

## The Beaufort County Education Association ~ Questions for Superintendent Moss

Thursday, September 18, 2014

1. Regarding the increase of students for an individual school, will the decision be made to increase the number of teachers? If so, how soon will this occur? If so, what is the calculation used to determine FTEs? **Decisions to increase staff were made on the fifteenth day of school. We use a staffing formula based on class size for each level.**
2. Why is BCSD allowing 19- and 20-year-old individuals with no high school credits and no IEPs to register as first-time freshmen? **State law is very specific in detailing who may enroll in public schools. Students up to age 21 must be served.**
3. What is the possibility of extending teachers' years of experience beyond 24 years on the salary schedule? **This would be a Board of Education decision.**
4. It was mentioned at a Board meeting that hard-to-staff and critical-area teachers received a signing bonus. How about existing teachers who serve in these areas? What kind of bonus incentives could they possibly receive? **This was a discussion only; no decision was made to enact this practice. Currently, there is no policy in place for teacher bonuses for hard-to-staff or critical areas.**
5. Any thought for teachers who have to pay back student loans, who received loans before 1998? What incentive is there to help these struggling teachers? **We abide by state laws that govern TLFA.**
6. Is there a way to assist teachers who do not have the funds to take advantage of National Board or Leadership Cohorts? **The state provides grants to assist National Board applicants. We are in the process of establishing a leadership cohort for the district.**
7. There have been a couple of administrative leaves recently of colleagues in the district. Obviously the details are confidential, but is there an exact procedure followed when these are necessary? Why does it appear to take so long? It has a tendency to affect morale. **Personnel matters are confidential and cannot be discussed.**
8. What is the policy, protocol or procedure, or better yet, the expectation of educators when a fight between students occurs? Are educators expected to break up fights between students? Should educators be disciplined (formally or informally) for not getting in between two or more students who are fighting? This is a growing concern and problem at the secondary level, especially since we no longer have monitors. SROs and administrators are not always present. Will BCSD pay medical bills, pain/suffering and attorney fees?  
  
Should a teacher be called in by an administrator for not intervening in a fight, male or female? We are educators who are hired to provide high-quality academic instruction for 180 days. Custodians, cafeteria workers, maintenance and others are not expected to intervene; why are teachers different? It is a risk no professional should be asked to take nor be required to take. **Educators are expected to provide a safe learning environment for students. This does require protecting them from each other as well as outside forces. The duties and responsibilities of teachers requires them to ensure the buildings and classrooms are safe through monitoring student behavior.**
9. Will the school district consider the reinstatement of hall monitors for the safety of all students and staff? **This is a Board decision.**

10. When can we anticipate the results of the salary study for classified staff conducted last spring? When can classified staff expect salary adjustments? **The salary study is ongoing and has not been completed.**
11. Why is BCSD choosing to use the Enhanced Adept Evaluation when no other districts in South Carolina are choosing to use it? **BCSD used Enhanced ADEPT last year, and we are continuing the model this year.**
12. What formula was used to determine teacher pay raises this year? What was the percentage allocated by the state and district? **The state determines teacher pay raises as mandated by step increases.**
13. Are there any thoughts on expanding the health care preventative coverage? **We participate in the state's PEBA system to provide coverage for employees. Occasionally they will offer preventative care seminars.**
14. Is it acceptable policy for a principal to require certified personnel who are paid a salary, not an hourly wage, to sign in and out of the building electronically? Will certified personnel be paid for the hours logged after the conclusion of the 7.5-hour day? **Certified personnel are "exempt employees" as designated by FLSA (Fair Labor Standards Act), which means they work on a contract and are not paid hourly wages.**
15. Teachers at BHS did not receive their state supply checks on the first day of work and were required to complete certain tasks by the principal before receiving the checks. Since he chose not to follow state law, will there be repercussions for him? **We work with BHS to determine the rationale for check delays.**
16. The certified teachers at BHS were required to stay at work from their report-to-work time of 7:30 a.m. until 6 p.m. Friday, September 12, 2014 for an open house without any consideration for other responsibilities that employees may have after work hours. We have held open house in conjunction with the first home game in the past, but never have we been given a straight 10.5-hour day with the expectation of possibly attending a tailgate in the parking lot after the open house. Is it legal/acceptable for a principal to require teachers to work for 10.5 hours straight with no compensation? **Teachers are expected to participate in open houses and other activities to engage parents. Teachers are certified and therefore are not subject to FLSA (Fair Labor Standards Act).**
17. A science teacher is assigned a fourth-period class each day with no other teaching responsibilities. With class sizes increasing, is it ethical/acceptable for a principal to assign a teacher to teach one class a day and serve as an "Assistant Administrator" for the remainder of the day? Also, what is the job description for the position? Why wasn't the position advertised? **This is a scheduling issue for the principal. I would need more information to provide an answer.**
18. At least three teachers at the same school have been given extra planning periods while others are getting overloaded classes. How does a teacher qualify for extra planning periods? **Same response as 17.**
19. The principal must preapprove professional development opportunities placed in mylearningplan.com. In some instances, it has taken over 12 months for the principal to approve professional development requests, even requests that do not involve any financial obligations from the school. What can be done to expedite the principal's response time from the district level since he does not seem to hear the faculty when they make requests? **I can speak with the principal on the urgency once I am provided the name of the school.**
20. We have started to meet twice a month in an advisor/advisee program for students. However, there is a problem because the program takes 20 minutes out of first period each time and 20 minutes out of second period each time. Additionally, most assemblies take place during those periods, as do lock-outs and other activities that interfere with the valuable instructional time needed for students in those classes. The schedule is designed to never impact third-period classes because lunches are housed during third block. Is there a way that better planning can occur so that the same students are not negatively impacted each time

an event occurs? This would be a site decision by the principal. I would suggest having this conversation during a staff meeting.