

**MINUTES OF TEACHERS' ADVISORY COUNCIL
PITTSYLVANIA COUNTY SCHOOLS
September 26, 2016**

A meeting of the Teachers' Advisory Council was held on Monday, September 26, 2016, at 2:00 p.m. in the School Administration Office, Chatham, Virginia.

Sixteen (16) schools were represented. Also present were Dr. Mark R. Jones, Division Superintendent, Mrs. Ann Cassada, Assistant Superintendent for Support Services, Dr. Jeff Early, Assistant Superintendent for Operations, and Dr. Lillian D. Holland, Assistant Superintendent for Administration. ABSENT: Ms. B. Teresa Petty, Assistant Superintendent for Instruction.

Dr. Mark R. Jones, Division Superintendent, called the meeting to order, expressed appreciation to the representatives for serving and welcomed those in attendance. Introductions followed.

The protocol and organization of the Advisory Council was discussed. The purpose of the meeting is to share information about policies, programs and procedures and solicit input and feedback from the representatives relative to division level issues and initiatives. School level issues should be addressed with the principal of the school. Concerns were to be submitted prior to the meeting to allow the staff the opportunity to provide requested information and materials at the meeting. The second and third meeting of the Council will be held virtually with the final meeting as a face-to-face meeting. A notice of the meetings will be e-mailed to Representatives prior to the meeting date. The minutes of the meetings will be posted on the website and will be e-mailed to each Representative.

The following Council topics were discussed:

SCHOOL	QUESTION/COMMENT	COMMENTS
Chatham Elementary	When will the computers at Chatham Elementary School be upgraded to Explorer 11?	The upgrade should have been completed. If not, staff members are requested to complete a work order.
Dan River Middle	The heating and air units at Dan River Middle School are shutting down/breaking (chillers go out) an average of 1 to 2 times monthly. Teachers have put thermometers' in their classrooms, and during these outages, classroom temperatures are rising from an average of 72/73 to 83 in about 2 hours. This causes a disruption to the	We have had an issue with the chiller controller (mostly on start-up on Mondays). Temperatures have not been seen to have climbed quite that high, but it is possible. On those really hot days, when the chiller trips off, the units continue to run and pull in outside air to keep fresh air in the school. Without the chiller running, this air is very hot and humid, bringing the temperatures up pretty quickly. We are continuing to work

	<p>learning environment, students are hot and frustrated, and the teachers are hot and frustrated... Can someone look in to this?</p>	<p>with the issue and have contacted McQuay (the chiller manufacturer) about the problem. We try to monitor the alarms and hopefully fix the problem before the teachers even know that there is a problem.</p>
<p>Dan River Middle</p>	<p>When will the teacher workstations be updated with new computers? We are constantly having to reboot our computers because they are shutting down during the middle of class. This is taking away from time that we could be teaching our students.</p>	<p>Replacing middle school teacher machines is on the list of projects for this school year. We are replacing these as schedules for individual technicians allow. Please complete a work order if your individual machine is experiencing problems. The technician will either repair or replace.</p>
<p>Tunstall High</p>	<p>Are custodial schedules developed entirely at each school site, or are there division schedule responsibilities? Combination of the two?</p>	<p>Schedules are developed at the schools. We give input when asked.</p>
<p>Pittsylvania Career & Technical Center</p>	<p>What is the plan for VRS after this year?</p>	<p>We are not aware at this time of any changes to VRS. All VRS employees are now contributing 5% toward their retirement. We do not know of any other changes at this time. Plans 1 and 2 contribute 5% to VRS. The VRS Hybrid Retirement Plan is a different plan that allows for additional voluntary donations.</p>
<p>Chatham Elementary</p>	<p>Can the school social committee hold a fund raiser to use the funds for a Christmas dinner or end of the year celebration? Some schools require employees to pay for such events and some do not.</p>	<p>Yes, but the fundraiser can only be held for staff, i.e., students or the community should not to be solicited for funds for teacher-only events. Other options of funds that could be used for staff might include: facility use funds, bank interest funds, vending machine profits, School Board Office staff incentive funds. Each school receives incentive funding based on number of staff at school.</p>
<p>Tunstall High School</p>	<p>Please express our appreciation for the willingness of central office and the school board to</p>	<p>Thank you for recognizing insurance premiums are high. The School Board agreed to participate in a feasibility study</p>

