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# Gentry Personnel Policy Committee

May 10, 2022

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## Attendees

Krista Carr, *High School English Teacher*

Alya Grace, *High School Teacher*

Tonya Sweeten, *Middle School Business Teacher (Committee Leader)*

Lisa Hillis, *Intermediate 3rd Grade Teacher*

Keeta Neal, *Intermediate Principal*

Dee Vaughn, *Intermediate 5th Grade Math Teacher*

Jennifer Ellis Lundholm, *2nd grade Teacher*

Victoria Groomer, *Primary Principal*

*Absent*

Christie Smith, *Middle School, FACS Teacher (Committee Secretary)*

Annie Meyer, *1st grade Teacher*

## Agenda

3:36 p.m. meeting started

Old Business

- Teacher of the Year - are all campuses following the new guidelines? One change of note was candidates must spend at least 70% of their work time in the classroom
  - GMS - using new guidelines
  - GPS - staff has not received new guidelines yet, but will be receiving them soon
  - GHS and GIS - the new guidelines were included in the information at the top of the Google Form for voting

New Business

GHS

- I. Read email (author requested anonymity) to committee - concerns noted below
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- A. Feels the ALE director position should be considered an admin position or at least should get a stipend in an amount equal to the MCL stipend
- II. 2nd email: Staff should receive 3 bereavement days instead of the current 2
  - a) PPC ACTIONS: The committee thinks the state requires at least 2 days, but is unsure if other districts give more or even if they can.
- III. 3rd email (again, author requested to remain anonymous - concerns noted below)
  - A. District is having difficulty getting and keeping quality teachers at all campuses.
    - 1. What incentives are offered to staff?
    - 2. District pay is low, where teachers leave for better pay and new teachers won't come here.
    - 3. Some other districts give teachers a PLC period and a planning period each day.
    - 4. Could we do a 4 day week?
    - 5. Can the district make it where teachers do not have PD in the summer or provide PD on Flex Days?
    - 6. District requires more PD than the state (Gentry requires 60 hours and the state requires 36)
      - a) PPC ACTION: The PPC checked the state laws online.
        - (1) The state requires 36 hours.
        - (2) Previously teacher contracts were required to be 190 days, which is 178 student contact days, 2 days (12 hours total) for parent-teacher conferences, and 10 days of PD (60 hours).
        - (3) The new law does seem to mandate 190 contracts, but Gentry has opted to keep them because reducing the number of contract days would result in reducing teacher pay.
        - (4) The PPC would like to research how many PD hours do other districts require. How long are their contracts?
- IV. 4th GHS concern - Staff member feels Gentry Schools have gone downhill and that someone needs to let the school board know.
  - A. In particular, many teachers are having to work 2nd jobs in order to make ends meet financially.
  - B. The "two highest paid district employees" got raises. The teachers are the ones who have student contact.
  - C. The assistant superintendent transferred her own child out of the district. Staff member feels that indicates that the district was not good enough.
    - 1. Also, upon being hired, the assistant superintendent stated she would move to Gentry and be active in the community and the staff member feels that has not happened.
  - D. Not all open jobs are being posted.
  - E. All head coaches should be paid the same, regardless of sport, and the same with assistant coaches.

- F. Multiple coaches are not being paid their stipends and are not receiving back pay for stipends.
  - 1. Employee feels they have exhausted all other options on having this correct and feels the PPC is their last resort.
    - a) PPC ACTION: PPC only votes on stipend approvals to be sent to admin and the board. They have no control over dispersal. Suggests going to HR again and/or the school board.
- G. The district places too much emphasis on test scores.
- H. Teachers are not happy.
- I. Teachers fear retaliation if they come forward with their concerns.
  - 1. Staff members feel the school board is not being made aware of the issues. The school board is not present on campuses.
- J. Facilities are poor to the point where other teams do not like coming to Gentry to compete due to poor facilities.
  - a) PPC ACTION: PPC only votes on stipend approvals to be sent to admin and the board. They have no control over dispersal. Suggests going to HR again and/or the school board.
- V. 5th GHS concern - Are there guidelines for what jobs are posted and if so, what are they?
  - A. GIS and GPS also had this same concern from their buildings.
  - B. Employee feels there is a lack of consistency.
    - a) PPC ACTION - committee members turned to the Certified Personnel Policy Manual
      - (1) P. 42 states : It shall be mandatory that the reason(s) for the recommendation of an involuntary transfer be reviewed by the board
      - (2) However, above that on p. 42, it states: When the vacant position is one covered by board policies GBSB ADMINISTRATORS SCREENING COMMITTEE POLICY or is a position deemed by the school board to have a high public exposure and significant public contact as described in GBSB EMPLOYEE SCREENING COMMITTEE, then the transfer request will be made to the superintendent who shall convene the appropriate screening committee and present the transfer request for consideration.
        - (a) Note, the position in question is an admin position.
        - (b) The position had not been filled since the 2016-17 school year and has been part of the assistant superintendent's duties.
      - (3) PPC will ask for clarification on this issue with district administration.
- VI. GHS staff feel teachers feel they are not heard.



## GIS

- I. Both representatives received concerns about an admin position being filled without it being posted.
  1. PPC ACTION - see GHS concern V.B action.

## GPS

- I. Same issues as GHS and GIS concerning admin job being filled without it being posted.

GMS - none

## PPC Discussion/Round Table

The PPC read on p. 3 of the Certified Personnel Policy manual the following: The chairperson of the PPC or CPPC or a committee member designated by the chairperson will have the opportunity to orally present the committee's proposed policies or amendments to existing policies to the board of directors.

The PPC will be letting Mrs. Metz know that we would like the opportunity to state our business at the board meetings as described in the policy manual. Krista Carr volunteered to speak for the committee. She will create an outline of her statements and share it with the committee by Wednesday or Thursday.

The next PPC meeting will be August 16th at 3:00. Campuses need to have their new representatives voted in by then.

## Notes