

**Teacher Advisory Committee Meeting  
West High School Library  
Thursday, January 31, 2019**

**Present:**

Bob Thomas, Superintendent  
August Askins, Holston Middle  
Megan Christian, Bearden High  
Tanya Coats, KCEA Representative  
Amy Cox, Halls Elementary  
Natalie Dowling, Carter High  
Tiffany Holmes, Lonsdale Intermediate  
Michelle Keaton, Paul Kelley Academy  
Julie Langley, Karns High  
Stephanie Lewis, Gap Creek Elementary  
Whitney Parson, Farragut High  
Jim Porter, Powell High  
Nicole Sanders, Christenberry Elementary  
Lynn Shuryan, Norwood Elementary  
Laurie Smith, Cedar Bluff Elementary  
Ali Umbarger, Sunnyview Primary  
Antoinette Williams, Farragut Intermediate

**Guests:**

Joe Snyder and Joni Joyce, Finance Department

**Not Present:**

Rachel Evans, South-Doyle Middle  
Blair Harrison, Pond Gap Elementary  
John Irvin, Gresham Middle  
Stacey Reece, West High

**Superintendent Bob Thomas**

- The Knox Leads committees will be sending out information in the near future.
- Superintendent asked the committee to be thinking about topics for future meetings.
- Shared Retirement Incentive Outcomes
  - 221 total accepted the incentive
  - 152 teachers
  - 10 principals
  - 7 assistant principals
  - 11 central office personnel
  - 41 other
- Superintendent shared that the Board proposed several changes to the draft strategic plan and that staff would work on those changes
- Superintendent shared that he is well into the budget process and with a new Mayor and Governor he does not know what that means for KCS. He will not know the BEP estimates until later, but by law needs to submit the KCS budget to the Mayor by May 1.

**Budget Overview – Joe Snyder and Joni Joyce**

- Budget presentation attached
- Joe Snyder did a budget overview to include the budget timeline/calendar
- He pointed out that 82% of the budget is designated to personnel which are mostly school based.
- The Supt. and Board have made pay raises a priority – their target is 4% - they are looking for ways to get as close as possible to this target in the budget cycle.
- Joni Joyce presented an overview of the proposed staffing formula and how that will change the teacher and assistant principal ratio at schools.

- Committee members participated in Q&A with quality discussion:
  - How do CEP schools and Free and Reduced numbers affect the budget?
  - Are Title I funds included in the General Purpose budget?
  - Did we receive a grant for additional social workers and psychologists?
  - If Knox County raised taxes would it make a difference for schools?
  - Will the staffing ratios affect coaches?
- Superintendent Thomas asked if the budget document, as presented, was transparent and the committee responded yes, but they would like a breakdown of central office vs. school-based personnel.
- Superintendent then explained that he and his team had looked at programming and proposed the following as reductions so that personnel would not be cut in this budget:
  - Project Grad
  - Magnet Programs
  - Gifted and Talented
  - CMA

After a show of community support the Board voted to keep most of the programs intact, so there was nowhere else to look but to the proposed draft staffing ratio. He shared with the Board that choices were hard then, but now will get harder because this will be challenging at all schools whether they are classified as poverty or not. Elected officials' campaign on no tax increase. With no additional revenue it makes it very challenging and frustrating to balance a budget without making cuts.

- Additional comments by committee members around the budget
  - When do we get to the place that something is cut?
  - Where can we put our voice?
  - County Commission, we must go there.
  - Cut student school days. Four-day school week.
  - Block scheduling verses regular schedule.
  - A 4% raise would equal about \$1,600 and would cost us in other areas, so we need to be very careful about increasing taxes.
  - Speak to our elected officials about the importance of quality educators in the classroom.
  - The public does not know what all goes into running a classroom.
  - Because employees have been loyal to KCS it is known as the people who can do more with less.
  - My kid gets a good education so they will not do anything to get more money.
  - Will we look at Central Office cuts verses teacher cuts?
  - Where is Governor Lee going with his talk about CTE, Charter Schools and vouchers?
- Joe Snyder said that this budget information may be shared within schools and laid out the next steps in the process. The budget team will be meeting with principals to share the proposed staffing formula and will then present a budget to the Board on April 10.
- Superintendent Thomas stressed that he hopes no one loses a job.

### **February Agenda Topics**

Discipline and support.  
 Cell phones a real problem and what is the policy?  
 Zero tolerance being taken away.  
 Freshmen and sophomores leaving public school for online classes due to safety issues.  
 Teacher morale.  
 Teachers getting hurt is a liability.

### **Next Meeting**

- Next Meeting will be Thursday, February 28<sup>th</sup> at 4:30 pm in the West High School Library.