

The Bath County School Board met in a Budget Work Session on Wednesday, January 3, 2018 immediately following the Regular meeting at 7:00 P.M. at Millboro Elementary School.

PRESENT:

- Mr. Bryan Secoy, Board Chair**
- Mrs. Rhonda R. Grimm, Board Vice-Chair**
- Mr. Roy W. Burns, Board Member**
- Mrs. Catherine D. Lowry, Board Member**
- Mr. Eddie H. Ryder, Board Member**

Mrs. Carlyn Sue F. Hirsh, Division Superintendent & Clerk
Mrs. Sharon P. Fry, School Board Deputy Clerk

Mr. Secoy called the meeting to order at 8:21 p.m. with all members present. **17-18: 160**
CALL TO ORDER

Mrs. Hirsh referenced the projected FY2018-2019 State Payments, based on the Governor's introduced Comparison of Governor's Budget to Current Budget as of January 3, 2018. Mrs. Hirsh said administrators were asked to present level funded requests. **17-18: 161**
FY2018-2019 INITIAL BUDGET DISCUSSION

Budget requests presented by:

- *Mrs. Allison Hicklin, MES Principal*
- *Dr. Mike Perry, BCHS Principal*
- *Mr. Ed Ozols, Technology Supervisor*
- *Mrs. Jane Hall, Special Education, Pupil Personnel Services & Preschool*
- *Mrs. Rosita Perry, Food Services Director*
- *Mr. Ronnie Liptrap, Pupil Transportation Director*

Discussion included:

- Increase hours/days for school nurses
- Governor's proposed budget
- Standards of Quality
- State budget inclusion of 2 percent salary increase for teachers effective Dec. 1, 2019
- Consideration of a request by DSLCC of \$15,000 to help pay for a career coach
- High mileage on buses and difficulty purchasing them from within the operating budget
- Springsted, Inc. - Compensation and Classification Study Results to be presented next month
- Consideration of Board Docs
- Consideration of a full time nurse at all three schools

Changes to budget draft #1:

- Move two school nurse positions from part time to full time with 200 day contracts.
- Additional custodial position.

**17-18: 161 (Con't.)
FY2018-2019 INITIAL
BUDGET DISCUSSION**

Mrs. Hirsh said a draft budget document reflecting anticipated revenue and adjustments discussed would be presented at the January 24th Budget Work Session. She said the January 24th meeting would include action items for appointment of spring sports coaches.

On motion by Mr. Burns, the Budget Work Session adjourned at 8:43 p.m.

**17-18: 162
ADJOURNMENT**

BRYAN J. SECOY, CHAIRMAN

CARLYN SUE F. HIRSH, CLERK

The Bath County School Board met in a Budget Work Session/Called Meeting on Wednesday, January 24, 2018 at 5:30 p.m. at School Administration Building.

- PRESENT:**
- Mr. Bryan Secoy, Board Chair**
 - Mrs. Rhonda R. Grimm, Board Vice-Chair**
 - Mr. Roy W. Burns, Board Member**
 - Mrs. Catherine D. Lowry, Board Member**
 - Mr. Eddie H. Ryder, Board Member**

 - Mrs. Carlyn Sue F. Hirsh, Division Superintendent & Clerk**
 - Mrs. Sharon P. Fry, School Board Deputy Clerk**

Mr. Secoy called the meeting to order at 5:30 p.m. with all members present except Mrs. Lowry who arrived at 5:34 p.m. **17-18: 163**
CALL TO ORDER

Mr. Justin Rider, Business Manager, presented a 2018-2019 budget draft document totaling \$11,393,168, an increase of \$442,236 (4.04% increase) over the current year. Mrs. Hirsh said the proposed budget is based on an ADM of 515 pupils, same as last year. **17-18: 164**
BUDGET
WORK SESSION

Budget Draft included:

