

# VAN BUREN PERSONNEL POLICY COMMITTEE

## Minutes of Monthly PPC Meeting

Date: April 25, 2024

Place: District Office

Time: 3:30 pm

### Members Present:

Tia Smith- Elementary Admin.  
Laura Rogers- HS  
Cynthia Bailey- HS  
Heather Dillard- FA  
Crystal Reeves- NMS  
Stacey Hill- NMS  
Kellie Jackson- BTMS  
Eleanor Wallace- BTMS  
Taylor Webb- Rena  
Corie Williams- Tate  
Emily Sullivan- Oliver Springs  
Leslie Wilcox- Central  
Jodie Roberson- King

### Members Absent:

Mark Titsworth- Secondary Admin.  
Megan Beane- Parkview

### District Administrators Present:

Karen Allen- Asst. Superintendent  
Lori Trentham- District Treasurer

Heather Dillard called the meeting to order at 3:32 pm.

### Proposed Salary Schedules

Kellie Jackson asked Mrs. Trentham to clarify if (for example) a first year teacher this year would receive the bonus now, but would not see a raise in their salary for next year. A first year teacher (0 years experience this year, 1 year experience next year) would still fall under the LEARNS act salary schedule next year, but for other teachers with more experience, many will fall off of the LEARNS schedule due to the raise in base pay. (i.e. 6 years experience this year would be 7 years experience next year and would no longer be on the LEARNS schedule) Notice the difference in “yellow” highlighted sections in the following examples:

(See next page)

Previous 2023-24 Salary Schedule:

3.8.1--CERTIFIED SALARY SCHEDULE 2023-2024 190 DAYS

EXPERIENCE	BSE	BSE+15	MED	MED+15	MED+30	DOC
0	46,011.00	47,261.00	49,761.00	51,011.00	52,911.00	54,911.00
1	46,511.00	47,761.00	50,261.00	51,511.00	53,411.00	55,411.00
2	47,011.00	48,261.00	50,761.00	52,011.00	53,911.00	55,911.00
3	47,511.00	48,761.00	51,261.00	52,511.00	54,411.00	56,411.00
4	48,011.00	49,261.00	51,761.00	53,011.00	54,911.00	56,911.00
5	48,511.00	49,761.00	52,261.00	53,511.00	55,411.00	57,411.00
6	49,011.00	50,261.00	52,761.00	54,011.00	55,911.00	57,911.00
7	49,511.00	50,761.00	53,261.00	54,511.00	56,411.00	58,411.00
8	50,011.00	51,261.00	53,761.00	55,011.00	56,911.00	58,911.00

Proposed 2023-24 Salary Schedule:

3.8.1--CERTIFIED SALARY SCHEDULE 190 DAYS

EXPERIENCE	BSE	BSE+15	MED	MED+15	MED+30	DOC
0	47,391.00	48,641.00	51,141.00	52,391.00	54,291.00	56,291.00
1	47,891.00	49,141.00	51,641.00	52,891.00	54,791.00	56,791.00
2	48,391.00	49,641.00	52,141.00	53,391.00	55,291.00	57,291.00
3	48,891.00	50,141.00	52,641.00	53,891.00	55,791.00	57,791.00
4	49,391.00	50,641.00	53,141.00	54,391.00	56,291.00	58,291.00
5	49,891.00	51,141.00	53,641.00	54,891.00	56,791.00	58,791.00
6	50,391.00	51,641.00	54,141.00	55,391.00	57,291.00	59,291.00
7	50,891.00	52,141.00	54,641.00	55,891.00	57,791.00	59,791.00
8	51,391.00	52,641.00	55,141.00	56,391.00	58,291.00	60,291.00

Those on the LEARNS schedule will receive a bonus, while those on the standard certified salary schedule will receive a raise. A bonus is considered a non-recurring salary payment, therefore those on LEARNS will have supplemental taxes taken out. For others not on LEARNS, the raise will be paid retroactively and is also considered a non recurring payment. It will be a lump sum at the beginning of June, which will include future earnings that will not be taxed at the supplemental tax rate. If you have additional withholding, it would be taken out of this check also. June 1 is the intended pay date.

For those on extended contracts, the bonus will be calculated based upon the designated number of contracted days.

Kellie Jackson made a motion to approve the proposed schedules as presented (SLittle second). Motion passes.

**Other Business**

Laura Rogers presented a concern from a high school staff member asking why excess sick day payments have not increased over time. Mrs. Allen explained how raises like we are approving today are possible because we are conservative in other areas. The excess sick day payments are an incentive that is not legally mandated, but is one our district provides as a benefit.

Cynthia Bailey motioned to adjourn (EWallace second). Motion passes.