



GLOUCESTER COUNTY PUBLIC SCHOOLS
Teacher Advisory/GEA Committee

**March 26, 2018
4:30 p.m.**

Dr. Clemons updated members on the FY'19 Budget:

There is about a \$1.35 million dollar gap between Mr. Fedors' proposed budgeted amount for GCPS and Dr. Clemons' proposed budget. Dr. Clemons plans to ask the school board to support the budget he has proposed. He also plans to put an additional \$471,000 in for teacher salaries (coming from what was proposed for FMRR/outsourcing substitute teachers/additional days to the school year & division savings). This does not increase the overall requested from the county. The amount proposed for teacher salary compensation equates to 6.29% – 14.46%, depending on the level of the salary scale. Employees may incur a \$20 monthly increase toward health insurance, but rates are not known at this point. We may also continue to try to get additional resource officers. If funded, this proposal will need the 1 ½ cent tax rate increase and will need the support of our teaching staff.

Step increases were shown in five year increments on the teacher salary scale, demonstrating how the salary scale correction would look, based on other localities current salaries. The median household income for Gloucester is 37th in the state and the salary scale would closely align with that figure in addition to meeting our goal of having teacher compensation being in the top third of school divisions in the state. Resource officers for elementary schools could possibly be funded by the county, with 2 being mentioned by the County Administrator as a start for the FY19 year. Jennifer Worrell felt the need for SRO's should be stressed as well as compensation in order to gain support. Upcoming dates for the BOS were shared with members. Dr. Clemons sees compensation and safety as the two main initiatives. He reiterated the importance of staff coming out to show their support.

In future years, Dr. Clemons may ask the board of supervisors to consider waiting until after the two board have met to set the tax rate. This would give them more information to help determine the needs of the county.

Principal Efficacy Survey:

The school climate survey proposed by the state for this spring has been moved to next year. Dr. Clemons would still like to do a principal efficacy survey to help determine if professional and support staff are getting the support they need from administration. It will be sent out after spring break and will be totally anonymous. Responses will come back directly to him. Please ask your coworkers to complete the survey honestly and candidly. Dr. Clemons hopes the information provided will help our process of continuous improvement.

Comprehensive Plan Follow-Up: Dr. Clemons plans to have a comprehensive plan meeting on Monday, April 30 and Monday, May 14 in the evening for approximately two hours each. Starting this process after the budget process will allow us to look at where we are and where we need to be. Dr. Clemons will send something out after Spring Break inviting the community & staff to participate.

Items from TAC/GEA

Melanie Glenn thanked Dr. Clemons for the new copier at Botetourt.

Christi Phillips asked for clarification on "0's" and what the lowest allowable grade is that can be put in PowerSchool. Dr. Clemons will follow back up on this matter.

Ms. Phillips also expressed concerns about substitutes calling in to say they aren't coming after they have accepted a job. Dr. Clemons will also follow back up on this matter.

Amber Wilburn thanked Dr. Clemons for all he is doing to try to correct the teacher salary scale.

Ms. Wilburn also asked about the pay scale for employees who aren't teachers and if an actual pay scale would be reinstated for all employee groups. Dr. Clemons responded by saying all groups couldn't be addressed this year. He is starting with the teacher salary scale and plans to look at classifications of employees each year to try to make the corrections needed over time.

Ms. Worrell asked if there are any security grants or homeland security funds that could be used for SRO's. Dr. Clemons will investigate this to see what may be available.

Ms. Glenn asked about the current school supply lists. One item of concern is wipes that have been sent in, but students aren't allowed to use because of the ingredients. There are also items on the list that aren't necessarily utilized by all who use the list. Members would like to have them more specific to their needs. Dr. Clemons will speak with principals about this but reminded teachers that we have to have some continuity between the schools.

Ms. Glenn mentioned a watchdog program that Hanover County uses that involves dads.

Adjournment - 5:55