

July 14, 2014

A special meeting of the Giles County School Board was held at 3:00 p.m. on July 14, 2014 in the School Administration Office Building Conference Room. No closed meeting was held. Persons present were:

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

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

The meeting was called to order by the Chairman.

APPROVAL OF AGENDA

The Board, on motion of Mrs. McMahon, with second by Mr. Gentry and unanimous voting, approved the Superintendent's July 14, 2014 School Board Meeting Agenda.

APPROVAL OF CONSENT ITEMS

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

A. Meeting Minutes

1. Regular – June 30, 2014 (Amended)

B. Financial Data

1. Payment of Bills to include June 30th and July 3rd, 2014
2. August Appropriation Request

TO: Christopher McKlarney
County Administrator for Giles County

FR: Dr. Terry E. Arbogast, II
Division Superintendent

RE: August 2014 Appropriation

The following is the appropriation request for the month of August 2014. This is for the second 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

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.

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**: David Martin – GHS Custodian (effective 7/3/14), Pam MacDonald – MMS Elementary Teacher (effective 6/30/14), Tim Woolwine – GHS Music/Choral Teacher (effective 7/7/14)
2. The School Board, on motion of Mr. Whitehead, with second by Mr. Gollehon and unanimous voting, approved the bid from Oliver Distributing Company for services specified in IFB #8-2014 (custodial supplies). Mr. Gentry asked Mr. Meade if we have compared “apples to apples” since it is a large amount of difference in the bids? Mr. Meade stated that in speaking to the representative that they did.

B. The School Board, on motion of Mr. Whitehead, with second by Mr. Gollehon and unanimous voting, approved policy revisions as recommended by the VSBA Policy Services and administration (JFCBA-R/JFCBA-E).

C. Mr. Chris McKlarney, County Administrator, attended the School Board meeting to discuss the proposed Joint Services Agreement. Chris thanked the School Board for their relationship with the Board of Supervisors. He stated that as a result of the consolidated services that are currently in place, there has been a savings of approximately \$420,000 annually. Increases over the past 3 years from VRS have been tremendous, with those costs having gone up \$1.2 million dollars annually between the school board and the county side. The consolidated services have been very frugal for us. The document that the School Board members were given is a Joint Services Employee handbook. The process works now and works well and we believe this will only make it better. We have workers that are currently working side by side every day that are on different benefit packages, salaries and holidays. He stated that these things really need to be put together. This handbook was compiled trying to take the best of all three entities (Public Service Authority (PSA), County, and School System). Right now, the employees have not had an opportunity to review the handbook. He would like to get comments from School Board regarding this to see if they are comfortable to move forward and would like to share it with the employees from all three entities. The Joint Service Board employees would work for an organization that would consist of 3 people (School Board representative, County representative and PSA representative). The budgets would still be controlled by each organization. He believes there are many more opportunities for consolidated efforts. His opinion is that they wouldn't do anything before January 1st. Mr. Gollehon asked how each group would be paid. Mr. McKlarney stated that they would look at what we are currently paying for these services and each organization would budget that amount and it would go into a "pot" and they would bill back to the School Board. Mr. Gentry asked Mr. McKlarney for the initial list of employees that are being included in this agreement. Mr. McKlarney stated that the employees would include the PSA and Maintenance/Garage and possibly custodians. He also stated that he thinks that there are opportunities to reward people for doing more and giving them more responsibility. Dr. Webb stated that it seems like a "win-win" situation. Mr. Gentry asked Mr. McKlarney what would happen if an employee that is not currently on the Joint Service Board wants to be in the agreement or on the 3 person committee/board, we want to be sure that we have the "right" people. Mr. McKlarney stated that he hopes that the relationship and trust continues, but he cannot guarantee that this will always work. Dr. Webb asked if we needed some "by-laws". Mr. McKlarney stated that there needs to be an agreement between the entities that will give some notice to "get out" if needed. Mr. Gentry asked if this Joint Services Board would have their own budget. Mr. McKlarney stated that they would have their own budget. Mr. Gentry asked about purchasing "bigger" items such as "scrubber machines", etc. Mr. McKlarney stated that there could be a budget to purchase this equipment for everyone to use. Dr. Arbogast stated that we would need our counsel to look at the agreement before proceeding. Mr. Whitehead, with second by Dr. Webb and unanimous voting, approved to proceed with pursuing this agreement. Mrs. McMahan had a question on page 9 of the agreement. She stated that we currently have policies in place regarding disciplinary actions and asked whether we were going to have a list spelled out in the handbook. Mr. McKlarney stated that the discipline would come from the 3 member committee that oversees the Joint Service Board. Dr. Webb stated that we should have some sort of guidelines/by-laws to go by. Dr. Arbogast stated that at some point, we will need to discuss the issue with custodians that were mentioned to possibly include in the agreement. Mr. Gentry asked Mr. McKlarney his feeling on health insurance? Mr. McKlarney stated that he hoped that as of January 1st, everyone would have the same insurance. Mrs. McMahan asked a question about insurance on page 14. It states that the employee may opt out of coverage and receive payment in the sum of \$300 per month. She stated that in March, we were advised not to do this from our insurance provider. Mr. McKlarney stated that it may be a section that may need to be removed. It will just need to be reevaluated. Before Mr. McKlarney left, he spoke briefly about the CCAP program. The Board of Supervisors approved a budget that included \$75,000 for the CCAP program. A lot of work will need to go into this as far as fundraising, etc. He stated that he would like the board to be thinking about how they would like to handle this program in the future.

