

**BUENA VISTA CITY PUBLIC SCHOOL BOARD
BUENA VIST, VIRGINIA
MINUTES REGULAR MEETING
6:00 P.M.
JUNE 30, 2022
W. P. RAMSEY EDUCATIONAL CENTER**

ATTENDANCE: School Board Members – Teresa Ellison, Wayne Flint, John Rice, Mac Felts, Lisa Kerr and John Roberts. Absent - Roy Mohler. Also attending were Dr. Tony Francis, Gennifer Miller and Sherrie Wheeler.

Meeting was called to order 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 John Rice and passed by a 6-0 vote.

RECOGNITIONS:

June Employees of the Month

Robin Williams

Melanie Beard

Conrad Patterson

BVCPS Technology Department-they have had a busy year. Like to recognize them for the great job they have done.

Presentations

Brandi Kerr - Title 1 Part A Grant Application Award Year 2022-2023 - \$\$282,385.25 based on last year's funding. \$156,766.63 will be used to fund the grant coordinator, 2 reading specialist and 3 paraprofessionals. \$\$50,921.94 will be used for benefits. \$35,000 will be used for online subscriptions and licenses and 3 parental engagement events. \$39,696.68 will be used for parental engagement materials and supplies, instructional and homeless instructional materials and supplies. \$3,000 will set aside for any child experiencing homeless. Adjustments can be made once the final allocations have been awarded by the State Department..

Denise Fitzgerald – Title II Part A Grant Application Award Year 2022-2023 – Total allocation is \$48,789.81, which is level funding based on 2021-2022 year. One of the objectives of the grant is for 95% of our teachers and paraprofessional to be fully license and endorsed. All instructional and administrative staff will receive professional development to support them in their individual areas of growth based on evaluations. Another goal is to have 100% of positions filled with qualified personnel. Provide training to increase awareness and protocols in crisis management.

Title IV Student Support Grant Application Award Year 2022-2023 – Total allocation is \$16,146.40. We want to give students the opportunity to enroll in dual enrollment classes at the local community college to promote access to accelerated learning opportunities. Provide students with the opportunity to visit universities and colleges. To provide additional support for social emotional learning at the high school.

Title V Part B Rural & Low Income Grant Application Award Year 2022-2023. Total allocation is \$18,051.10. These funds will be used for dual enrollment courses. Funds will be used for parental engagement activity. One school, one book activity to increase reading skills in k-7 grades. Funding for STEM activities and competitions.

Budget Update – Dr. Francis

Governor signed the Budget. Updates on changes include: We received an additional \$200,000 in additional funding. We used these funds to put in 4 pay bands – 0-4 yrs. - \$37,500; 5 – 9 yrs. - \$39,600; 10-14 yrs. - \$43,000 and 15-19 yrs. - \$46,000. If the City had given us more funding, we would have given additional increases to the next 3 pay bands. We hope to fix the next 3 bands next year. Everyone received a 5% raise and 0 to 19 years received varying amounts depending on their experience. We are now 3rd from the bottom. We restored the counseling position. We put some money back in health care. There are 2 onetime State funding in the budget. Construction/renovation at \$1.3 million. We have 2 yrs. to spend this. The second is a bonus funding based on SOQ positions - \$100,000. We will be giving bonuses up to \$1,000. These will be given to instructional staff. Bonuses must to be given out by December 1, 2022. We will take a look to see how far this will go and I will come back with a proposal. Goal is to make sure to give all teachers a \$1,000. These bonuses do not include custodian or admin positions. Would need to use local money to give a bonus to these positions. Transportation is already receiving a \$2,300 incentive bonus.

John Roberts – What percentage of staff received the pay band increase.

Dr. Francis – maybe around 50%

John Roberts – Is there a way to give a smaller raise for everyone? Establish a band with a small increase?

Dr. Francis – We looked at that, we don't have enough money to do that. We could get one more pay band in if we removed the counselor position.

John Roberts – My concern is – we say next year we are going to take care to the rest of the bands. We have not had a good feel for what the City is going to do with us year to year. I worry that next year we won't be able to find money to finish the bands. I understand your point. But, the Board needs to make this a top priority for next year's budget to take care of the other 50% of our staff who did not receive an additional increase. They feel slighted.

Dr. Francis – Looking at the State funding, and the City does not cut us again, I feel that we can do that. If the city cuts us again, then it is going to be extremely hard to accomplish. This had been my number one priority to fix the salary scale.

John Roberts – I am concerned that the city will cut us again because they keep taking and taking until we cannot give anymore. Don't want us to depend on what the City gives us. We have to do something.

Dr. Francis, you did everything you needed to do.

Dr. Francis – the only way this pay band works; must complete the other bands. This new pay bands is a hybrid and it cannot be left the way it is.

