

BUENA VIST CITY SCHOOL BOARD
BUENA VISTA, VIRGINIA
MINUTES FOR REGULAR SCHOOL BOARD MEETING
SEPTEMBER 23, 2021
W. P. RAMSEY EDUCATION CENTER

School Board Members in attendance: John Rice, Teresa Ellison, Wayne Flint, Lisa Kerr and Allen Felts. School Board Members absent: John Roberts and Roy Mohler.

The meeting was called to order by the Chairman at 6:00 pm. Pledge of Allegiance and a Moment of Silence was observed.

Wayne Flint made the motion to approve the Agenda. It was seconded by Lisa Kerr and passed by a 5-0 vote.

Recognitions:

September Senior of the Month – Bethany Gardner

Bethany is the daughter of Richard and Naomi Gardner of Buena Vista. Bethany has a 4.21 GPA and is on track to be the Valedictorian. Member of the National Honor Society and the Interact Club. She has also participated on the Academic Team. Bethany is a vital part of the Marching Blues. She plays the alto saxophone. She has served as section leader and is one of the Drum Majors this year. She has earned All-Area Band and District Band. Bethany is a member of The Church of Jesus Christ of Latter Day Saints and serves as the Young Women’s Class President. Bethany plans to attend Utah State University for a year then serve a church mission. Following her mission she plans to return to Utah State. She is not sure of her major but is considering majoring in psychology, education or music.

September Employee of the Month – Jessica Hayes

Jessica is a graduate of PMHS and has two bachelor degrees from Northern Arizona University. She is certified in elementary general education, special education and early childhood special education. She has recently completed training to be an official CLASS observer. Jessica currently teaches Early Childhood Special Education at Kling Elementary and she serves as a member of the school leadership team. Jessica is a master collaborator. She is energetic and is always willing to help. Jessica has volunteered for after school activities, summer help, additional coursework and professional development. Jessica has a kind and friendly disposition that is inviting to parents, students and coworkers.

Student School Board Representatives – Ryan Perry and Tashie Moon

Ryan Perry is the son of Bobby and Carol Perry of Buena Vista. Ryan has maintained a high grade point average. He serves as a leader of the boys’ basketball team and assists with the Fellowship of Christian Athletes program. Ryan is a member of the Pentecostal Holiness Church.

Tashie Moon is the daughter of Jared and Jenny Moon of Lexington. Tashie also maintains a high grade point average. She also serves as one of the Drum Majors of the Marching Blues. She assists with the Interact Program. She is a member of the Church of Jesus Christ of Latter Day Saints.

Presentations:

Tashie also prepared a short presentation to share with the Board about activities at the High School.

High School is back to 5 days a week instruction. Assessment testing are under way. Band had their first showcase competition. Marching Blues placed 2nd in their class and 2nd in the overall completion.

Calendar Update and Graduation Date:

Previous calendar did not include a date for Graduation or teacher workdays. Memorial Day had the incorrect date. Need to amend the calendar. Memorial Day is actually May 30th not May 23rd. We added 3 – 1 o'clock early closing on 10/19, 1/14 and 3/25. Mrs. Cobb surveyed the senior class to get their opinion on the date and location for Graduation. 80% of the senior class choose to have Graduation at VMI on Saturday, May 28th. These are the changes to the calendar.

Teresa Ellison – Will we be voting on these amendments as one of our Action Items? Dr. Francis said yes, the Board will need to vote on these changes.

COVID Leave Plan:

We have two options for our COVID leave plan. I will go over both options and give you my recommendation. I ask that you approve one as an Action Item later in the meeting. We have seen a number of quarantines and positive COVID cases. It is really impacting staff in a couple of ways.

Option 1-All staff would be able to request 10 days of Emergency COVID-19 leave regardless of vaccination status. These days may be used for the employee or family member due to COVID-19 related quarantine, isolation or employee experiencing symptoms and seeking medical diagnosis. A doctor's note is requested. Once these 10 days have been used, employees must use sick leave. Vaccinated employees who are asymptomatic do not need to quarantine. Only applies to COVID-19 related illness.

Option 2-is the same except it would only cover the employee. It would not apply if a family member that has COVID-19 or are experiencing related symptoms. A doctor's note is requested.

My recommendation is option 1. This year will continue to be challenging for staff. This is only 10 days, one time only. If they use their 10 days, and they then have to go out for another 10 days later, they would have to use their sick leave. We would make this retroactive because some employees have been impacted. Employee would submit a request, the request will be reviewed and we would grant them up to 10 days of COVID-19 leave.

Gifted Advisory Committee:

Our current gifted plan runs out June 30, 2021. We need to develop a new 5yr Gifted plan. You have a list of proposed members of an Advisory Committee, who will serve a two year term. The committee will meet a minimum of twice a year, and an annual review of the program will be provided for the board. I ask that the Board approve the Advisory Committee as an Action Item later in the meeting.

Welcome of Visitors: No comments at this time.