	<p>explore the option of a “Local Option State Health Insurance Plan.” Rising health insurance premiums are a great concern for all employees, but especially employees (teachers) with one child or family plans. We hoped that the new HSA High Deductible plan would have been able to help offset the rising costs, but for many employees the premium savings could not be justified by the risk and higher deductible that had to be assumed.</p> <p>We appreciate the school board’s monthly contribution and this year’s increase, but health insurance premiums are still a significant amount of a family’s budget. Please continue to explore alternatives to what we currently have as health insurance options. We acknowledge that rising health insurance premiums are affecting everyone in the United States and that many factors are beyond the control of central office and the school board. It is very demoralizing for employees to struggle to make ends meet as a result of rising health insurance premiums. Please continue to keep us updated on the Local Option State Health Insurance Plan.</p>	<p>that is going on throughout the State to see if a comparable insurance plan to that the State offers may be available if enough public agencies/school divisions come together to indicate they would want to be a part of this plan. For this plan to proceed, enough people must indicate the desire to participate. The KeyCare 30 Plan was compared with the State COVACare Plan. The rates are very similar. The difference is the amount the State contributes toward the employee premium. The State share is higher for employee plus one and employee plus two or more.</p> <p>For a husband and wife working for Pittsylvania County Schools, each employee would receive the employee share toward the cost of the health insurance premium.</p> <p>Pittsylvania County Schools’ staff is following this initiative closely and apprising the School Board during each phase of how this insurance plan compares to the current plan. The feasibility study will be completed by the Fall of 2017.</p>
<p>Tunstall High</p>	<p>Please consider implementing an online Subfinder system to increase efficiency, time, and expanded pool of potential subs. It is understood that the service comes with a yearly subscription that must be</p>	<p>Yes, we will continue to include this program for Budget Committee consideration.</p>

	<p>budgeted, but the advantages to finding vetted subs in a timely manner would be greatly appreciated division wide.</p>	
<p>Dan River High</p>	<p>Has a reason ever been given for coaching supplements/extra pay (like teaching a 4th class supplement) to be added in the regular check? It is felt that quite a bit of take home pay is missed when they lump it in with our checks. The teacher feels that a lot of work is being done for this 4th class for a few extra dollars in the check.</p>	<p>My understanding was that under IRS ruling, these are considered wages and should be paid with earnings and not in a separate check. Years ago, we would provide a separate check for coaching supplements or other additional duties. This was stopped several years ago because of the IRS.</p> <p>For the additional period, we pay this in installments because teachers may leave during the year. This ensures that we are not overpaying them for this duty.</p> <p>As far as I know the coaching supplements have always been paid in a lump sum. However, the teaching of a 4th class supplement is paid in installments.</p>
<p>Stony Mill Elementary</p>	<p>Why is a signature/ identity required on the compensation survey?</p>	<p>Evergreen Solutions attached names so they could see who completed and who had not and to follow-up with respondents if they were unclear about information provided. Otherwise, they were only concerned with the information as it relates to the job title versus the individual.</p>
<p>Pittsylvania Career & Technical Center</p>	<p>Is ERIP going to be discontinued after this year and if not is that a topic of discussion by the Board for Pittsylvania County Schools?</p>	<p>At this time, a provision of the Affordable Care Act (ACA) requires the employer to “look-back” at service for 12 months. This does not impact us until an employee retires or resigns. Once the employee retires or resigns, if they work 1 day within a 26-week break they are considered to be an employee of the company. We then have to look back and see if they were employed as a full-time employee during the past 26 weeks and if so, the employee would be eligible for the employer share of \$6,200 toward health</p>

