

VAN BUREN PERSONNEL POLICY COMMITTEE

Minutes of Monthly PPC Meeting

Date: September 21, 2023

Place: District Office

Time: 3:30 pm

Members Present:

Mark Titsworth- Secondary Admin.
Cynthia Bailey- HS
Laura Rogers- HS
Heather Dillard- FA
Crystal Reeves- NMS
Stacey Little- NMS
Kellie Jackson- BTMS
Taylor Webb- Rena
Corie Williams- Tate
Emily Sullivan- Oliver Springs
Leslie Wilcox- Central
Megan Beane- Parkview
Jodie Roberson- King

Members Absent:

Tia Smith- Elementary Admin.
Eleanor Wallace- BTMS

District Administrators Present:

Dr. Harold Jeffcoat- Superintendent

Dr. Jeffcoat began the meeting by reminding members that, due to LEARNS legislation, all PPC meetings will be recorded and made available upon request.

First, Dr. Jeffcoat received nominations for PPC Secretary. Heather Dillard nominated Crystal Reeves, who was elected unanimously. Next, nominations were received for PPC Chairperson. Cynthia Bailey nominated Heather Dillard, who was elected unanimously.

Legislative Update

Section 3.3 of Van Buren Personnel Policy dictates the rules and procedures pertaining to the Personnel Policy Committee. The LEARNS Act included rules about the operation of PPCs in school districts, many of which are already included in Van Buren Personnel Policy (Section 3.3).

The LEARNS Act prescribes that PPCs should evaluate policy related to benefits, compensation, salary schedules, district calendars, teacher evaluation methods, extra duties, leave, grievances, dismissal/nonrenewal, reduction-in-force, and assignment of teacher aides. It also dictates that there should be bylaws, rules, and a committee created for Personnel Policy, which we already have in place here in Van Buren.

LEARNS states that PPC members shall be elected by a vote of classroom teachers, following the rules of established policy. It also states that election dates and results should be posted on the district website, and should be completed annually by October 15th. If not completed by then, vacancies can be appointed. Administrators will be appointed by district designee.

As mentioned at the start of the meeting, all PPC meetings must now be audio recorded and made available to the public by request. Mrs. Allen will archive and manage recordings. Arkansas law doesn't explicitly require representatives from every building.

Any changes to Personnel Policy may take effect before the next fiscal year.

New Business

Kellie Jackson asked about how we would adjust our calendar for the legislative change in AMI policy. Dr. Jeffcoat clarified that we do have our required 10 days built into the district calendar (indicated in blue on the distributed calendar).

Laura Rogers made a motion to have PPC meetings on the last Monday of each month, and the motion was accepted by acclamation.

Kellie Jackson inquired about classified staff who were interested in additional working hours (i.e., athletic gate work, bus drivers, etc.). Dr. Jeffcoat indicated that it would require paying classified staff overtime, which would be cost prohibitive. He also mentioned that, in some cases, a complicated blended-overtime formula was required to calculate classified overtime pay, which was also cost prohibitive. Lobbying to local and state representatives is also not an option, as overtime policy is regulated by Federal labor laws.

Kellie Jackson motioned to adjourn the meeting, and it was accepted by acclamation.