- Current participation in health insurance costs – additional information from Anthem to be available by mid April
- No salary increases included in draft budget. Waiting for Springsted, Inc. Compensation and Classification Study results prior to salary discussion
- Includes an additional custodian
- Moved two nursing positions from part time to full time with 200 day contracts
- No increase to VRS at this time
- An additional \$5,000 to special education in-service
- Additional \$2500 for inspection, certifications and repair of Mertz instruction equipment
- Governor’s School costs to be determined as students enroll
- MES Cafeteria loading dock structure costs
- Cafeteria steamer repair/replacement due to safety concerns
- Includes 77 passenger school bus and one mid-size vehicle

COMMENTS
AND QUESTIONS

Items to be included in the next budget draft:

- An additional full time school nurse, 200 day contract
- Drug and alcohol testing increase due to DOT requirements

Discussion included:

- Staff may receive as much as a \$35-\$40 increase to their 1/31/18 payroll checks due to a change in IRS deductions
- State health insurance plan - Insurance Committee did not feel compelled to make a decision to change insurance plans as the proposed plan would have been more expensive. The participation level across the state was not achieved and COVA Local will not be offered.
- Intent to Return forms have been distributed to staff
- Consider purchasing a van for athletic/field trip travel
- Governor’s School – Mr. Graham to attend February 6th meeting
- VSPA funds
- Lack of applicants for custodial position during summer months
- Cost to repair MES cafeteria loading dock structure
- SAB repair to ends of buildings: insulation, siding and windows
- Concern that athletes may not be getting adequate meals prior to game times
- Maintenance contracts
- Consider addition of funds to establish grants for Bath County division teachers

**17-18: 164 (Con’t.)
BUDGET
WORK SESSION**

Thursday, February 8, 2018, 5:30 PM; SAB

Alternate Date – Monday, February 12, 2018, 5:30 PM; SAB

Steven Miner, Vice-President, Springsted, Inc.

- Compensation and Classification Study Results

**17-18: 165
CONFIRM NEXT
BUDGET WORK
SESSION DATE**

On motion by Mr. Burns and seconded by Mr. Ryder, the Board (5-0 vote) convened in a closed meeting at 7:14 p.m. for the purpose of appointing 2018 Spring Coaches.

**17-18: 166
CLOSED MEETING**

On motion by Mr. Burns at 7:25 p.m., the Board came out of the closed meeting and certified (5-0 vote-roll call) that, to the best of each member’s knowledge, only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed; and only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

**17-18: 167
CERTIFICATION OF
CLOSED MEETING**

On motion by Mr. Burns and seconded by Mrs. Lowry, the Board approved the following 2018 Spring Coaches:

**17-18: 168
ACTION FOLLOWING
CLOSED MEETING**

Baseball	Head Varsity Coach	Dennis Maddow
	Assistant Varsity Coach	Eli Altizer
Softball	Head Varsity Coach	Lisa Hamilton
	Assistant Varsity	Dee Dee Broce
	JV Coach	Carrie Pierce
Soccer	Boys Head Coach	Mark Hall
	Girls Head Coach	Adam Frye
Tennis	Head Coach	Terry Bradley

On motion by Mrs. Lowry, the Board (5-0 vote) adjourned at 7:27 p.m.

**17-18: 169
ADJOURNMENT**

BRYAN J. SECOY, CHAIRMAN

CARLYN SUE F. HIRSH, CLERK

The Bath County School Board met in a Regular Meeting on Tuesday, February 6, 2018 at 7:00 P.M. at Valley Elementary School.

PRESENT:

Mr. Bryan Secoy, Board Chair
Mrs. Rhonda R. Grimm, Board Vice-Chair
Mr. Roy W. Burns, Board Member
Mrs. Catherine D. Lowry, Board Member
Mr. Eddie H. Ryder, Board Member

Mrs. Carlyn Sue F. Hirsh, Division Superintendent & Clerk
Mrs. Sharon P. Fry, School Board Deputy Clerk

Mr. Secoy called the meeting to order at 7:02 p.m. and led the Board in the Pledge of Allegiance and a moment of silence. **17-18: 170**
CALL TO ORDER FOR PUBLIC MEETING

On motion by Mr. Burns and seconded by Mrs. Grimm, the Board (5-0 vote) **17-18: 171**
amended the agenda by moving Closed Meeting to follow the regular meeting. APPROVE OR AMEND AGENDA

