

SCHOOL BOARD MEETING
Thursday, May 5, 2016
5:00 p.m.

PRESENT: Donald Ramey, Chairman
Cynthia Compton, Vice-Chairman
Wayne Bostic
Charlie Collins
Jeff Cook
Linda Garrett
Alex Zachwieja

Mr. Ramey, Chairman, called the May 7, 2016, board meeting to order at 5:00 p.m.

Upon motion made by Mrs. Compton and seconded by Mr. Zachwieja, the Board voted unanimously to go into executive session under Code 2.2-3711 (A)(2) Student Discipline, Code 2.2-3711 (A)(1) Personnel, and Code 2.2-3711 (A)(7) Consultation with Legal Counsel.

After approximately one hour and fifty minutes in executive session, upon motion made by Mr. Collins and seconded by Mr. Bostic, the Board voted unanimously to go back into regular session.

Mrs. Compton 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. Zachwieja.

The roll call vote was as follows:

YEAS:	Mr. Zachwieja Mr. Bostic Mrs. Garrett Mr. Cook Mrs. Compton Mr. Collins Mr. Ramey	NAYS:	None
		ABSTENTIONS:	None

The Board held a moment of silence in honor of Tom Griffith, a former School Board member that recently passed away.

Upon motion made by Mr. Bostic and seconded by Mr. Zachwieja, the Board voted unanimously to dispense with the reading of the minutes from the April 7, 2016, public hearing and regular meeting.

Upon motion made by Mr. Bostic and seconded by Mr. Cook, the Board voted unanimously to approve the minutes of the March 3, 2016, regular meeting as presented.

Upon motion made by Mr. Bostic and seconded by Mr. Collins, the Board unanimously approved the May bills numbered 904376-904664, 94225-94785, 668257, 668240-668255, 668329-668337, 1047, 668256, 668258-668327, 668338-668513, and 00815 in the amount of \$7,046,000.48 to be distributed as follows:

County School Operating	-	Payroll	\$4,088,430.79
County School Operating	-	Bills	\$2,665,188.95
County School Operating	-	Title 1 Payroll	\$ 1,622.80
County School Operating	-	Title 1 Bills	\$ 130,092.41
School Food Program	-	Payroll	\$ 86,391.41
School Food Program	-	Bills	\$ 74,274.12

Upon motion made by Mr. Bostic and seconded by Mr. Zachwieja, the Board voted unanimously to amend the agenda to include a request from Reverend Larry Stinson under delegations on the agenda.

Ms. Kathy Cox with Trane appeared before the Board to update them on the Energy Efficiency Audit. She informed the Board that it is now complete. The Board had previously discussed replacing the roof at Lebanon Middle School as part of the project. Ms. Cox informed the Board that replacing the roof would not qualify under the Virginia Saves program. She also informed the Board that they have been pre-qualified for \$10 million. If the Board goes forward with the program, there should be a savings of \$380,000.00 annually. The total cost of the renovations would be \$11.8 million. Since the Board is already pre-qualified for \$10 million, funding would have to be found for the additional \$1.8 million necessary to fund the entire project.

Reverend Larry Stinson from Cleveland Baptist Church appeared before the Board to request permission to use Cleveland Elementary School for a revival from September 25 – 28, 2016. Upon motion made by Mr. Zachwieja and seconded by Mr. Bostic, the Board unanimously approved Reverend Stinson's request.

The Board recognized the following students for winning the Russell County Art Contest:

Meghan Barton, Honaker Elementary School – Elementary School Category
Tabitha Ball, Swords Creek Elementary School – Middle School Category
Rachel White, Castlewood High School – High School Category

Rachel White also placed 3rd in the VSBA Regional Art Contest.

