



**GLOUCESTER COUNTY PUBLIC SCHOOLS**  
**Teacher Advisory Committee**  
**Electronic Zoom Meeting**  
**May 24, 2021 – 4:30 p.m.**

Welcome – Dr. Clemons welcomed members. It has been a long year, with only fifteen days remaining and plans are already underway for the upcoming year.

Comprehensive Plan Update – The Comprehensive Plan will be sent out this week (May 28), and feedback requested. A public hearing will also be held at the June meeting prior to adoption in July.

Meeting Times for Next Year – Dr. Clemons asked about meeting times for next year. Meetings will continue to be held at the same time and when possible, on the fourth Monday of each month. Meetings will also be held in person either in Conference Room A11 or the Cafeteria at TCWEC.  
***(Proposed meeting schedule following minutes)***

In-Person Learning for next year – Dr. Clemons fully anticipates having students back five days per week beginning in the fall. At this time, it is not known what mask requirements will be in the fall, but conversations at the state level include in full person learning in the fall. Current guidelines coming out on May 28, will still require masks inside school buildings for all. Further guidance will be shared as it becomes available.

### **ELT Updates**

Instructional Updates - Dr. Wagner, Assistant Superintendent for Instructional Services, shared a few updates that will be going to the School Board on Thursday, May 27. Those include summer programs, which will consist of two 3-week sessions at the elementary level and two 2-week sessions at secondary levels. Limited staff are available to teach the summer sessions, but GCPS will offer as much as possible.

Virtual Learning – Details regarding virtual learning next year, are still being discussed. Virtual classes will be offered through Virtual Virginia or another third party approved by the state, to allow GCPS teachers to focus on in person learning. Students who are interested will need to apply and meet certain criteria, to include having at least a “B” or better grade point average, participation in virtual classes during the current year, teacher recommendation, and principal recommendation. Some logistical challenges for students with disabilities are being sorted out, to ensure virtual opportunities are available. In addition, virtual learning will only be offered at the secondary level. Elementary students will either need to attend in person or consider other options. The policy for homebound students will still be in effect and Mr. Hartley’s office will handle medical need cases.

Applying for a VDOE Year Round School Planning Grant – Dr. Wagner explained a year round school planning grant that would enable the division to explore the possibility of year round school. If implemented, Dr. Wagner believes it could take two years or more. The grant would provide funding to explore the option, visit schools currently in the year round model, and purchase promotional material if we did begin year round school. If implemented, the School Board would need to commit to a twenty percent funding match. Advantages of year round school were discussed, as well as a potential schedule, which could be done in quarters, with two to three weeks between each quarter, where some enrichment could be offered. Teacher contract days would not change. Professional development could also be looked at differently.

Dr. Wagner hopes to have a successful SOL outcome as staff prepares for the end of the year.

Members responded with questions for Dr. Wagner pertaining to the cost of Virtual Virginia. The cost for a secondary student to participate in Virtual Virginia is \$3,600. ESSER funds will help pay the cost. In addition, the division will continue to receive the fixed amount of state aid given per student. This is a better option than losing students to be virtual learners elsewhere.

Melanie Glenn (Botetourt) indicated staff at Botetourt believe year round school will be a hard sell for teachers. In addition, it takes all summer for custodians to pack up rooms and clean floors properly. Dr. Wagner reiterated if this were to occur, it would be after years of planning, noting that Hopewell took four years to implement year round school.

Budget & Finance Department – Heather Lucas, Chief Financial Officer, informed members of changes occurring in employee health insurance and benefits. Effective October 1, employee health insurance will switch to Anthem, with the same two plans currently offered, at the same rate. Health Savings Account (HSA) contributions of \$100 will also remain the same, however the HSA vendor will change. Mark III (3) will become our new benefit provider effective July 1 and will have a new online benefit platform when open enrollment begins. Dental insurance will remain with United Concordia and vision insurance with Eye Med. The Employee Assistance Program (EAP) currently offered through CIGNA will be changed to an EAP program through REACH. Dr. Clemons stated that pay scales have been approved and will be added to the division website. Supplements still need to be approved.

Human Resources Department – Rachel Blankenship, Executive Director of Human Resources & Compliance, indicated pay scales should be posted on May 25, as well as employee calendars. Dr. Clemons hopes staff will be pleased with their compensation increases and that with insurance not increasing, it is truly an increase.

Brian Teucke, (Page) thanked the Executive Leadership Team for working hard on the compensation packages, but indicated some staff are concerned about the turnaround on contracts and would like an additional week. Dr. Clemons understands some have options to consider, but deadlines are needed in order to plan for the upcoming year. Even after signing a 2021-22 contract, an employee could still resign up until June 30.

