

LPPC Meeting Monday, October 5, 2015

Attendance: Tiffany Randall, Anita Bell, Sandie Lasley, Cortney Sexton, Randy Rutherford, Takecia Campbell, Melissa Walls, Kendra Leirer, Christen Bradford, Karli Saracini, Kelly Rodgers

4:23- Meeting called to order

- Nominations for chairman of LPPC- Melissa Walls Nominated Kendra Leirer and Anita Bell 2nd
- Elizabeth Roberts is secretary
- Meeting dates for the year were determined. They will be the first Monday of every month at 4:15 at the sophomore campus. (Nov. 2, Dec. 7, Jan. 4, Feb. 1, Mar. 7, Apr. 4, May 2, and Jun. 6)

Old Business

3.2 Licensed Personnel Evaluations

- There is some confusion on cycles and expectations. Karli Saracini recommended having Sandra Hurst from ADE come and talk with PPC members and/or administration about procedures. Also, look at getting a procedure book.
- It was recommended to strike out the last sentence of the 1st paragraph, except for the superintendent. He is evaluated by the School Board, but everyone else is evaluated using the evaluation system. Also, add the part about him being evaluated by the board to the 1st sentence of the 1st paragraph after the words equivalent role.
- The 2nd paragraph in the section titled notes has reasoning for removing the other positions.
- There was a motion made by Anita Bell to table policy 3.2 Licensed Personnel Evaluations and give Karli Saracini permission to schedule Sandra Hurst to talk to PPC and/or administrators. This motion was seconded by Melissa Walls.

3.25 Licensed Personnel Grievances

- The levels in the grievance policy were discussed and explained. There was confusion with the Informal level. It was explained that it is not written on the grievance form and is just a conversation with supervisor.
- There were items in the policy that were changed by LPPC that cannot be changed because they are written in the law. The part that stated “the employee

shall have no less than 90 minutes to present his/her grievance, unless a shorter period is agreed upon by the employee, and both parties shall have the opportunity to present and question witnesses” has to stay. In that same paragraph, the last sentence can be stricken, because the decision by the board will be in the minutes from the meeting.

- The definition of grievance needs to use what the law states, so the only sentence needed is the first sentence. Move the other part of the paragraph to the next paragraph titles Group Grievance.
- At the bottom of the the paragraph about Level 2 put a sentence stating that a person can't go above a level 2 grievance when their is a grievance for a write up from their supervisor.
- Strike out the words Level two in the last paragraph on the 2nd page, because all grievance forms will be reviewed.
- Motion was made by Anita Bell to table this policy and look at a copy of the policy with the changes made at the next meeting. The motion was seconded by Christen Bradford.

Partial non renewal of STEP increases for all employees

- LPPC has requested language from the school board, about the partial non renewal of STEP increases, on several occasions. Language has not been provided, and we are uncertain of what this actually means for staff.
- A motion was made by Anita Bell to vote down the partial non renewal pending that we get language from the school board as it is currently presented. The motion was seconded by Melissa Walls.

New Business

Elementary P/T conferences

- A request was put in to change the parent teacher conference dates for elementary from Nov. 19 to Sept. 24.
- WHen making the calendar for next year, let the calendar committee know the dates didn't work for elementary and needed to be closer together and at the end of the 1st 9 weeks.

Salary Proposal 2015-2016

- Changes have been made to the the salary schedule and numbers are to the cent. The benefits section of the salary schedule is in the process of being

adjusted. There will be a specific schedule based on the number of days on your contract. This is taking place so we can be more transparent.

- Melissa Walls made a motion to ask the board for a 3% raise. The motion was seconded by Cortney Sexton.

Planning time

- Elementary schools all do something different when it comes to planning time for teachers. There were discrepancies on what constitutes planning. The law was looked at and time can be used for meetings.