On motion by Mrs. Lowry and seconded by Mr. Burns, the Board (5-0 vote) 17-18: 172
approved the consent agenda as presented: APPROVE CONSENT AGENDA

- **Minutes**
January 3, 2018 Regular Meeting
- **Claims**
An overview of expenditure summary for January 2018 and a reconciled revenue report were provided for Board review. General Fund Payroll - 72940-72951, 72958-72969, Bills – 72952-72957, 72970-73041 Direct Deposit – 2299-2302. Food Service Payroll – 11113-11116, 11117-11120 - Bills – 11121-11128 – Direct Deposit –2299-2302.
- **Reports**
Attendance
December 2017 ADM: BCHS 207, MES 123, VES 189.47 for a total of 519.47.
Cafeteria, December 2017
Maintenance, January 2018
Transportation, January 2018

There were none to be heard. **17-18: 173**
PUBLIC COMMENTS

**17-18: 174
GOOD NEWS IN
BATH COUNTY
PUBLIC SCHOOLS**

- Mrs. Hirsh presented certificates to principals in recognition of Virginia School Principals Appreciation Week, January 22-26, 2018 as declared by Governor Northam. Mrs. Hirsh extended special thanks to Dr. Perry, Mrs. Hicklin and Mr. Sizemore.
- Mr. Secoy, Mrs. Grimm, Mr. Burns, Mrs. Lowry and Mr. Ryder were recognized in celebration of Virginia School Board Appreciation Month, February 2018. Principals presented gifts to Board members and Clerks and viewed a presentation by VES.
- Sue Hirsh, Clerk and Sharon Fry, Deputy Clerk were recognized in honor of VSBA School Board Clerk Appreciation Week, February 19-23, 2018.
- Career and Technical Education Month, February 2018.
- National School Counseling Week, February 5-9, 2018, Rhonda Ervin – BCHS, Mary Brooks – BCHS & MES, Katie Mihaly – VES.
- Recognized School Spelling Bee Winners:

MES Winner	Dillon Miller	Runner Up: Kelsey Eaton
	1 st Place	2 nd Place
Grade 7	Caitlin Burke	Mikayla Burke
Grade 6	Peyton Smith	Miguel Malpica
Grade 5	Tommy McClung	Kelsey Eaton
VES Winner	Isabelle Farris	Runner Up: Frankie DeBoe
	1 st Place	2 nd Place
Grade 7	Isabelle Farris	Ali Frame
Grade 6	Frankie DeBoe	Matt Harold
Grade 5	Bayley Gardzinski	Jaiden Mines
BCHS Winner	Olivia Clarkson	Runner Up: Erica Ratcliffe

The Division Spelling Bee to be held Monday, February 12, 2018, 6:00 PM, at MES.

- BCHS Band - All District Band Event scheduled on February 2-3, 2018 at Harrisonburg High School. The following students auditioned and were accepted to participate:

Middle School – 8 th Grade	High School
Sarah Eaton (Clarinet)	Mary Dressler (Symphonic Band-Clarinet)
Kimmy Graham (Clarinet)	Gabbi Reed (Concert Band-Clarinet)
	Travis Braxton (Concert Band-French Horn)
	Ethan Essex (Concert Band-Euphonium)
- Mrs. Hirsh recognized **Mrs. Melinda Hooker** on an award given to her by her peers. The award is the Educator of the Year for District V. It was awarded by the directors of District V from the Virginia Band and Orchestra Director’s Association for excellence in teaching, service, and education.

Miss Mary Dressler, BCHS student representative, was unable to attend. Speaking on behalf of Miss Dressler, Mrs. Rhonda Grimm, updated the Board on the district band performance and upcoming Celebration of the Arts on March 24th.

**17-18: 175
STUDENT
REPRESENTATIVE’S
REPORT**

Background:

Governor's School is a regional public school for motivated high school students, primarily in grades 11 and 12, who want to go beyond the traditional high school offerings in science, mathematics, and technology. Students come from five school division: Alleghany County, Bath County, Botetourt County, Buena Vista City, and Covington City.

