

**Little Rock School District
Certified Personnel Policy Committee Meeting Minutes
April 5, 2021 at 5:30 p.m.
Zoom**

Called to Order at 5:35 p.m. by Chair LaKeitha Austin

Present: LaKeitha Austin, Shani Baker, Tracy Barbarotto, Heather Blockett, Jennifer Croft, Erin Duck, Gladys Godley, Antonette Henderson, Julie Hunt, Etoyi Jones, Cathy Koehler, Katie LaBerg, Betty Larry, Sandie Lasley, Michelle Mills, Liz Morris, Kristy Mosby, Megan Prettyman, Holly Richards, Robert Robinson, Wanda Ruffins, Randy Rutherford, Rhonda Smith, Shelly Stacker, Twyla Tate, Emily Vaughn, Michele Walls, Doris Wesson

Absent with Notification: Nancy Fancyboy, Teresa Knapp Gordon, Ryan Parson

Guests: Alice Counts and Bonita Rowe (Dunbar MS)

Motion to Set the Agenda with Flexibility

Moved – S. Lasley Seconded – R. Smith

Vote *For*: 28 (Unanimous)
Motion Carried

Motion to Accept the Minutes from February 4, 2021 Meeting with Corrections

Moved – L. Morris Seconded – D. Wesson

Vote *For*: 28 (Unanimous)
Motion Carried

Concerns

LRSD Virtual Academy Grades 7-12 will be housed at Little Rock West High School of Innovation (LRWHSOI) in the 2021-2022 school year. At this time, the K-6 will be at an elementary school yet to be named.

National Board Certified Teacher State Bonus by state law must be paid by June 1. The May 30th pay date is the latest it will be paid out.

J.A. Fair K-8 positions are being posted as positions are approved. Applicants will have an initial screening interview and, based on the rubric, there will be second interviews.

J.A. Fair K-8 *Project Lead the Way* Summer Training Dates are unknown at this time. When the information is available, it will be shared with the Certified PPC.

Displaced teachers are verbally guaranteed employment in LRSD somewhere for the 2021-2022 school year.

LRSD Ready for Learning Plan is located at www.lrsd.org/page/5134. The LRSD School Board (LRSD SB) can vote to change the plan.

PLC's will include Pre-K teachers. Work is being done on what they will look like. Elementary School PLC's before or after-school for one hour with at least a week's notice are not paid time. This shows the commitment of LRSD to PLC's for ADE's Exit Criteria.

The work times certified staff must be on their campus will be sent by Robert Robinson to the PPC.

LRSD follows the state's Vaccination Quarantine Guidelines. Simply put, if you have been fully vaccinated and are exposed you are not required to quarantine.

The change from 120 to 160 days for a year of retirement credit was a law passed several years ago. In order to receive credit for a year in the retirement system and a LRSD step increase if you are on FMLA using your Sick Days, it counts toward the number of days worked. If you are on unpaid FMLA, the days do not count.

LRSD students must follow the policy to be promoted and attend Summer School if it is required. Middle School students must pass English and Math. All middle and high schools will offer summer school. Eighteen elementary schools will offer summer school.

Masks are required at recess. The LRSD SB has the authority to change this requirement.

Moved by Liz Morris Seconded by Dorris Wesson with a Friendly Amendment by Nancy Fancyboy Passed Unanimously to be sent to the LRSD SB:
Mask wearing will continue through summer school, including recess, except for those with medical conditions based on recommendations from their physician or school nurse.

The Salary Committee teacher members will monitor our Health Insurance premium costs to ensure there is no increase.

The Salary Committee is working to develop an Academic Coach stipend.

A request has been made to Administration to contact those LRSD employees who resigned or retired early due to COVID to apply to return.

Recovery Credit – LRSD has a *Loss of Learning Plan*. Students must do the work to get credit. Principals can sign off on ways to ensure credit for students. Each school has their own *Loss for Learning Plan* which must be developed collaboratively with teachers and the principal. There is not a standard plan for every site.

Submitting Lesson Plans is not required unless there is some type of issue instructionally with a teacher.

Failure Rate Policy is on the radar for next month. Teachers have reached out to the Certified PPC Representatives asking that a policy be developed. Teachers have been repeatedly asked to reach out to students who do not want to learn and parents who will not ensure their child(ren) will do their school work. What is needed is a plan that holds students accountable. Teachers cannot continue to grade or modify work from the first semester with no deadline or student accountability. Look at the legal case of Gary B. vs. Snyder where a district was sued because a student did not learn. The district lost.

Per LRSD School Board Member Greg Adams' request, the Certified PPC asked to make the following change to the Certified Personnel Policy Manual (PPM).

Moved by Cathy Koehler Seconded by Sandie Lasley Passed: Unanimously

D. Doctor's Certificate Requirement Procedure

Beginning with the sentence Upon a certified employee's return to work after an illness of more than five (5) consecutive days duration, a statement from a doctor certifying that the certified employee is capable of performing normal employment functions may be required by the ~~Board~~ Superintendent or their designee. In cases where a certified employee has developed a pattern of sick leave for personal illness, a medical examination may be required by the ~~Board~~ Superintendent or their designee; such action may be initiated only by direct order of the Superintendent. ~~or majority vote of the School Board.~~

The LRSD ESSR Committee will meet on Thursday, April 8. PPC Chair Austin is on the committee and will provide an update to the Certified PPC after the meeting.

The LRSD Salary Committee is working on the teacher pay scale and academic/athletic stipends. Their work is focused on bringing up the LRSD starting salary and across the board, but it must be sustainable. The working documents include a Resolution agreeing to the outcomes of the work, LRSD Compensation Study Power Point, and a MAG Presentation Power Point.

The Salary Committee agreed to \$2000 Pandemic Pay for every full-time employee.

Employees who work fewer days per week will have their amount pro-rated:

Ex. 4 day week employee – 80%

When the ADE directed LRSD to move to EFinace supplemental pay dates ended because EFinance does not allow for additional pay dates.

Employees will learn when the Pandemic Pay will be paid out when the LRSD SB votes to approve the pay at an April meeting.

Heather Blockett moved and Twyla Tate seconded that *the PPC accept the recommendation of the LRSD Salary Committee for \$2000 in Pandemic Pay.*

Thanks were offered to Salary Committee teacher representatives LaKeitha Austin, Teresa Knapp Gordon, Kristy Mosby, and Megan Prettyman.

PPC Representation – each school is required to have a Certified PPC member. Chair Austin is working with the schools that do not have a Representative to get one.