The Board recognized the following students from Castlewood High School for placing in the state FBLA competition:

Gillian Shepard – 1st Place – Public Service Announcement
Gunner Jessee – 1st Place – Public Service Announcement
Seth Hylton – 1st Place – Public Service Announcement
Cody Meade – 1st Place – Spreadsheet Application
Abbie Campbell – 1st Place – American Enterprise Project, State Service Project
Financial—1st UVA-Wise, State Service Project Report—5th Place, Honorable
Mention Local Annual Business Report
Noah Phillips – 1st Place – American Enterprise Project; 4th Place Web Design

Alex Alfred – 1st Place – American Enterprise Project, State Service Project Financial—1st UVA-Wise Who’s Who in Virginia FBLA State Service Project Report—5th Place, Honorable Mention Local Annual Business Report
Jacob Baker – 1st Place – Community Service
Savannah Roberson – 1st Place – Community Service
Madison Ray – 1st Place – Community Service
Mandi Hylton – 1st Place – Partnership with Business and 2nd Place – Future Business Leader, \$1,000 Crumley Peele Scholarship Alternate
Trevor Gilbert – 1st Place – Partnership with Business and 3rd Place – Electronic Career Portfolio
Camryn Cook – 1st Place – Partnership with Business
McKenna Jordan – 1st Place – Emerging Business Issues
Breann Long – 1st Place – Emerging Business Issues
Emmily Woods – 2nd Place – Business Ethics
Kendra Woods – 2nd Place – Business Ethics
Gracie Hicks – 2nd Place – Publication Design
Brooke Horne – 2nd Place – Publication Design
Jennifer Burns – 3rd Place – Introduction to Business
Jeremiah Statzer – 4th Place – Web Design
Peyton Jessee – 4th Place – Web Design
Makayla Johnson – 4th Place – Introduction to Business Presentations
Isaac Phillips – 4th Place – Introduction to Business Presentations

The Board recognized the following students from Honaker High School for winning the state Academic Team competition: Beth Mitchell, Caleb Perkins, Madison Ramsey, Holly Lester, Heath Hubbard, Aidan Cook, and Makayla Shortt.

Also recognized by the Board were the following Honaker High School students for placing in the state FBLA competition:

Hunter Hess – 1st Place – E-Business
Marshall McGlothlin – 1st Place – E-Business
Montanna Compton – 2nd place – Business Financial Plan
Morgan Reynolds – 2nd Place – Business Financial Plan

The Board recognized Tara Deel, student from Honaker High School, for being selected to the VHSL All-State Basketball 2nd Team and the VHSCA All-State Basketball Team.

The Board also recognized Tanner Robinette, student from Honaker High School, for being chosen as Black Diamond District Player of the Year, Crooked Road Conference Player of the Year, Region 1A West 1st Team, VHSL All State 1st Team, VHSCA All State 1st Team, Selected to VHSCA All Star Game, and for scoring 2,001 points and accumulating 1,333 rebounds in his career.

The Board recognized the following students from the Russell County Career and Technology Center for placing in the state Skills USA competition:

Reece Dingus – 1st Place – Welding Art Sculpture
Angela Sheppard – 2nd Place – Masonry
Donna Sherrod – 1st Place – Promotional Bulletin Board

Autumn Ramsey – 1st Place – Promotional Bulletin Board

Mr. Scotty Fletcher presented the Board with the results from the survey of the administrators regarding the vacation policy. Five administrators said they would like to all employees to use their days at any time during the year. Three said to allow any time with stipulations such as only allowing them to use five days during the year and not during the week before school starts and the week before graduation. One said to leave the policy as it is. One had no preference, and one didn't respond. Upon motion made by Mr. Bostic and seconded by Mrs. Compton, the Board decided to table taking any action on the policy at the current time.

Upon motion made by Mr. Bostic and seconded by Mr. Cook, the Board voted unanimously to allow employees to work extra hours during the last week of school instead of having to come back and work the work day on June 13.

Upon motion made by Mr. Zachwieja and seconded by Mr. Collins, the Board unanimously approved the following new courses for the 2016-2017 school year contingent upon approval of the budget for:

- 3999 – Local Science Elective (Forensic Science) – Castlewood High School**
- 5199 – Local Art Elective (Art Appreciation) – Lebanon High School**
- 8035 – Greenhouse Plan Production and Management – All High Schools and RCCTC**
- 8007 – Introduction to Plant Systems – All High Schools and RCCTC**
- 8036/8039 – Landscaping I/II – All High Schools and RCCTC**
- 8040 – Introduction to Natural Resources and Ecology Systems – All High Schools and RCCTC**
- 8042/8044 – Forestry Management/Forestry Management Advanced – All High Schools and RCCTC**
- 8073 – Applied Agriculture Concepts – All High Schools and RCCTC**
- 8034 – Horticulture Sciences – All High Schools and RCCTC**

Upon motion made by Mr. Zachwieja and seconded by Mr. Cook, the Board unanimously approved the first reading of the following policies: BBFA, CLA, GCBE, IIAA, IKF, IKH, JBA, JGD/JGE, JHCH, and KNAJ.

