important dates and a timetable of how the election is to proceed.
- IV. Agenda for the first SY 2016-2017 Certified PPC Meeting to be called to order on 10/3/2016 at 4:15 pm.

Meeting Minutes for Certified PPC Meeting: August 29th, 2016

Actions Taken:

The changes described below were approved by unanimous vote by all members present on August 29th, 2016.

- President Ruth Mobley moved for a motion to vote.
- Karla Bradly motioned for a roll call vote.
- That motion was seconded by Brandon Craft.
- Vote was unanimous in the affirmative to approve the changes described below.

I. Changes to the existing configuration in terms of elected member numbers.

The following changes were proposed as to the configuration of Cert. PPC. For SY 2016-2017:

1. Number of Members Elected from Faculty(Xf):
 - Past Years: Xf=5
 - Configuration for SY 2016-17: X=7
 - Net Change= (+2)
2. Number of Members Selected from Administration(Xa):
 - Past Years: Xa=3
 - Configuration for SY 2016-17=No Change
 - Net Change=0
3. Total Number of Members:
 - Past Years=8
 - Configuration for SY 2016-2017=10
 - Net Change= (+2)

Justification for the above changes:

FPS has approximately 700 certified personnel on the payroll. It was therefore suggested that a seat to number certified ratio system be adopted (ratio=1 seat:100 certified employees). This ratio model should provide a better representation on PPC for certified employees and also allow for adjustments in the future should the total numbers of certified employees change in the future.

Feedback and commentary from certified staff with regard to this issue made this change a top priority for all parties involved in the shape and direction of Certified PPC moving forward.

II. Allocation and distribution of seats on the PPC based the above stated ratio formula as based on grade level divisions.

Distribution of certified PPC representative seats:

Grade Levels:	# Certified Staff (approx.)	# Fixed Seats on PPC (1 per 100)
Elementary (9 Buildings)	296.5	3
Middle School (3 Buildings)	118.5	1
Jr. High School (2 Buildings)	114	1
Senior High School (1 Building)	215	2

• Hypothetical Example for Clarity:

- (i) Let us suppose that 5 certified employees are nominated from elementary schools, after voting is completed, those whom receive the three highest vote totals would serve on the PPC.*
- (ii) In the same election, let us suppose that only one individual from FHS is nominated for election. That individual would be elected by default and the remaining seat would remain unfilled until such time that a certified employee at FHS steps forward to serve.*

Justification for the above changes:

This ratio-allocation model should provide a better representation on PPC for certified employees and also allow for adjustments in the future should the total numbers of certified employees change at the different grade level divisions in the future.

Additionally, the current PPC felt that the current model is deficient in terms of allowing for interpersonal interaction between PPC representatives and certified staff. It is felt that in addition to the changes described in Section (IV) of these minutes; this will provide more opportunities for individual certified staff to provide commentary and feedback to proposed changes to personnel policy.

Feedback and commentary from certified staff with regard to this issue made this change a top priority for all parties involved in the shape and direction of the Certified PPC moving forward.

III. Important dates and a timetable of for the SY 2016-2017 Certified PPC Election.

All emails will be from Alan Wilbourn to *Certified-All @fayar.net*

1. **9/6/2016**: Email calling for nominations.
(Individuals may nominate themselves or another certified staff member)
2. **9/12/2016**: Nomination period closed.
3. **9/13/2016**: Voting starts via Survey Monkey.
4. **9/19/2016**: Voting period via Survey Monkey closes.
5. **9/20/2016**: Election results released.
6. **10/3/2016**: 1st meeting of the SY 2016-2017 Certified PPC

IV. Tentative Agenda for the first meeting of the SY 2016-2017 Certified PPC which is scheduled to convene on 10/3/2016 at 4:15pm.

- Improvement of general PPC communication methods at the district level.
- Election of officers for SY 2016-2017 Certified PPC

New Member Training:

- Overview of PPC purpose and mission.
- Norms of communication between PPC members and constituency.
- Expectations of conduct with regard to PPC issues outside of meetings.
- Time allocation for non-member parties to contribute and/or observation of PPC meetings.

Respectfully Submitted,

Neil Norberg, Secretary Pro-Tempore

8/29/2016 Meeting Minutes Approved:

Member Initials:

