

## Meeting April 21, 2026

### 3:38 Call to Action

In attendance: Pam Jackson, Laura Baber, Madison Minney, Raegan Erskine, Dr. Lance Campbell, Donna Lingo, Glenda Davis, Karen Heatherly, Krystal Throgmartin, Cindy Wade

### Review Salary Schedule Changes

- Maintenance contract days decreased by 10 days; 250 to 240
- Director of SPED increased to 215 days
- SRO contract days decreased from 240 to 225 days
  - Also, note there will only be ONE SRO 2026-27 year, possibly with part-time assistance
- Business Manager given 240 days

The committee voted to approve the above. 1st motion: MMinney, 2nd: RErskine, all in favor

- Parent Center Coordinator (FACES rep)
  - The stipend was decreased to \$250 annually. LBaber proposed raising that back up to \$500 as it had been in the past. This is to be retroactive to cover 2025-26.

The committee voted to approve the above. 1st motion: LBaber, 2nd: Glenda Davis, all in favor

- Proposal to increase the Paraprofessional salary scale by adding \$1000/185-day contract.
- Proposal to increase the Clerical salary scale by adding \$1000/##\_ days contract
  - Elementary Administrative Assistant is 220 days
  - High School Administrative Assistant is 220 days

The committee voted to approve the above. 1st motion: KThrogmartin, 2nd: MMinney, all in favor

- Reviewed the proposed retention plan
  - October 2025 board meeting, a proposal was approved - Dr. Campbell recommended a hold on this as the PPC committee had not voted on this prior to the board approving.
  - Dr. Campbell met with the district lawyer, who recommended that any bonus amount be consistent among all recipients throughout the district.
  - PROPOSAL DISCUSSED: \$700 bonus for current staff returning in August for 2026-27 school year
    - MUST sign contract
    - MUST return August 2026
    - Approximately 63 staff members are eligible

The committee voted to approve the above. 1st motion: LBaber, 2nd: KHeatherly, all in favor

## **Action Items to take to the Board**

April's Board Meeting:

- Changes in salary schedule for Maintenance, SPED director, SRO, Business Manager, Paraprofessionals, and Clerical Staff
- Changes in Parent Coordinator Stipend (FACES Rep)

May's Board Meeting:

- Proposed Retention Plan to payout in Fall 2026

**3:58 Motion to Dismiss** - 1st: LBarber, 2nd: MMinney, all in favor

## Meeting March 31, 2026

**In session 3:23** - In attendance Dr. Campbell, Donna Lingo, Brett Woodworth, Madison Minney, Cindy Wade, Pam Jackson, Raegan Erskine, Karen Heatherly, Laura Baber, Glenda Davis, Krystal Throgmartin

### I. Hosting District & Regional Volleyball Tournaments:

- A. Calendar review, specifically moving “PD 10/12/26 day” to 10/19/26. *Why:* The first game 10/19/26 begins at noon. This poses difficulty if students are in session.
  - 1. Further discussion about adding a PD day in the summer to make up for this calendar date moving & 10/19/26 being an OFF day to allow staff to attend the tournament. ADMIN will discuss and further decide on this.
  - 2. Laura Baber pulled up the calendar to review days per quarters, days per quarter are okay if we change the day off.

Krystal Throgmartin made a motion to accept this calendar change, Madison Minney made a second. All were in favor.

- a. Plan: propose to board April 30, 2026, if/once they approve update staff and district families ASAP - explaining why they change

### II. Athletic Trainer Stipend:

#### A. Group Discussion

- 1. Great benefit for athletes
- 2. Great since not all away games offer trainer assistance
- 3. Creates a position within the district which high school students can learn, even shadow for experience
- 4. Changes need to be updated through the board by July 1, 2026 to allow for 2026-27 school year.

### III. Family Engagement Stipend:

- A. The law mandates that the FACES stipend be on the district’s stipend schedule. \$500/year. Karen Heatherly made a motion to to accept this addition, Raegan Erskine seconded the motion.

- B. This would be implemented 2026-27 school year.

### IV. Paraprofessional and Clerical Salary:

- A. Last raise was related to the Learns Act
- B. The district has lost approximately 70 students. The State will fund half of the deficit.
- C. The board/admin have already cut \$300,000 in district budget for 2026-27 school year.
- D. PPC Committee agreed to look further into improving clerical and paraprofessional salaries, including the cap.

- E. Madison Minney pointed out that paraprofessionals on occasion haven't been included in the past when bonuses/incentives have been dispersed. The Committee discussed this, and agreed, they should be included in bonuses/incentives. This will help with retention.
- V. Other Discussion:
  - A. Staff incentives for attendance: REVIEW HANDBOOK 5-A
    1. Incentives don't have to be monetary: other examples include permitting jeans for designated dates
    2. Noted: the monetary bonus the district has awarded in the past is only for classroom teachers, since we didn't have to pay for a substitute teacher for their class.
  - B. There will be another PPC meeting called to follow up on items above.

