

The Beaufort County Education Association
Superintendent Meeting
February 21, 2013

1. There are a number of certified teachers willing to sub, but the pay scale for sub-teachers has remained the same for many years. These teachers are certified and willing to execute teachers' lesson plans. Long-term subs write lesson plans, grade papers, give grades, assume assigned duties at designated locations, attend meetings and conduct conferences with parents with no pay increase. When will there be a pay increase for daily pay and long-term pay?

These sorts of pay increases have not been discussed for several years because of very tight budgets.

2a. At the beginning of the school year, we were told that all classified staff hourly wages would be modified and adjusted according to employees' years of experience and education. Is this action still in progress?

For the current school year, classified staff were all placed on a step closest to their present salary. No further adjustments are planned at this time.

2b. Will classified staff continue to receive yearly step increases as provided for teachers and administrators after this adjustment?

Step increases will be awarded to classified staff, as with all staff, if approved by the Board of Education

3. Is it possible to have a consistent, uniform schedule that goes from 8:30-3:30 for all schools that house grades 5-8?

Ideally we would have such a uniform schedule, but variables such as building needs and bus transportation may account for differences.

4. What procedures are in place to recognize deceased school district employees?

There are no formal district policies. Memorials or observances to recognize deceased school district staff, as well as leave to attend funerals, are school-level decisions.

5. Why is the TAP process not being implemented consistently across the district? For example, some schools provide teachers with written feedback beyond the evaluator score sheet and the post conference, while others do not.

TAP is implemented with consistency across our state. However, each TAP school has considerable autonomy with teacher feedback process beyond the basic requirements.

6. Is there an appeal process in place for TAP, and if so, is it district-wide? Please share steps for the process.

Principals are responsible for summative staff evaluation. There is no appeal process for TAP, and all teachers at TAP schools must participate in the program. The only exceptions are coaches who travel between schools or special programs not directly tied to core curriculum.

7. Will the “Ask to Know” tab be put back on the district website? (This was used to post the minutes of The Beaufort County Education Association and the Superintendent)

This feature has returned to the district website under the title “Teacher Q&A.” Entries will be organized by date.

8a. There was no mention of the transfer process on the online letter of intent. Will the process be the same this year for personnel who want to request a transfer?

Transfer forms will be posted on the website on March 25.

8b. When and how will individuals be notified if their transfers are approved?

Teachers will be notified in writing no later than June 15

9. If there is need to have a school overage list, what will be the process for assigning teachers on the list?

We have not determined if there will be a need for any priority placement (overage) lists this year. If there are placements on that list, it will be according to staffing levels at each school.