Governor's School students come to the DSLCC campus for morning classes in math, science, and technology, and return to their home high school for afternoon classes in English, social studies, and electives. They also have opportunities to participate in extra-curricular activities such as clubs, athletics, and performing arts at their high schools.

Governor's School differs in many ways from a traditional high schools. Some of the differences include daily schedule, pace of work, group work, grading, equipment availability, collegiate atmosphere, and collegial relationships with faculty members. Students develop a peer group whose members have high intellectual abilities and aptitude which creates a level of challenge and camaraderie not available in their home schools. Students use sophisticated laboratory and computer equipment at DSLCC, the cost of which is prohibitive to their home schools.

Mr. Eddie Graham, JRGS Director, updated the Board on Governor's School. He said he thinks it is a great transition from high school to college and our students have a really good track record of doing well in college. Mr. Graham introduced JRGS student Allan Kimmel, a BCHS junior. Mr. Kimmel said he enjoyed the Governor's School program saying the kids are nice and teachers care. In closing, Mr. Graham thanked the Board for their support and the Board thanked him for his efforts as well.

Dr. Perry, BCHS principal introduced Noreen Mitchell, Educational Talent Search counselor at DSLCC, Marsha Keyser, the Virginia Community College System high school career coach at DSLCC; and Jami Fussel, advisor and community ambassador for the Great Aspirations Scholarship Program (GRASP) and advisor for SOAR Virginia. The coaches enthusiastically outlined their programs for BCHS students.

No new budget information was available. Discussion will continue on February 8th at a Budget Work Session at 5:30 p.m.

Mr. Lowry, BARC, presented a notice of completion for the Solar Project recently completed in Bath County Schools.

On motion by Mr. Burns and seconded by Mr. Ryder, the Board (5-0 vote) accepted the Notice of Completion of the Solar Project as presented.

**17-18: 176
JACKSON RIVER
GOVERNOR'S SCHOOL –
(JRGS)-EDDIE GRAHAM**

**17-18: 177
TALENT SEARCH,
CAREER COACH,
GRASP/SOAR COACH –
DR. MIKE PERRY**

**17-18: 178
2018-2019
BUDGET UPDATE**

**17-18: 179
CONSIDER NOTICE
OF COMPLETION
(SOLAR PROJECT)
MR. JAMIE LOWRY**

Through a partnership between BARC and Co-Bank’s Sharing Success program, Mr. Lowry presented a check to Bath County Schools in the amount of \$4,000.

**17-18: 179 (Con’t.)
CONSIDER NOTICE
OF COMPLETION
MR. JAMIE LOWRY**

Dr. Perry, BCHS principal, provided an overview of sixteen new course offerings of which 14 were CTE. Mrs. Hirsh said all 16 courses may not be taught in any one year but can’t be taught unless they are in the program of studies. Dr. Perry noted one change on page 16 of the 2018-19 BCHS Program of Studies under Jackson River Governor’s School for Science, Mathematics and Technology.

**17-18: 180
2018-2019 BCHS
PROGRAM OF STUDIES
DR. MIKE PERRY**

On motion by Mr. Burns and seconded by Mrs. Lowry, the Board (5-0 vote) approved the 2018-2019 BCHS Program of Studies, with the omission of a sentence on Page 16 – Jackson River Governor’s School for Science, Mathematics and Technology, “Parents/Guardians will be responsible for paying tuition if student earns below a C in any class”.

Informational items for Board members included a VSBA Free Webinar – Alternative Health Insurance Model: A New Way Forward on February 28, 2018 from 12 p.m. to 1 p.m.

**17-18: 181
ITEMS FOR BOARD
MEMBERS/
CORRESPONDENCE**

There were none to be heard.

**17-18: 182
PUBLIC COMMENTS**

Mr. Burns

- Thanked everyone in the school system for their efforts, support system and enthusiasm.
- Humbled to sit on the Board making decisions when the credit should go to everyone else.
- Extended a very emotional thank you to everyone.
- Wanted to serve on this Board to see students receive a 21st century education. No matter how small we are, there are lots of opportunities.
- An honor to sit here and receive such wonderful gifts from principals.

