

**August 22, 2014**

The regular meeting of the Giles County School Board was held on August 22, 2014 at 7:30 a.m. in the School Administration Office Building Conference Room. Persons present were:

E. G. Gentry  
J. M. Gollehon, Jr.  
Drema K. McMahon  
R.B. Whitehead  
J. L. Webb, Chairman

Dr. Terry E. Arbogast II, Superintendent  
D. Scott Meade, Assistant Superintendent  
Amanda J. Tickle, Clerk

The meeting was called to order by the Chairman.

#### **APPROVAL OF AGENDA**

The Board, on motion of Mr. Gentry, with second by Mr. Whitehead and unanimous voting, approved the Superintendent's August 22, 2014 School Board Meeting Agenda.

#### **PUBLIC COMMENTS**

Melissa Conley attended the School Board meeting to speak on behalf of the GEA. She started out by thanking the School Board for a productive 2013-2014 school year. "GEA feels that great strides have been made for teachers, students and education as a whole. We were able to work together to maintain our VRS and our insurance benefits, as well as secured pay increases for most of our staff. We feel that new relationships have been formed that hopefully will continue through this new school year and will be a valuable and effective resource for Giles County Public Schools. The Giles Education Association is continually looking for ways to provide a better education for our students and better work environment for our teachers. We are currently looking at providing workshops that will provide training and support for our new and veteran teachers. We recognize that things are continually changing and we aim to keep our teachers and staff up to date on these changes. We want to build stronger relationships with our student's and the community. We are exploring ideas on possible writing contests for our students, as well as ideas for parent/community involvement. GEA/VEA will also be addressing our legislator's once again regarding state insurance and hopefully this will come through. State funding is always a priority and this will also be pushed through our representation. GEA is continually looking for ways to better improve the association to better meet the needs of our members. We will be completing a survey to give us a better insight into the needs and concerns of our staff that affects them in their classroom. We would like to use the information, in collaboration with you, to see where we can focus our efforts to create the best learning environment for our students. GEA was very pleased with our new salary scale and pay increases for Giles County employees. We appreciate the priority placed on education by the School Board Office, Central Office and Board of Supervisors. We have heard many positives about the progress we have made this year; however, it has come to my attention that there are concerns about the longevity steps in our salary scale. Approximately 17 individuals did not receive any type of increase this year. Some of those 17 have missed out on more than one longevity step due to salary freezes and realignment of the scale. GEA wants to represent all of our members fairly and responsibly. GEA recently sent emails to those affected asking feedback. We will also be doing another survey to all members asking for feedback. GEA would like to use this information to work with the School Board and Central office to come up with a resolution for these concerns. We would like to thank you again for your willingness to listen and are looking forward to another year." Dr. Webb stated that we do have a good relationship with the GEA. He stated that they got information from the governor's office the week before last that in 15/16 budget years, it looks like the state is looking at \$882 million in cuts of some type in the next biennium due to the overall budget shortfall being worse than expected. Dr. Webb stated that the main concern right now is addressing the longevity step scale. He stated that it was discussed in length at the last board meeting. The Board has always understood that the longevity scale is what the teachers have always wanted. He explained that the survey would be really helpful for the Board.

Mr. W.R. Johnston spoke regarding the longevity step scale. He stated that on Monday, he would begin his 42<sup>nd</sup> year of teaching. Over the last 12 years, we are not making much progress with salary increases. During the first 30 years he was teaching, he could always count on the step. When he hit the top of the salary scale, it bottomed out. He stated that the longevity salary scale is negative against the teachers. He has missed the last 2 longevity steps due to salary freezes, etc. He stated that the \$2000 would be fine, as long as you can get it. He stated that we need to do away with the \$2000 and set it up as \$500/year and just do it each year. With circumstances the way they are right now, it would be much better to do \$500/year. There are 17 people that have been through thick and thin for a long time. If we go back to the \$500/year, it would be nice to the people who should have gotten the longevity step to give it to them one more time. He stated that he appreciated anything the Board could do. Dr. Webb stated that he really needs the feedback of the teachers to help fix this. He thanked W.R. Johnston for his personal input. Mr. Gentry stated that if you are a working person, everyone deserves a raise. If you

give the 10 individuals who did not get anything, it would cost about \$15,000. Mrs. McMahon stated that it's not the \$15,000, but it's just the fact that the School Board has always been under the understanding that the teachers wanted the longevity step scale. Every year they have looked at it questioning it, but they just always thought it was what the teachers wanted. She thanked Mr. Johnston for speaking up.