Upon motion made by Mr. Cook and seconded by Mr. Zachwieja, the Board unanimously approved the first reading of Policy FFA – Naming School Facilities. The revised policy does not include the stipulation that says that a person has to be deceased for ten years before a facility can be named for them.

Upon motion made by Mr. Collins and seconded by Mrs. Compton, the Board unanimously approved the first reading of Policy GBCA – Conflict of Interest. The revised policy includes a statement that prohibits Board members and members of their immediate family from receiving any automotive repairs or other services performed by instructors or their students at the Russell County Career and Technology Center.

Upon motion made by Mr. Collins and seconded by Mr. Cook, the Board unanimously approved a resolution for the Virginia Retirement System regarding employee contribution amounts. (Attachment #1)

Upon motion made by Mr. Bostic and seconded by Mr. Zachwieja, the Board voted unanimously to approve the minutes of the public hearing that was held on April 7, 2017.

Mrs. Tammy Gilbert presented the Board with the proposed 2016-2017 budget in the amount of \$43,665,082.00. The proposed budget includes level funding from the county and includes the greater of a step increase or a 3.275% raise for all employees. Employees will reach the top of the scale at 32 years instead of 33 years. Starting pay is also increasing on all salary scales. The budget includes two full-time and one part-time Agriculture teaching positions. No action was taken on the budget.

Upon motion made by Mr. Collins and seconded by Mrs. Compton, the Board unanimously approved part-time summer help to wash the buses at the rate of \$8.00 per hour during the summer of 2016.

Upon motion made by Mr. Collins and seconded by Mr. Cook, the Board unanimously approved increasing the rate of pay for Tim Phillips, part-time worker at the Bus Garage, from \$8.00 an hour to \$10.00 an hour effective with the 2016-2017 school year.

Dr. Kim Hooker presented the School Nutrition Financial Report.

Upon motion made by Mrs. Compton and seconded by Mr. Bostic, the Board unanimously approved the paid lunch equity keeping lunch prices the same for the 2016-2017 school year.

Dr. Hooker also discussed the Community Eligibility Provision.

Upon motion made by Mr. Bostic and seconded by Mr. Cook, the Board unanimously approved the following field trips:

Belfast Elementary School to go to Just Jump Trampoline Park in Johnson City, Tennessee on June 7, 2016;

Castlewood High School senior class to go to Dollywood in Pigeon Forge, Tennessee on May 9, 2016;

Castlewood High School to go to Dollywood in Pigeon Forge, Tennessee on May 11, 2016;

Honaker High School to go to Pigeon Forge, Tennessee on May 14, 2016;

Honaker High School to go to Carowinds in Charlotte, North Carolina on May 28, 2016;

Honaker High School FBLA to go to Atlanta, Georgia from June 28 – July 3, 2016;

Honaker High School girls' basketball to go to King College in Bristol, Tennessee from June 2-4, 2016; Concord University in West Virginia on June 18, 2016; and ETSU in Tennessee from June 23-25, 2016;

Lebanon High School to go to Dollywood in Pigeon Forge, Tennessee on May 16, 2016;

Lebanon High School to go to Montreal and Quebec, Canada from June 21, 2017 to June 26, 2017;

Lebanon Middle School Choir to go to North Carolina from June 3-5, 2016;

Russell County Career and Technology Center Skills USA students to go to Dollywood in Pigeon Forge, Tennessee on June 1, 2016; and

Swords Creek Elementary School to go to Just Jump Trampoline Park in Johnson City, Tennessee on June 7, 2016.

Mr. Fletcher informed the Board of the VSBA Orientation for New Board Members and Superintendents on July 18, 2016, in Richmond.

