



GLoucester COUNTY PUBLIC SCHOOLS
DIVISION LEADERSHIP TEAM MEETING
February 10, 2020 - 8:30 A.M.

WELCOME /SUPERINTENDENT'S REMARKS

Dr. Clemons welcomed everyone and thanked them for their participation in the professional development diversity day. He felt the speaker did an excellent job and hopes staff will apply some of what was discussed. The professional development sessions held were also well received. In addition, Dr. Clemons expressed thanks to the facilities department as well as principals regarding issues relating to power outages occurring at Botetourt/Petsworth due to high winds as well as the oil leak at Abingdon earlier in the week.

Upcoming important dates include the School Board meeting on February 11, where Moseley Architects will be giving a presentation on the plans for GHS. Dr. Clemons encouraged everyone to attend or view the meeting. There will also be a School Board Work Session on February 20 (*changed to Feb. 24*), where Dr. Clemons will present his recommended budget, and a Joint Meeting with the Board of Supervisors (BOS) on February 25 at 7 pm. We will meet again with the BOS in March after the County Administrator has presented his proposed budget to the BOS and the School Board has approved a recommended budget to the BOS, which is required by April 1. There are many needs and it is unlikely all will be met, but Dr. Clemons wants to continue to be aggressive in the area of compensation in order to maintain the gains that have been made. In addition, health insurance rates for the division are expected to increase substantially. In recent years, GCPS has had million dollar increases annually.

Senate Bill 224 was passed in the Senate and will crossover to the House on February 11. Dr. Clemons believes we may be able to determine if this will pass in the House and go on to the governor within the next couple of weeks. This would benefit the county in that it wouldn't require the real estate tax to increase to the point expected for the GHS renovations and transportation facility. Instead, the 1% sales tax increase would be paid by anyone shopping in Gloucester and would cover the bulk of the cost.

EXECUTIVE LEADERSHIP TEAM UPDATES

Chuck Wagner, Assistant Superintendent for Instructional Services, followed up on the Diversity/Equity Day, noting that most staff like having the choices of sessions to attend and thanked Mr. Patton for the food provided.

Heather Lucas, Chief Financial Officer, mentioned the Cigna Wellness Challenge. The winning GCPS team will receive a free Chick Fil A lunch through Cigna. Biometric Screenings will be held on March 3 at three different locations and yoga classes started during the week of February 3, with a good turnout. These incentives are to encourage our staff to get out and move. In addition, Cigna has provided fruit and other healthy snacks to our staff.

Bryan Hartley, Executive Director of Operations, appreciates everyone's' patience during a few hectic times in a few of the buildings last week. An issue involving someone ingesting an indoor plant was mentioned, and staff was reminded to be mindful of plants in their buildings.

DEPARTMENT UPDATES

Facilities – Dave Miller, Facilities Manager, reminded members to turn in work orders and thanked Anna Harwood, Abingdon Principal, for her patience. The issue that occurred at Abingdon was one that hasn't happened since he's been here and was caused by a tiny amount of oil. Mr. Miller indicated the Fire Department would have a report ready by February 10 (today), and would be available if needed.

Safety Updates – Del Dautrich, Safety Manager, reminded members of the Fire Marshall Visit being held tomorrow, February 11 beginning at Petsworth E.S. An incoming 911 air check with county dispatch will be conducted (Date/Time TBD). Notice will be given when it occurs.

Grounds – Jimmy Viars, Grounds Foreman, will be visiting schools to determine what indoor plants need to be removed. In addition, work is being completed on playgrounds in preparation for spring.

Transportation – Tanya Deckard, Director of Transportation, apologized for the new system issues that have occurred and indicated a routing system is also being planned for next year. A winter transportation academy for training and professional development will occur soon. Please email her with anything you would like to have included. (See Report Below)

Safety and Professional Development

- Winter Transportation academy for all transportation employees will be held March 3rd
- Topics will include:
 - School bus, and bus stop safety, and security
 - Special education behaviors and solutions
 - Distractions while driving
- If there are any concerns you would like to see covered please feel free to email Mrs. Deckard

New Bus Driver Training and Recruitment

- All bus routes currently staffed
- Recruitment of drivers for a substitute pool continues
- 5 currently in training

Absence Rates

- With cold and flu season upon us, transportation has experienced higher absences
- Strong recruitment efforts have allowed us to negate absences without disruption of regular services
- We believe our efforts have been successful in that parents, schools, and students have not seen noticeable changes in service with increased absences.

Software

- Delays in the launch of the Transportation Software system, and parent app were due to problems with system integration from the software company
- Issues are being resolved and new launch dates will be announced once complete
- Training for schools will be provided by the transportation department
 - GPS monitoring of our schools buses
 - Student look up with bus information
 - Parent portal to give parents access to their students bus information

Nursing Department - Lisa Jones, Head Nurse, mentioned upcoming vaccinations.

Construction - Scott Shorland, Construction Manager, is looking forward to getting started on the Achilles bus loop project after February.

Office of Human Resources – Craig Smith, Human Resource Coordinator, reminded members that employee intent forms for 2020-21 were due last Friday, February 7. Principals will be sent a list of staff who have not completed those, some of whom do not have regular access to email and may need assistance. In addition, transfer requests should be sent out later in the week. Mr. Smith also reminded members that when canceling a substitute assignment, to cancel it in absent management first, and then follow-up with the school. When an assignment is changed for a substitute or they are no longer needed, they need to be informed before showing up to cover the class. Issues with substitute contact numbers were mentioned and the importance of maintaining the system.

Dr. Clemons expressed his gratitude to the Human Resources staff for keeping their department going during the transitions that have occurred in the past year. Rachel Blankenship, newly hired Executive Director of Human Resources and Compliance, will begin on February 18. Dr. Clemons also recognized February as School Board Appreciation Month and School Board Clerk appreciation week, February 17 -21 and encouraged members to thank their School Board for the job they do.

Technology Update – Scott Mecca, Director of Technology, reminded members that all staff need to make password changes when required and should use a work area kiosk if needed. Mr. Mecca plans to include a mandatory technology training next fall when staff is expected to complete the other annual required trainings.

Community Engagement – Gloria Williams, Community Engagement Coordinator/PIO indicated that coordinators have been busy in the schools. Mrs. Williams also discussed the upcoming Census and the work being done by the Complete Count Committee to inform residents. Our locality loses approximately \$20,000 each year for ten years for every resident that is not counted. Mrs. Williams handed out cards with information regarding the Census and asked for everyone's assistance to get the word out to families. Carol Dehoux will be sending information to principals later today to be shared with staff and utilized in classes. Flyers will be sent out and information shared on social media. March 22 is Census Sunday and most Churches in the county will have opportunities for members to register for the Census. George Baines, Gloucester County IT Director, informed members that the county now has a new Commissioner of Revenue. The IT department has moved out of the old library and P & R will be moving to that location next week. Verizon Wireless will be checking signal strength at some of our schools, which hasn't been done in two years. The Presidential Primary will be held on March 3 in most of our buildings. April 1st is Census Day. Mr. Baines noted that schools are the best resource to get the information out for the Census.

OTHER ITEMS SHARED

Virginia Triennial Wellness Assessment – Mr. Patton, Director of Food Services and Lisa Jones, Nurse Coordinator, will be doing a health and safety assessment. Mrs. Jones will send out a google survey, which needs to be done before the Food Service Federal Review. Results of the review are required to be public by June 30.

ADJOURNMENT – 9:46 a.m.