

SCHOOL BOARD MEETING
Thursday, December 19, 2013
3:30 p.m.

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

Mr. Charlie Collins, Chairman, called the December 19, 2013, continued board meeting to order at 3:40 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 one hour and thirty-five minutes in executive session, upon motion made by Mrs. Cross and seconded by Mr. Griffith, 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. Griffith.

The roll call vote was as follows:

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

The Board held a moment of silence in honor of the passing of Mr. Bob Hillman.

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

Debra Boyd, part-time Alternative Middle School teacher, effective January 6, 2014;

Renee Burgess, part-time cook at Lebanon High School, effective immediately;

Andy Burks, part-time teacher at the Alternative High School, effective immediately; and

Jodi Davidson, teacher at Castlewood Elementary School, effective January 1, 2014.

Upon motion made by Mrs. Cross and seconded by Mr. Griffith, the Board approved the following personnel with Mr. Bostic abstaining on Ms. Smith's appointment due to a conflict:

appoint Tabitha Long as assistant principal at Castlewood Elementary School, replacing Ed Young, effective January 6, 2014;

appoint Jennifer Price as a teacher at Castlewood Elementary School, replacing Jodi Davidson, effective immediately;

appoint Colby Dean as a volunteer wrestling coach at Castlewood High School for the 2013-2014 season;

appoint Jerissa Monk as a Kindergarten teacher at Givens Elementary School for the remainder of the 2013-2014 school year;

appoint Joseph Gregg as custodian at Lebanon High School, replacing Richard Nas, effective immediately; and

appoint Cecilia Smith as Spanish teacher at Lebanon High School, replacing Vicki McComas, effective immediately.

Upon motion made by Mr. Bostic and seconded by Mr. Griffith, the Board voted to suspend Lila Jenkins, assistant principal at Copper Creek Elementary School, with pay effective immediately. Mrs. Cross abstained from voting on the motion.

Upon motion made by Mr. Bostic and seconded by Mr. Jackson, the Board unanimously appointed Carolyn Townes as interim assistant principal at Copper Creek Elementary School effective January 6, 2014.

Upon motion made by Mrs. Cross and seconded by Mrs. Garrett, the Board voted unanimously to advertise in-house for part-time teacher at the Alternative Center and for the ITRT teacher replacing Tabitha Long.

Dr. Hess reminded the Board that effective January 1, 2014, the prescription drug coverage will change to Partners RX for our coverage. New drug cards will be mailed out prior to that date.

Dr. Hess informed the Board that effective January 1, 2014, all substitutes will be required to clock in and out each day. She explained that this is necessary due to the required tracking of hours by the new health care reform. If a timecard is not available on these individuals, then the government will consider each day an 8 hour day which could exceed the 28 hour per week limit.

Dr. Hess and Mrs. Katrina Hale discussed the new Hybrid Retirement Plan offered by the Virginia Retirement System that will be in effect for any new employee hired after January 1, 2014. As a part of the new plan, employees will now have a short-term disability plan offered to them instead of the traditional disability offered by VRS. After seven calendar days (five working days), employees will no longer use their accumulated sick leave because they will start drawing short-term disability. Currently, our sick leave accumulation is unlimited. If this remains the case for employees hired under the Hybrid Plan, a sizeable financial liability will accrue for the Board.

Upon motion made by Mrs. Cross and seconded by Mr. Bostic, the Board unanimously approved limiting the accumulation of sick leave days for new employees hired under the Hybrid Plan to a maximum of 140 days. This only applies to those employees in the Hybrid Plan.

Upon motion made by Mr. Jackson and seconded by Mrs. Cross, the Board voted unanimously to hold the next meeting on January 9, 2014, at 5:00 p.m. for executive session and 6:30 p.m. for regular session.

The attorney informed the Board that legal counsel will be unable to attend the January 9 meeting. Upon motion made by Mr. Jackson and seconded by Mrs. Cross, the Board voted unanimously to change the meeting to Wednesday, January 8, 2014, instead of January 9.

Upon motion made by Mr. Jackson and seconded by Mrs. Cross, the Board voted unanimously to adjourn the December 19, 2013, meeting.

After protests from the audience, upon motion made by Mr. Bostic and seconded by Mrs. Cross, the Board voted unanimously to reopen the meeting.

Mrs. Sandy Chafin and some other staff members of Copper Creek Elementary School spoke on behalf of Lila Jenkins. One of the teachers also asked the Board how teachers were to know when to allow a student to leave their room unattended after what had happened. The Board informed the audience that although they support all personnel, they have to follow legal procedures.

Upon motion made by Mrs. Cross and seconded by Mr. Bostic, the Board once again adjourned the December 19, 2013, meeting.

Chairman

Clerk