Operations Department – Bryan Hartley, Executive Director of Operations indicated the school year calendar will increase from 176 to 180 days next year and is posted on the division website. There will also be a pre-Labor Day start, with the Friday prior to Labor Day as well as Labor Day, off from school. Columbus Day is the only holiday that will not be observed next year.

Final redistricting has occurred for elementary schools and that information is available on the division website.

CIP projects are underway and the Board of Supervisors (BOS) approved the additional funding (unspent FY21 school division funds) needed to continue negotiations regarding the Page baseball field. Mr. Hartley is looking forward to finishing the Achilles bus loop and planning for other projects approved by the BOS.

Ms. Glenn asked about elementary early dismissal days that previously had been in the calendar to allow for planning opportunities. Mr. Hartley explained those are now full workdays that are to be unencumbered. Dr. Clemons added that time wasn't eliminated from elementary, but more time was given across the board.

Ms. Glenn also asked about the timing of the PowerSchool lockdown and if it could occur after work days occur. Mr. Hartley believes that is possible.

Casey Perry (Peasley) asked what purpose the ionization units serve if the fan never turns on because it is set too high and if fans need to run continuously in order to work. Ms. Perry indicated a work order has been submitted, but not addressed. Mr. Hartley will look into the issue.

Ms. Glenn indicated staff are questioning the length of the day, which was extended when the school year went to 160 days. At the time, staff was told it would go back to the shorter day, but since that time, has not. Dr. Clemons indicated additional conversation would be needed to determine if changes could occur. Transportation schedules could be impacted as well as families. Ms. Glenn suggested a 5-10 minute later arrival in the morning would be helpful.

Nursing Department – Lisa Jones, Director of Nursing informed members of vaccine clinics being held for students on June 1 (GHS/Peasley) and June 4 (Page). In addition, GCPS is working to offer COVID shots to eligible students, however details are currently not available. Dr. Clemons said the Tdap and Meningococcal vaccines have been required and families don't have to get them through GCPS. COVID shots will be offered, but not mandatory. Mrs. Jones encouraged everyone to continue practicing PPE and strategies currently in place. COVID numbers are coming down and Gloucester is in the moderate range.

#### Additional Items from TAC members

Ms. Glenn inquired about parking issues occurring at Botetourt due to bus drivers' vehicles left in the parking lot while on routes now that buses remain onsite. Botetourt staff sometimes have issues finding parking and wondered if bus drivers could park at the end of the bus loop. Mr. Hartley indicated it works best for buses to be located on site and will check into the parking situation.

Ms. Glenn also had an inquiry regarding the playground equipment from TCWEC and if it could be relocated to Botetourt due to the number of students at that location. Dr. Clemons indicated playground equipment is in the CIP for this upcoming year, which includes Botetourt, Petsworth and Bethel. Mr. Hartley said Mrs. Hudgins (Principal) could ask Jimmy Viars (Grounds Manager) if any of the current equipment at Botetourt could be retained along with the new equipment.

Ms. Glenn is pleased with the redistricting recently approved, but if growth continues, wonders if trailers be used. Dr. Clemons said enrollment increases would be a good problem to have, but trailers would not be a preference. Alternative solutions may need to be considered if that occurs.

Ms. Perry inquired about virtual teachers not being in the buildings on Wednesdays and if teachers will be allowed to be virtual next year. Dr. Clemons indicated they will not be virtual next year, and what is in place now will help us to get back where we need to be in the fall.

Mr. Teucke said a lot of people are asking about the fiscal impact of the three positions opening up at the central office and if the ELT would send out a survey to staff regarding what they would like to see in a new principal. Dr. Clemons said staff members are usually included on the interview panel and he will look into the possibility of a survey. Regarding the fiscal impact of new positions, two of the positions are to recover lost positions, the Director of Student Services and the Special Education Coordinator position, one of which will be funded through ESSER funding, as well as the Instructional Services Coordinator position. Everything possible will be done to get the most suitable replacements for the principals moving into these positions. Mr. Teucke added there is also a desire to see more paraprofessionals and others in the trenches.

Flora Brunjes (Bethel) mentioned that West Point had a five question survey on Google Docs that provides good input from parents and staff regarding what qualities they would like to have in a

principal. Dr. Clemons said he would further explore this and asked Mrs. Brunjes to send him that survey.

Dr. Clemons closed the meeting by wishing everyone a great rest of the year and expressing his appreciation for all they have done!!

Adjournment – 6:25

Proposed 2021-22 Teacher Advisory Committee Schedule

4:30 p.m.

September 27, 2021

October 25, 2021

November (No meeting)

December 6, 2021 (1<sup>st</sup> Tuesday)

January 24, 2022

February 28, 2022

March 28, 2022

April 25, 2022

May 23, 2022