

BR Meeting Notes November 10, 2022

HB 563 (NOHS)

Thank you for lowering the tuition cost for teachers/staff this year. Although I still believe we should not be charged at all it was very appreciated. For some perspective, after this year, I will have paid almost 10K to send my student to school in Oldham County, a county that I teach in, and one that still pays significantly lower than other districts.

After the passage of HB563 is Oldham County receiving SEEK money for the students that we are still paying tuition for? I know that KDE's position is districts should not charge tuition since they will be receiving the same SEEK funds for non-resident students.

If yes, then why are we still charging tuition for these students?

If no, did OC decline the money? My understanding of HB 563 was that the SEEK money would follow out of district students into the new district of choice.

Response: Thank you for asking for clarification on HB 563. The district and Board of Education decided that we would not open our borders to all students who wish to attend Oldham County Schools and that we would stay a closed district to non-residents. Many of our schools are at or close to capacity. However our board policy and state regulations allow us to open our schools for district employees.

The district and Board of Education decided to stay open for non-resident students of district employees who have guardianship/ legal custody, by providing a reduced tuition rate. The reduced tuition rate has always been in effect prior to this school year, however the Board of Education decided based on the RRI committee's recommendation to reduce it even further for the 2022-2023 school year (for reference, \$12,866 was annual estimated cost to educate a child in Oldham County last year, per KDE).

When the RRI committee resumes its work this year, tuition will be one of the many topics we need to discuss further.

Technology and Internet Connectivity (NOHS)

Given the fact that we are now nearly 100% dependent on technology and internet connectivity to deliver instruction, is the board aware of the high number of internet outages and constant technical difficulties experienced by the teachers in the schools? It is becoming obvious to us in the classrooms that any educational gains achieved by having all this technology are rapidly being negated by frequent network outages and technical issues. We are aware that Trey

Greenwell and Melissa Beckley are outstanding and devoted professionals but it is obvious that they are stretched far too thin to be effective. Is the board planning to allocate more resources to technical support within the district?

Response: North High along with half of the schools throughout the district just had their wireless access points replaced around fall break. We have an active ticket with our vendor for two schools experiencing different issues after this occurred. Based upon the size and density of wireless devices such as Chromebooks and panels, there shouldn't be any reason these newer access points couldn't perform like the other buildings. We would want to make sure the devices connecting as well as the access points they are connecting to, have had thorough troubleshooting both at the school and district technology level.

To help school and district technology support this new equipment we can engage our vendor partners like we have at the other two schools if all of the boxes have been checked to determine it's not a school or district level issue.

RRI Committee (NOHS)

Been wondering what has come from the committee looking at teacher recruitment and retention from last year? What things are we looking at in ways of this growing issue in the county?

Response: The RRI committee will be resuming its work right after Winter Break. The notion was to get the school year started and then try to follow the employee engagement survey process so that when the committee gets started again we could use that information alongside the work we started last year. The RRI committee will resume its work from last year while at the same time embark on some other new ideas and topics which need to be discussed.

The RRI committee worked very hard in its first initial year, and though we were not sure what would come of the committee, we did have several noticeable changes that originated from this committee.

- *Tuition reduction*
- *TWD's had some overall changes to structure and what could be completed during the TWD*
- *Several workgroups have been formed this year to review processes and procedures district wide.*
 - *Budget Workgroup*
 - *Salary Workgroup*
 - *MTSS Workgroup*
 - *Enrichment Centers Workgroup*
 - *CTE Workgroup*

- *BAHS Workgroup*
- *Strategic Planning Workgroup*
- *Literacy Workgroup*
- *Posted online videos of certain jobs*
- *Updated employee benefits*
- *Updated mentoring process for certified new hires and tweaked new staff orientation*
- *Reduced the wait time to receive district email and still getting better*

We still need to review and follow-up on some of the following things that could happen going into the 2023-24 school year:

- *Rolling personal days into sick days*
- *How we award both classified and certified experience*
- *Classified induction process*
- *Continue refreshing social media and branding*

Transportation Issues (Harmony)

This inquiry is about finding a sustainable solution for the School Board and the Transportation Department's ongoing recruitment and retention difficulties.

The current solutions to the bus driver shortage are:

- 1) Teachers are providing free after-school childcare for 45-60 minutes each day.
- 2) Bus drivers are driving two routes.

These solutions are not sustainable and are detrimental to teacher and bus driver retention. It's also detrimental to student learning when teachers are providing after-school childcare instead of using their time to plan, prep, collaborate and learn with their colleagues. In the interest of being solution-seeking, here are four possible solutions:

- 1) The district pays hourly employees to provide daily after-school childcare for the late buses. One idea is that the funds from this would come from the transportation funds that are not being used for a bus driver's salary.
- 2) The district organizes parents to provide volunteer childcare for the late buses.
- 3) The district pays teachers at an hourly rate equivalent to their salary to provide this childcare.
- 4) The district funnels the salaries they would be paying in the above solutions toward paying bus drivers as much as is needed to hire and retain them.

