



Meeting Date	June 23, 2023
Attendees	<p>Working Group: Julie Workman, Scott Nipper, Keith McGhee, Leann Pinkerton, Renee Johnson, Kenneth Rich, Lora Hendrix, Jason Miller</p> <p>ADE Staff: Joan Luneau, Melissa Jacks, Matthew Sutherlin, Sharlee Crowson; Whitney James, Eric Saunders</p> <p>Others: Hannah Jolbois</p>

Draft Rule/Policy Component	Work Group Feedback
Maternity Leave	<p>Attendees discussed the maternity leave policy to determine the details that need to be added or clarified for consideration when preparing and planning for the implementation of the LEARNNS Act in August.</p> <p>Definition of educational personnel.</p> <p>Consideration of who receives maternity leave- for example mother, father, full-time, part-time, bed rest.</p> <p>Consideration of days covered and fully compensated.</p> <p>Definition of one year of experience, adoptive child, foster situation with intent to adopt.</p> <p>Clarification on reimbursements, sick days used, partial leave paid for by district, substitute pay, as part of cost sharing agreement.</p>
Superintendent Contracts	<p>Contracts must be published on the district website (part of PSA’s website checklist) and submitted to commissioner’s office. Contract needs to be published under “state required information” section of a district’s website.</p> <p>Discussions of monitoring performance goals through posting and submitting. The question was raised of if both posting on the district website and emailing to the commissioner’s office was necessary.</p> <p>When discussing a deadline for submission, August 1 was suggested, as it is the due date for other state required information to be posted for website checks. If a superintendent is hired midyear, it was suggested there would be 30 days from hire date for the contract to be posted on the district’s webpage.</p> <p>All public schools including charters will be included.</p> <p>Understanding is contracts would not have to be revised to include performance targets unless they are renegotiated/negotiated after July 1, 2023.</p>

Notes

	<p>The performance targets on page 2 of the document shared were just suggestions not required performance targets. All bonuses/raises/etc. are at the discretion of the school board.</p> <p>It was emphasized that the performance targets need to be measurable, and any guidance documents need to make that clear.</p> <p>Clarification and guidance were discussed in determining a performance score.</p> <p>It was suggested to provide examples of metrics (ACT scores, AP testing, etc.)</p> <p>Performance targets should be based on data, districts should be encouraged to review data and set reasonable and aspirational performance targets. It was voiced that performance targets are part of the superintendent's evaluation, and these targets are set and evaluated before a contract is negotiated.</p> <p>Question- Do all performance targets have to be met? Answer: It would be up to the board.</p> <p>Possibly have % salary increases provided with examples would be helpful.</p> <p>Questions that still need clarification for attendees:</p> <p>Do all superintendent contracts have to be published even if newly required metrics are not included because they have not been negotiated or renegotiated?</p> <p>Is someone going to review the performance targets to make sure they are quality?</p> <p>Should there be a definition of what a performance target is?</p>
<p>Teacher Salary Schedules</p>	<p>Further clarification is requested regarding the 80% portion.</p> <p>Definition of a teacher should be included (ACA 6-17-2402 for teacher definition was referenced)</p> <p>Is there a need for rules around salary schedules? The group believes Commissioner's Memos for clarity will suffice.</p> <p>Public schools and charters with waivers need to be considered and clarified.</p>
<p>Reduction in Force</p>	<p>Plans must be submitted to DESE. Clarification around flexibility surrounding plans would be helpful.</p> <p>Will need documentation of staff eliminated.</p> <p>A form was shared that DESE could use to review submitted plans. It sounds like the plan can be dynamic according to position rather than holistic. It was suggested that the 3rd check should be split into metrics used and how they were used.</p> <p>Teacher contracts are a stand-alone one year at a time contract with TFD Act the contract would just not be renewed and expire. Legal is researching this topic for further clarification.</p> <p>Maybe a document for when RIF is relevant can be provided. Model policies have been released. Suggested by non-ADE member, RIF be consistent, as this dovetails into other areas that need to be cross referenced.</p> <p>The need for a standardized method of evaluating effectiveness was discussed.</p>



Next Steps	Virtual meetings are fine, July 20 next meeting. Materials will be distributed prior to the meeting so they can be reviewed beforehand.
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