Consent Agenda:

Wayne Flint made the motion to approve the Consent Agenda, which includes the minutes from the August 5th, August 16th, August 26th and September 8th meetings and payment of vendor and payroll payments. It was seconded by Allen Felts and passed by a 5-0 vote.

Action Items:

Approval of Calendar Update and Graduation Date.

Motion was made by Wayne Flint to approve the calendar as presented. It was seconded by John Rice and passed by a 5-0 vote.

Approval of the ESSER III Plan:

The ESSER III plan was presented to you last month. It is posted on our website. We are ready for it to be approved by the Board, so we can move forward. 82% will be spent on instruction, 16% on facilities and 2% on Virtual Virginia.

Wayne Flint made the motion to approve the ESSER III grant as presented. It was seconded by Lisa Kerr and passed by a 5-0 vote.

Approval of COVID Leave Plan:

Wayne Flint made the motion to approve Option 1 as presented by the Superintendent of the COVID-19 Leave Plan retroactive for employees. It was seconded by Allen Felts and passed by a 5-0 vote.

Approval of the Gifted Advisory Committee:

Wayne Flint made the motion to approve the Gifted Advisory Committee as presented. Allen Felts had a question – How was this committee put together? Gennifer Miller – we took administrators, gifted teacher, gifted coordinator, teachers and parents. It was seconded by Allen Felts and passed by a 5-0 vote.

Informational Items:

Policy Committee Report – Committee met on Tuesday, Sept 21st. Two policies were presented. Policy AD Educational Philosophy – only change was a code change in legal refs.

Policy GAA – staff time schedules. The change is in regards to Overtime and Compensatory Time.

Following was added to the policy – In lieu of overtime compensation, non-exempt employees may receive compensatory time off at a rate of not less than one and one-half hours for each hour of overtime worked, if such compensatory time:

- Is pursuant to an agreement between the employer and employee reached before overtime work is performed, and is authorized by the immediate supervisor.

Employees will be allowed to use compensatory time within a reasonable period after requesting such use if the requested use of the compensatory time does not unduly disrupt the operation of the school division. Employees may accrue a maximum of 240 compensatory time hours before they will be provided overtime pay at the rate earned by the employee at the time the employee receives such payment. In addition, upon leaving the school division, an employee will be paid for any unused compensatory time at the rate received by the employee of not less than the higher of 1) the average regular rate received by the employee during the employee's last three years of employment or the final regular rate received by the employee. Employees are provided with a copy of this policy and are required to sign this policy to acknowledge their understanding of overtime and compensatory time provisions. Such signed policy constitutes the written agreement required in this section.

Under the Fair Labor Standards Act permits employees to accrue a maximum of 240 hours of compensatory time. Individual boards may elect to permit employees to accrue a lesser number of compensatory hours.

Policy Committee would like a decision from the Board next month on whether they want to keep the 240 hours or make it a lesser number. Nonexempt employers are custodians, bus drivers and nutrition staff qualify for this policy.

Discussion between policy committee suggest that we scale down the number of hours because 240 hours is 30 days and right now we are short staff. Having staff out that long would put the school at a disadvantage.

Committee was thinking of shortening the hours from 240 to 120 hours, which would be a better fit for us without putting a big strain on staff. Both the employer and the employee would have to agree to compensatory time or agree to be paid for overtime up front by both parties. You could agree on a combination-pay overtime for some and compensatory time for the balance. The agreement would be in writing and signed by both parties. The agreement would be pretty standard, will run it by the school board attorney. This will be voted on for approval at the next board meeting.

Finance Committee Report:

Finance Committee met Tuesday, Sept 21st to review payment of the bills. We also heard a presentation by Northwestern Mutual. They manage our scholarship account. They made a proposal to invest \$21,000 of \$31,000 in cash not making money. We would still be able to award \$10,000 in scholarships next spring. I would like to propose that we put this on the agenda next month to approve this proposal from Northwestern Mutual. You have a printout in your packet of the account details. We have around \$31,000 in cash funds due to gains from the mutual funds. We are looking at moving \$21,000 out of cash into a bond fund or a high yield trust. Very safe investment. Leaving \$10,000 for scholarships. We can help students with this money. If the money is setting in a cash fund, it is not earning money. We have had a great two years with this account. This would not take away funds from the principal amount.

Additional School Board Reports: no additional reports.

Superintendent's Report:

Academic Awards will be held on Oct 27th at the High School. The jackets and metals have been ordered.

Construction Committee Update – The had our first meeting and it went well. Laid some ground work. Next meeting is Oct 12th and RRMM will be at the meeting. Ben Motely will give us a history of the process. Shared the audit regarding staff savings with the committee. Savings having one school instead of three.

Nov/Dec School Board Meeting – Need to look at when to schedule the next School Board meeting. I have 3 possible dates for the Nov/Dec meeting Nov 30th, Dec 7th or Dec 9th. Like to approve one of these dates at the Oct meeting.

Budget Calendar – At the October meeting I am going to present a budget timeline showing how we are going to proceed with the budget process this year. Going to do some things differently. Going to send out a staff survey to see what their priorities are.