D. Dr. Arbogast stated that the board members asked him to provide them with information (sample policies) on tobacco free schools. Mr. Gentry stated that he personally does not want our kids smoking and he does not agree with smoking on school grounds. He stated that if you hit on smoking, you have to hit on all type of tobacco. Dr. Webb stated that our current policy basically deals with smoking in our buildings, but the new proposed policy deals with smoking on campuses. Mrs. McMahan stated that at one time, there were announcers who announced "no smoking". Dr. Webb stated that he liked the sample policy from Carroll County. Mr. Whitehead stated that it will only work if it is enforced. Mr. Gentry stated that we would need to put up a few signs. Mrs. McMahan stated that we would need to continue announcing at games for "no smoking." She said it really helped when it was regularly announced. Dr. Webb asked if we approve this, is it to late to get it in the student handbooks? Dr. Arbogast stated that they are currently working on them. Mr. Whitehead stated that we would probably need to talk to the Sheriff about this new policy so his deputies can help enforce the new policy. The School Board, on motion of Mr. Whitehead, with second from Mr. Gentry and unanimous voting, approved a NEW policy (GBEC-R – Tobacco Free School Campuses).

E. Dr. Arbogast stated that we have been discussing the budget for several months now. The School Board members have been given a copy of the proposed budget and he would like to ask the school board to approve. Mr. Gentry stated that he did not understand how the 3% worked for raises with teachers with their steps and/or longevity. Some teachers, depending on their years, did not get anything. There are 15-17 individuals who fell into the category where they did not get anything. Mr. Gentry asked that the board consider a proposal for the people that did not get anything, a 3% increase. Mrs. McMahan stated that every year we discuss this and it's because of the longevity/steps that the teachers requested. Dr. Arbogast stated that from 2008-2012, teachers did not receive a raise, which forced the starting salary down and also made the longevity step move down the salary scale. Last year and again this year, we have been able to work the longevity step back up the scale. Dr. Webb asked Dr. Arbogast if he had an amount of what it would cost to give a 3% raise for the individuals in the 27-29 year range. Dr. Arbogast stated that it could probably be around \$1,800-2,000 per employee and with benefits, it could be around \$34,000 total. Dr. Webb asked Dr. Arbogast if he had any feel as to whether GEA still wanted the longevity steps. Dr. Arbogast stated that he met with GEA last week and they were concerned about the 3% (on average) increase, but they were comparing that to the 13-14 salary scale, but we now have a new salary scale. The groups from 0-2 and the groups that are in the longevity are the ones that are affected the most. He stated that he can check with them (GEA) again to get their consensus. Dr. Webb stated that he would like to hear what the GEA's feelings are on the longevity steps at this point. Mr. Gentry stated that he just did not feel it was fair to get nothing when you have been here the longest. Mrs. McMahan asked if the current budget has any consideration for the school cafeteria staff. Dr. Arbogast stated that Mr. Meade has talked with the principals about the cafeteria staff salary. Mr. Meade stated that all cafeteria employees will be given a 3% salary increase. Mrs. McMahan was concerned because of the hard work that they do with their low salaries. Some employees are working 5 ¾ hours, but they cannot get insurance until they reach 6 hours. She also asked about our custodians and how many days a year they work. Dr. Arbogast stated that they are 12 month employees. Mrs.