**4:08** Brett Woodworth made a motion to dismiss. Raegan Erskine seconded the motion.

## Meeting 12/8/25

In session 3:24 - In attendance Cindy Wade, Pam Jackson, Raegan Erskine, Karen Heatherly, Laura Baber, Glenda Davis, Krystal Throgmartin

- **Minutes from 12/3/25 Reviewed:** Glenda Davis made a motion to accept the minutes. Laura Baber seconded the motion. All in favor.

- **Review proposed calendars (5-Day Alternate)**

**NOTED each quarter must stay within 40-50 days, no +/-**

- **Woodworth #1**

- 7:30-2:50
- First Day of School: 8/6/26
- P/T conferences 2 days/week AFTER full day of instruction each semester
- October Break: full week
- February Break: 2 days off
- Day after spring break off/PD
- Last Day 5/27/27
- 176 Days, 382 Min/Day = 186.75 days (+52 hours)

- **Heatherly #1**

- 7:30-2:50
- First Day of School: 8/12/26
- P/T conferences on TH AFTER full day of instruction (3:30-6:30), + 9-12 FRI each semester
- October Break: full week
- February Break: full week
- Day after spring break Snow Day
- Last Day 5/25/27
- 168 Days, 382 Min/Day = 178 Days (+1.6 hours)

- **Heatherly #2**

- 7:30-2:55
- First Day of School: 8/12/26
- P/T conferences on TH AFTER full day of instruction (3:30-6:30, + 9-12 FRI each semester
- October Break: full week
- February Break: full week
- Day after spring break Snow Day
- Last Day 5/25/27
- 168 Days, 387 Min/Day = 180.6 Days (+15.6 hours)

○ **Heatherly #3**

- 7:30-2:55
- First Day of School: 8/12/26
- P/T conferences on TH AFTER full day of instruction (3:30-6:30), + 9-12 FRI each semester
- October Break: full week
- Jan 4 PD
- February Break: off 15, 16, 17, SNOW DAYS 18, 19
- Day after spring break off
- Last Day 5/25/27
- 168 Days, 387 Min/Day = 180.6 Days (+15.6 hours)

○ **Heatherly #4**

- 7:30-2:50
- First Day of School: 8/12/26
- P/T conferences on TH AFTER full day of instruction (3:30-6:30), + 9-12 FRI each semester
- October Break: full week
- Jan 4 PD
- February Break: off 15, 16, 17, SNOW DAYS 18, 19
- Day after spring break off
- Last Day 5/25/27
- 168 Days, 382 Min/Day = 180.6 Days (+1.6 hours)

○ **Heatherly #5**

- 7:30-2:50
- First Day of School: 8/10/26
- P/T conferences on TH AFTER full day of instruction (3:30-6:30), + 9-12 FRI each semester
- October Break: full week
- Jan 4 PD ??
- February Break: off 15, 16, 17, SNOW DAYS 18, 19
- 3/29 Snow Day
- Last Day 5/25/27
- 170 Days, 382 Min/Day = 180.6 Days (+14.3 hours)

- **Heatherly #6**
  - 7:30-2:50
  - First Day of School: 8/12/26
  - P/T conferences on TH AFTER full day of instruction (3:30-6:30), + 9-12 FRI each semester
  - October Break: full week
  - February Break: 2 days off + 1 PD day on 16th
  - 3/29 Snow Day
  - Last Day 5/25/27
  - 171 Days, 382 Min/Day = 181.45 Days (+20.7 hours)
- **Group Discussion**, use Heatherly's #6 and extend the school day 5 minutes
  - 7:30-2:55
  - First Day of School: 8/12/26
  - P/T conferences on TH AFTER full day of instruction (3:30-6:30), + 9-12 FRI each semester
  - October Break: full week
  - February Break: 2 days off + 1 PD day on 16th
  - Day after spring break off
  - Last Day 5/25/27
  - 171 Days, 387 Min/Day = 181.45 Days (+34.56 hours = 5.4 snow days banked)
- **Traditional 5 Day Calendar** discussed. Will take to board.
  - 7:35-2:25 (6 hour days)
  - First Day 8/12/26
  - Last Day 5/25/27

**The committee discussed above options. Decided to**

1. Have staff vote on Heatherly Option 2 & 3.
2. The schedule will be extended 5 minutes next school year to accumulate extra minutes
3. The schedule for next school year will be 5 Day Alternate, unless the state mandates a Traditional Calendar.

**Plan:**

- Baber to send PPC committee the new staff survey of the two 5 Day Alternate to review.
  - Then, send to staff for survey by Wednesday, 12/10/25, Deadline 12/12/25
  - Those results will be taken to the board meeting December 17.

