

NLRSD LPPC 2020-2021

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LPPC Meeting Minutes

November 2, 2020

Via GoogleMeet-4:30 pm

<https://meet.google.com/lookup/ccd4rhi33r?authuser=0&hs=179>

Present: A. Haustein, C. Jackson, S. Coleman, J. Smith, K. Sewell, L. Crider, L. Finley, M. Barker, M. Bacon, M. Clark, T. Jones, T. Tennison(entered at 5pm)

Visitors: Bonnie Curlin, Debbie Higgins, Lois Hansberry, Tonya Bobo, Ashanti Jones, Christy Langhammer

Absent:, A. Cochran, B. Starks and B. Hanson

Meeting Called to order at 4:25.

Approval of October [Minutes](#) - This still needs to be done!

Old Business

1. Covid Leave, HR update - Tabled
 - a. Dr. Smith - reached out to two different different districts. Questions were also posed to Dr. Pilewski and wants to consider them for a moment.
 - b. Dr. Pilewski has also expressed interest in attending the next meeting.
2. Bereavement and Parental Leave Information Presentations -
 - a. M. Barker presented information on parental leave -

- i. Currently no specific policy for parental leave, the district operates under FMLA, Only paid if you have sick leave and short term disability. Once you are out of sick leave, you no longer get paid. Employees are responsible for reimbursing districts for health benefits once sick days run out. Not a competitive policy for modern times.
- ii. Presented other organizations that provide paid parental leave for comparison.
 - 1. Federal employees now get 12 weeks paid parental leave through the Federal Employee Paid Leave Act.
 - 2. The US Army provides 6 weeks for the birthing parent, an additional six weeks for the primary caregiver, non birth parent gets 3 weeks of leave not charged against sick leave balance.
 - 3. KIPP Delta in Arkansas - provides a period of paid leave for eligible staff members upon birth, adoption, or placement of a child in foster care based on tenure.
- iii. Ask for the number of employees who have taken off for the birth of a child and how much a parental leave policy would cost the district.
- iv. Discussion
 - 1. L. Crider: Where would this money come from? - Money would have to be calculated into the budget for the amount of money allotted for salaries and benefits.
 - 2. Dr. Smith - it is considered an unfunded process. Also could consider a parental leave bank but the concern with this is that it is still being provided by staff members for staff members - so with a bank the staff would be footing the bill for this. Questions as to a parental leave bank will not meet the needs of the staff and be depleted.

T. Tennison entered at 5:00Pm

- 3. M. Bacon - brought up the idea that it would be hard to write a policy that this does not have to be taken consecutively
- 4. K. Sewell The goal is make the district more appealing for our current employees and for new hires.
- 5. A. Haustien - If there was a bank could you contribute to the sick leave or the parental or would it be both? - This would depend on how the policy was written if this is the route the policy goes.

- b. C. Jackson - presented information regarding a bereavement policy.
 - i. LP - no bereavement policy - currently sick leave and FMLA; gave up sick days to help the district with budget cuts
 - ii. CP - 3 days a year plus 4 hours to attend employee funerals. Also getting more sick days
 - iii. Comparison with other districts
 - iv. Discussion about the change in sick leave and that LP gave up sick days to work with the district when big budget cuts were going to be made.

Motion: Made by M. Barker - moves to keep parental leave as an item for LPPC to continue to work on. Seconded. Motion Carries.

Roll Call Vote:

Yays - A. Haustein, C. Jackson, J. Smith, K. Sewell, L. Crider, M. Barker, M. Clark, M. Bacon, T. Jones, T. Tennison, Roberts (Yes)

Nays - S. Coleman and L. Finley

Absent: B. Hanson and Br. Starks

Motion made by M. Barker - moves to keep bereavement as an item for LPPC to work on. Seconded. Motion Carries

Roll Call Vote:

Yays: A. Haustein, C. Jackson, S. Coleman, J. Smith, K. Sewell, L. Crider, L. Finley, M. Barker, M. Bacon, M. Clark, T. Jones, T. Tennison, E. Roberts

Nays:

Absent: B. Hanson - Absent Br. Starks - Absent

- 3. Stipend for virtual teachers - No Action
 - a. Update from Dr. Smith: Addressed with Dr. Pilewski- wants more time to gather information.
- 4. Bonus - No Action
 - a. Update from Dr. Smith: Addressed with Dr. Pilewski- wants more time to gather information.

New Business

- 1. Staff Communication Form/LPPC Google Classroom -

- a. Motion made to accept the form for LPPC communication. Seconded.
Motion passed.
- 2. LPPC [invite code](#) /
 - i. A place to put ideas and policies and work gathered but not where decisions are made. Just a space to work in and communicate with each other.
 - ii. **Motion made for LPPC GC to be used as a working space for LPPC members. Seconded. Motion Carries.**
- 3. Staff welcome letter - Tabled - No Action
- 4. 2021-2022 Calendar - No Action
 - a. Ja. Smith - Next meeting have ideas for the process and norms for working on the calendar. New and fresh ideas to create a calendar.
- 5. Change of Meeting Date -
 - a. Ja. Smith - suggested moving the meetings to the Monday before the first Thursday of each month.
 - b. Dec 14th
 - c. Jan 25th
 - d. Feb 22th
 - e. March 15
 - f. April 26th
 - g. May 24th
 - h. June 21th

**Motion made to change meetings to the dates listed above. Seconded.
Motion carries.**
- 6. Additional November meeting with Dr. Pilewski - November 16th
Motion made. Seconded. Motion Carried.

Adjournment: 6:32pm