		<p>insurance premiums. Currently, a review of the ERIP policy is being conducted. ERIP was designed to help individuals to move from retirement to MediCare age. If an employee resigns and wishes to come back as a substitute, they must have the 26-week break. The Board has given the directive to rewrite the policy to include the 26-week break or incorporate the \$6200. There is no plan at this time to eliminate the ERIP program. Any change in policy will be reviewed by legal counsel.</p>
<p>Gretna Elementary</p>	<p>Staff has had to attend two faculty meetings that started off with insurance sales pitches. Are staff required to listen to these people?</p>	<p>School Board Policy, GBR, Voluntary Savings Programs, indicates that employees may participate in defined contribution retirement plans. The Superintendent's Office approves these companies to be present in the building and to speak to employees before and after school. Employees are not required to speak with the representatives.</p>
<p>Dan River Middle</p>	<p>I have heard that other counties in Virginia are thinking of a work at home day on Election Day because of the big election and so many people in the schools voting.... Would Pittsylvania County consider this?</p>	<p>Right now there is no consideration that this will take place. A survey was conducted last year for the called election. A school day was changed to a professional development day to accommodate the special election. Twelve (12) of the schools serve as election precincts. There are approximately 20,000 voters in the County but only 20% voted in the special election last year. It is felt that the schools will be able to handle the parking and traffic on that day.</p>
<p>Southside Elementary</p>	<p>Since our society has misguided values, what stance will the Pittsylvania County School System have when a child kneels during the Pledge of Allegiance during the morning announcements and sporting events?</p>	<p>The Code of Virginia does address this. It indicates that no student shall be compelled to recite the Pledge if he, his parent or legal guardian objects on religious, philosophical or other grounds to his participating in this exercise. Students who are thus exempt from reciting the Pledge shall remain quietly</p>

	<p>Several counties in Florida have made statements about this issue in which it is not allowed unless the student has written permission from their parents.</p>	<p>standing or sitting at their desks while others recite the Pledge and shall make no display that disrupts or distracts others who are reciting the Pledge. School boards shall provide appropriate accommodations for students who are unable to comply with the procedures described herein due to disability. This same procedure would apply for the Moment of Silence.</p>
<p>Stony Mill Elementary</p>	<p>Staff members at the high schools are allowed to bring their entire immediate family into a home ball game (any sport) at no charge. When the team travels to another County school, the staff member gets in free.</p> <p>However, staff members of the middle and elementary schools that eventually feed students to that high school pay for family members to attend home sports events, so we do not receive the same benefit that the high school staff members receive, which sets up a double standard.</p> <p>I propose that staff in the middle and elementary schools that feed students to the high school get the same benefit as the staff in that high school and be allowed to bring immediate family members to sporting events for free.</p>	<p>Admittance at ball games was discussed with the high school principals. High school employees are allowed to bring their family members and not have to pay; however, middle and elementary employees' family members have to pay because the money collected at the gate is used to fund the sports programs. The recreation league employees also have to pay.</p>
<p>Chatham Elementary</p>	<p>Last year it was stated at the Advisory Council that all Title 1 schools would be receiving United Streaming. Is this still true and if so what does Chatham Elementary School need to do to get it?</p>	<p>Schools may utilize their Title I, regular instruction, and other appropriate funding sources to purchase Discovery Learning (previously United Streaming).</p> <p>In 2015, due to budgetary constraints, the IT Department recommended a free product by E-Media</p>

