

## CPPC 12/9/21 MEETING

9:02 meeting called to order by Doc Savage

Attended Doc Savage  
Jade Riley  
Clyde Backer  
Becky Young  
Ginger Duncan  
Emily Hodges

### Topics from last meeting that need discussed

- Research from surrounding Benton Co schools on their step system shows
  - Rogers-31 steps
  - Decatur-30 steps
  - Pea Ridge-31 steps
  - Bentonville-25 steps
  - Gravette-27 steps
  - Siloam-25 steps
  - Gentry-24 steps

All the schools are very different in the way they increase between steps. Jade is going to make a google doc to compare all 6 categories (as best as she can because each category is listed differently per district) to determine money total for raises at our 24 step levels versus each schools money total for raises. Jade will try to do the nurses, but they are figured way differently per school. This will be based on 21-22 school year. The CPPC will then look over the spreadsheet and analyze whether Gentry needs to make changes or remain the same. This process will probably be through email since we won't have time to meet prior to Christmas break. Once we determine our plan of action, Doc will take the findings to Ms Metz. It was mentioned to look at longevity once we determine our plan of action and see if more should be set up for 30+. The longevity part will be tabled until all research has been done.

### New business

- Clyde had someone bring up attendance and a possible point system. Needing to improve accountability factor. Example if someone is consistently missing on Fridays this causes issues for filling in for the person that is absent. We do not feel a point system is the best option because it could cause problems for employees that have legitimate reasons for missing and could put some of them in a disciplinary situation unnecessarily. After discussing, we feel if there is a pattern to employee's missing work or calling in, this is a disciplinary issue that the supervisor and their director needs to address. This wouldn't be something the CPPC would need to get involved with. Clyde made a motion. Jade 2nd. All was in favor.
- Expenditures for meals were brought up to Clyde. That we should have a set amount for breakfast, lunch, and dinner instead of the flat \$35 a day. We feel that at this point, \$35

a day probably is not enough allowance but did not feel a rate per meal was a good option either. Clyde is going to research surrounding Benton Co schools and see what they do. This was tabled till our next meeting and information can be gathered. Becky made a motion. Emily 2nd. All was in favor.

10:24 meeting was adjourned  
Ginger made the motion. Becky 2nd. All was in favor.