### APPROVAL OF CONSENT ITEMS

The Board, on motion of Mr. Whitehead, with second by Mr. Gollehon and unanimous voting, accepted the Superintendent's recommendation to approve the following consent items:

#### A. Meeting Minutes

1. Regular – July 14, 2014

#### B. Financial Data

1. Payrolls to include July 14<sup>th</sup> and 31<sup>st</sup>, 2014
2. Payment of Bills to include June 26<sup>th</sup> and July 14<sup>th</sup>, 16<sup>th</sup> (x2), 23<sup>rd</sup>, 24<sup>th</sup> and 30<sup>th</sup> (x2)
3. June and July 2014 Revenue & Expenditure Reports
4. Appropriation Request for September 2014  
TO: Christopher McKlarney  
Interim Administrator for Giles County

RE: September 2014 Appropriation

The following is the appropriation request for the month of September 2014. This is for the third month of the fiscal year 2014-15. I would appreciate the Board's consideration of this request. The request for the operating budget is consistent with the approved operating budget submitted by the School Board.

Original Monthly Appropriation Request:	\$2,160,084.00
Total:	\$2,160,084.00

This request is one-twelfth of the operating budget and includes the anticipated monthly expenditures in the flow-thru account. Our year to date appropriation and expenditures are contained in the monthly summary.

5. Confirmation of Surplus Items

### SUPERINTENDENT'S REPORT

A. The Superintendent recommended action and Board approval of the following personnel/contractual items:

1. The School Board, on motion of Mr. Gollehon, with second by Mr. Gentry and unanimous voting, confirmed the following **Resignations**: Chris Payne – GHS Custodian (7/29/14), Jeanette Martin – MMS Teacher Assistant (7/24/14), Mitch Reed – GHS Soc. Studies Teacher, Margie Burroughs – Bus Driver (7/22/14), Alleta Morrison – NHS Math Teacher (7/21/14), Eddie Williams – GTC Building Trades Teacher (9/1/14)
2. The School Board, on motion of Mrs. McMahon, with second by Mr. Gentry and unanimous voting, confirmed the following **Retirement**: Jackie Ballard – NHS Teacher Assistant (7/1/14), Buford Tawney – Bus Driver (7/23/14)
3. The School Board, on motion of Mr. Gollehon, with second by Mr. Whitehead and unanimous voting, confirmed the following **Employment**: John Jenkins – Substitute Bus Driver, Hillary Lancaster – MMS Elementary Teacher, Ginny Smith – MMS Elementary Teacher, Eric West – GHS Math Teacher, David St. Clair – GHS Head Custodian (7/29/14), Grace Carpenter – NHS Spanish Teacher, Chris Helvey – NHS Art Teacher, Lindsay Moody – GHS Business Teacher, Sara Slone – GHS Music (Vocal/Choral) Teacher, Transfer of Robert Trent from GHS to NEMS Bus Driver

4. The School Board, on motion of Mr. Whitehead, with second by Mr. Gollehon and unanimous voting, approved The following **Athletic Coaching Agreements**: Jane Garrett – NHS Athletic Events (Volunteer), Phillip Orey – NHS Football Statistician (Volunteer), Phillip Orey – NHS JV Baseball Assistant (Volunteer), Alvin McGuire – NHS Athletic Events (Volunteer), Lee Blaker – NHS Football Varsity Defensive Coordinator (Volunteer), Amanda Hagerman – NHS 8th Grade Volleyball, Debbie Lusk – NHS Varsity Cheer Coach, Sherry Gautier – NHS JV Cheer Coach, Jeff Turner – NHS 8th Grade Football Coach (Volunteer), Joe Fraley – NHS Varsity Football Offensive Coordinator, Billy Lucas – NHS 8th Grade Football Coach, Kelly Lowe – NHS Varsity Football Coach, Clyde Turner – NHS Varsity/JV Off. And Def. Line Coach, Whitney Matlock – GHS Head Varsity Volleyball, Megan Metro – GHS Volleyball (Volunteer), Ashley Bales – GHS 8th Head Volleyball, Mandy Havens – GHS JV Head Volleyball, Brittany Caudill – GHS JV Volleyball (Volunteer), Charlie Mullins – GHS Varsity Football (Volunteer), Sam Wright – GHS JV Assistant Football, Jackie Evans – GHS Varsity Assistant Football, Anthony Ratcliffe – GHS Varsity Assistant Football, Scotty Potter – GHS 8th Grade Assistant Football, Tim Munsey – GHS JV Head Football, Bryan Strader – GHS Varsity Assistant Football, Jeff Williams – GHS Varsity Head Football, Jon Bowman – NHS JV/Varsity Assistant Football, Ben Woodyard – NHS Head JV Football Coach, Brian Hughes – NHS Strength/Conditioning Coach (Volunteer), Shanda Green – NHS 8th Grade Volleyball Coach, Donald Snell – NHS Head 8th Grade Coach/JV Assistant Football, Erica Gautier – NHS Interim Head Varsity Volleyball Coach, Amanda Hagerman – NHS JV Volleyball Coach (Resign 8th Grade Volleyball)
  5. The School Board, on motion of Mr. Gentry, with second by Mrs. McMahon and unanimous voting, approved the following **Volunteer Agreements**: Helen Bowles – NEMS Various Activities
- B. The Superintendent introduced 20 new teachers for the 2014-2015 school year, and the School Board joined them in a continental breakfast provided by BB&T. New teachers are: Breanne B. Metz (Speech Language Pathologist – EEMS), Emily M. Reynolds (Elementary Education Teacher – EEMS), Mark R. Husband (Assistant Principal – NHS), Derek L. Snider (Precision Machine Technology Teacher – GTC), Olivia J. Humphreys (Elementary Education Teacher – MMS), Chastity M. Fontaine (Nursing Instructor – GTC), Sarah Stoots (Special Education Teacher – NHS), Beth Harris (Preschool Teacher – NEMS), Melissa Horning (Elementary Teacher – MMS), Christopher Helvey (Art Teacher – NHS), Grace Carpenter (Spanish Teacher – NHS), Eric West (Math Teacher – GHS), Ginny Smith (Elementary Teacher – MMS), Hillary Lancaster (Elementary Teacher – MMS), Lindsay Moody (Business Teacher – GHS), Sara Slone (Music Teacher – GHS), Denny L. Hood III (Math Teacher – NHS), Andrew Frazier (History – GHS), Jamie Burton (Building Trades – GTC), Christine Buyer (Occupational Therapist).

