

2023-2024 PERSONNEL POLICIES COMMITTEE
Meeting Minutes
April 3, 2024

Vicki Thompson, WC Elem	LeeAnn Reed, NS Elem	Wes Davis, HS
Cindy Wilson, C Elem	Julia Ray, WS Elem	Tammy Gately, HS
Stephanie Bowers, SC Elem	Ginger LeQuieu, MSN	Austin Taylor, CPA/ALE
Melissa Pay, SS Elem	Edward Meharg, MSS	Ahna Davis, Admin
Lindsey Smith, MC Elem	Sally Wilhite, JHN	Tori Harrison, Admin
Rachel Hammett, ES Elem	Shellah Marsh, JHS	
Kelly Baird, MS Elem	DeAnn Tonnessen, FA	

CALL TO ORDER

Chair Vicki Thompson called the January 3, 2024 meeting of the PPC to order at 2:43 p.m.

Members absent: Rachel Hammett, Julia Ray, Edward Meharg

Others present: Dr. Thurman, Michael Byrd, Aaron Randolph, Leila Seigrist, Karen Davis, , Paula Russell, Sherri Jennings

APPROVAL OF MINUTES

April 3, 2024 minutes will be approved at the May meeting.

NEW BUSINESS:

Policy Recommendation 3.60 Classroom Pets

There have been many questions concerning bringing dogs and other furry critters to campuses. Mr. Randolph spoke about the policy recommendation regarding bringing animals on campus that are not service animals. The policy provides some clear direction on bringing animals on campuses that is not a service animal.

Motion: Kelly Baird: Recommend and Accept Policy 3.60 classroom Pets as presented

Second by LeeAnn Reed

Vote: For 14 Against 0

Question about Bereavement

There was a question about the bereavement policy regarding using sick days. Lindsey Smith spoke about her experience turning in a pink slip and the secretary stated Lindsey would be using sick leave. Lindsey then stated that it should not come from sick leave but the bereavement policy which allows up to two days to be used without loss of pay. There is no distinction between using sick leave and bereavement on the pick form. Paula Russell said that the form had been updated with Bereavement 1 and Bereavement 2 and that an updated form would be sent to MC.

Budget Update

Dr. Thurman updated the committee about the IIF positions and that everyone that was not retained in those positions has been placed in jobs. If you know of someone that is retiring, please tell them to let CAO know. If they are holding out till school is out so that they do not have to walk across the stage to receive their bell, please let them know that all they need to do is let CAO know. Other staffing updates were shared with the committee.

A question was asked about when teachers would find out if their contracts would not be renewed. Dr. Thurman said that teachers would know after the April 15th board meeting about contract renewals. The formal list of rehires would be posted the next morning.

Dr. Thurman shared an email from a faculty member stating that Cabot was falling behind comparable districts in Central Arkansas. Dr. Thurman then shared 2023 assessment growth by school districts. Our growth percentage has dropped again from just two weeks ago. We were provided final numbers by the county a few weeks ago. When the state posted the totals, it was different that what we were provided previously. Our funding and the final percentage dropped from what we thought would be 4.18% to 4.01%. It was shared this past fall that it was essential that our assessment increase at least 6% this year. Instead, it dropped to 4.01%. Benton SD 2023 final assessment growth was 8.42% and Bryant SD's growth was 8.01%.

Dr. Thurman met with admin last Monday afternoon and instituted a new purchase order system for the last quarter of this school year. Admin have a budget at their school that they can use to buy things that are needed. Typically, during the last quarter this budget dwindles exponentially. If a teacher needs something, then admin has the money to buy it. Effective immediately, every item purchased by an administrator, if it comes from budget line, must be approved at the district level. Admin have a requisition system that is coming into CAO, fill out the purchase order and submit it through district email.

Expenditures for trips and receipts must be turned in immediately to prevent prior year expenditures. Prior year expenditures is frowned upon by the auditors.

Motion by Tammy Gately: Adjourn the PPC meeting.

Second by Wes Davis

Vote: For 14 Against 0

The PPC adjourned at 4:41 p.m...., the next meeting of PPC will be May 1st, 2024.