
Gentry Personnel Policy Committee

March 1, 2022

Attendees

Krista Carr, *High School English Teacher*

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

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

Keeta Neal, *Intermediate Principal*

Dee Vaughn, *Intermediate 5th Grade Math Teacher*

Jennifer Ellis Lundholm, *2nd-grade Teacher*

Annie Meyer, *1st-grade Teacher*

Absent:

Alya Grace, *High School Teacher*

Lisa Hillis, *Intermediate 3rd Grade Teacher*

Victoria Groomer, *Primary Principal*

Notes

The meeting was called to order at 3:34 pm by Tonya Sweeten

The minutes for the last meeting were approved

The new teacher career ladder with pay differentials was presented to us for approval. The changes were the addition of a district-level MCL leader with up to 8 MCLs and a pay of \$15,500. A discussion was held regarding the addition and a question was brought up about the duties and accountability of the MCLs however that will be saved for a later date.

A motion was made by Krista Carr to accept, seconded by Tonya Sweeten, all were in favor.

Keeta Neal presented a proposal from Victoria Groomer that a stipend is set in place for Principals that participate in the Master principal program. She would like a \$3,000 stipend in place after the Principal has completed the 3-year program. It was brought up that we went over stipend suggestions in November and will table it until next November.



Roundtable:

GPS- It was asked why can CAP conferences were not held during PT when we did not have to come in until 2 pm and we were here until 8 pm. It was stated that they were not ready during that time to have them held.

GIS - None

GMS - None

GHS - Salaries and raises were brought up again because surviving in the current economy is getting harder. We have not had a cost of living raise in a while we have recently had a state-mandated raise but it is only the minimum and we are not competitive with other districts our size. This makes it harder to keep good teachers and for younger teachers to progress. Questions asked were when was the last cost of living raise? Where does the money come from and go for salaries? How are we able to pay the MCL scale and what is the accountability for them to be earning the higher pay with less classroom time?

Other districts that compare to us are Decatur starting at \$33,800, Siloam Springs starting at \$42,500, Gravette starting at \$42,800, Lincoln starting at \$38,00, and Praire Grove starting at \$40,500. And the lowest starting of the bigger districts is \$47,250.

This will be addressed by Tonya Sweeten to the superintendent and/or board at the next meeting

Another issue brought up is how we handle students that are wanting to be called something other than their legal name and how to address that with the parents that may or may not be aware of the name change. It was decided that it is a handbook issue and will be turned over to the handbook committee.

The next meeting will be April 5th 3:30 pm via Zoom

A motion was made to adjourn the meeting at 4:05 by Tonya Sweeten, seconded by Krista Carr, and all were in favor.