Upon motion made by Mr. Collins and seconded by Mr. Bostic, the Board unanimously approved the continuing contract list for the 2016-2017 school year. (Attachment #2)

Upon motion made by Mrs. Compton and seconded by Mr. Zachwieja, the Board unanimously approved the following personnel:

appoint the following for the 21st Century summer school program at Castlewood Elementary and Copper Creek Elementary Schools for the 2016 Summer session: Jan Kennedy and Carolyn Townes, coordinators; Judy Johnson, Renea Dupuie, Frankie Elam, Adam Padgett, Gina Almarode, Heather Kiser, Kim Mullins, Angela Compton, Crystal Dishman, Tammy Huffman, Sonja Ford, Cheri Henry, Ashleigh Roenker, Jerry Tarr, and Tonya McCoy as teachers; Debbie Kennedy, Cassie Compton, Katrina Shortridge, and Megan Hall as aides; and Shirley Bise, Deloris Nixon, Sherry Austin, and Jennifer Taylor as cafeteria workers;

appoint the following for the 21st Century summer school program at Castlewood High School for the 2016 Summer session: Sherry Allen, coordinator; Derek Allen, P.E./Recreation substitute; Tom Allen, P.E./Recreation teacher/substitute; Tiffany Austin, enrichment/recreation teacher/substitute; Abbie Campbell, student aide; Connie Crabtree, technology teacher; Brittany Hale, math teacher/substitute; Julie Higgins, math teacher/substitute; Mitzi Johnson, science/English teacher/substitute; Sherry Lyttle, math teacher/substitute; Beth Marshall, social studies teacher/substitute; James McPherson, social studies teacher/substitute; Pam Mullins, aide/cooking/sewing enrichment activities; Kesha Rasnick, social studies teacher/substitute; Madison Ray, student aide; Myra Rose, aide/substitute; Shelly Snipes, student aide; and Sherry Wilson, art enrichment teacher;

appoint the following for the 21st Century summer school program at Honaker High School for the 2016 Summer session: Melanie Monk, coordinator; Lori Dye, Lindsey Vencill, Marlene Boyd, William Reed, Betty Davis, Donovan Helton, and Doug Hubbard as teachers; Ollena Jackson and Erica Bostic as aides; Maggie Chafin and Christian Davis as student tutors; and Patsy McGlothlin and Teresa Ball as cafeteria workers;

appoint the following for the 21st Century summer school program at Lebanon Elementary School for the 2016 Summer session: Kristi Clark, coordinator; John Rasnick, Heather McGlothlin, Jan Fuller, Alisha Powers, Misty Lambert, and Sue Snead as teachers; Debbie Bollinger, Carolyn Brown, and Trish Naff as aides; Jennifer Frye, Elizabeth Tompa, and Barbie Ratliff as cafeteria workers; and Rebecca Carter and Jennifer Owens as substitute teachers;

appoint the following for the 21st Century summer school program at Lebanon Middle and the RCCTC for the 2016 Summer session: James Ray and Sally Bolling as coordinators; Christina Turner, Kelly Mullins, Shawnda Perkins, Suzy Ray, David Scammell, Kathy Tiller, Patricia Ascue, Debbie Jessee, Valerie Wallace, Donna Perrigan, Ava Puckett, Rita Harrison, David Gilmer, Jill Edmonds, Ed Young, Celeste Rutherford, and Nicholas Dennis as teachers; Tamela Worthington, Jackie Morrison, Rhonda Taylor, Kande Wallace, and Bailey Wright as aides; and Alexis Mullins and Alex Mitchell as student aides;

appoint the following for the 21st Century summer school program at Lebanon Primary School for the 2016 Summer session: Wanda Kinder Hall, coordinator; Connie Wells, Jessica Hess, Angie Gray, Shelly Yarber, Kylie Ratliff, Molly Lester, Rhonda Griffith, Sandy Jenks, and Carla Cross as teachers; Jennifer Nunley, Rebecca Kennedy, Donna Ball, and Allison Powers as Aides; Frances Musick and Carolyn Stoots as cafeteria workers; Rebekah Cross, Tiffany Patrick, Pam Fields, Kelsey Sykes, and Julie Moore as substitutes;

