

CONTINUED SCHOOL BOARD MEETING

Thursday, May 16, 2013

4:00 p.m.

PRESENT: Charlie Collins, Chairman
Carl Jackson, Vice-Chairman
Wayne Bostic
Linda Cross
Linda Garrett
H. Thomas Griffith
Robert O. Hillman

Mr. Charlie Collins, Chairman, called the May 16, 2013, continued board meeting to order at 4:00 p.m.

Upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board voted unanimously to go into executive session under Code 2.2-3711 (A)(1) Personnel and Code 2.2-3711 (A)(7) Consultation With Legal Counsel.

After approximately two hours and five minutes in executive session, upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board voted unanimously to go back into regular session.

Mr. Jackson read the following certification motion: "Mr. Chairman, I move to certify that to the best of our knowledge, only public business matters lawfully exempted from open meeting requirements and only such public business matters as were identified in the motion to go into executive session were heard, discussed or considered in executive session." The motion was seconded by Mr. Hillman.

The roll call vote was as follows:

YEAS:	Mr. Jackson Mr. Hillman Mr. Griffith Mr. Bostic Mrs. Garrett Mrs. Cross Mr. Collins	NAYS:	None
		ABSTENTIONS:	None

Mr. Bostic made a motion that Elk Garden Elementary School be closed for the 2013-2014 school year. The motion was seconded by Mr. Hillman. The roll call vote was as follows:

YEAS:	Mr. Jackson Mr. Hillman Mr. Griffith Mr. Bostic Mr. Collins	NAYS:	Mrs. Garrett
		ABSTENTIONS:	Mrs. Cross

Mr. Griffith made a motion that Cleveland Elementary School be closed for the 2013-2014 school year. The motion was seconded by Mr. Hillman. The roll call vote was as follows:

YEAS:	Mr. Hillman	NAYS:	Mr. Jackson
	Mr. Griffith		Mr. Collins
	Mr. Bostic		
		ABSTENTIONS:	Mrs. Garrett
			Mrs. Cross

Senator Phillip Puckett, Delegate Joe Johnson, Delegate Will Moorefield, and Mr. Jack Kennedy honored Russell County Schools and Mrs. Jane Carter for participation in the SSEP Mission 2 to ISS with a resolution that was passed by the Virginia General Assembly.

Upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board voted unanimously to recess for the retiree and 30 year service dinner.

After approximately one hour and fifteen minutes in recess, Mr. Collins recalled the meeting to order.

Upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board voted unanimously to approve the reduction in force list to include Title I tech lab aides, Title I tutors, library aides, guidance aides, classroom instructional aides, special education aide, physical education teachers, STEM teachers, Project Lifeline teachers, Asset Program, bus drivers, four positions at Elk Garden Elementary School and nine positions at Cleveland Elementary School. Dr. Hess informed the Board that although 75 positions are being reduced, only 51 individuals will be losing their jobs.

Upon motion made by Mrs. Cross and seconded by Mr. Jackson, the Board unanimously approved a 5% premium increase in the health insurance.

Upon motion made by Mr. Jackson and seconded by Mrs. Cross, the Board unanimously approved the following plan changes for the health insurance:

- Incorporate a three tier drug plan that would consist of generic, brand/formulary, and non formulary. If a generic is available and the member chooses the brand, regardless of dispense as written instructions, the member will be responsible for the difference between the cost of the generic equivalent and the brand in addition to the appropriate co-pay.
- Introduce a \$80-\$85 co-pay on specialty drugs with a 7 – 14 day fill and a maximum of days per fill.
- Utilize a step therapy program where member tries an alternative first before certain medications will be covered.
- Introduce a mandatory mail order program for maintenance drugs.
- Introduce a \$150 per month surcharge on spouses with other insurance available. There will not be a charge on those with no other insurance coverage.
- Introduce an incentive disease management/wellness program. If members participate in the program for the entire year, they will receive a \$200

annual incentive. The member must participate in health risk assessments, bio-metrics, yearly routine exam, and work with a Healthcare Navigator Nurse Coach to discuss their healthcare needs and create a personalized service plan.

- Deductibles must be met by two individuals on a family plan.
- All preventative services required by healthcare reform will be payable at 100% for Tier 1 benefits.
- True medical emergency, life threatening, ER charges will be paid at the same benefit for in network and out-of-network.
- Prescription aspirin contraceptives will be paid at 100%.
- These changes will take place on August 1, 2013.

Upon motion made by Mrs. Cross and seconded by Mr. Griffith, the Board voted unanimously to increase school breakfast prices to \$1.85 and lunch prices to \$2.88 for the 2013-2014 school year.

Upon motion made by Mrs. Cross and seconded by Mr. Jackson, the Board directed the Central Office Staff to prepare a charge policy for the school nutrition program.

Mrs. Katrina Hale informed the Board that at this time, the 2% raise being proposed by the Governor is still in our budget.

Upon motion made by Mr. Griffith and seconded by Mr. Hillman, the Board unanimously approved allowing Student A to participate in graduation.

Upon motion made by Mr. Jackson and seconded by Mrs. Garrett, the Board unanimously approved the rescission of the retirement of Kandy Brightbill, Sandra Justice, and Greg Smith.

Upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board unanimously approved the following retirements:

Linda G. Cassell, guidance counselor at Castlewood High School, effective July 1, 2013;

Gary D. Hughes, custodian at Swords Creek Elementary School, effective July 1, 2013; and

Mary F. Wallace, teacher at Castlewood High School, effective July 1, 2013.