		<p>(http://www.emedia.org) that has a huge library of educational videos (over 20,000 and growing). A copy of the March 30, 2015, memo regarding the United Streaming Replacement was provided.</p>
Chatham Elementary	<p>Please clarify the homework policy – “Credit should be given for completed homework”</p>	<p>Pittsylvania County Schools’ Homework Policy IKB-PC indicates that “Credit should be given for completed homework.” Teachers and administrators determine how the credit is given. A copy of the policy was provided.</p>
Dan River Middle	<p>From teacher/parent perspective... Why are students at Kentuck Elementary School being tested so frequently? The students come to us feeling that testing is not important.</p>	<p>Parents are always welcome to address their specific concerns with the administrative staff at the schools.</p> <p>After three years of not being fully accredited, Kentuck Elementary School is now fully accredited and has been encouraged to use the same instructional and assessment strategies from last school year which led to the school’s current SOL success. Frequent assessment helps teachers determine content mastery, plus differentiate and adjust instruction as needed. Assessments are not always pencil-paper or computer-based. Teachers and parents can positively impact students’ attitudes about assessments by encouraging them to view assessments as progress monitoring to help them grow academically.</p>
Gretna High	<p>When going to the STEM academy (9th grade) there needs to be a more complete notification system in place.</p> <p>(a) Who is responsible for the bus scheduling (we did not have 1 last year on one of the dates and had to wait for one to be sent)?</p> <p>(b) Determine the pick-up point at the school for driver to park and the exact time for loading the bus.</p> <p>(c) Email teachers the dates and</p>	<p>Questions A and B should be referred to your administrative team who submits and makes arrangements for field trip requests, and Question C should be directed to the STEM Academy principal, Ms. Deborah Powell, and the STEM teachers who will be happy to address your concerns.</p>

	<p>times with the subject material to be taught so they can email back the number of students for planning and try to cover the material in class prior to the STEM visit. This allows for STEM teachers to prepare materials and teachers to cover SOL material so they will both correspond to SOLs being taught.</p>	
<p>Tunstall High</p>	<p>What goes into determining if a school needs another teacher or half teacher? If three extra sections are being taught in one subject area, does that not constitute enough for another half teacher to be needed for that school year?</p>	<p>A part-time teacher is hard to find. Also, please keep in mind that most of the class numbers are far less than the SOQ says we could have in a class. For that reason, we could have much larger classes than we do. This year we needed high school mathematics teachers (which is a high demand field). We have not been able to find a part-time mathematics teacher for Dan River High School. Therefore, the teachers are requested to teach an additional period to ensure the students receive the appropriate instruction. The school system reduced staff by approximately 100 employees over the course of five (5) years. During the last 2 years, certified employees are gradually being added back. It will take approximately 10 years to catch up to the number of positions that were cut because of budget deficits. These positions are being added as funds are made available. We are very thankful that we have teachers that put students' needs first and step up to the plate when needed to teach. Vacancies are still posted, and we would like to have endorsed teachers in these positions. Appreciation was expressed to those individuals in who are currently employed in these positions (either as a retired teacher or temporary employment).</p>

Dr. Lillian D. Holland, Assistant Superintendent for Administration, addressed the following items:

