
Gentry Personnel Policy Committee

December 5, 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

Agenda

Old Business

New Business

[Certified Personnel Policies](#)

New Business:

GHS:

- 4 day work week versus the current 5 day work week.

GMS:

- Nothing at this time

GIS:

- Staff member asked about our ESS substitutes that had not received a raise in some time.
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It was determined that this is an ESS situation but is not for the school to determine. Mrs. Lisboa shared that they recently did get a raise.

GPS:

- Nothing at this time

Administration:

- Nothing at this time

Notes

Old Business:

Superintendent committee: Select two PPC members to be on the hiring committee, but not from the same building. We will nominate our members. All four buildings will be represented.

Mr. Millsap

Ms. Lisboa asked what that committee would do. Mrs. Smartt shared that the people in the committee would be helping to interview and score candidates on a rubric.


Ms. Lisboa, Mr. Clement, Mrs. Crouse wants to serve on that committee. Mrs. Folger asked if we could we create a google form and vote anonymously?

After voting on a Google Form it was decided that Mrs. Crouse (GHS) and Ms. Lisboa (GIS) will serve on the committee.

Paternity/Maternity: This comes through how many days you have saved from sick leave.

NHS stipend was approved by the school board.

Student Discipline policies: recommendations for changes can be made to the school board by the handbook committees, then the PPC will review the changes the handbook committee wants to be made. The PPC can then recommend changes.



Assistant Band Director: Mr. Clement shared that Mr. Wood gave him a time sheet of all the extra time he puts in and shared the class load. His duties include summer band rehearsals, after school rehearsals, inventories, football games, concerts, and anticipated times of what is coming up. He does not have jr high band at football games. Mrs. Crouse shared a break down of what other band staff in other districts are getting paid. Our staff is being paid at the top end compared to other districts. Ms. Casey said that she agrees that we should not increase the junior high band director but maybe should give a larger stipend to the cheer coach. Discussed the assistant of cheer not having the stipend because they were hired late. The junior high cheer coach is a volunteer that comes over daily to practice with the cheerleaders.

Mrs. Crouse shared that Gravette pays a stipend for the Senior High director of \$4,350 with no extended days.

Of our size we are the only ones who offer both extended contracts and a stipend. Mr. Millsap asked if Junior High band and cheer had a job description that says what they are expected to do with their program.

This conversation is tabled so that we can have more conversations and examine the data that has been collected so far. Everyone was in agreement.

Meeting adjourned at 5:09 p.m.

Next meeting will be January 9, 2023 at 4:30.