**Adjourned at 4:14** (motion made by Pam Jackson, second by Raegan Erskine, all in favor)

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## Meeting 11/12/25

In session: 3:22 (Allen Black was not present)

### 1. Welcome & Review of Previous Notes

- Accept minutes from previous meeting (11/12/25)
  - Mrs. Minney made motion to accept, Mrs. Heatherly made a second, All were in favor to accept.
- Recap of the previous meeting's discussion

### 2. Survey Results

#### **a. Staff Survey Results**

- Key trends

- Majority preferred 5 Day Alternate
- Majority preferred 5 Day for more instructional time
- Attendance is better with 2025 calendar
- Goal: present staff with two 5 Day Alternate to vote on

#### **b. Family Survey Results**

- Participation overview  
- Major themes and feedback

### 3. "MIA Students" Report

enrollment #s are down, birthrates are down. If not for school choice, we would only have ONE kindergarten class.

- Update on identified students
- Attendance trends
- Steps taken and next steps for support

Recruiting efforts to start in January

### 4. Calendar Planning

- Review of Next Steps from previous meeting
- Discuss progress on creating example calendars
- Identify what needs to be ready for the next meeting's review
  - Mrs. Baber to review all proposed calendars to ensure we meet all requirements before PPC committee votes on which calendars the staff are to vote on.
  - Proposed calendars to be sent to staff for voting ASAP (next Board meeting is Dec 17)

- Noted the concerns of no snow days prior to testing for spring semester & NO p/t conferences on Fridays.

Miscellaneous: Heatherly to update school website photos

4:45 Meeting Adjourned (motion made by Mrs. Heatherly, seconded by Mrs. Davis. All in favor.

## Meeting 11/12/25

In session: 3:21

Present: Mrs. Baber, Dr. Anderson, Mrs. Minney, Nurse Throgmartin, Mrs. Davis, Mrs. Jackson, Ms. Erskine, Mr. Woodworth, Mrs. Heatherly, Dr. Campbell, Mrs. Wade, Mr. A Black

- Mr. Woodworth nominated Krystal Throgmartin as secretary. Motion was second, all in favor, confirmed Krystal Throgmartin will be secretary for PPC 2025-26.
- Mrs. Jackson nominated Raegan Erskine as president. Motion was second, all in favor, confirmed Raegan Erskine as president.
  
- ★ This committee will formulate recommended calendars for the 26-27 school year for the board to vote on in December's school board meeting.
  - Traditional 178 day calendar
  - 5 Day Alternative calendar
  - 4 Day calendar
- ★ This committee will survey CMS Families and Staff regarding the current satisfaction for the 5 Day Alternative calendar in action for 25-26 school year.
  - Mrs. Baber to modify last year's surveys. The committee will approve quickly and surveys will be sent out this week.
- ★ Side bar: This committee will create a list of "MIA students" that have not shown for the 25-26 school year, nor have transferred to other schools.
  - Members of this committee will attempt to contact this subset of students/guardians.
  - Mrs. Minney will create a document to log information.
- ★ Side bar: The committee would like to form an exit interview for students leaving the district. Dr. Campbell to create.
- ★ Side bar: Discussion about applying for a school charter to allow the district to offer virtual classes to students.
- ★ Policy Review:
  - (1) Policy 3.8.1 Sick Leave Policy
    - Segments "D" & "E" contradict each other. Recommended segment "E" to omit \$65/day; ADD current substitute pay/day - Committee voted in favor to adopt this change.

- (2) Sick Leave Policy: (required to give 1 day/month per law)
  - Change to reflect - committee voted to pass for board to vote on in December

Policy Currently Reads

210 Days	11 Days
230 Days	11 Days
250 Days	12 Days

Proposal to change to

- 190-209
  - 210-239
  - 240-250
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- (3) Attendance Policy regarding bonus - Dr. Anderson proposed to delete 5-a. There was discussion among the committee to be discussed in upcoming building staff meetings and bring it back to the PPC Committee.
  - (4) 8.5 Classified: (goal: make this segment mirror the certified policy)
    - Recommended to add must be in the district for 10 years, then pay each unused sick day not used. The committee voted, all in favor.
    - Strike to pay the \$35 for days not used at retirement; replace with to be paid half of the certified substitute pay amount. The committee voted, all in favor.
  - (5) 3.56 & 3.86 - New law requires paternity leave. Law was read to committee and shall be adopted into the district policy for certified and classified employees.
  - (6) 3.5 & 3.46 - New law regarding vacation days. Law was read to committee and shall be adopted into the district policy for certified and classified employees.

**NEXT STEPS:**

1. Survey families and staff ASAP
2. Discuss survey results next meeting
3. Prepare example calendars for review next meeting
4. Follow up on “MIA students” to report out next meeting
5. Next meeting Wednesday, December 3, 2025 3:15-4:15

Mr. Woodworth motioned to adjourn, all in favor - End of meeting @ 4:15PM