

Quorum and Meeting Called to order 4:30pm

Present: Melissa Walls, Kiffiney Lard, Andrea Cochran, Lisa Harrison, Lori Brush-Finley, Elizabeth Roberts, Staci Adams

Arrived Late: Kyla Lawrence, LaCher Rockins

Absent: Leilani Dallas, Karli Saracini, Brian Brown, Blake Pizan.

- I. Chair Melissa Walls started the meeting with a note about transparency. Minutes from the October 17, 2018 LPPC meeting were reviewed. Wanting more detailed minutes for the sake to the teachers we represent – Elizabeth Roberts reminded members to send minute approvals for release.
- II. Sick Days – Changes to Sick/Leave Policy: Licensed staff lost at least two (2) sick days in 2017. Changed from accumulating additional sick days based on time in district to a flat rate of ten (10) sick days. LPPC requested a cost-savings analysis on the change as a suggestion to consider savings for the district. – Tabled from February 27, 2017 awaiting cost-savings analysis from Brian Brown. Brought back up March 27, 2017 until it could be completely developed. Analysis was never presented, but the policy was changed June 15, 2017 without informed approval of LPPC. Classified staff did not lose sick days, making LPPC believe the savings could not have been significant enough for licensed staff to have to lose sick days either – Chair Walls is asking each member of LPPC to take Policy 3.8—LICENSED PERSONNEL SICK LEAVE home for review and revision and be prepared to discuss suggestions for change/revision to the policy at the December meeting.

[Elizabeth Roberts suggested adding Policy 3.11—LICENSED PERSONNEL PERSONAL AND PROFESSIONAL LEAVE -- all agreed]

Kyla Lawrence moved that each member review the old sick leave policy along with the current personal leave policy to discuss at next meeting --Elizabeth Roberts 2nd

[Donald Williams came in meeting to present bonus pay-out options simulation results]

Based on simulation results, Payroll is suggesting that the best pay-out option is combining the bonus with a regular paycheck. Additional monies (tutoring, stipends, etc.) were not considered in the simulation.

LPPC noted many discrepancies in the simulation, including a regular sim-pay with no Federal taxes (1806.33 reg) compared to (1806.33 bonus and 2250.00 reg)

Tax options were discussed for best pay-out options, noting that many teachers may not have access to accountants or accounting knowledge for optimal pay-out strategies.

Donald Williams defended the argument that no matter the tax exemptions/options including the bonus on the regular pay-check will “always ‘net’ more” pay.

Kyla Lawrence moves that the decision be tabled and a Google Doc/Form survey informing and gathering the input of the staff on preference pay-out options based on pay simulation – understanding that LPPC will represent the vote of the entire staff majority in the decision. Survey to be closed Wednesday 6p. – Lisa Harrison 2nd

[Secretary Staci Adams to prepare the informational document and survey to deliver to Chair Melissa Walls 11/5 to get to NLRSD Central Office Personnel for distribution 11/6]

Carried Unanimously.

- I. Meeting Norms
 - a. Chair Walls suggests that members may be present via phone for meeting but not vote if not physically present. Point: Members should not be allowed to “leave” a meeting but call in only to vote. – will look at LPPC law and Board Policy on the issue.
 - b. Start/Start on time. 4:15pm to 5:15pm (5:30pm latest)
 - c. Additional norms to be brought next meeting
- II. Immediate concerns/questions?
none

Next Meeting Dates: Central Office – Conference Room 4:15pm

December 3, 2019,

January 14, 2019

February 4, 2019

March 4, 2019

April 1, 2019

May 6, 2019

Lisa Harrison moved to adjourn the meeting – Elizabeth Roberts 2nd

Meeting closed 5:54