1. The First Aid, CPR and AED training sessions have been scheduled for the 2016-2017 school year. The training is being offered by Regional One for a \$15.00 fee. Participants receive eight (8) recertification points under Option 8, Professional Development Activities. These sessions will be held as follows:
 - a. Saturday, October 1, 2016, at Chatham Middle School (8:00 am – 3:30 pm).
 - b. Saturday, March 4, 2017, at Gretna Middle School (8:00 am – 3:30 pm)
 - c. Wednesday, May 31, 2017, at the Pittsylvania Career & Technical Center (8:00 am – 3:30 pm)
2. Appreciation was expressed to the teachers for their participation in the orientation session and the focus groups for the Compensation Study. The surveys were completed by employees on Friday, September 23, 2016. Administrators and supervisors will review the completed survey by Friday, September 30, 2016. A market study of other school divisions and agencies is being completed to collect information. A draft review of the compensation study results will be available for presentation to the School Board at its December meeting. The information from the study will be available as the budget process begins in January. There have been some hacker issues and technology issues with the Evergreen Solutions Company. However, they have been dealing with these issues to resolve any problems.
3. For the 2016-2017 school year, 70 certified and 68 classified staff have been hired. There were 17 classified and 33 certified staff to retire and 44 certified and 19 classified staff to resign.
4. The substitute orientation sessions are continuing for this school year. There were 173 substitute teachers completing the orientation session. This number does not include the current ERIP employees. PBIS (Positive Behavioral Interventions and Supports) training has also been included in the orientation session so that substitutes will have the same information as the teachers in the classroom. Also, substitute training has been conducted for 25 cafeteria workers and 25 custodians.
5. New employees received a copy of the Employee Handbook. Principals have been requested to ensure that all staff were aware of the Employee Handbook. In order to ensure that all employees had reviewed the Handbook, principals were asked to provide an Acknowledgment Form for each employee to sign indicating they had reviewed the Handbook. The Employee Handbook includes all of the information that applies to an employee, such as leave of absence, OSHA training, sick and personal leave and other items as required by the Department of Labor and State and federal guidelines.

In the absence of Ms. B. Teresa Petty, Assistant Superintendent for Instruction, the Superintendent addressed the following items:

1. Information relative to the Standards of Learning (SOL) pass rates and accreditation ratings was provided. For Pittsylvania County Schools, 94% of the schools are accredited and 26 of 29 division average test scores are at or above the State average. Appreciation was expressed to the teachers for what they are doing in the classrooms. The goal is to have all schools accredited and to exceed the State average on all test scores.
2. The site for the graduation ceremonies for each of the high schools has been scheduled at the Averett North Campus, Danville, Virginia. Gretna High School will hold its graduation ceremony on Friday, May 26, 2017, at 7:00 p.m. All other schools will be on Saturday, May 27, 2017, as follows:
 - a. Chatham High School – 9:00 a.m.
 - b. Dan River High School – 1:00 p.m.
 - c. Tunstall High School – 6:00 p.m.Graduation practices will be held on Thursday, May 25, 2017, for Gretna High School at 2:00 p.m. and on Friday, May 26, 2017, for Chatham High School at 9:00 a.m., Dan River High School at 11:00 a.m. and Tunstall High School at 2:00 p.m.
3. Teachers were requested to review the information provided relative to the next steps for the PBIS (Positive Behavioral Interventions and Supports) Training.
4. An organizational chart for the Instruction Department was provided. It was noted that Mr. Cedric Hairston has joined the Instruction Department as the Supervisor of Specialty Curricula Areas.

Dr. Jeff Early, Assistant Superintendent for Operations, addressed the following items:

1. Information was provided relative to the recent failure of the PowerSchool server. The part has been ordered and received and will be installed soon. The failure did cause a delay in posting information for report cards; therefore, the distribution of report cards was delayed until Wednesday, October 5, 2016. Grades and attendance had to be taken manually until PowerTeacher is restored. After the server is restored, the grades and attendance will need to be put into the system no later than 5:00 p.m. on Friday, September 30, 2016.
2. Appreciation was expressed to the teachers for their patience as schools opened. The Information Technology Department staff includes four (4) technicians to meet the needs of the entire school division. There were over 1,000 work orders submitted with about 95% of these having been completed at this time. Unless there is an emergency (such as a lab going down), the work orders are answered in the order in which they are received.
3. The process of transferring the website from a local server to a web-based hosting service is being completed. The Pittsylvania County Schools website may be

down at some point during this process; however, the e-mail may be accessed through gmail.com.

4. Teachers were reminded to include an e-mail address when submitting work orders. This will ensure that the technicians would be able to respond relative to the work order.

