

Salem School District
Licensed Personnel Policy Committee Meeting
Central Office Board Room
April 11, 2024

I. Call to Order

- A. The meeting was called to order at 9:02 am by Nathan Bales.
- Attendees: Nathan Bales, Becky Turnbough, Haley Skaggs, Luke Barker, Ashley Bateman, Ted Kerley, Lindsey Wiseman, Cody Curtis, and Wayne Guiltner

II. Approval of Minutes

- A. The board was provided with the minutes from the previous meeting that took place on February 22, 2024. After reviewing the minutes, Ted Kerley motioned to approve the minutes. Ashley Bateman seconded the motion; the motion was then approved by the committee.

III. Business

- A. Mr. Guiltner reported that the school board had approved a non-recurring bonus, which is expected to be dispersed with the April payroll.
- B. Mr. Guiltner also reported that the school board approved the Licensed Salary Schedule 2024-2025.
- C. The committee discussed the Proposed School Calendar for the 2024-2025 school year.
- The Salem School District's waiver was approved to begin the 2024-2025 school year as early as August 12th; beginning the school year earlier will help provide more student-teacher interaction days prior to testing, as well as allow for our academic quarters to be more equal.
 - Due to the distribution of days within quarters for the 2024-2025 school year, the best day to begin school is August 14th.
 - After reviewing the proposed calendar, there was discussion of changing the order of make-up days. Within the current proposed calendar, February 17th (President's Day) would not be used (taken) until the 8th or 9th day (May 14, 15, 16, 19, 20, 21, 22, 23, February 17, May 26, 27, 28, 29, 30); however, the committee discussed using February 17th earlier, specifically after the use of May 16th. The committee felt that this would be beneficial to allow for an extra day prior to state testing rather than the extra day at the end of the school year.
 - Ted Kerley made a motion to change the order of the days (as stated above), and Nathan Bales seconded the motion; the committee agreed.
 - Haley Skaggs then made a motion to approve the proposed calendar with the amendment, and Becky Turnbough seconded the motion; the committee agreed.

IV. Miscellaneous

- A. Wayne Guiltner mentioned, despite the new guidelines set forth with the LEARNS Act and how some districts have dismissed their employees, the Salem School District will continue to utilize improvement plans to keep employees unless there is a major issue.

V. Adjournment

- A. Becky Turnbough made a motion to adjourn at 9:20 am, which was seconded by Haley Skaggs; the committee agreed.