



GLOUCESTER COUNTY PUBLIC SCHOOLS
Teacher Advisory/GEA Committee

May 1, 2019 (4:30 p.m.)

FY'20 Budget Update – Dr. Clemons informed members we didn't get everything we wanted in the approved budget, but are moving in the right direction and are able to make some positive strides. The Board of Supervisors approved a \$1,280,000 increase in local funding for the school division for FY20. This is an additional \$460,000 more than what the County Administrator previously proposed. Dr. Clemons also hopes to continue focusing on compensation as well as other areas in FY21. He indicated the County Administrator is looking at COLA increases as a basis for what salary increases should be. If the current COLA rate of 2.8% remains next year, Dr. Clemons would propose an average increase of 4.6%, which would include the additional 1.8% below the average that was not funded this year. If that occurs, GCPS would then be in a position to try to maintain 2-4% annually, as long as we don't have years without raises to recover from. This would enable the division to focus on other important areas. Dr. Clemons reviewed information in the FY'20 budget presentation, noting that assistant principal salary increases include those positions becoming twelve month positions. Teachers will receive a 3.8% average increase, which hopefully will place GCPS in the top third in every 5 year salary band in the state regarding teacher compensation. In addition, GCPS has very competitive supplemental pay for a master's degree. Items in the capital portion of the budget pertaining to GCPS, include ballfields at Page; a new combined (schools & county) transportation facility; the addition of an Achilles bus loop; and renovations to GHS. In addition to salary increases and capital needs, Botetourt & Abingdon will be receiving an additional counselor in the FY'20 budget. The BOS is trying to keep the tax rate increase for the FY21 year to no more than 8 cents. Dr. Clemons hopes this is enough to complete the capital needs, including adequate renovations to GHS. Dr. Clemons believes the renovations needed at GHS, should be ahead of the new transportation facility and the money designated in the capital budget might be better spent on GHS, with the transportation facility being postponed. Dr. Clemons added that the architect responsible for the master plan, doesn't feel 36 million will cover what is needed.

Health Insurance Update – Insurance rates increased 1.1 million for the upcoming year. Dr. Clemons noted that RX rebates of \$300,000 and annual increases for employees of \$204,000 are being used to help mitigate the increase. The employees' increases are based on a tiered approach depending on the various coverage and plans. Increases would be \$25-55 based on plans, unless an employee is on the high deductible plan. With this plan, the "employee only" rate decreases and the "employee/child" rate increase is under \$5. Dr. Clemons encourages employees to pay careful attention to the plans available in choosing what is best for their families.

2019-20 Contracts – Contracts are planned to go out on May 17 and need to be returned by May 31. If you have questions, please wait to receive your contract before asking.

Follow-up to TAC/GEA Items

Personal Leave – The School Board has approved (effective July 1, 2019) a 3rd day of personal leave annually as well as the ability to substitute a day of sick leave for personal leave.

Working Conditions Survey Results – Results are in, but one building didn't have enough responses to get a survey. Dr. Clemons is working to mirror the survey and create one for that building so all schools will be included. He will be looking at those to see if there are areas that need to be addressed across the division or in particular buildings. Principals will meet with all staff between April/May to discuss results.

Hallway Entrance to Main Building (badges) - Administrative Services is working to provide access for all teachers entering the main entrance at TCWEC.

Sub-master Keys – Dr. Clemons informed members it would cost about \$15,000 to accommodate all buildings with sub-master keys. He would need to discuss this with principals and if implemented, teachers would have access to all classrooms in their respective buildings.

Items from TAC/GEA

Timeline for Voluntary Transfers – Dr. Clemons will be sending an “all staff” email next week regarding the voluntary transfer process. That information will be shared with principals who will indicate to Dr. Clemons if they are interested in individuals desiring to transfer to their building. Transfers can be done with an interview or without an interview if a principal is familiar with someone. In addition, they have the option not to interview someone. We try to honor transfers when we are able, but also have to look at what serves the best needs of the entire division.

School Calendar for 2019-20 – The 2019-20 school calendar was recently emailed to all staff. If there are any recommendations you would like considered, please submit those online by May 6. Additional days were removed due to the budget, but Dr. Clemons hopes those will be included in future calendars. School will not be held on President's Day and Veteran's Day this year. School will be in session the Monday prior to Election Day, but will be closed on Election Day. These changes also help to keep the calendar at 176 days. In addition, two full weeks are scheduled for Winter Break. We try to align our calendar with the regional calendar as well as the two Governor's schools our students attend. Dr. Clemons plans to ask the School Board to approve the 2019-20 school calendar at the May 14 School Board meeting. Members noted the current proposed calendar only has two elementary only early release days. Dr. Clemons said he would review the calendar again before final adoption.

Next Meeting Date: Dr. Clemons changed the June 3 TAC/GEA meeting to May 29. Refreshments will be served and a less formal agenda will follow.

D Hall Update – Ann Marchant-Jones inquired about the timeline for ductwork to be cleaned in D Hall at GHS. Dr. Clemons will have Mr. Hutchinson provide an update to GHS Staff. He noted concerns regarding shutting down the system while school is in session and doesn't want to risk the units not coming back on. In addition, he wanted to clarify that just because funding for the HVAC at GHS is in the FY'20 Budget, it doesn't mean the HVAC will be fixed come July 1. The job will need to go out to bid in FY20 according to the Virginia Public Procurement Process and be scoped. Work will actually begin in the FY21 school year.

Thank You For Everything You Did For Compensation! Support Staff/ Bethel per Amber Wilburn.

Assistant Principals' Contract Change – Ms. Wilburn also presented a question from Bethel regarding the benefit of extending Assistant Principals' contracts to twelve months and if those funds would be better allocated for other needed positions? Dr. Clemons said administrators have a lot to do over the summer and this gives an equitable situation for all Assistant Principals since some are already on twelve month contracts at the high school and middle school levels. In addition, he said that elementary schools are just as busy as secondary schools.

Elementary Hours vs. High School - Ms. Wilburn also shared a question from Bethel regarding the breakdown of elementary hours vs. high school. Dr. Clemons explained that elementary has a straight time that is lumped, where the high school is on clock hours that are credit bearing. You don't normally see a shortened elementary schedule because of the way clock hours are figured at the high school level. In addition, transportation has to be considered. Ms. Belvin suggested an extra recess be given or additional planning time if the students were given an extra resource during that time. Dr. Clemons would need to consider all aspects involved to determine if it would be reasonable. Megan Harris (Page) indicated this has also been mentioned at the middle school level, noting that students are in her class every day and have a lot of seat time. Melanie Glenn (Botetourt) also mentioned a study regarding brain breaks and increased recess. She believes additional recess may become mandatory.

First Week of School – Christy Phillips (Achilles) asked if GCPS has ever considered making the first week of school half days instead of whole. She stated elementary students struggle to transition back into a regular school schedule the first week of school. Ms. Belvin referenced a similar pilot program Chesterfield schools will be doing. Dr. Clemons thinks it could be done at early ages, however; it could impact families with childcare and work schedules.

Adjournment – 5:59 p.m.