Covid-19 Uupdate – Currently we have 11 positive cases and 91 quarantined as of today. Contact tracing takes a while to track.

Instructional Report:

Synchronous Instruction - All school staff have been updated. Parent letter is ready to go if there is a need to go virtual. Grade 3-12 have Chromebooks and grades Pre-k-2 have a plan.

Schools Comprehensive Needs Assessment and CSIPs – Building administrators are working with leadership teams to develop 3 goals for the year. Each school completing CAN and CSIP. Will be posted on school websites by spring.

VPI Monitoring – Mrs. Clark is working on this. VPI steering committee are meeting regularly. Working on building a relationship with Head Start to enhance our VPI program. Hoping to increase our VPI numbers.

PowerSchool – TalentEd – Online evaluation system, training in the spring and implement in the fall of 2022.

Comprehensive Plan – Survey to parents, staff, students and community will be going out to get feedback. Working on developing a committee.

Special Ed/Nurse Report:

School Nurse has been busy working on contact tracing. Parent surveys have been mailed to all families of students with disabilities. Received \$52,308.25 in American Rescue Plan (ARP). These funds will be used to purchase a reading intervention program (Fast for Word) for the elementary schools to implement with special education and other Tier 2 and 3 students experiencing a gap in their instruction due to the COVID pandemic. Orton-Gillingham based reading intervention (MaxScholar) was purchased to be implemented by special education staff at the middle and high schools to provide remediation to students with disabilities in order to offset gaps in instruction. The rest of the ARP funds will be used to pay staff to implement these reading intervention programs. Online remedial program (Moby Max) was purchased and will be implemented by elementary and middle school teachers to remediate gaps in all four core subjects.

Transportation/Maintenance Report:

Maintenance – Kling has a water leak problem between classrooms 10-11, in the wall between the bathroom (cement wall). Roofers, HVAC, plumbers and RotoRooter have been called to inspect; however, no one knows the source of the leak. Looking at options besides busting through the wall. Replace damaged ceiling tiles. Southern Air replaced a motor in the rooftop unit 5.

Enderly – Had some ceiling leaks after the storms this week. Looking at putting in a Split System in the spring. Having problems with the foggers leaking from the hose. Several have been fixed but continue to leak. Jimmy is working with Oliver Distributing to find foggers with warranties so if they break we can get replacements.

Transportation – running 8 buses - 253 students transported in the morning and 319 students in the afternoon. Transporting 26 students home from the BEST program in the afternoon. Transporting 17 students to Rivermont, BRAAC, VSDB and DSLCC. Athletics – 14 bus trips totaling 1,480 miles.

We have a total of 94 home schooled students - 55 are new from 19 families. Most have said they would like to come back when things change.

Wayne Flint made the motion that we go into Closed Session for the consideration and discussion of personnel matters as it relates to performance, appointments, resignations and retirements according to {State Law §2.2-3711 (A) (1)} and student matters according to {State Law § 2.2-3711 (A) (2)}. It was seconded by Allen Felts and pass by a 5-0 vote.

Wayne Flint made the motion to adjourn Closed Session. It was seconded by Allen Felts and passed by a 5-0 vote.

The certification was read and the Board was polled.

Mr. Felts – yes

Mrs. Kerr – yes

Mr. Flint – yes

Mr. Rice – yes

Ms. Ellison – yes

Motion was made by Lisa Kerr to accept the religious exemption for students 8232021-01, 8232021-02 and 8232021-03. It was seconded by Wayne Flint and passed by a 5-0 vote.

Lisa Kerr made the motion to approve Kim Hirt, part-time Director of the Drama Program at PMHS pending satisfactory background check effective 9-23-2021. It was seconded by Allen Felts and passed by a 5-0 vote.

Allen Felts made the motion to approve Amber Goodbar as a Paraprofessional/Bus Aide subject to a background check effective 9-23-2021. It was seconded by Lisa Kerr and passed by a 5-0 vote.

Allen Felts made the motion to that we accept Emma Marcum as a Substitute Teacher subject to a satisfactory background check effective 9-23-2021. It was seconded by Lisa Kerr and passed by a 5-0 vote.

Lisa Kerr made the motion that we appoint Ginger Lanier as a full-time LPN/Bus Aide. It was seconded by Allen Felts and passed by a 5-0 vote.

Allen Felts made the motion to accept the resignation of April Cullen effective 9-24-2021. It was seconded by John Rice and passed by a 5-0 vote.

Allen Felts made the motion to accept the retirement of Ronald Clark as a SPED Teacher at Enderly effective 9-30-2021. It was seconded by John Rice and passed by a 5-0 vote.

Wayne Flint asked if Could Kim Hirt teach English. Dr. Francis – No, she cannot teach English.

John Rice made the motion to adjourn the meeting. It was seconded by Allen Felts and passed by a 5-0 vote.

Teresa Ellison

Teresa Ellison, Chair

October 28, 2021

Date

Sandra Mohler

Sandra Mohler, Clerk

10/28/2021

Date