

LPPC Minutes
October 14, 2019
Conference Room/Central Office/4:30 p.m

4:32 Quorum Called

Attendance:

S. Jennings, M. Walls, S. Coleman, L. Finley, C. Reinhart, L. Harrison, C. Jackson, S. Adams, E. Roberts, A. Cochran (4:48p)

Visitors: Brian Brown from finance
AEA representatives

[Motion made, seconded, and unanimously passed to have a flexible agenda]

Move for flexibility for agenda - C. Jackson
2nd - L. Finley

Old Business:

- I. 3.1.1-- LICENSED PERSONNEL EXTRA COMPENSATION - The board has asked Mr. Aklin to establish a stipend committee. The stipend committee was absorbed into the LPPC in 2016-2017.

Board Appointed Stipend Committee (BASC): Exec. Dir of Secondary, Admin Representation from Elem, Admin Representation of MS, and Admin Representation of HS/Acad, Saracini, B. Brown, T. Campbell, S. Jennings, S. Coleman, Gary Davis

LPPC Notes all admin representation on stipend committee

C. Reinhart - Adds teachers are represented through LPPC

Adams - Inquired as to if there can be an appointed time for LPPC and the Board Appointed Stipend Committee (BASC) to work together in the form of a report given to the LPPC to review.

Walls asked if BASC will report back to LPPC with a policy proposal? Or Will BASC proposals skip LPPC consideration and be adopted?

Re -- Policy is being proposed to LPPC by BASC

Discussed regarding Opportunity Culture Administrator Contract: This was created while the 6th grade was part of the MS but had its own admin. Now the 6th grade has it is own LEA number and principal. Waiting on BASC

Discussion regarding Head Tennis and Golf - the board had rejected moving them 200. Waiting on the BASC

Director or Supervisor of North Little Rock Academy Alternative Learning Environment student supervision stipend. Waiting on BASC

New Business

- I. Recognition of Members/Elected-Terms
- II. Election of LPPC Chairperson/Co-Chair/Secretary
 - S. Adams nominated M. Walls for Chair
 - A.Cochran - 2nd
 - M. Walls nominated S. Adams Co-Chair
 - S. Jennings - 2nd
 - M. Walls nominated E. Roberts Secretary
 - L. Harrison - 2nd

All positions ran unopposed.

- III. Certified Bonus Proposal-Brian Brown - Total Cost \$3.56 Million
 - B. Brown - Same total cost to the district for Bonus as last year
 - Proposal to be submitted to Board
 - Admin proposing Bonus of \$2250 for Licensed/Certified Staff
 - L. Harrison requested discussion on negotiating increasing bonus amount
 - Walls - questioned the possibility/probability of a \$2500 licensed bonus
 - Brown - Requires Board approval, noting that there is still construction; After looking at costs, surplus, and deficit spending -- Recommends accepting the \$2250 and then pushing for the \$2500 -- if not approved by Thursday's board meeting.

L. Harrison - Motion to table the discussion until the research of '17-18 bonus and adjusted calculations can be made for the new proposal.

2nd - M. Barker

Unanimous approval

LPPC researched and discovered in '17-18 a bonus of \$2500 was approved
Jennings (question) -- if LPPC offers a counter amount, would it not be approved/disbursed before Christmas?

Bonus dispersion dependent on Board Meeting and approval

B. Brown -- Cost for a \$2500 is 2.285M based on 751 certified workers

\$310,000 cost difference for an additional \$250 per certified employees -- all certified staff is a full time

Total cost: 3.87M

Motion Made for \$2500 bonus by S. Adams

Second, made by C. Jackson

Roll Call Vote:

C. Jackson (yes)

Reinhart (no)

Cochran (yes)

Harrison (yes)

Finley (yes)

Baker (yes)

S. Coleman (yes)

S. Jennings (yes)

S. Adams (yes)

E. Roberts (yes)

IV. Meeting Dates/Locations 4:30 in the central office conference room

- 1st Mondays
- November 4, 2019
- December 2, 2019
- January 13, 2020
- February 3, 2020
- March 2, 2020
- April 6, 2020
- May 4, 2020

V. Maternity Leave-3.8—LICENSED PERSONNEL SICK LEAVE

- No maternity leave policy
- You have to do FMLA and it takes all of your sick leave and personal leave
- Discussion about options for creating a maternity leave policy

- Motion made to table until next meeting when we have numbers.
- Motion seconded - Motion passed

Next meeting

3.0 Responsibilities of the Personnel Policy Committee

Maternity Leave

Adjourned at 5:38