



GLOUCESTER COUNTY PUBLIC SCHOOLS
Teacher Advisory/GEA Committee

April 23, 2018

FY'19 Budget Update – Dr. Clemons provided an update on the FY'19 budget, noting that compensation increases cannot be determined until we get final figures from the General Assembly and determine the health insurance gap. He is trying to be as aggressive as possible in providing the proposed fix to the teacher salary scale. He will send out the salary scale and what the increases will be as soon as it becomes available. We also currently have a \$215,000 gap in what is needed for health insurance. Dr. Clemons hopes to negotiate that gap, if possible. If he can't and the General Assembly gives less than they proposed, it would be necessary to refigure what can be done for compensation. The BOS reduced the County Administrator's proposal for GCPS by \$205,000. In addition, Dr. Clemons hopes that we will be able to get the additional VPI classroom because it is two-thirds funded by the state and the two part-time resource officers. However, it seems unlikely that any other new positions will be added.

Dr. Clemons mentioned an article in the *Gazette Journal* where the County Administrator said he wasn't aware that the compensation increases were not addressing all GCPS employees. However, Dr. Clemons noted that a compensation fix for all GCPS employees in FY'19 has never been the intention of the school board and has never been stated or presented as such. In addition, a teacher salary scale was sent to the BOS Chair, Vice Chair and County Administrator in March showing them the specific number of teachers that would be addressed. Dr. Clemons plans to clarify this with the *Gazette Journal* and will be meeting with Quinton Sheppard of the *Gazette Journal* to clarify.

Melanie Glenn (Botetourt) suggested the GEA or other groups thank Kevin Smith (BOS member) for his support for the county and schools.

Health Insurance Update – Currently, there is no change to health insurance, other than the \$20 increase per month for each employee, which is contingent upon the compensation increases for employees. Dr. Clemons said that he would probably try to eliminate that increase if the compensation increases to employees are less than what he hoped for.

Principal Efficacy Survey Update – Dr. Clemons thanked members for getting the surveys back to him. He will compile the data, meet with principals and have them discuss the outcomes with their staffs. The surveys were confidential and he will try to get the themes from comments in order to not have anyone identified. The purpose is to try to improve building conditions and have people feel good about where they work. Dr. Clemons hopes to have the results compiled from the surveys by May and have principals then report back to schools.

Comprehensive Plan Follow-Up – Dr. Clemons will be sending an email and all call message to inform the community that we are scheduling two meetings for April 30 & May 14 from 7 – 8:30 pm to review and update the current comprehensive plan. He is hoping we will know additional information regarding the FY'19 budget by then and can provide updated information regarding teacher salaries and support staff in regards to the comprehensive plan.

Items from TAC/GEA –

Dr. Clemons addressed the following inquiries made at the last meeting:

Clarification on Zeroes (Christy Phillips/Achilles) – Principals have been asked to meet with their staffs to discuss. Dr. Clemons indicated that we need to be consistent in our buildings and also aligned with policy.

Security Grants for SRO's (Jen Worrell/Petsworth) – Dr. Clemons is looking into an application through the Virginia Department of Criminal Justice Services which may be a possible source of funding.

Supply Lists/Wipes (Melanie Glenn/Botetourt) – Principals will meet with their staffs to determine what is appropriate for all elementary schools and then come together to create a similar list for all elementary schools. Dr. Clemons will also talk to Ms. Zophy at the next DLT meeting regarding allowable wipes.

New Items:

Jen Worrell (Petsworth) brought up the current GCPS policy regarding head lice and not being able to check heads in the classroom or a sibling of a student identified with lice. It was stated that we have families who are not doing the things needed to completely eradicate the problem. A suggestion made was to consider going back to the old policy that allowed us to check students. Also suggested was to consider having necessary products in the schools (Lice Free is a new spray product that was mentioned) to use or provide. Dr. Clemons said he would research this and follow-up with the members.

Darlene Vann (Page) asked if there is a way for us to change our emergency plans in regards to being prepared in the event of an active shooter. She suggested having a division-wide training and policy/guidelines in place. Dr. Clemons will discuss this item with the Executive Leadership team. It was also suggested that we use a couple of hours during the in-service days before school begins for an intense training without children.

Christy Phillips (Achilles) mentioned issues with the cleanliness of her school, noting that some custodians had been sick, but cleanliness still needs to be a priority. Playground equipment safety is another issue and having teachers asked to check equipment before taking students outside for recess was a concern. Dr. Clemons said the GCPS capital improvement plan which originally had playground equipment addressed in FY'19 was adjusted and pushed out into later years by the County. He said however that we will see what we can do regarding fixes.

Melanie Glenn (Botetourt) expressed concerns regarding our current report cards through PowerSchool and that they don't correlate with what we are doing or accurately reflect SOL's. Christy Phillips (Achilles) also indicated that a revision for the upper elementary grades (3-5) is needed. It was also noted that PowerSchool also gives strange numbers for SOL's that don't make sense to parents or even teachers. Dr. Clemons suggested that a committee may be needed to review this issue.

Adjournment: 6:13