



GLOUCESTER COUNTY PUBLIC SCHOOLS  
**DIVISION LEADERSHIP TEAM MEETING**  
March 8, 2018 @ 8:30 A.M.

Dr. Clemons welcomed everyone and gave an update on his proposed FY'19 budget. He has presented his proposed budget to both the school board and the board of supervisors. The county administrator has also presented his recommended budget to the board of supervisors. Dr. Clemons' budget has a proposed increase of \$3.2 million, most of which would be for compensation to allow the salary scale for teachers to be adjusted and to provide a 4% increase for support staff. Other budgetary considerations will include additional needed positions and an expected \$1 million increase in health insurance. Dr. Clemons' proposed budget presentation is available on our division website. The county administrator is recommending a local transfer to the school division of \$1.85 million, which is more than we have received, but less than Dr. Clemons has proposed in his FY'19 request. In addition, what the county administrator is proposing is based on a 1.5 cent tax increase and there are some board of supervisor members who don't even want to do that, which could possibly reduce the local transfer to GCPS even more. The tax rate for Gloucester is currently 69.5 cents. The best case scenario, at this point, is that it would go to 71 cents. Christi Lewis has also shared an email which outlines the FY'19 budget proceedings. Dr. Clemons stressed that members advocate for what has been proposed and be staunch that it not be reduced any further. Last year, we received \$610,000, so the amount this year that is proposed by the county administrator is positive and is three times more than what we received last year. Members and others should be vocal and supportive at upcoming meetings. We need the board of supervisors to look at what will benefit the entire county and advocates are needed to support this effort. Gloucester County has a median household income in the top 1/3 of the state (37 out of 134). This appears to suggest that the county could afford a reasonable real estate tax rate increase if the board of supervisors chooses to do so. Dr. Clemons added that support staff, principals and others deserve appropriate pay, as well as teachers. The regular school board meeting will be held on March 13 and is also the public hearing on the FY'19 proposed budget.

Heather Lucas informed members that she has scheduled meetings with bookkeepers in April.

Gwyn Ciemniecki reminded everyone of the GCPS Job Fair on Sat., March 10 beginning at 8:00 am. Currently, there are 54 applicants registered, which include math, elementary and physical education prospects.

Voluntary transfer requests are being accepted and may be submitted through April 9. Principals were asked not to interview those candidates directly, but to refer them to Human Resources. After the deadline, Mrs. Ciemniecki will send out information and a review can be done between principals and Human Resources.

John Hutchinson stressed "see something/say something" in light of everything going on locally and nationwide. Mr. Hutchinson said the sheriff's office is happy to stop by and check on any concerns.

Anne Lanan asked for suggestions for a time to hold rear door bus evacuations. Members suggested the week of April 16. She asked that principals have 1-2 people available to assist each bus and that she may do fewer buses at one time than is done for front door evacuations. The scenario that will be used is that the bus is on fire in the front and evacuations will start from the front of the bus to the back. Eileen Kersmarki asked if the "Sit & Scoot" video could be available to show in classes prior to evacuations. Mrs. Lanan also told principals to begin talking to students and to stress no jumping from the bus. **The transportation report is located at the end of the minutes.**

Robin Zophy is considering hosting another presentation next fall like the anxiety one done this past year, however this time she may focus on the cancer benefits of the HPV vaccine.

Jim Brogan discussed the password reset email that recently went out to GCPS, noting that there have been some glitches but they are working through them. Unreported student phone number changes have been the reason for many of them. Mr. Brogan reminded members that teachers need to inform the technology department if they don't have a good signal in their classrooms. He also stated that a new Wi-Fi system connection program will be implemented after spring break. Both Mr. Brogan and Dr. Bess Worley are preparing for SOL testing, which will begin at GHS March 20-23.

Christi Lewis informed everyone that "Clean up Gloucester Day" is Saturday, March 10. The board of supervisors and school board will be meeting on March 20. A Town Meeting will be held on March 21 and a Public Hearing on the county budget will be held on March 28. The deadline for the Summer Beehive is the first week in April. This edition will cover May – July and Ms. Lewis would like to begin featuring some of the schools. Please let your coordinator know if you have anything special going on. One example she gave was of an Italian speaking volunteer working with an Italian student at Abingdon Elementary School.

#### **Transportation – Anne Lanan**

##### Maintenance

- Routine maintenance continues; larger maintenance jobs consisted of replacements of airbrake modular and one radiator

##### Office/Transportation Staff

- Continue to assist parents with transportation issues
- Athletic trips and field trips continue to be filled
- Anne Lanan and Crystal Blowe attended the Region III Transportation meeting March 6<sup>th</sup> in Lancaster County. The following topics were discussed among the group, Perfect Attendance Incentives, Emergency Response Plans, General Assembly Bills and Training Requirement time frame changes

##### Safety

- School bus stops and the monitoring of drivers continues on a regular basis
- Advisory Council Committee met March 1<sup>st</sup> to discuss safety concerns and began planning for the "End of the Year" picnic. Concerns were addressed with the schools
- Second quarter PBIS winners were acknowledged at the schools in February. Students and drivers were awarded with gifts and recognition for being the #1 positive behavior achievers
- Second In-Service/Safety meeting was held February 14<sup>th</sup>. Subjects were safety, safety, safety and two topics were presented, "Social Media Do's and Don'ts" presented by Kara Tyler, Human Resource and "Concussion Awareness" presented by Kelli Belvin, Special Ed. Several employees were out due to the flu and a make-up meeting will be planned soon

##### Bus Evacuations will be scheduled in Spring

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##### New Bus Driver Training and Recruitment

- Recruiting campaign for drivers and aides continues

##### Driver/Bus Assistant Substitute Coverage Required

- The following information reflects substitute coverage required for drivers and bus assistants due to their absences from the job for sick or personal leave and/or for employees performing field trips during the period of February 1, 2018 to February 28, 2018:

Coverage for drivers – 353

Coverage for bus assistants – 23

Office/Garage staff covering driver positions for both sick/personal leave and field trips – 79

**(Meeting adjourned at 9:27 a.m.)**