McMahon stated that she was also concerned about their low pay. Dr. Arbogast said he would have to ask other divisions to see what their custodians are making. The School Board, on motion of Mr. Gollehon, with second by Mr. Whitehead and unanimous voting, approved the 2014-2015 budget as presented/proposed by the Superintendent. Mr. Gentry stated that he is willing to approve the budget if there is movement regarding getting with GEA to hear their thoughts on the longevity/steps (especially the ones that did not get a raise).

CONCERNS/COMMENTS

Dr. Arbogast stated that during the board retreat, we spoke about the flashing lights in front of GHS, EEMS and MMS, particularly in regards to snow days, early releases, etc. He presented a quote regarding a new system that would help control the flashing lights. The School Board on motion of Mr. Gentry, with second by Mrs. McMahon and unanimous voting, approved this request.

Dr. Arbogast stated that last year, the General Assembly put money in the budget for school security equipment grants. Ours was not considered last year; however, we have this ready for this year if the board is okay with mailing it. The School Board is okay with sending this grant.

Dr. Arbogast discussed the article in the Roanoke Times this past weekend. It highlighted the kids that went to the National SkillsUSA competition. There were three students (Leslie Meadows, Zane Martin, Tucker White) who were awarded a silver medal in the Engineering Technology Design contest at the Annual National Leadership SkillsUSA competition!

Dr. Arbogast encouraged School Board members to go by NHS to look at the progress of the AEP Room/Weight Room.

Mr. Gentry stated that it has been a good six months and he appreciated everyone's patience. It has been a very big learning process.

Mr. Gentry discussed Virtual Virginia. His daughter passed Economics with Virtual Virginia. This is an amazing interaction of Technology and thought process that went into that program. This is a very great tool that we have!

Mr. Gentry asked Dr. Arbogast if we had heard anything on the Ag. lab. Dr. Arbogast stated that he had not.

Mr. Gentry stated that our Macy breakfast numbers have increased.

Mr. Gentry asked Dr. Arbogast if anyone has ever checked on our building to see if we could get any historical credit for upgrades. Dr. Arbogast stated that he had not. Mr. Gentry thinks there may be grants out there to apply for.

Mr. Meade wanted to recognize Steve Ragsdale for being inducted into the VHSL Hall of Fame in October. This is very well deserved and such an honor!

IN OTHER ACTION...

The School Board, on motion of Mr. Gollehon, with second by Mr. Whitehead and unanimous voting, approved the Employment of Chris Payne – GHS Custodian (effective July 9, 2014).

The School Board, on motion of Mrs. McMahon, with second by Mr. Gentry and unanimous voting, approved the Resignation of Andrew Graham – MMS Elementary Teacher (effective July 9, 2014).

NEXT BOARD MEETING

The next School Board Meeting will be held Friday, August 22nd at 7:30 a.m.

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

Chairman

Clerk