

NCTA/Administration Discussion notes

2017-18

July 25, 2017

1. New Teacher Training

Aug. 2-4 at central office. On Friday, August 4 at 11:30AM the training will end. NCTA asked to be able to take new teachers to lunch at that time. Scott invited NCTA to come a little early like last year. Scott asked that the new teachers be able to report back to their building by 1 PM on the 4th.

2. All Staff Work/Training Day

This will be on Wednesday, August 9th from 8 AM – 4 PM. All staff will report to the NHS cafeteria for opening ceremonies, required policy and legal notices and for safety training. The morning will conclude by 11:30 AM. Teachers will report to their buildings at 12:30 PM.

NCTA asked for 15 minutes to review some things with teachers. Scott said we could end 15 minutes earlier to provide them time to meet with teachers. The morning training will end by 11:15 AM.

3. Teacher Appreciation Grant:

Scott shared that the new Teacher Appreciation Grant is not the same as the old Performance Award. He stated that the legislators want to show their appreciation for the teachers, but they appreciate Highly Effective teachers 25% more. The new law states that Highly Effective teachers must receive a stipend that is 25% more than Effective teachers.

Scott reminded NCTA that all the money in the grant has to pay for all the expenses incurred because of the grant which include the corporation's contribution to FICA and any teacher's retirement). He shared that teachers in the pre-1996 group would see a higher gross amount compared to a similarly rated employee in the 1996 group because there is a difference in the rate the corporation pays on their behalf to teacher's retirement. For this year's award any teacher that has an evaluation rating from last year can be eligible for the grant. So, a new teacher that worked in another district last year and had an evaluation could be included.

After thorough discussion, NWCS will propose that teachers have to be hired by October 1st of this year for them to be eligible for the grant provided they have a rating of effective or highly effective in the previous year's evaluation. Also, NWCS will propose to not add any appreciation grant money to the base salary for the 2018-19 school year.

4. Evaluations of teachers

In light of the new Teacher Appreciation Grant, Jon Baker asked what the process for those teachers who were on the fence of being rated Highly Effective. NCTA had reported that administrators had told teachers that there would only be \$1 difference in an award. Teachers were not contesting their evaluation because it would only result in \$1. Scott stated that revisiting final evaluation scores would be unprecedented and would create more problems and wouldn't be in our best interest. However, he understands why teachers would want to contest it.

Scott shared that he is very concerned that teachers will become fixated on the evaluation instead of keeping their focus on the learning. He reminded attendees that NWCS removed the employee dress component from the evaluation because of the distraction it created.

5. Child abuse reporting.

By law, teachers are now required to immediately report if they suspect a child has been abused. The report must be made prior to even notifying a school official. A person's obligation is fulfilled in he/she report their suspicions to DCS or law enforcement, including Officer Bradley.

Immediate reporting must still ensure that confidentiality is not breached and the safety of others is not jeopardized.

6. Striving for efficiencies.

Scott has asked Jeff to investigate ways to increase efficiencies and reduce the cost of printing and copying. NWCS spends about \$5000 per month.

There are two software programs, "Follow me print" and "Papercut" that we would like to use on a trial basis. We would like to run the trial sometime 1st semester starting in mid-Sept/Oct. time frame.

When making copies, users would have to enter their employee number before copying. When sending print jobs, teachers would have to enter their employee number at the copier to initiate the print.

The administration is not trying to play "gottcha", but wants to see if using this software would help reduce enough waste to make it cost effective.