



SUPERINTENDENT'S PERSONNEL ADVISORY COMMITTEE
FEBRUARY 1, 2018
MEETING MINUTES

Members Present: Marie Gee, Director for Personnel; Wyndie Mayfield, Heritage High School; Randys Cook, Paul Munro Elementary School; Lori Seipp, Sheffield Elementary School; Kathy Hudson, Thomas C. Miller Elementary School for Innovation; Sherrie Wilson, Heritage Elementary School; Robin Einreinhof, Perrymont Elementary School; Kim Arnold, Carl B. Hutcherson Building; Marshall Saunders, Department for Maintenance; Jennifer H. Kerns, LAUREL Regional School/Nurses and Health Assistants; Ben Copeland, Assistant Superintendent for Operations and Administration; Jacquelyn Phillips, Dearington Elementary School for Innovation; Wendie Sullivan, Recording Secretary

The Superintendent's Personnel Advisory Committee met at 3:45 p.m. Mr. Copeland opened the meeting.

The following is a summary of comments and questions offered by each of the representatives.

- LAUREL Regional School/Nurses and Health Assistants: Questions were asked about the new salary scale and if Registered Nurses had been included in that review. Mrs. Gee answered that the salary scales for all staff members were revised.
- Carl B. Hutcherson Building and Heritage High School: Additional questions were raised about the new salary scale. Mrs. Gee stated that the first objective was to remove all of the repeating steps within the scale. The new scale proposes an increase in compensation for all employees that would cost \$1.5 million. It would cost \$10 million to implement the existing salary scale.

There has been information provided through other sources that indicate that the compensation for some employee groups has decreased. This is not the case. No employee or employee group has experienced a decrease in their compensation.

- Perrymont Elementary School: Questions were raised about options for health insurance. Mr. Copeland explained that the current health insurance plan has only one provider and that the school division's plan mirrors the city's health insurance plan.

The staff at the school would like more planning time to work with coaches to unpack the Standards. Some discussion involved the use of

professional development days or possibly scheduling summer professional development days for this purpose.

- Thomas C. Miller Elementary School for Innovation: Staff at the school would like to be able to donate sick leave to colleagues who are in need of additional sick days. Mrs. Gee explained that the school administration had discussed this option with legal counsel, and this practice was discouraged by them.

The school administration has developed a policy that is currently being reviewed by the school board that will allow employees to have bereavement days without having to use their sick leave for this purpose.

- Paul Munro Elementary School: Questions were asked about the possibility of the clinics at each school having the same supplies and equipment. Mr. Copeland stated that the building principal should send a list of the needed items to Mr. Beckles and him, and they will do their best to accommodate those needs.
- Perrymont Elementary School: Questions were raised about Standards of Learning tests. In the fall of 2014, the General Assembly amended the Code of Virginia to eliminate the following five Standards of Learning (SOL) tests: Grade 3 History, Grade 3 Science, Grade 5 Writing, U.S. History I (Grade 6), and U.S. History II (Grade 7). As freshmen enter high school in the fall of 2018 they will face new graduation requirements. Students must earn verified credits for graduation. To earn a verified credit they must pass the course and the associated SOL test. Currently, students earning an Advanced Studies Diploma need nine verified credits and students earning a Standard Diploma need six verified credits to graduate. Under the new graduation requirements all students only will need to take five SOL tests to earn their verified credits. They will need one verified credit in math, science, history, reading, and writing. The state will also begin to allow locally developed performance assessments in history in lieu of SOL tests.

The next meeting of the Superintendent Personnel Advisory Committee will occur on April 12, 2018, at 3:45 p.m. in the Board Room at the School Administration Building.