

**The Beaufort County Education Association
Superintendent Meeting
October 17, 2013**

1. With the average athletic budget on the chopping block annually and coaches have not seen a raise in more than 2 years, can the district provide some insight as to why money was spent for food, guest speakers, key chains, and other materials for the Coach's Convocation, especially when teams must rely on fundraisers to buy necessary equipment , etc.?

Donations from outside organizations and vendors helped to offset the cost of food and materials. The only fee paid to each speaker was the cost of one hotel room for one night and a mileage reimbursement.

2. Why were coaches not paid to attend the mandatory "convocation," and why did coaches who could not attend receive threatening emails from ADs, principals or Mr. McCord?

Coaches were made aware of the convocation and told to be present as early as December 2012, then monthly thereafter by their school athletic directors.

Some coaches were told they would lose their coaching positions because they could not attend.

All coaches were made aware that convocation attendance was a contractual requirement for receiving their coaching stipends.

3. Why does the BCSD pay schedule max out at 24 years when teachers aren't eligible to retire until after 28 years? Can the district and school board recommend a remedy for this dilemma?

The administrative staff and board will discuss this during the budget session this spring. There has been some early conversation about the possible cost of expanding the schedule from 24 to 28 years.

4. Would the district consider using the term ESP for Educational Support Staff when referencing Educational Support Staff?

We will discuss this at our next leadership meeting.

5. Where do you and the school board see school uniforms fitting in our district in the future?

I would like to see survey results from families of students in secondary schools on this matter. I do support the dress code policy currently in place.

6. Please consider instituting Presidents' Day as an observational holiday for faculty/staff and students?

The calendar committee considers all holidays in developing the recommended calendar for Board approval each year.

7. When is the district planning to post the current pay scale?

It is already posted.

8. Is it proper for prom, which is an optional activity for students, to be mandatory for faculty?

As a school-sponsored event, prom needs to be supervised.

9. There appears to be a practice at some schools of assigning teachers to teach classes that they may or may not be certified to teach. Example, there is a person certified in social studies teaching math courses while a person fully certified in math teaching four APEX courses. What is the rationale for this, and is it fair to children? Is it in students' best interest?

Principals make class assignments based upon a number of factors. All principals should make assignments in the best interest of students.

10. What type of staff development is the district planning for Education Support Personnel?

Professional development is planned and implemented based upon the needs of the district as well as previous student performance on academic assessments.

11. Why do certified long-term substitutes get \$100 a day if they have to complete duties comparable to teachers?

That is the established rate of the BCSD. Any rate changes would have budget implications.

12. Why are certified subs expected to perform the duties and responsibilities as a teacher for \$90 a day? Is there a reason certified subs cannot receive \$125?

Any rate changes would have to be approved before increases can be made.

13. When will substitute's daily pay increase (certified, paraprofessional and non-certified)?

Any increases in pay rates would be discussed during budget planning.

14. What can be done about Special Education teachers receiving iPads at the elementary level for their students, especially in grades K-4?

We will continue to review and seek increased technology for staff and students.

15. Can step increases go beyond 24 years? Some of us did not receive the increase because of the economy. Once it was reinstated, some folks were beyond the years to receive it. How can the district remedy this?

Step schedules for certified staff are set by the State Department of Education.

16. Is the district considering salary adjustments to keep pace with the cost of living?

This will be discussed during the budget session in the spring.

17. Where are we with the classified staff "step program"? (No explanation via HR as of yet?)

Classified staff members were placed in a "step program" effective July 1, 2013.

18. Why is it permissible for an ESP to fill 2.5 positions in addition to performing their original assigned position without salary compensation? (ESP staff continue to be underappreciated)

Employees are responsible for the tasks assigned by their supervisor. Salary compensation is established at the hire date.

19. What are the official work hours for certified personnel?

There are no official work hours for certified personnel because they are salaried. Hours are determined by their supervisors.

20. Does the school-based administrator have the authority to adjust official work hours? If so, who would pay certified personnel for the additional time added to the work day?

Building administrators can adjust hours according to the needs of the building. When this occurs, administrators usually make arrangements with teachers to provide some form of compensation.

21. Would the district consider a review of the evaluation process for induction teachers at TAP schools? Induction teachers at TAP schools must complete both SAFE T and TAP models of ADEPT. In contrast, inductees in non-participating TAP schools must complete only one model.

Induction teachers at TAP or SAFE-T schools are not required to complete formal evaluation in TAP.