
Gentry Personnel Policy Committee

Date @ 3:30 pm

Victoria Groomer, *Primary Principal* (**Committee Facilitator**)

Andrea Folger, *Primary School MCL* (**Committee Secretary**)

Annie Andrews, *Kindergarten Teacher*

Dee Vaughn, *Intermediate 5th Grade Math Teacher*

Rebecca Summers, *Intermediate ELL Teacher*

Misty Curran, *Middle School Special Education Teacher*

Hannah Davis, *Middle School Counselor*

Justin Blanchard, *High School Principal*

Amanda Dobbs, *High School Teacher*

Erica Jones, *High School Resource Teacher*

Danielle Freeman, *Middle School Principal*

All committee members were in attendance.

Agenda

Review Vaping Policy

New Business

New Business:

GHS: Conferences making sure we do not put it during the county fair
Robotics teacher to get a stipend for the competition portion of the robotics teacher. She meets after school two days a week and competes on Saturdays.
Couple days of bereavement days separately from sick and personal days.

GMS: Conferences making sure we do not put it during the county fair

GIS: Move parent/teacher conference to Wednesday/Thursday or Thursday, Friday

GPS: Move parent/teacher conference to Wednesday/Thursday or Thursday, Friday

Administration: None at this time

Notes

Mrs. Groomer read the Vaping policy and the current consequences. Question: Is this policy strict enough or is it better to do a parent compact/agreement. Mrs. Groomer shared a parent/student agreement resource sent by Mrs. DePaola from Ozark Guidance. On this resource there is a video to watch, questions to answer, and a place to sign the form.

- Mrs. Vaughan asked if other schools are more strict with their consequences? Mrs. Groomer stated that we could research what other districts are doing. *Mrs. Groomer will research this.*
- Mrs. Freeman supported that involving the parents was a step that would be a way of showing that the school and parents were displaying a united front. She expressed that there are students that are repeat offenders and felt that having parents and students watch a video and having them both sign off that they watched and discussed this activity was beneficial.
- Mr. Blanchard agreed with Mrs. Freeman, the consequences are ineffective. He shared that there is not a legal consequence for this activity. He suggested that we need two different conference steps with parents.
- After offense number 1 and 2 the parents would be conferencing and completing the video and signed agreement before returning to class. During these offenses they still need to serve their ISS. It was also suggested the student-parent agreement should not have to take place on campus.
- Mrs. Freeman suggested we take OSS off the table.
- Mrs. Jones likes the three day of ISS after the first offense and after the second time they have five days of ISS. We need consequences that demonstrate that we are not okay with this happening and four or more offenses is a lot in one year.
- Mrs. Vaughan expressed that she wondered if it would affect graduation.
- Mrs. Groomer suggested that at the fourth offense that they could take two weeks for students to work with counselors? Is there time in their schedule?
- Mrs. Freeman suggested that the students could complete community services on school grounds. She also does not want to send students home to complete the consequence. She also expressed concern that the repeat offenders are also sharing these products with other students and in turn

adding to the addiction spreading. Mrs. Freeman also suggested that the third offense students would have to sit in front of the school board to see what is at stake as far as their educational career.

- Mrs. Davis wondered if there were divergent programs out there for students who were truly addicted to the product and what could be done to help them get off the substance. *Mrs. Davis will research this.*
- Mrs. Summers wondered if parents were apathetic and would not bring their child to the school board.
- Mr. Blanchard said that the school board would be a special board meeting that would not be for the public.

Recap of our recommendation

- 1st offense 3 days ISS, complete parent student plan, and 30 minutes community service
- 2nd offense 5 days ISS, complete parent student plan number two, and 45 minutes community service
- 3rd offense 5 days OSS with community service documented by an outside official
- 4th offense recommendation to move to expulsion if board denies they could choose additional OSS/community service
- 5th offense another recommendation to move to expulsion

Next PPC Meeting will be Tuesday, November 1, 2022 at 3:30 via Zoom

Meeting adjourned at 4:05

See table below for recap also.

Current Policy	Suggested Changes
<p>1st Offense: 3 days ISS 2nd Offense: 3 days OSS 3rd Offense: 5 days OSS 4th Offense: 10days OSS with recommendation for expulsion to Superintendent</p>	<p>1st Offense: 3 days ISS, complete student/parent intervention plan, 30 mins community service at school (clean up grounds, etc) 2nd Offense: 5 days ISS, complete student/parent intervention plan #2, 45 mins community service at school 3rd Offense: 5 days OSS with community service documented by outside official 4th Offense: recommendation to move to expulsion if board denies they could choose additional OSS/community service 5th offense: another recommendation to move to expulsion</p>