

**Certified PPC Minutes
March 7, 2016**

Call to Order:

Ruth called the meeting to order at 4:17 PM.

Members Present:

Brandon Craft, Amy Adams, Karla Bradley, Andrea Sego, Neil Norberg, Ruth Mobley, Dr. Garret

Non Members:

Greg Mones
Dr. Hewitt

Members Not Present: LouAnne Hayes (Track Meet)

Non Members Not Present but on Agenda:

Kathy Hanlon (illness)

Approval of Minutes

Ruth motioned to approve the minutes with the Feb. 1st meeting , Brandon Craft seconded, motion passed unanimously.

Previous Meeting (2/1/2016) Agenda:

February Meeting Agenda

Policy 4150: Leave Policy (Kathy)
Stipend Scale: Greg
Part time teacher policy: Greg
SWAP/Flex Policy 4131 section e: Greg
New Business

March 7, 2016 Agenda:

Policy 4150: Leave Policy (Kathy)
Stipend Scale: Greg
Part time teacher policy: Greg
New Business

Meeting Minutes:

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

- **All discussions that follow were in relation to (all other agenda items were tabled):**

Policy 4150: Leave Policy

At the February PPC meeting Kathy presented a policy 4150 draft. The draft was viewed and discussed. The reason behind making changes to the policy is to increase the salary schedule. The committee would like more information on other district's leave policies as well as a projection of how the changes would increase the salary schedule.

- I. Ruth began with questions regarding a clarification of the relationship between a possible salary increase.
(Kathy was not present to answer, therefore we moved on to the main body of the agenda.)

- II. Karla asked about specific language within the existing policy which refers to "emotional and mental" as well as physical illness. Greg and Dr. Hewitt agreed that the medical definition of illness would cover both "emotional and mental" conditions

- III. Greg Mones began by presenting general data from FPS records on employee absences in various statistical categories including: total # for any reason, total for professional leave and professional business leave, sick leave and personal leave.

-The committee asked for some revisions to the nature of the data and additional statistical categories. Thank you to Greg for all of his hard work in this area. More statistics are on the way for the first of two scheduled meetings in April.

- IV. We next compared FPS policy with that of Rogers/Springdale and Bentonville:
With some slight variations amongst them they all had the general framework:

- Employee is given Xn of sick leave days (usually as per state law 10/year)
- Of Xn a stated number Xpl(Usually 3-4) can be used for Personal Leave.
- Unused days roll over to the next year as sick leave but, Xpl remains constant.

- V. In very general terms the revised policy moves toward this type of system with a vision toward cutting expenditures in this area.

- VI. Discussion on possible ways to make this more attractive were discussed but no firm decision reached. (ex: Buyback of unused days.)

- VII. Greg reviewed Sub Teach cost analysis at the committee's request, and also compared relative expenditures of FPS as compared to the other districts mentioned above. Bent. /Rogers spend less on average, Springdale more. However without all data available it makes direct comparisons difficult.

Due to the importance of this issue to all parties involved, and as a platform to present additional data the members agreed unanimously to meet twice in April:

4/4/2016

4/18/2016

VIII. 5/1/2016 was set as a general deadline for final draft revisions.

IX. All other issues tabled.

X. Meeting adjourned by Ruth at 5:28 pm.

Respectfully Submitted,

Neil Norberg, Secretary Pro-Tempore