Upon motion made by Mrs. Cross and seconded by Mr. Jackson, the Board approved the following personnel with Mr. Bostic abstaining:

appoint Sherry Allen as coordinator; Tom Allen, Anglea Bostic, Beth Marshall, Connie Crabtree, Sarah Stoots, Chandra Booker, Sherry Lyttle, Julie Higgins, and Sherry Wilson as teachers; Pam Mullins and Becky Woods as aides; and Derek Allen, Dylan Allen, Doug Campbell, Peggy Castle, Teresa O'Donnell, David Scammell, Kathy Shortt, Todd Tiller, and Elizabeth Woods as substitutes for the

21st Century summer school at Castlewood High School for the 2013 summer program; and

Appoint Barbara Justice and Rick Hess as teachers for the 21st Century summer school at Honaker Elementary School for the 2013 summer program.

Upon motion made by Mrs. Garrett and seconded by Mrs. Cross, the Board unanimously approved the following personnel recommendations effective the 2013-2014 school year:

transfer Karen Starnes from teacher at Elk Garden Elementary School to teacher at Belfast Elementary School with the 4th grade class;

there will not be a Pre-K class at Belfast Elementary School for the 2013-2014 school year because of enrollment;

transfer Jeanette Miller from teacher at Elk Garden Elementary School to teacher at Belfast Elementary School with the 5th grade class;

transfer Jennifer Woodlief from teacher at Cleveland Elementary School to ½ day teacher at Belfast Elementary and ½ day teacher at Lebanon Middle Schools;

transfer Brittany Richardson from teacher at Elk Garden Elementary to teacher at Belfast Elementary School replacing a retiring teacher (if the teacher doesn't retire, then she will be placed elsewhere);

transfer Christy Bowman from teacher at Elk Garden Elementary to teacher at Belfast Elementary School replacing a retiring teacher (if the teacher doesn't retire, then she will be placed elsewhere);

transfer Todd Glover from Castlewood High School to Castlewood Elementary School, replacing Mary P. Gregory;

transfer Amy Woods from teacher at Cleveland Elementary School to teacher at Castlewood Elementary School, replacing a non-tenured teacher;

transfer Todd Tiller from full-time teacher at Castlewood High School to part-time teacher at Castlewood High School;

transfer Amanda Sykes from Kindergarten teacher at Copper Creek Elementary School to Pre-K teacher at Copper Creek Elementary School;

transfer Angela Compton from Pre-K teacher at Copper Creek Elementary School to Kindergarten teacher at Copper Creek Elementary School;

transfer Tony Bailey to 6th grade at Honaker Elementary School;

add partial days for Rhonda Mullins physical education teacher at Honaker Elementary School to equalize the numbers of physical education students at that school (she will also continue to service Givens and Swords Creek Elementary Schools);

transfer Betty Davis to full-time English teacher at Honaker High School;

transfer Rick Hess from physical education teacher at Honaker Elementary School to special education teacher at Honaker High School, replacing Leigh Dye;

transfer Danielle Kennedy to full-time English teacher at Honaker High School;

transfer Tonya Barton as physical education teacher from Lebanon Primary School to physical education teacher at Lebanon Elementary School;

transfer Lori Stoots from teacher at Cleveland Elementary School to teacher at Lebanon Elementary School moving with a Cleveland class;

transfer Ruth Elam from teacher at Cleveland Elementary School to teacher at Lebanon Elementary School contingent upon a teacher retirement;

transfer Kristy Sparks to ½ day physical education teacher at Lebanon Elementary School (she will continue to serve the other ½ day at Copper Creek Elementary);

transfer Sarah Stoots from teacher at Castlewood High School to English teacher at Lebanon High School;

transfer Jennifer Woodlief from teacher at Cleveland Elementary School to ½ day teacher at Lebanon Middle School;

transfer Rex Parker from physical education teacher at Belfast/Elk Garden to physical education teacher at Lebanon Middle School;

transfer Shenna Fife from teacher at Cleveland Elementary School to teacher at Lebanon Middle School moving with a Cleveland class;

transfer Beverly Ashby from teacher at Cleveland Elementary School to teacher at Lebanon Middle School moving with a Cleveland class;

transfer Shelia Keen from tech lab teacher at Cleveland Elementary School to tech lab teacher at Lebanon Primary School, replacing Diane Hileman;

transfer Rebecca Reynolds from Kindergarten teacher at Cleveland Elementary School to Kindergarten teacher at Lebanon Primary School;

transfer Julie Moore from 1st grade teacher at Cleveland Elementary School to 1st grade teacher at Lebanon Primary School moving with a Cleveland class;

transfer Donna Palmer from Kindergarten teacher at Givens Elementary School to tech lab teacher at Givens and Swords Creek Elementary Schools;

transfer Tiffany Ward from teacher at Cleveland Elementary School to Kindergarten teacher at Givens Elementary School;

transfer Brian Keith Harris from part-time technology teacher to full-time

technology technician; and

transfer Kathy Rhea from teacher at Lebanon Middle School to ITRT teacher for Russell County Schools.

Dr. Hess shared a letter from Delegate Joseph P. Johnson, Jr. expressing his appreciation for being recognized at the VSBA Regional Meeting.

Upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board voted unanimously to continue the May 16, 2013, meeting to May 30, 2013, at 6:30 p.m.

Chairman

Clerk