5. A listing of the summer projects completed by the Information Technology Department was provided. Upcoming projects were also discussed. These projects included the following:

Summer Projects:

- Replace administrative computers
- Replace computer projectors
- Install new computer lab at Gretna Middle School
- Install new computers for special education rooms
- Install equipment for IDENT-A-Kid
- Replace teacher computers
- Install security cameras at high schools
- Install cafeteria computers
- Install library computers
- Provide resources needed to support Governor's School & Cybercamp
- Install new hardware to support VOIP phone system
- Install new hardware to support accounting server
- Install new wireless access points
- Install various hardware at schools, printers, smartboards, projectors, etc.
- Replace switching at Tunstall High School damaged in storm
- Moving web site to more robust hosting company which assures sufficient bandwidth for division needs as well as technical support for content-management-system redesign

Upcoming Projects:

- K-3 Initiative
- Mini lab at Regional Alternative School and Union Hall Elementary School
- Mini lab at Chatham High School
- Pre-School computers
- New Aerohive Wireless in K-3 wings of elementary schools
- Replace middle school teacher computers
- Update switching and add wireless access points at Tunstall High School, Tunstall Middle School, Southside Elementary School, Kentuck Elementary School and Stony Mill Elementary School
- Install Chrome Base which is an internet appliance with new wireless access points in the schools

6. A security grant has been received and will be used to install security cameras at the four (4) middle schools. For the 2017-2018 school year, the security grant will be requested to purchase security cameras for the elementary schools and the Career and Technical Center.

7. The IDENT-A-Kid program may be used to scan drivers' licenses for Level I volunteers to receive an immediate check from the sexual predator database.
8. Safety audits for the schools will begin next month. Mr. Donald R. Johnson, Retired Administrator, will meet with principals, the School Resource Office (SRO) and the safety team at the school to review the State safety checklist and other safety issues at the school level
9. The Earthquake Drill will take place on October 20, 2016, at 10:20 a.m. The drill will be conducted the same as it has been in the past few years. Students will get under the desks and remain in that position for one (1) minute.

Mrs. L. Ann Cassada, Assistant Superintendent for Support Services, addressed the following items:

1. A schedule of the 2016 flu clinics was provided. These clinics will be held at the schools from September 23 – November 9, 2016. There are no evening clinics; however, staff members may have the opportunity during scheduled hours to obtain the immunizations.
2. The organizational chart for the Support Services Department was provided, and a review of the changes in staff was discussed. Staff includes Mrs. Robin Haymore, Director of Special Education, Mrs. Denise Dawson and Mrs. Ketina Wright, Zone Coordinators, Mr. Jeff Buchanan, Supervisor of Special Education, Dr. Bill Sandidge, Supervisor of Special Education, and School-Home Coordinators, Mr. Jim Tolbert and Mrs. Nancy Lynch.
3. The following programs are being implemented and provided in the schools:
 - a. Ready for Success is a behavior improvement program for elementary students funded through a grant from Smart Beginnings. The student may be placed in the program for 45 days to work on behavior or up to 90 days if necessary and then returned to the home school or another program in order to ensure success in the classroom. There is also a parent component for this program to help the family be prepared to assist the student with the behavior issues.
 - b. Incredible Years training is provided to Grades K-2 teachers and special education teachers to help students who are having behavior problems (This serves as a Tier I training for PBIS).
 - c. Equals Math is a program for elementary school students with disabilities (cross-categorical). The program began as a pilot at Brosville Elementary School during the 2015-2016 school year. Ms. Shauna Adkins, Teacher at Brosville Elementary School, is providing the training for the school system. The improvement rate for the students involved in the program is at 167%.

