

**Little Rock School District**  
**Certified Personnel Policy Committee Meeting Minutes**  
**May 10, 2021 at 5:30 p.m.**  
**Zoom**

Called to Order at 5:36 p.m. by Chair LaKeitha Austin

**Present:** LaKeitha Austin, Tracy Barbarotto, Heather Blockett, Lana Chafin, Jennifer Croft, Charita Futrell, Teresa Knapp Gordon, Antonette Henderson, Julie Hunt, Kevin Johnson, Cathy Koehler, Katie LaBerg, Betty Larry, Sandy Lasley, Michelle Mills, LaTonya Morgan, Liz Morris, Kristy Mosby, Ryan Parson, Megan Prettyman, Robert Robinson, Tina Ross, Wanda Ruffins, Randy Rutherford, Rhonda Smith, Shelly Stacker, Emily Vaughn, Michele Walls, Tonia Weems, Doris Wesson, Carreba Williams, Jennifer White

**Guest:** Faye Parker

**Motion to Set the Agenda with Flexibility**

Moved – D. Wesson                      Seconded – T. Weems                      Vote *For*: 32 (Unanimous)  
Motion Carried

**Motion to Accept the Minutes from April 5, 2021 Meeting with Corrections**

Moved – H. Blockett                      Seconded – R. Smith                      Vote *For*: 32 (Unanimous)  
Motion Carried

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

Moved – D. Wesson                      Seconded – L. Morgan                      Vote *For*: 32 (Unanimous)  
Motion Carried

**May Concerns**

**Salary Credit in PPM:** Robert Robinson reported that Salary Credit was removed when eFinance was instituted because it cannot track it. There was an extended discussion about whether or not teachers were notified of this change at the time.

*Motion to table removing Salary Credit from Section 3 of the PPM until the next Certified PPC meeting to get more information.*

Moved by T. Knapp Gordon                      Seconded by K. Mosby  
For: 30  
Opposed: 2  
Abstain: 0

Motion Carries

**Displaced Certified Staff:** Displaced teachers can do short form for position.

***Principals have been told they can only hire off the displaced list.***

Mr. Robinson stated that if jobs don't match up with the displaced list, then we will still wait to fulfill those until all the displaced teachers are filled.

Principals cannot hire staff from another school at the district. The only place they can hire from is the displaced list.

After May 26, there will be a Seniority List of displaced teachers. The displaced teachers will be assigned a place from the openings. If there is anyone who cannot be placed, they will serve in an alternate role with full salary until a role opens up that they can serve in.

***Principals can move staff around in their own school.***

Right now displaced teachers get priority over everyone.

The new positions at J.A. Fair K- 8 Academy are not on available from which displaced teachers can choose. Displaced list positions are internal existing positions.

***The process of displacing teachers at the school-level is based on seniority and***

***certification.*** The number of students enrolled for 2021-2022 determines how many teachers you need for a subject or grade level offered at a school.

Can we get a rubric that was used for interviews at JA Fair so people know how the decision was made?

If vacancy list doesn't match LRSD website, contact Robert Robinson and he will get with Renee Kovach to make sure it is correct.

**Feedback from Interviews:** People are not getting feedback/confirmation of if they do not get a job. Mr. Rutherford & Mr. Robinson will address this.

**Elimination of ISS Teachers:** ISS doesn't require a certified teacher. This is a cost savings for district. The new ISS postings will go to classified staff. If SPED students are in ISS certified teachers will have to still provide services to those students.

**Teacher Contracts Emailed Monday, May 10:** Contract guarantees you employment. It is not driven by particular school assignment. May 1<sup>st</sup> is deadline to change contract, so it will be the same for next year if you did not receive a certified letter notifying you of a change.

**Cloverdale MS New Facility:** Mr. Poore will be share information about this later.

**Virtual Academy Clarification:** Mrs. Franklin is K-6 and Ms. Heatherly is 7-12. K-6 will be housed at Henderson. 7-12 will be housed at LR West. 6 is housed with K-5 due to limited available classroom space at West HS because of the enrollment increase. Sixth grade will still follow the secondary model.

**COVID Longhaulers:** Documentation needs to be turned into Jordan Eason with FMLA and ADA paperwork. Eason is initial contact.

**Teacher Pay Scales:** A committee with teachers and administration is working on this and information will be forthcoming.

