



GLOUCESTER COUNTY PUBLIC SCHOOLS
Teacher Advisory/GEA Zoom Meeting
(Due to Covid-19)

May 27, 2020
3:30 p.m.

Dr. Clemons thanked everyone for all they are doing to continue to provide instruction to our students during the current situation.

FY'20-21 Contracts –The Office of Human Resources will be delivering contracts to buildings on May 28 and 29. Building administrators will determine how they will be distributed to staff. Contact the Human Resource office if you have questions.

FY'20-21 Calendar – New teachers will report on August 24 and veteran teachers on August 27. This may be in person or online. September 8 will be the first day of school, however it is unknown at this time if we will have a regular or hybrid schedule. GCPS will have a plan for reopening once guidance is received from VDOE.

Staff Zoom Webinar with ELT – Dr. Clemons indicated over 500 staff members registered to participate in the Zoom webinar with the Executive Leadership Team (ELT). An email will be sent out on May 29, answering all questions asked during the webinar.

FY'21 Budget – The local funding request for FY'21, was not approved. The Board of Supervisors (BOS) approved a budget \$479,000 below the FY'20 budget for GCPS, but may revisit if the economy improves. Loss of ADM was given as justification, however Dr. Clemons advised that this is not the best way to determine budgetary needs, noting that enrollment losses do not necessarily eliminate positions. It is also unknown at this time, how our enrollment may be impacted from the COVID-19 pandemic, as well as the amount of sales tax and lottery funds that will be lost. **(See attachment regarding decreased staff in past decade.)**

Cares Act Funding – Federal funding received should be used toward non-recurring expenses. Dr. Clemons plans to save as much as possible of the approximate \$600,000 GCPS will receive in Cares Act Funding, for the unknown, as we progresses. GCPS will be required to apply and be reimbursed for these funds. Gloucester County will also receive Cares Act Funding in the amount of \$3.2 million initially, with an additional \$3.2 million that could be available later. Dr. Clemons added that county funds may also be used to help schools with distance learning due to COVID-10 and suggested it could be useful in enhancing the broadband in the county. **(See attachment regarding Use of Cares Act Funding)**

GEA 2019-20 Survey – Dr. Clemons has discussed the survey results with Brian Teucke, GEA President, and will have principals meet with their leadership teams to use these results of the GEA survey in planning for 2020-21. Results of the VDOE climate survey given in 2018-19 may also be helpful.

Contract Language Changes – Mr. Teucke asked for clarification of contract hours in the 2020-21 contracts, which state 7.5 hours as the minimum daily required work hours. Dr. Clemons said there

will be times when exempt employees will need to work more than a 7.5 hour day, but if any employee feels they are being taken advantage of, they should discuss it with the administration. Clarification was provided regarding exempt employees who do not receive overtime pay and non-exempt employees who, if required to work over their scheduled hours, are entitled to compensation. In addition, the 2020-21 contracts include language regarding reduced hours or the furlough of staff, in the event it should ever be necessary. Dr. Clemons believes we will have a blended learning model next year, but it is unknown at this time. Discussion was held regarding teachers working all hours, loss of planning periods, meetings after school, and being required at administrative meetings. Dr. Clemons feels people are unsatisfied when inequalities exist. Mr. Teucke suggested district-wide boundaries be implemented to inform the community when teachers are and are not available. Dr. Clemons added that the 2020-21 school calendar would be going to the School Board for approval on June 9. Currently, the calendar is a standard calendar.

Observations/Evaluations – Mr. Teucke expressed concerns regarding the observation/evaluation process. Dr. Clemons indicated that anyone who was on track prior to the current situation, should receive a satisfactory evaluation, unless they haven't been doing what is reasonably expected at this time.

Standard 7 – Beginning in July, Standard 7 will count 10-15%. In addition, an on-line learning model will be vetted with staff.

4th Quarter Grading – Clint Alexander mentioned concerns regarding 4th quarter grading, which Dr. Clemons said we will need to work through the grading process.

Personal Protective Equipment (PPE) – Dr. Clemons indicated that if PPE is required to be provided next year, it may be possible to purchase what is needed using Cares Act funding.

Future TAC Meetings – Dr. Clemons believes there will be a four phase reopening of schools and suggested the TAC committee meet over the summer. TBD

VDOE Guidance Regarding Grades – If students were in good standing on March 13, schools should work with families and hold them harmless, although, there is an expectation that work would continue to be completed as requested.

Teaching Platforms – Members expressed concerns regarding the various platforms currently being used for online learning, noting that simplicity will be the key for successful online learning in 2020-21. Dr. Clemons indicated that teachers would be informed, prior to August 1, of the platform we will utilize. It is his desire for everyone to have a successful learning experience and he feels our teachers have done an amazing job. Canvas, which interacts with Google and our gradebook, is one platform being explored.

Dr. Clemons believes we will have a “new normal” when we return, but plans to do everything possible to make it right for students, families, and staff.

Adjournment - 5:09 p.m.