John Roberts – I am a firm believer in retention and then recruitment. Make it a place people want to stay and then it makes it easier to recruit new people. Love the bonus ideal. I had an idea myself about a retention service bonus. We can discuss this and see how it could work. It would be based on the number of years' employees have worked for BVCPS.

Dr. Francis – Give teachers a \$1,000 bonus or we could give those with 20 years plus \$1,000 and then \$750 and so forth.

John Roberts – What I am thinking about is something that is given every year around Christmas.

Teresa Ellison – Need to work out what it would cost.

John Roberts – I can share what I have figured out, because I think it's important.

Dr. Francis – 2nd part is the Administrative salary scale. I want to proposed the following scales for the 2022-2023 FY. Two position we don't currently have – middle school assistant principal and assistant supervisor. The assistant supervisor is in the comprehensive plan and would go into effect with the 2023-2024 FY.

John Roberts – How does this scale compare to surrounding areas?

Dr. Francis – We are pretty good. We are competitive.

Welcome of Visitors, Parents and Community Leaders and Public Comment – no comments.

Consent Agenda

Minutes for Regular Meeting – May 26, 2022

Payment of bills – vendor payments \$248,053.27 and payroll payments-\$900,510.61.

Wayne Flint made the motion to approve the Consent Agenda. It was seconded by Mac Felts and passed by a vote of 6-0.

Action Items

Approval of Policy EFB Meal Charge – Motion was made by Wayne Flint to approve the Policy EFB Meal Charge. It was seconded by Lisa Kerr and passed by a 6-0 vote.

Approval of the 2022-2027 Comprehensive Plan – Motion was made by Wayne Flint to approve the 2022-2027 Comprehensive Plan. It was seconded by John Rice and passed by a 6-0 vote.

Approval of Title 1 Part A Grant Application Award Year 2022-2023 – Motion was made by Wayne Flint to approve the Title 1 Part A Grant Application. It was seconded by John Rice and passed by a 6-0 vote.

Approval of Title II Part A Grant Application Award Year 2022-2023 – Motion was made by Wayne Flint to approve the Title II Part A Grant Application. It was seconded by Mac Felts and passed by a 6-0 vote.

Approval of Title IV Student Support Grant Application Award Year 2022-2023 – Motion was made by Wayne Flint to approve the Title IV Student Support Grant. It was seconded by John Rice and passed by a 6-0 vote.

Approval of Title V Rural & Low Income Grant Application Award Year 2022-2023 – Motion was made by Wayne Flint to approve Title V Rural & Low Income Grant. It was seconded by John Rice and passed by a 6-0 vote.

Approval of the revised 2022-2023 Budget – Motion was made by Wayne Flint to approve the revised 2022-2023 Budget. It was seconded by John Rice and passed by a 6-0 vote.

Set Date and Time for School Board Retreat – Motion was made by Wayne Flint to hold the School Board Retreat on August 6, 2022 at 8 am Ramsey Center. It was seconded by Mac Felts and passed by 6-0 vote.

Informational Reports

Policy Committee Report- Policy Committee met on Wednesday to discuss and review VSBA policy updates for May 2022. The revisions are based on changes in law and regulations. A few policies are revised for editorial reasons or to correct technical errors. All of the revisions have been reviewed for legality. A hard copy can be obtained at the School Board Office.

Finance Committee Report-met Tuesday to approve bills. We are 91% into our budget year and we have spent 78%.

Additional School Board Reports – John Roberts –Like to thank all personnel for a good year. This year has been the toughest. Thanks for all that you have done. Thanks to Dr. Francis for setting goals and doing what you could to achieve them.

Superintendent's Report – We will be updating our web page on July 5th. New design and user friendly. We want to design a new logo. Let the students come up with a new logo. The Police Department has asked us if they could use the high school campus in July. They want to do some crisis training. It is important. It will not involve staff or students as the training will take place on Saturday. Access will be blocked to the public.

Instructional Report – We have been using one of the interactive panels tonight. Every classroom will have a panel installed this summer. Summer school is in full swing and going well. SOL official data will be available in August. Will review all that with you at the August meeting. Working on the back to school schedule. Finalized evaluations and had meetings. Working on PD plan with Denise Fitzgerald using Title II funds. Holding interviews for open positions. Recently attended training for Title grants. Making sure we are following all the rules.

Special Education/Nurse Report – I have two positions that will need School Board approval tonight. If they are approved, we will be fully staffed for the first time since Sept, 2021. 2021-2022 evaluations were conducted with an 77% eligibility rate. I also had training this week at JMU.

Transportation/Maintenance Report/HR Reports –

Nutrition – They are averaging about 225 meals a day. It includes all summer school students and some families in the communities.

Transportation - Transporting summer school students. Transported students to athletic camps.

Maintenance – Jimmy just came back this week. Jeannie Hamm filled in while Jimmy was gone.

