



GLOUCESTER COUNTY PUBLIC SCHOOLS

**Teacher Advisory/GEA Committee**

September 24<sup>th</sup>, 2018

4:30 p.m.

TCWEC/Conf. Rm. A111

Dr. Clemons welcomed everyone. He asked principals to provide two members from each building to serve on the Teacher Advisory Committee. This hopefully will allow for representation at all meetings.

**Accreditation Update** - Dr. Clemons expects the Virginia Department of Education to release the official accreditation results on September 27<sup>th</sup>. There is a new state accountability/accreditation system in place that uses “green/yellow/red” to indicate level 1, level 2 or level 3 status. He expects all schools in Gloucester to be fully accredited, but plans to put an emphasis on gap group achievement noting that we want all children to be successful. The new matrix clearly shows gap group disparities. Dr. Clemons would like to see achievement gaps eliminated entirely with a minimum expectation of single digit differences between all students. Attendance will also impact accreditation. At least 85% of our student population needs to miss less than 10% of days. If a student misses 16 days, that will equate to 91%. Anything under that amount is considered chronically absent.

**Enrollment** on the first day of school was 4992 students. By day seven, it was 5196. Dr. Clemons stressed that we need to help all families understand that students being in school is essential to academic success. Overall, elementary attendance is consistently the highest; middle schools are next and the high school follows. However, Dr. Clemons noted that the high school made significant progress in the 2017-18 school year regarding attendance.

**Comprehensive Plan** - Dr. Clemons thanked members for providing input on the Comprehensive Plan. A public hearing on the plan will be held at the regular school board meeting on September 25<sup>th</sup>. Following that meeting, the school board should be ready to re-adopt the plan at the October 9<sup>th</sup> meeting. Dr. Clemons reminded members that the Comprehensive Plan drives everything we ask for in regards to positions, programs, compensation, facilities, etc. We will continue to clearly emphasize what is needed for our school division.

**Budget** - Beginning with September, teachers will see the approved compensation increases in their paychecks. Dr. Clemons said the budget process is already beginning for FY’20 and he will continue to look at pay scales for teachers and also look at support staff. It may be necessary to forego positions again in the upcoming budget in order to continue to address compensation. It is his desire to see teachers’ and support staff salaries in line with the median household income for Gloucester County and in the top third for the state.

**GHS Master Plan Study Update** - The school board had asked the board of supervisors to take a referendum to the county voters this year regarding the GHS Master Plan Study, but they felt they didn’t have enough information to do so in 2018. Dr. Clemons asked that it be ready to take to the voters in the 2019 election. He and the school board will be working with the county to learn about the debt capacity and what the county is able to incur as we move forward. The current building is at a point where its needs must be addressed. It is the only high school in the county and should be a

place that not only provides excellent educational opportunities for all students, but also be a building in which the entire community can be proud of.

### **Items from Teacher Advisory/GEA Members**

Melanie Glenn (Botetourt) inquired about make-up days. Dr. Clemons plans to recommend options to the school board at the meeting on September 25<sup>th</sup>. He hopes to use a combination of professional days that might become early release days and some early release days becoming full days. At this point, he doesn't plan to use June 10<sup>th</sup>. Another option if needed, would be to add minutes to the day. Clint Alexander (GHS) mentioned one division using virtual learning to makeup days. Dr. Clemons indicated that the lack of internet access in some areas of the county makes the virtual learning option challenging in Gloucester. In addition, Dr. Clemons would like to see us get back to a 180 day instructional calendar which would also be beneficial when time is missed.

Ms. Glenn asked if K-2 teachers could add a basal to the resources used. Dr. Clemons doesn't know if that would be a solution, but it could be discussed. Ms. Glenn also said she has had the same series for reading for a number of years. Sarah Alexander (Achilles) believes more resources should be in place for teachers in Gloucester, especially new teachers. Dr. Clemons wants there to be more dialogue with representation from all schools. Ms. Alexander felt a literacy coach for new teachers would be helpful. Dr. Clemons would like to have an elementary and secondary reading position, like we now have in math. He believes it will happen, but due to the need to address compensation, maybe not this year, even though it is very important. He plans to focus on continuing to correct teacher compensation, support staff compensation and mitigate health insurance in the FY'20 budget, in that order. Anything additional would then be considered, if possible. Our health insurance increased a million dollars this year, but state revenue was used to offset that, leaving employees with only a \$20 increase each month. Dr. Clemons also said it cost about \$400,000 each year to give all employees a 1% raise.

Ms. Glenn asked if we would have to increase the budget or work within the existing line item if we were to purchase a basal for k-2. Dr. Clemons said we have funding for instructional materials and we would have to determine if that is an option. She added that the math program is so much stronger thanks to Melanie Jenkins and noted that textbooks are not primary sources of utilization in math.

Amber Wilburn (Bethel) said they are getting Chromebooks in their building, but need laptops for testing and wanted to know if we have the funding to update laptops or can Chromebooks be used? Dr. Clemons will ask Jim Brogan.

Ms. Wilburn also asked if we were going to discuss the possibility of substituting sick days for personal days. Dr. Clemons sees some merit, but if done, it would probably have to be limited. He believes that paid time off across the board with no difference (sick and personal leave) would be a bad policy for the school division. Ms. Alexander mentioned that new employees under the hybrid plan are only able to accumulate 90 days before it becomes "use it or lose it" time. Dr. Clemons said he will discuss this further.

Ms. Wilburn suggested GCPs conduct peer observations in other buildings and it be used as professional leave. Dr. Clemons indicated that he would investigate this further.

Dr. Clemons shared that he enjoys being in the buildings among the staff and students.

Adjournment – 6:38 p.m.