

**Teacher Advisory Council**  
**4.12.16 – 3:30 p.m.**  
**Minutes**

**Present:**

Banks, Dena (PES)  
Bundy, Christy (CES)  
Davis, Linda (HLT)  
Hyder, Sheena (JCS)  
Jackson, Kristin (SH)  
James, Jennifer (NHS)  
Prayer, Jessica (NES)

Rountree, Eugene (PCHS)  
Santana, Myraida (WES)  
Walton, Carolyn (ECMS)  
  
Cartner, Larry (Superintendent)  
Meiggs, Dianne (Assistant Superintendent)  
Sanders, Joanne (Chief Academic Officer)

Dr. Cartner opened the meeting and shared there were only two questions submitted prior to the meeting.

Question 1 asked if the system would follow the 4-day work week for summer hours as it has in the past several years. Dr. Cartner indicated that the 4 day/40 hours work week (Fridays off) would continue.

Question 2 asked if teachers would receive pay increases. Dr. Cartner indicated that teacher pay increases would depend on the action of the N.C. General Assembly and has yet to be determined.

Dr. Cartner shared with the group that there is a deepening awareness on the part of legislators about the total compensation package for teachers and state employees (salary, insurance, retirement, leave time, etc.). He reminded TAC members that legislators look at the total compensation and not just salary. He informed the group that he has been in meetings recently and heard legislators comment that “you can’t have it all” regarding benefits and salary – either benefits will change or salary will change.

Dr. Cartner asked for questions.

Walton asked why there is a discrepancy between district support of spelling/geography bees at the elementary and middle school levels.

Sanders responded that it was not a district decision, the middle school principals voted not to compete at the district level this year. She encouraged talking with the principal regarding the decision.

Bundy indicated a teacher assistant had asked her about working hours for TAs when there is an early release day in the calendar.

Dr. Cartner responded that TAs would not lose hours on early release days, they will still have the 30 hour work week and principals will plan work and/or staff development for them.

James asked why teachers were not able to install printers that they purchased with their own money – several NHS teachers had purchased printers when the school was upgrading computers and the Technology Department will not allow them to be used.

Dr. Cartner shared that the district technology policy states that you cannot install equipment that is not purchased/supported by the school system. He shared that one bad printer could infect the system infrastructure. He encouraged TAC members to talk with their building administrators about networking computers to the copiers in the schools and the copiers could be used as printers. He also indicated schools could work with the Technology Department and purchase approved printers for hallways.

Dr. Cartner congratulated Jennifer James for being one of the three state recipients of the Champion Award given at the Collaborative Conference for Student Achievement.

Dr. Cartner discussed STAR time with TAC members and proposed allowing days to carryover for use in August 2016 as there are two optional teacher workdays in August. The group responded that would be good.

Dr. Cartner shared that he had been investigating other ways to reward STAR time and had considered the suggestion of providing copy paper, but providing paper could be considered “offensive” by some. He asked for input and the group response was to just go with allowing days to roll over through August 2016.

Dr. Cartner asked TAC members to make their colleagues aware that 2015-16 STAR time will roll over for use in August 2016. Earning STAR time for 2016-17 will begin on September 1 and will have to be used within the 2016-17 school year.

Dr. Cartner discussed items in the local budget request that the Board of Education will present to the Board of Commissioners.

He shared that the budget includes a request to increase supplements for instructional staff (certified and non-certified) because it is important to invest in employees. He did caution that the supplement increase is contingent upon funding by the Board of Commissioners.

He also shared that the budget includes a request for funding to get every core classroom up to a minimum technology platform (projector, document camera, etc.) and to provide laptops for teachers.

Prayer indicated the school nurse had asked if nurses would receive laptops. Dr. Cartner responded that laptops for nurses and Ex. Children’s teachers would come from a different funding source and advised they should check with Lisa Ewers, EC Director, about equipment needs.

Dr. Cartner shared teacher absence information with TAC members. The district has paid \$352,000+ (*equal to 8 teaching positions*) for teacher absences (*not related to absences for*

*Professional Development*) through April 11<sup>th</sup> of this school year. He indicated that he certainly does not want people coming to work if they are sick and he understands having sick children or parents; however, we as a district need to change the mindset of those employees that find it acceptable to take days whenever they feel like it.

Meiggs shared that principals receive a monthly printout regarding missed time and loss of instructional hours that is generated by the AESOP system. Dr. Cartner informed the group that the monthly reports are also shared with Board members.

K. Jackson suggested comparing the absences to the results of the Teacher Working Conditions Survey at each site. Dr. Cartner indicated he will spend time reviewing the TWC with principals this summer.

There was group discussion about absences that included comments such as:

- *many teachers have children and miss time for sick children (which is understandable)*
- *spouses or parents may be sick (again, understandable)*
- *medical appointments are not always available outside of school hours (Dr. Cartner will advocate for teachers with Sentara to see if more appointment slots can be provided outside of school hours.)*
- *school climate can impact attendance*
- *making people aware of the “value” of leave days as they near retirement*
- *attendance is a part of the evaluation process (comparison to student attendance and the consequences for students missing excessive days)*

Dr. Cartner asked the group to think about ways to positively address the issue of absences.

Dr. Cartner asked TAC members to think about the May meeting. He indicated that as the school year ends, the gift of time is sometimes needed. He asked members to let him know if they needed to meet in May or if they would prefer to cancel the meeting. On the off chance that the TAC does not meet in May, Dr. Cartner shared his appreciation for the work of the TAC and thanked them for their service.

The meeting adjourned at 4:11 p.m.