

**March 31, 2017**

A special convened meeting of the Giles County School Board was held at 7:00 AM on March 31<sup>st</sup>, 2017 in the School Administration Office Building. Persons present were:

Marion C. Ballard  
Eric G. Gentry  
Drema K. McMahon  
Stephen M. Steele  
Mark A. Wilburn

Dr. Terry E. Arbogast II, Superintendent  
Richard R. Franklin, Assistant Superintendent  
Amanda J. Tickle, Clerk  
Rhonda Tickle, Finance Director  
Samantha Montgomery, Clerk

The meeting was called to order by the Chairman. On motion of Mrs. McMahon, with second by Mr. Wilburn and unanimous voting, the agenda was approved.

The purpose of the work session was to discuss the budget/insurance.

Dr. Arbogast handed out a packet of information to board members on salaries based on the insurance sliding scale and the proposed salary increases. He went through each classification of employees and all the columns that stated the salary increase, the insurance cost and the insurance supplement. The purpose of the insurance supplement is to make sure no one takes home less money. The information that Dr. Arbogast presented is based on an insurance cap of \$521. There was further discussion amongst board members about the information that Dr. Arbogast presented. Board members would like to meet with each classification of employees to discuss how this will affect them. The salary increase will apply to VRS; however, the health insurance supplement/subsidy will not go onto VRS. Board members would like to see the increase and insurance subsidy to go in effect July 2017, as opposed to a start date of February 2018. Mr. Ballard discussed the possibility of an additional percent of a raise. Mrs. R. Tickle stated that it would be approximately \$175,000 for an additional 1%. Mr. Steele stated that he will share a letter with board members that he is working on about a property tax increase that could possibly help with teacher salaries. Mrs. Tickle stated that if we were to do a property tax increase to cover an additional % raise, it will be hard to maintain if the ADM number decreases and state funding continues to decrease. Dr. Arbogast and Mrs. McMahon stated that before anything goes in the paper, we need the article to go to Mr. McKlarney to review. Dr. Arbogast further explained the classification of employees and where they would stand with the raise, insurance and health insurance supplement/subsidy. There would be 88% of employees who would have taken home less money if we didn't do anything. Board members asked Dr. Arbogast to change increases for school board office personnel and administrators to 2%, instead of 1.5%. Mrs. McMahon stated that we need to educate our staff on the increases and insurance. There was a 1.66% VRS increase and 15.9% insurance increase. Mr. Steele asked if we are where we need to be with the county employees. He sees that some county employees make more than our teachers. Mr. Steele stated that in the private sector, you get paid for what you provide. He stated that we need to bring more industry into our county. Dr. Arbogast stated that with the additions discussed on the spreadsheet, it appears that the amount that will need to be requested from the Board of Supervisors is approximately \$297K. He stated that this does not account any carryover money or if there will be any. The board agreed to go with the insurance cap of \$521, but would like to see the raises start in July.

The next discussion was whether to purchase a new driver's education car. Mr. Gentry stated that he was not sure we should spend the money on a new driver's education car with the budget the way it is. The 3 current driver's education cars are all under mileage of 50K. Dr. Arbogast stated that we charge students for behind the wheel and that helps offset the purchase of a new car every year. We rotate a driver's education car into the trip car fleet so we can get some of the old ones off the road. After looking at a list of the current trip car vehicles, the board decided it was a good idea to go ahead and purchase the new driver's education car. This way, one of the old vehicles can come out and one of the newer driver education cars can go into the trip car fleet.

Mr. Wilburn stated that if we have any money left over, we should use some to help out the athletic directors and coaches.

There was a discussion on whether we can pay for Medicare for our employees who are over the age of 65. Dr. Arbogast is waiting to hear back from counsel to see if it's something that we can do.

There was a discussion on the possible retirement incentives for our employees. The Board of Supervisors should make a decision next week as to whether they can pay for this.

There was a discussion on the teacher salary scale. Mrs. McMahon asked if we could raise our starting teacher salary starting pay. In the new budget, the current teachers will come off of the salary scale; however, all new hires will go on the salary scale. Dr. Arbogast has adjusted the scale some, but he has to be careful because he doesn't want a new teacher coming in making more than current teachers.

Dr. Arbogast stated that at Kindergarten registration for NEMS, we had 45 to register. He stated that normally, the number is not that high at registration. If the number continues to increase, we may end up having to look at another classroom.

**Minutes – March 31, 2017**  
**Page 2**

The School Board, on motion of Mr. Ballard, with second by Mr. Steele and unanimous voting, adjourned the meeting.

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Chairman

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Clerk