

**Little Rock School District**  
**Certified Personnel Policy Committee Meeting Minutes**  
**March 31, 2020 at 2:00 p.m.**  
**Zoom**

Called to Order at 2:00 p.m. by Chair LaKeitha Austin

Chair Austin thanked all for their flexibility meeting by Zoom due to schools being closed. In order to speak during the meeting, place a message in Chat so she can follow the order.

**Teacher Workload** - Human Resources Coordinator – Certified Personnel Renee Kovach was recognized and read the current policy which allows for 30 students students per class. On a block schedule, with three classes per day, it allowable to have 90 students per day for a student load total of 180. Ryan Parson (Central HS) shared that prior to February, 2020, this was not the LRSD practice. He pointed out the disparate workload created between middle and high schools on block scheduling verses a traditional day. His belief is that LRSD is misinterepting state law which states teacher work load is 150 students. Kovach stated that when LRSD moved to ESchool the change was made. She stated that Central HS was cited one year for a teacher having more students than were allowable under the old way LRSD submitted the information. Cathy Koehler (Romine Elem) stated that the teacher workload was included in previous Professional Negotiated Agreements which the AR State Board of Education abandoned when they ceased to recognize LREA. She offered that if there are different interpretations of the state law, we can ask a State Representative or Senator to secure a ruling from the Attorney General. Executive Director of Human Resources Robert Robinson stated LRSD Administration would be open to discussing this.

Cathy Koehler moved that a proposal be brought from the PPC to limit middle and senior high school teachers in core subjects to a student load not to exceed 150 students regardless of what type of schedule the school is on. Doris Wesson (Otter Creek Elem) Seconded. A vote was taken by PPC members using the Chat feature to vote yes or no. Chair Austin announced that the motion had passed.

**Proposal for Administration Evaluations** – Nolan Brown (McDermott Elem) stated that this was to provide two-way constructive feedback and criticism by having a formal structure. This could bring attention to principal’s supervisors of issues. Michelle Walls (Bale Elem) shared her concern that principals would place the same expectations on staff to which they are held. She requested that if we move forward we consider each item on the list Brown provided individually. Brown stated that using the LEADS tool it would be easier to collect information. Further, he stated, it wouldn’t observe everything, only the items of greatest interest. Wanda Ruffins (Cloverdale MS) stated that every school is looking for ways to improve their culture and climate. If this is done using LEADS, wouldn’t it become part of the principal’s personnel file? If so, it should be up and down the employee chain. Morgan Freeman stated this type of principal evaluation is part of the state’s push for the High Reliability Schools Model. She appreciated the suggestion of using the LEADS format because it is something everyone understood. Brown stated that he offered this as a starting place. If we were to recommend something and it was implemented, then it could be refined as needed. He knows that there are a

lot of good ideas among the PPC members if they are willing to speak. This is based on the continuous improvement model. If we don't share with our principals, they don't know. Wanda Ruffins moved that we continue to discuss the proposal for administrative evaluations as we continue to meet. Melissa Walls seconded. A vote was taken by PPC members using the Chat feature to vote yes or no. Chair Austin announced that the motion had passed.

### **Proposal to Extend High School Football, Basketball (Girls & boys) & Volleyball Head Coaches to 12-Month Contract**

Chair Austin stated no action would be taken on this today. It will happen after the PPC has been provided with documentation from Robinson. Robinson asked if LRSD Athletic Director John Daniels could address the body. With no objection, Daniels shared the coaching salaries have remained unchanged since 1982. The coaching salaries in LRSD are well below the teams our schools compete against in the AAA 4A, 5A, 6A, and 7A. He is committed to a process to ensure LRSD student-athletes are receiving the highest-quality coaching. He pointed out that the work began in concert with LREA five-years ago while Cathy Koehler was President. The first piece was to redo the job description for head and assistant coaches. The next step was to design an evaluation instrument that ensures all coaches are evaluated fairly by their supervisor. He said he would gladly provide data to the PPC. He then asked Koehler to speak. Koehler pointed out that from the start the work was done with athlete coaches who were LREA members appointed by Koehler and site-based athletic directors appointed by Daniels. She pointed out that currently these coaches are working for the \$25 an hour stipend, which is well below their daily rate of pay. Under the Workman's Compensation Rules, if they are injured they would not be covered. Our students would benefit from having year-round engagement by coaches. At the CALS Book Sale last Summer, books were packed and carried to cars as an aid to shoppers by LR Central HS football players. This makes a positive impression on the community. She ended by stating what she believes there is a correlation between the lack of coaches engaging students year round beginning in 1982 and the rise of gangs which was featured on HBO in the 1990's.

Chair Austin reviewed the Old Business Items on the Agenda. She asked for questions. Kristy Mosby (Booker Elem) asked how we reach out to the other people in our Small Groups? Chair Austin said she would send us the list with our school email addresses on them. Chair Austin asked if there was an electronic copy of the Certified Personnel Policy Manual that has been on Secretary Johnny Key's desk awaiting signature for two years? Koehler suggested she email LREA President Teresa Knapp Gordon for it. Chair Austin stated she would and then would share it with all. Without objection, Chair Austin-Brooks adjourned the meeting at 3:02 p.m.