4. Twin Springs Elementary School has implemented a STAR Autism program. It is anticipated that this program will expand.
5. The school system has partnered with ARC to provide work place experiences for students with disabilities.
6. Mandt training is being provided to all administrators and teachers. The Mandt System is a comprehensive, integrated approach to preventing, de-escalating, and if necessary, intervening when the behavior of an individual poses a threat of harm to themselves and/or others.
7. Fusion is being offered at the middle schools as a Tier II reading intervention program. This program is funded through a grant from T-TAC for three (3) schools but is being provided at all four (4) middle schools.
8. Read Naturally is a Tier III reading intervention program for elementary, middle and high school students.
9. The IXL program is an on-line mathematics remedial program for all schools. It is the hope to expand this type of remediation to other subject areas.
10. After the retirement of Mr. Bobby L. Lovelace, Mr. Kenyon Scott is the Director of Pupil Transportation beginning September 1, 2016. The School Board has purchased twelve (12) buses (10 regular and 2 special education). Cameras have been installed on all buses. There is a need for bus drivers and substitute bus drivers. Mr. Scott is proposing to hold bus driver training during the evening hours to entice more individuals to apply and become certified to drive. Bus drivers must have a CDL (Commercial Driver's License) and the ability to parallel park a bus.
11. The Health Services Department is involved with the flu clinics in the schools and the training for medication, insulin, and glucagon administration. The School Nurse Coordinators will provide CPR and first aid training to first responders for the schools (2 per school plus the school nurse). Also, it is the hope to have funds available to hire a school nurse at the STEM Academy.
12. Mr. Jim Tolbert and Mrs. Nancy Lynch are the School-Home Coordinators for the school division. They work with truancy concerns and the Truancy Multi-Disciplinary Team which includes outside individuals from court services and social services. They also work with the Family Assessment and Planning Team which addresses abuse and mental health issues. The State leaders and court system has recognized Pittsylvania County Schools for having some of the best attendance in the Commonwealth.
13. Funds are received through MediCaid Recovery. This process allows us to bill for services such as speech, physical and occupational therapy, health services,

psychological services and transportation services for students with disabilities. This has provided a return of \$75,000 to the school system.

14. The Support Services Department also works to expand workplace experiences for students with disabilities, enhance post-secondary experiences, promote regular diploma attainment and solicit support to enhance the autism program.

Dr. Mark R. Jones, Division Superintendent, addressed the following items:

1. The Superintendent has attended meetings relative to economic development. At these meetings, accolades have been expressed for Pittsylvania County Schools and the great job of the teachers as they prepare students from elementary age through high school.
2. It was announced that Mr. Jason Ince, Agriculture Teacher at Chatham High School, was recognized as Region VI Teacher of the Year. He will compete with seven (7) other teachers across the Commonwealth for the State Teacher of the Year. This announcement will be made on October 17, 2016.
3. There are currently twenty (20) students in the AET (Academy for Engineering and Technology). These students are taking college math, science and an English class. The schedule is similar to the Governor's School.
4. There are 53-54 high school juniors and seniors at the Governor's School this year. These students take college credit coursework. The goal is to increase the number of students who receive college credits. There were five (5) students graduating in May 2016 with an Associate's Degree and/or a Certificate from Danville Community College. This is a savings for the parents and students as they continue their education.
5. The Ready for Success program serves students in grades K-5 at the STEM Academy. This program allows the Superintendent to place students there who need time away and additional structure in order for them to focus and become better students. This program helps the student to learn how to be successful in the classroom and in school.
6. The Governor had provided information relative to the revenues which did not come in as projected. In June, the staff began to review how this possible loss of funding may affect raises. The Governor revised the budget to eliminate the funding for raises; however, the school division was able to keep raises intact. Principals have been asked to be conservative during this school year.

The next meeting of the Teachers' Advisory Council on November 21, 2016, will be held virtually with teachers going to the high school closest to their home or worksite. The January 30, 2017, meeting will also be held virtually, and the final meeting of the school year will be held on April 3, 2017, as a face-to-face meeting.

Mrs. Linda Yeatts asked about the number of people who had opted into the study for the health insurance plan. This information will not be available until December, 2017.

There being no further business, the meeting adjourned at 3:43 p.m.