
Gentry Personnel Policy Committee

February 6, 2024 @ 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

All committee members were in attendance.

Agenda

[Band & Cheer Salary Schedule Comparison](#)

New Business:

GHS:

- Can we add to the PPC agenda for the February meeting to discuss pushing for legislation at the state level to return AMI as a means to recover missed days rather than adding them to the end of the year. There are schools across the state that are currently doing so, referencing the lack of quality instruction during added days leading into June.
 - Investigate how some schools like Greenland and Prairie Grove are getting out earlier than we are and starting at basically the same time and getting the same breaks throughout the year. Rumor is some schools go off by minutes and others go by days, which allows for some schools to still meet the state required time and get out at an earlier date in May than other districts.
 - Can we put together a google form surveying the district's views toward the MCL programs being implemented in our district. It appears that we are continuously creating more MCL positions and pulling the best teachers from face to face instruction and giving extremely large pay increases. Do we have definitive data supporting the need for such positions, like have our test scores drastically increased over the past 3 years? As
-

you travel across the region from district to district is self evident that Gentry is falling behind in infrastructure, yet while we have a larger population, a higher millage rate, and we are continuing to build and fill larger housing complexes all across our district especially in the Gentry/Highfill area? Also, why do some MCL positions only teach a couple class periods a day and others teach several more than that. Is the money that is being allocated to the MCL positions district money or is it a grant that is only to be used toward MCL positions. Many times when a teacher is given an MCL position we must hire a replacement teacher that is being paid by district funds, but yet there is never money for teacher pay raises or money to improve infrastructure.

GMS:

- Information on switching our calendar from days to minutes/hours as other districts have discussed and done.
- For the master schedule, can sr high and jr high athletics get switched back to the way they used to be? Jr High 8th hour and Sr High 1st hour. (I advised that I thought this was probably a Mr. Blanchard concern but that I would relay the concern to make sure).
- Concern about individuals not completing the task for which they are receiving stipends. (Newsletter and Jr. High band were specifically mentioned). Requested we consider possibly creating "job descriptions" for the various stipends so that expectations are clear.


GIS: None at this time

GPS: None at this time

Administration: None at this time

Notes

Discussed Guiding Coalition stipend request. Guiding Coalition is a committee that meets during the school day or during the timeslot set aside for staff members. Typically the meetings last less than an hour. Other districts in our area do not give stipends for serving on this committee.



Discussed how some schools are using AMI days or adding minutes for snow days. Smartt shared that the state gave two options, schools could use AMI days but would not get funding for salary increases. Our district chose to use the funding instead of having AMI days. Then discussed how other schools in our area were adding minutes to the school day to make up for snow days. Bland stated that Siloam has decided to add minutes to their instructional day. Folger asked if minutes added would be enough to account for the 190 day contract of a teacher. Crouse stated that her former school district had minutes added throughout the year and it effected when teachers took off a sick or personal day. That day would be counted for more than one sick/personal, such as 1.3 days could be docked based on the extra minutes. Clement volunteered to research adding minutes to the school day. Millsap will share Prairie Grove's calendar with the group since their district's calendar is based on minutes.

High school wants clarification on how the MCL stipends are paid and how is it decided if they are teaching for a half a day. Smartt moved that an infographic should be acquired or created that would help answer these questions. Folger stated that their building principal could better answer the question about staff needs and whether their MCLs were full release or used half days.

Discussed if it was possible for senior high athletics could be switched back to how it used to be. Smartt shared that this would be a question for the building principal.

Junior High Band Director stipend was voted on by using a google form during the meeting. Votes were calculated by the form and showed that the PPC voted not to grant the stipend with 6/10 members voting against the stipend.

2024-2025 Calendars

Our calendars were adjusted so that the first semester would be completed by Winter Break which will help students meet scholarship deadlines. The end of the semester will now be December 20, 2024. Discussed whether the calendar should have the PD day on January 2 or 3rd. The majority of the PPC wanted the staff to vote on this and tabled the discussion.

Discussed surveying staff and families if we could make up a snow day by going to school on April 19. PPC wanted clarification on what the last day if we work the 19th. We cannot use the upcoming Flex Day or Embedded PD day as makeup days.



Next PPC Meeting will be March 12, 2024 at 4:30 via Zoom

Meeting adjourned at 5:27.