

# CITIZEN PARTICIPATION FORM RESPONSES

Thursday, April 21, 2022

Timestamp	First Name:	Last Name:	Magisterial District:	Your written comments for the April 21 monthly meeting:
Apr. 14, 22 -- 9:49: AM	Anon	Parent	Three Chopt District - Michelle F. Ogburn	I am submitting this comment anonymously because I don't want to get any individual custodial workers in trouble. They are hard-working and kind people. I have recently been able to enter my child's school on several occasions during mealtimes. The air scrubbers in the cafeteria are not being turned on before mealtimes. When I inquired, they were turned on. Sometimes several lunch periods had already passed by the time I entered. These devices were an investment by the county and play an important role in keeping our kids safe. Please have your cafeteria or custodial workers add the turning on of these devices to the daily checklists of their duties.
Apr. 14, 22 -- 4:30: PM	Karina	Bolster	Brookland District - Kristi B. Kinsella, Three Chopt District - Michelle F. Ogburn, Tuckahoe District - Marcie F. Shea	Parking Equity at DRHS Does HCPS support the practice of DRHS recently auctioning off a parking spot for next year to the highest bidder, when there are not enough parking spots for all students with licenses? This is an equity issue. There are not enough parking spots for all student drivers, and the problem is getting worse. If HCPS does nothing, it is possible that next year NO junior drivers will have a parking spot, and perhaps not all senior drivers. At the sports booster event last month, DRHS auctioned off a parking spot for next year - guaranteeing a student from a home of means will have a parking spot - while kids who were not aware the auction was happening, or didn't have the funds to beat a \$1200 bid will be placed in a lottery they may or may not win. Kids who participate in Teachers for Tomorrow may not be able to work at schools other than Twin Hickory, if they don't have a spot to park a car they would use to get anywhere else. Kids from the specialty center who come from far away may not get to do after school activities because they do not have a spot to park a car to get home with. Athletes who swim or do gymnastics may not be able to get to school after practice because they do not have a spot to park their car. It is inequitable to gift that piece of mind to a family who can afford to pay for a parking spot - when there are kids who need that spot just as much as anyone else. HCPS needs to address the parking situation at DRHS so that the Haves do not have an advantage over the Have Nots when it comes to parking at a public school.

# CITIZEN PARTICIPATION FORM RESPONSES

Thursday, April 21, 2022

Timestamp	First Name:	Last Name:	Magisterial District:	Your written comments for the April 21 monthly meeting:
Apr. 19, 22 -- 11:09: AM	Morgan	Nash	Three Chopt District - Michelle F. Ogburn, I am a teacher at Deep Run High School	<p>My first comment concerns the Career Ladder. I would like to know when more info will be made available concerning how teachers can utilize the career ladder. It would be very beneficial to teachers to complete trainings &amp; professional development over the summer. My second comment concerns how the Career Ladder will be compensated. I have made this concern known to some central office leaders as well as some School Board members, however I have not received any feedback. After discussing how the step system works with Andrew Mey, it is my understanding that no one is compensated for longevity in Henrico county. Teachers only move up the step ladder when they are compensated by percentage raises such as the 5% raise this upcoming year. My major concern is that if the career ladder is tied to the Step System, there will be many discrepancies in how much people can earn via the Career Ladder. It will also create major problems for central office when people want to know what step they are on to know how much the career ladder can potentially move them up in salary. This system lacks transparency and I believe it will lead to many disgruntled employees and may lead to frustration with the career ladder, which should be a positive program. My solution I offered to Andrew Mey was to place everyone on the correct step based on their years of experience before the Career Ladder is put in place. Henrico county acknowledged last year, with their ten year service raise, that experience leads to better teachers. If Henrico truly values that, they should reward all educators based on their time with Henrico County. This should be in conjunction with percentage raises that all county employees receive. Fire and Police both receive our percentage wages along with raises for longevity and trainings. I have a hard time understanding why teaching is not compensated in the same way, especially as we know the highest rate of turnover is after 5 years of teaching. I know the budget is likely to be accepted on the April 21st meeting as is. However, I implore you to think seriously about teacher compensation and retention. I am proud of say I am a Henrico County teacher and I acknowledge that our county pays the highest in the region. However, good educators are not leaving this county to go teach at other counties. They are leaving the profession altogether for positions that appropriately compensate for the years of education and dedication this career requires of us.</p>