
Gentry Personnel Policy Committee

November 8, 2023 @ 4:30 pm

✓Kristen Smartt, *Intermediate Principal*

✓Andrea Folger, *Primary School Assistant Principal*

Annie Andrews, *Primary Teacher*

✓Angela Bland, *Primary Teacher*

✓Liana Lisboa, *Intermediate Teacher*

✓Misty Curran, *Middle School Teacher*

✓Thomas Clement, *Middle School*

✓Austin Millsap, *High School Teacher*

✓Kendra Krouse, *High School Teacher*

✓Roberta Casey Intermediate School Teacher

Absent: Annie Andrews

Agenda

Old Business

New Business

[Certified Personnel Policies](#)

New Business:

GHS:

- There has been a question of paternity/maternity leave. Has this been updated in our policies based on what was outlined in the Arkansas Learns Act with 12 weeks of leave as an option.
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- GHS staff also had questions about items that the PPC does not cover and were advised to reach out to their building principal. Such as, athletes missing school and being able to play, errors in the Parent Student Handbook, rules about ISS, and dress code.
 - Could we share the agenda/minutes on the PPC shared spreadsheet? How do we share this information with our staff? Discussed that the process for sharing information would be up to the PPC representative. Mr. Millsap shared the importance of being transparent on what we discussed/learn. Ms. Casey suggested that we add a portion to our shared spreadsheet that outlines next steps to be taken after the meeting.
 - Will there be a Superintendent hiring committee and how will individuals be chosen to serve on the committee? Mrs. Smartt shared information about the hiring process found in the personnel policy book in the section GBSBA.

GMS:

- Mr. Clement shared a stipend request for the Assistant Band Director. PPC wants to know the duties and responsibilities that are additional to what is outlined in their job description. There is a concern about the junior high director stipend of \$3,000 when they do not take the band to play at the games. Cheer sponsor gets half that amount and goes to all the games, both home and away. Also we want to look at other districts our size and what stipends are given. Mr. Clement will volunteer to research and share this information. We will table this and discuss further in December.
- GMS staff also had a question about an item that the PPC does not cover and were advised to reach out to their building principal. Such as, the homework policy.

GIS:

- GIS had a question about an item that the PPC does not cover and were advised to reach out to the building principal. The question pertains to the staff dress code.

GPS:

None at this time

Administration:
None at this time

Notes

Old Business

GPS: questions about duties were addressed and answered by the principal.

GHS:

- Mrs. Smartt made an infographic that will help clarify the role of the PPC. The state defines what a PPC does and who can serve on the committee.
- Clarified the definition of a grievance which is found in certified personnel policy in section 3.25. Mr. Millsap shared that staff are still confused about the meaning and would like something to share with the staff. Mr. Millsap stated that he understands each campus has a committee to review items contained in the Parent Student Handbook but on page 57 the handbook says that the PPC shall review the Parent Student Handbook discipline policy annually.

Meeting adjourned at 5:30 p.m.

Next meeting will be December 5, 2023 at 4:30.