Custodian Report – Summer crew are working hard. They installed carpet in the Technology office and in the training room. We always have 5 summer positions. They are doing an amazing job.

Personnel Report – We still have several positions that have not been filled. We have several candidates up for approval tonight.

Next month I will have a safety report that will list everything we purchased and started at each school. Will be working on the new security grant with the Police Department. Bucky, and principals are looking to see what is needed.

John Rice made the motion to go into Closed Session for the consideration and discussion of personnel matters as it relates to performance, resignations, appointments, new hires and retirements according to {State Law § 2.2-3711 (A) (1)}. It was seconded by Mac Felts and passed by 6-0 vote.

Motion was made by Lisa Kerr to adjourn Closed Session. It was seconded by Mac Felts and passed by a 6-0 vote.

Certification was read and the Board was polled.

Mr. Felts – yes

Mr. Roberts – yes

Mrs. Kerr – yes

Mr. Flint - yes

Mr. Rice - yes

Ms. Ellison – yes

Motion was made by Lisa Kerr that we accept the resignations effective June 30, 2022 of Danielle Bowyer, Melissa Cobb, Rachel Etzel, Chris Floyd, Joy George, Shelby Hudson, Stephanie Noel-Branch, Stephanie Tyree and Betty Jo Garrett. It was seconded by Mac Felts and passed by a vote of 6-0.

Motion was made by Lisa Kerr to accept the resignations of Varsity and JV Cheer Coaches effective June 30, 2022 from Teresa Roberts and Sara Hayes. It was seconded by Mac Felts and passed by a 6-0 vote.

Motion made by Lisa Kerr - New Hires for Buena Vista City Public Schools

- 1) Michelle Mahaffey for Assistant Varsity Volleyball Coach effective 2022 Volleyball season. It was seconded by Mac Felts and passed by a 6-0 vote.

All of these will be pending satisfactory background checks.

- 2) Full time Nutrition workers effective July 7, 2022 - Lori Bobbitt and Sadona Schley. It was seconded by John Rice and passed by a 6-0 vote.

Lisa Kerr made the motion to hire Rebecca Conley as a SPED Paraprofessional at PMMS effective 2022-2023 School Year pending satisfactory background check. It was seconded by John Rice and passed by a 6-0 vote.

Lisa Kerr made the motion to hire Carolyn McNeil as a SPED/Medicare Paraprofessional effective 2022-2023 School Year pending satisfactory background check. It was seconded by John Rice and passed by a 6-0 vote.

Lisa Kerr made the motion to hire Julia Hecht as a Spanish Teacher at PMHS effective 2022-2023 School Year pending a satisfactory background check. It was seconded by Mac Felts and passed by 6-0 vote.

Lisa Kerr made the motion to hire Heather Dobbins as an Elementary Music Teacher effective 2022-2023 School Year pending satisfactory background check. This motion was rescinded.

Lisa Kerr made the motion to hire Heather Dobbins as a Teacher effective 2022-2023 School Year pending satisfactory background check. It was seconded by Wayne Flint and passed by a 6-0 vote.

Mac Felts made the motion to hire Ashlyn Cash as the Varsity/JV Cheer Coach effective 2022-2023 School Year pending satisfactory background check. It was seconded by John Rice and passed by a 6-0 vote.

Mac Felts made the motion to hire Katelynn Chittum as a PMMS Teacher effective 2022-2023 School Year pending satisfactory background check. Motion is rescinded.

Mac Felts made the motion to hire Katelynn Chittum as a Teacher in Buena Vista City School System 2022-2023 School Year pending satisfactory background check. It was seconded by John Rice and passed by a 6-0 vote.

Mac Felts made the motion to hire Jenny Bingham as a Paraprofessional at PMMS effective 2022-2023 School Year pending satisfactory background check. Motion is rescinded.

Mac Felts made the motion to hire Jenny Bingham as a Paraprofessional with Buena Vista Public System effective 2022-2023 School Year pending satisfactory background check. It was seconded by John Rice and passed by a 6-0 vote.

Mac Felts made the motion to hire Kristina VanBrocklin as a Enderly Success Coach effective 2022-2023 School Year pending satisfactory background check. It was seconded by Wayne Flint and passed by a 6-0 vote.

Mac Felts made the motion that we appoint Jessica Moala as Head Varsity Volleyball Coach and Katie Patterson Scott as a Kling Kindergarten Teacher effective 2022-2023 School Year. It was seconded by Lisa Kerr and passed by a 6-0 vote.

Motion was made by Mac Felts to adjourn the meeting. It was seconded by John Rice and passed by a 6-0 vote.

Teresa R. Ellison

Teresa Ellison, Chairman

28 July 2022

Date

Sandra Mohler

Sandra Mohler, Clerk

7/28/2022

Date