



GLOUCESTER COUNTY PUBLIC SCHOOLS
Teacher Advisory/GEA Committee

January 28, 2019

Dr. Clemons welcomed everyone and thanked them for their time.

Budget Update (important upcoming dates) – On Thursday, January 24th, at the School Board Budget Work Session, Dr. Clemons presented budget considerations for FY'20. The School Board will review those to determine the budget that will be presented to the Board of Supervisors (BOS). Slides were shared with members from the budget presentation explaining the local composite index (LCI). When the LCI goes up, it indicates the locality is in a better position to provide additional resources for funding. In addition, projections were given of students by grade level, which is also critical to funding. The budget this year for GCPS was built on a projection of 5,200 students. Dr. Clemons believes this number will be close to the actual enrollment when those figures are submitted. Next year, the budget will be built on 5,175 students, which is very close to the Weldon Cooper predictions. Potential budgetary considerations for FY'20 include \$1 million for teacher compensation to continue the efforts of increasing teacher compensation, \$1.2 to \$1.5 million for support staff to provide compensation adjustments based on market analysis data and \$1 million in health insurance increases. Historically, GCPS has tried to keep the impact of health insurance to employees at a minimum. Dr. Clemons is hopeful that expected additional state funds received will be able to offset some of our expected expenses.

Dr. Clemons shared state teacher salary scale rankings, showing improvements made for GCPS teachers with a bachelor's degree based on the salary increases for FY19. In addition, data were shared indicating where we would've been if the full compensation amount for teachers that was requested had been received. Dr. Clemons hopes the push for another increase this year will make GCPS even more competitive in the state. Currently, the governor is asking for a 5% increase over the biennium for teacher salary increases. Dr. Clemons will present his recommended budget to the School Board at the February 21st School Board Work Session. The February 26th joint meeting is when the superintendent will present his recommended budget to the BOS. In addition, at the BOS meeting on March 4th, the County Administrator will present his initial budget to the BOS.

Additional budgetary considerations include adding four days back in the calendar to get to a 180 instructional day school year and all schools becoming full service schools with the addition of Page Middle School and Gloucester High School. Items not funded from last year that more than likely will be included again this year include the following: GHS teacher, gifted resource teacher, behavioral specialist, literacy specialist and school resource officers. Two full-time SRO's hired should begin in March and will be covering elementary schools at each end of the county. Dr. Clemons plans to talk to Sheriff Warren to determine if he would be willing to put in his budget request the funding for the remaining resource officers (3) needed at our elementary schools.

Additional budget requests were discussed and members were encouraged to review them. Dr. Clemons recognized the gains that were made from the funding provided by the BOS last year and hopes to continue in that direction this year. Dr. Clemons believes the County Administrator will expect some consistency with the county and GCPS in regards to health insurance, noting that both are on plans through CIGNA.

Members were encouraged to review the entire FY'20 budget presentation. Capital improvements for the county were shared (strikethrough areas are changes made by the County Administrator to what the School Board provided). A new high school was stricken, but not a renovated GHS. Dr. Clemons encouraged members to look at the GHS Master Plan on the website.

Update on Annual/Sick Leave and Sub Pay for Teachers – Dr. Clemons inquired with other divisions and found there are a couple divisions who do trade off sick days for personal leave days. He wants to consider it, but will need to look at the parameters.

Amber Wilburn (Bethel) shared information regarding personal days given in some other local school divisions. Dr. Clemons said GCPS has a higher daily teacher absenteeism rate than what he'd like to see and therefore he's reluctant to initiate the increased personal days because it may increase the absenteeism rate. The absenteeism problem is also magnified due to the inability on some occasions to place substitutes in classrooms. However, he wants to be supportive and at this point, he is looking at the tradeoff of a sick day for a personal day as an option.

Substitute Pay for Teachers – As a follow-up to the discussion on substitute pay for teachers, Dr. Clemons found only one division that pays teachers for covering classes and that is at the rate of \$8 per hour. Currently, the biggest thing he can ask is that members support the budget considerations being presented. He wants people to see Gloucester as a place they want to retire from.

Items from Teacher Advisory/GEA Members

Steve Sikes Nova (Petsworth) asked about revisions to the teacher evaluation handbook that have been previously discussed. Dr. Clemons will inquire with Dr. Wagner and Mrs. Ciemniecki regarding next steps.

Melanie Glenn (Botetourt) inquired about re-zoning, noting that Botetourt is getting big and even though projected numbers for the division are going down, they aren't at Botetourt. Dr. Clemons said it will take extensive work to re-zone and believes we may look at that for the 2020-21 school year. To do it right, we will need to completely change the boundaries to make it equitable to every school. It will take a lot of conversations to explain to families that they may not attend the school that is physically closest to them. Previous discussions regarding re-zoning weren't supported. If we re-zone, it will need to be done for what is best for the entire county and would take at least a year to get community input. **Lisa Sheesley (Abingdon)** asked if IPOP could be added to Achilles if we re-zone. Abingdon currently has three pre-school programs (2 VPI and one IPOP). Students are transported from the Achilles district to Abingdon. **Flora Brunjes (Bethel)** asked if IPOP could be moved without re-zoning. Dr. Clemons indicated that we could discuss that in addition to re-zoning. Members were encouraged to provide input when those conversations and meetings begin.

Christy Phillips (Achilles) suggested that more ELL support is needed in the county. Achilles currently has nine students who could qualify for services and one of those speaks no English. The ELL instructor is only at Achilles one day each month.

Dr. Clemons is aware that GCPS is only one of the entities funded by the BOS, but the largest. He plans to take a proactive approach in requesting the funding needed to best serve the division. Ms.

Wilburn added that it has been hard losing a technology resource teacher at Bethel this year, especially with all the new technology.

Dr. Clemons plans to invite Brent Fedors, County Administrator to our Feb. 25th meeting to get his thoughts on the FY20 budget.

Adjournment – 5:53