



<p>Human Resources May 18, 2023 @ 2:30 pm</p>	<p>Zoom Meeting</p>
<p>Attendees</p>	<p>Working Group: Dr. Julie Workman, Dr. Gary Bunn, Dr. Lee Ann Pinkerton, Tiffany Graven, Carmen Martin, Ashley Peterson, Tanya Sharp, Lora Hendrix, Dr. Tony Thurman DESE Staff: Ms. Karli Saracini, Mr. Andrew Sullivan, Ms. Joan Luneau, Ms. Melissa Jacks, Dr. Ivy Pfeffer, Dr. Missy Walley, Dr. Tina Moore</p>

<p>Draft Rule/Policy Component</p>	<p>Work Group Feedback</p>
<p>Superintendent contract guidance</p>	<p>Each local school district board of directors shall establish, as part of a superintendent’s contract of employment, written performance targets for the public schools at both the school level and district level. Discussed the development of a policy framework for the work group to review at the next meeting with examples of performance targets.</p>
<p>Teacher Salary Schedules</p>	<p>The minimum base salary for full-time teachers will be \$50,000. Base salaries are no longer required to be increased by years of experience or for advanced degrees. Discussion about creating an FAQ document to assist in answering questions and also clarifying funding.</p>
<p>Reduction in Force Policy</p>	<p>Seniority and tenure shall not be used as the primary criterion when making decisions regarding the hiring, assignment, or dismissal of public school teachers and other public school employees.</p>
<p>Maternity Leave Policy</p>	<p>The group will be reviewing rules around a cost sharing agreement for districts that choose to participate and provide up to 12 weeks of paid maternity leave, with half the cost paid by the state and districts agreeing to pay the other half.</p>

<p>Next Steps</p>	<p>Notes, slides, and resources will be sent to attendees. In-person meeting on June 7 at 1:00 at DESE in Little Rock</p>
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