appoint the following for the remedial summer school program at the Alternative Center: Barbara Snead and Mary Stanley as teachers;

appoint the following for the remedial summer school program at Belfast Elementary School: Julie Coleman, Brandon Monk, Tiffany Reece, Marketta Puckett, Abby Stiltner, and Trevor Coleman as teachers; Merle Plaster and Debbie Hess as cafeteria workers; and Jacklyn McCoy as aide;

appoint the following for the remedial summer school program at Honaker Elementary School: Charlene Conley as coordinator; Jamie Ball, Jennifer Hubbard, Sherry Dowdy, Wanda Gent, Shelia Hess, Jeanene Compton, Rick Hess, Tony Bailey, Pam Hart, and Treca Ray as teachers; Tina Whited as aide; and Rachel Stevens and Joanie Anderson as cafeteria workers; and

appoint the following for the remedial summer school program at Swords Creek Elementary School: Terry Osborne, Tracy Perkins, Eric Harrison, Kathy Perkins, Chad Davis, Whitney Sizemore, Karen Bostic, and Rhonda Mullins as teachers; Debbie Perkins and Michelle Vance as cafeteria workers; and Regina Honaker as aide.

Upon motion made by Mrs. Compton and seconded by Mr. Collins, the Board unanimously approved the following personnel:

appoint Elizabeth Tompa and Norma Gay Ball as substitute cafeteria workers for the 21st Century Grant Program at Lebanon Elementary School for the remainder of the 2015-2016 school year; and

appoint Carla Cross and Nancy Young as teachers for the 21st Century Program at Lebanon Primary School for the remainder of the 2015-2016 school year.

The sales tax for the month is \$309,165.78.

Mr. Zachwieja asked that the Board consider weighting the Governor's School classes differently in the future to help make these classes more attractive to students to increase participation.

Mr. Collins said that he felt like our current rating system used in the county was antiquated. He suggested that Mr. Zachwieja see what the surrounding counties are doing and report back to the Board.

Upon motion made by Mr. Bostic and seconded by Mr. Zachwieja, the Board unanimously approved allowing Mr. Bostic to look at copies of the credit card bills from July 1, 2015 forward.

Upon motion made by Mr. Cook and seconded by Mrs. Compton, the Board unanimously approved allocating money for the students that will be traveling to national competitions.

Upon motion made by Mrs. Compton and seconded by Mr. Collins, the Board voted unanimously to go into executive session under Code 2.2-3711 (A)(2) Student Discipline, Code 2.2-3711 (A)(1) Personnel, and Code 2.2-3711 (A)(7) Consultation with Legal Counsel.

After approximately two hours and forty minutes in executive session, upon motion made by Mrs. Compton and seconded by Mr. Colling, the Board voted unanimously to go back into regular session.

Mrs. Compton 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. Zachwieja.

The roll call vote was as follows:

YEAS:	Mr. Zachwieja	NAYS:	None
	Mr. Bostic		
	Mrs. Garrett		
	Mr. Cook		
	Mrs. Compton		
	Mr. Collins		
	Mr. Ramey	ABSTENTIONS:	None

Upon motion made by Mr. Bostic and seconded by Mr. Cook, the Board voted unanimously to deny the request of Teacher A to receive a portion of the 25th step on the support and a portion of the 25th step on the teacher salary scale.

Upon motion made by Mr. Bostic and seconded by Mr. Zachwieja, the Board voted unanimously to deny the request of Administrator A to receive probationary credit for the 2013-2014 school year because the number of days did not comply with the 160 days expected.

Upon motion made by Mr. Collins and seconded by Mrs. Compton, the Board voted unanimously to move \$25,000 from category 3000 in the school nurse budget to the category 1131 to hire a part-time RN and to advertise for the position.

Upon motion made by Mr. Bostic and seconded by Mr. Zachwieja, the Board voted unanimously to appoint Mr. Scotty Fletcher as Acting Superintendent.

Upon motion made by Mr. Zachwieja and seconded by Mr. Bostic, the Board voted unanimously to continue the May 5, 2016, meeting to May 23, 2016, at 5:00 p.m.

Chairman

Clerk