#### CONCERNS/COMMENTS...

Mr. Gollehon stated that in going by the schools, there is a lot of preparation going on with the band and football teams.

Mr. Gollehon stated that there was a speaker at his church (Olivia Steele) that did a wonderful job! She is a graduate of Giles High School.

Mr. Whitehead distributed an email from the Southwest Virginia Governor's School. "On Tuesday, August 12, SWVGS hosted an open house with orientation sessions for parents of juniors. Parents were divided into small groups and rotated through five information sessions. The sessions focused on the Governor's School research program, how ALEKS is used in math classes, how WebAssign is used in chemistry and physics classes, an explanation of the honor code system at SWVGS, as well as a description of the study skills class required for all juniors. Sessions were about ten minutes in length each and parents had time to ask questions. Afterwards, many parents emailed to say that they found the sessions to be very helpful. Students from Wythe County enrolled in the Pilot Extended Day program at SWVGS are settling into their new schedule. They are underway with their STEM-focused English and Social Studies courses. They are also taking advantage of the flexible time to work with SWVGS teachers on their math and science classes. Students in this program participated in pre-program interviews.

Mrs. McMahon stated that we have lots of "plusses" for our school system this summer. She stated that Margy Journell is a state finalist for the Presidential Math & Science Teaching Award. Congratulations Margy!

Mrs. McMahon thanked the 4 teachers from Narrows Elementary/Middle School who participated in Virginia Initiative for Science Teaching and Achievement (VISTA). These teachers gave up a significant amount of their summer to attend the month-long institute. Krista Dascano, Sarah McGlothlin, Donna Ralph and Michelle Robertson began a year-long program with VISTA, which kicked off with an intensive, four-week Elementary Science Institute at Virginia Tech.

Mrs. McMahon congratulated the GHS Golf Team. They opened their season strong. They finished 2<sup>nd</sup> out of 19 teams. Joe Clark took the top honors and he is a sophomore. She thanked Mr. Johnston for coaching them.

Mrs. McMahon congratulated Patrick Thomas for being named the 9<sup>th</sup> district winner in the Congressional Science, Technology, Engineering and Math Academic Competition (House App Contest)

Mr. Gentry stated that he is excited for a new year. He is looking forward to the new reading program!

Mr. Gentry stated that the mowing has never looked so good at all of our buildings, thanks to the work crew.

Mr. Gentry stated that Sara Slone (new Choral Teacher-GHS) is great with kids and he thinks she will do very well!

Mr. Gentry stated that Volleyball and Golf at GHS are doing great so far!

Mr. Gentry stated that he is speaking at the WebFair conference next week. He encouraged the Board to give him some ideas if they had something they wanted him to address.

Dr. Webb stated that at our last board meeting, Mr. McKlarney was here and touched on the CCAP program at New River Community College. This program would pay for Giles County students (Giles County residents) to attend 2 years at New River Community College. This is funded (non-endowed program) 50% from public money and the other 50% from private money. The Board of Supervisors approved \$75,000 towards this program out of their budget. There was a meeting about a month ago with individuals from New River Community College (NRCC) and we have started to formulate some brief guidelines with the program. We are in the process of having a reception at Mountain Lake to invite members of the general public to explain this program.