If these plans do not work for the district, please reply with a detailed explanation of why they would not work.

Response: Thank you for seeing a concern and or problem and providing some suggestions for possible solutions. We will continue to investigate several of the suggestions offered and will work with the school for other possible solutions. We are constantly looking at salaries and ways to increase bus drivers wages as well as other staff wages. The district has formed a budget workgroup that is strategically looking at expenses and revenues and trying to find avenues and

ways to sustain any additional raises for all staff. As for late buses all schools handle this a little differently and we will work with our administrative teams to share those ideas that may or may not work in other buildings.

Major Breaks (OCHS)

In years past we have known the dates for major breaks (fall break/spring break) at least 2 years in advance. To my knowledge we still do not know the dates of the major breaks of the 23-24 school year. Any idea when the district will release these dates so families can make plans? Can you also tell us more about the calendar committee makeup this year...who serves on this committee and how are they selected?

Response: This upcoming board meeting major breaks for the 23-24 school year will be presented and discussed. A decision will likely come either this meeting or in December after further discussions and if any questions are raised during the meeting.

Calendar Committee make up:

Specified under statute

- 1. One (1) member of the local board of education*
- 2. One (1) school district principal*
- 3. One (1) school district office administrator other than the superintendent*
- 4. Two (2) parent of students attending a school in the district*
- 5. One (1) school district elementary school teacher*
- 6. One (1) school district middle or high school teacher*
- 7. Two (2) school district classified employees*
- 8. Two (2) community members from the local chamber of commerce, business community or tourism commission*

Selection of Members

1 The member of the local board of education is appointed by the board chair after discussion with the members

#s 2, 5, 6 and 7 principal, teachers and classified staff are selected from the district schools, with the attempt to get representation from each district campus, to get a broad spectrum of input

3 The school district office administrator is historically the Director of Pupil Personnel for the district because they are responsible for the calendar

4 Parents are asked from the community council participation

8 Community members are sought from the chamber of commerce

KDE Grant for Recruitment (OCHS)

JCPS accepted a grant from the Kentucky Department of Education for \$293,110 to help the district with local teacher recruitment. The grant helps individuals already connected with JCPS earn their teacher certification to grant funding for undergraduate tuition to complete a teaching degree. Has our district looked into pursuing a grant from the KDE to help teachers who are on the option 6 route with tuition support in order to earn their teaching certificate?

Response: We have not received any information about grant opportunities with KDE for Option 6 candidates. However, last year we attempted to partner with U of L on a residency program through OVEC that would provide anyone with a degree a year long program to work in Oldham County Schools while earning their teaching certificate in a Masters degree. U of L offered discounted tuition and under Board Policy 3065.08 the District could offer up to \$5,000 in tuition assistance forgiven over 5 years of teaching in Oldham County. Unfortunately we only had one candidate who went through the entire application process for the residency program which made the financial and human capital on the district's side too steep.

The tuition assistance is not strictly tied to the residency program and can be applied for by anyone seeking initial certification in a teaching area that is deemed a critical shortage area. Here is a link to the policy: [3065-Salaries.pdf](#)

Compensation for Mentors (OCHS)

Since OCS will likely hire many more new teachers in the months and years to come, the need for qualified and experienced teacher mentors will continue to be in high demand. For those of us willing to work in this role, the current compensation rate (\$20 per hour) for doing so is far less than the hourly rate paid to teachers for sub coverage, summer school, ESS, etc. In light of the commitment to staff recruitment and retention, has the district considered raising the hourly rate for new teacher mentors to be commensurate with their hourly pay rate?

Response: We currently pay for new teacher mentors with Title II funds. This has allowed us to offer up to 24 hours of mentoring for a maximum stipend of \$500. This stipend amount results in the mentoring teacher being paid approximately \$21 per hour at the professional development rate in Oldham County.

We can and will reserve more funding in Title II next year. We will need to take steps necessary to make it happen in terms of paperwork requirements, but we don't anticipate any barriers. With cuts in federal funding, it may be necessary to mentor fewer teachers, but we could prioritize our greatest needs (e.g. emergency certifications, option 6, teachers who need specific assistance in one or two areas, etc.) and pay mentors at a higher rate in 22-23

Preschool Marquee (Preschool)

We know that the Preschool will finally be getting their own school marquee and we are very excited! We were told that there was an issue getting the electrician for installation and just wanted to see if there was an update on when we can expect to see that project completed.

Response: Hope to have electrical work completed in the next week or so. Sign installation to follow. Sign itself has been received.