Dr. Webb stated that at the last meeting, everyone completed the self-evaluation forms (Policy AFA/AFA-E) of the School Board. He stated that he reached out to Montgomery County to see if they did this and they did not; however, at the retreat every year, they have a consultant come in to interview each board member and then they compile all of this information. Before the retreat is over, they discuss all of the results. Dr. Webb stated that there are several options to do the evaluations. Mr. Gentry stated that he was not for hiring anybody, but he likes the idea of talking about it at the retreat, then we will be more prepared to know what we are supposed to be inputting. Mrs. McMahon thanked Dr. Webb for helping to bring this evaluation forward. She stated that she would like to look at the information again sooner than February. Dr. Webb stated that we can just look at it in the next 4-5 weeks in a closed session meeting.

Mr. Gentry stated that with sports, there is a lot of fundraising going on right now. He stated that it is hitting the same people over and over. He has talked to several people from Giles and Narrows and they both feel the same way. He is wondering if there is some other avenue besides all fundraising. He stated that some sports do not have to fundraise. This is a concern amongst many people. Maybe there can be a group fundraiser amongst many sports??? He stated that there needs to be a conversation with the principals.

#### **IN OTHER ACTION...**

The School Board, on motion of Mr. Whitehead, with second by Mr. Gentry and unanimous voting, approved additional Employment of Denny Hood – NHS Math Teacher, Bill Psathas – GHS Custodian (effective 8/20/14), Steven Griggs – GHS Custodian (effective 8/25/14), Sherry Teats – Eastern District Bus Driver, Jane Dalton – Eastern District Bus Driver, John Jenkins – Central District Bus Driver, Cheryl Hodock – NHS Special Education Teacher Assistant, Andrew Frazier – GHS History Teacher, Jamie Burton – GTC Building Trades Teacher.

The School Board, on motion of Mr. Whitehead, with second by Mrs. McMahon and unanimous voting, approved the Updated Technology Plan from Mr. Fowler/GTC.

Dr. Arbogast stated that he wanted to make sure the Board members received the annual crisis plans from the schools. He has to certify to the Department of Education that they received them.

The School Board, on motion of Mr. Gollehon, with second by Mrs. McMahon and unanimous voting, approved additional Athletic Coaching Contracts: Mark Hubbard – GHS Girls & Boys Cross Country, W.R. Johnston – Varsity Golf, Darla Whitehead – GHS Cross Country (Volunteer), Colin Munsey – GHS Cross Country (Volunteer), Byron Hurley – GHS 8<sup>th</sup> Grade Head Football, Dusty Stump – GHS Varsity Asst. Football.

The School Board, on motion of Mr. Whitehead, with second by Mr. Gentry and unanimous voting, approved suspension without pay for Employee # 4485, effective August 22<sup>nd</sup>, 2014.

Dr. Arbogast stated that our first round of drug testing occurred on August 18<sup>th</sup>, 19<sup>th</sup> and 21<sup>st</sup>. It seemed to go smoothly. Results have not come back in yet.

Dr. Arbogast congratulated Leslie Meadows, Zane Martin and Tucker White for receiving a silver medal in the Engineering Technology Design contest at the National Leadership and Skills Conference and SkillsUSA Championship.

Dr. Arbogast again congratulated Patrick Thomas for being named the 9<sup>th</sup> district winner in the Congressional Science, Technology, Engineering and Math Academic Competition (House App Contest).

Dr. Arbogast again congratulated Margy Journell for being a state finalist for the Presidential Math & Science Teaching Award.

Dr. Arbogast stated that there was a reception next week for Luke Craig at the Narrows Town Office for winning 1st place in the "I Love Southwest VA" photo contest sponsored by Heartwood this summer. Luke is a student at Narrows HS.

Dr. Arbogast stated that there is an open house at Narrows Elementary/Middle for the new preschool room next Wednesday from 9-10.

Mr. Gentry asked Dr. Arbogast for an update on the NHS food program. Dr. Arbogast stated that yesterday was the last day of the food program. He doesn't have updated numbers yet, but will have them soon.

Dr. Arbogast thanked BB&T for breakfast for our new teachers!

#### **NEXT SCHOOL BOARD MEETING**

The next regular School Board meeting will be held Thursday, September 25th at 4:00 p.m. and the Quarterly Dinner meeting will be at 5:30 p.m. at Macy McClagherty.

The Chairman, on motion of Mr. Whitehead, with second by Mr. Gollehon and unanimous voting, adjourned the meeting.

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Chairman

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Clerk