**17-18: 183
ITEMS BY BOARD
MEMBERS**

Mrs. Lowry

- Proud to have principals leading staff and students.
- Praised Mrs. Hooker for her accomplishments, passion and motivation.
- Pleasure to see Mr. Graham as he is a powerful resource.
- Proud of our partnership with BARC.
- Happy about medical focus in budget.
- Excited about the program of studies as it touches all students.
- Thanked everyone for their support of the Board tonight.

Mr. Ryder

- Can't keep doing the same thing over and over. Dr. Perry has marvelous ideas that are reflected in the program of studies.
- Kids are doing well and he is excited about the possibilities.

Mrs. Grimm

- Thanked everyone for attending the meeting and wished them safe travel home.
- Addressed Dr. Perry saying she is excited about new courses.
- Thanked principals for the gifts presented tonight.

Mr. Secoy

- Thanked Board members and Clerks for their service.
- Thanked principals and students for the gifts in appreciation of school board month.
- Has been in class with Governor's School students. Governor's school has high standards and students have risen to the occasion.

**17-18: 183 (Con't.)
ITEMS BY BOARD
MEMBERS**

On motion by Mrs. Lowry, and seconded by Mr. Burns, the Board (5-0 vote) convened in a closed meeting at 8:29 p.m. to review possible faculty/staff vacancies, and to conduct superintendent's mid-year review.

**17-18: 184
CLOSED MEETING
AND CERTIFICATION
OF CLOSED MEETING**

On motion by Mr. Burns at 9:50 p.m., the Board came out of the closed meeting and certified (5-0 vote-roll call) that, to the best of each member's knowledge, only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed; and only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

**17-18: 185
CERTIFICATION OF
CLOSED MEETING**

On motion by Mr. Burns, the Board (5-0 vote) adjourned at 9:51 p.m.

**17-18: 186
ADJOURNMENT**

The Bath County School Board met in a Budget Work Session on Thursday, February 8, 2018 at 5:30 p.m. at School Administration Building.

- PRESENT:**
- Mrs. Rhonda R. Grimm, Board Vice-Chair**
 - Mr. Roy W. Burns, Board Member**
 - Mr. Eddie H. Ryder, Board Member**

 - Mrs. Carlyn Sue F. Hirsh, Division Superintendent & Clerk**
 - Mrs. Sharon P. Fry, School Board Deputy Clerk**

Mrs. Grimm, Board Vice-Chair, called the meeting to order at 5:30 p.m. with all members present except Mr. Secoy and Mrs. Lowry. **17-18: 187 CALL TO ORDER**

Mr. Miner presented an overview of a recent compensation and classification study for Bath County Schools. Due to snow and conflicting schedules, Mr. Miner said the final copy would not be available until Monday or Tuesday. Mr. Miner said the report grouped staff below grade/pay scale, within grade/pay scale, and over the grade/pay scale. Four pay structures were identified: Instruction, Administration, Specialists, and Support Staff. Mr. Miner said organizations often evaluate their pay schedules every 5 to 7 years and desire to be at the mid-point. Mr. Miner said he had happy news for Bath County Schools as the schools weren't too far off. Mr. Miner offered multiple methods to achieve compensation externally and internally. Mr. Miner said a review of all job descriptions, to be sure they are the jobs the employees are actually performing, would be available at a later date. **17-18: 188 STEVEN MINER, VICE-PRESIDENT, SPRINGSTED, INC. COMPENSATION & CLASSIFICATION STUDY RESULTS**

Mrs. Hirsh shared a letter from Dr. John J. Rainone, DSLCC President, requesting a total of \$15,000 to assist in funding a 2018-19 Career Coach as grant sources end in June 2018. **17-18: 189 BUDGET WORK SESSION**

Other items discussed by Board included:

- No changes to budget document
- Results of Springsted, Inc. study
 - Impact of implementation of study results to employees
 - Overall cost to implement recommendations
 - Stipends/supplements
 - Time frame for implementation

- Shenandoah Head Start Consortium – funds needed to offset cost of aide of \$3700 are already covered in the budget.
- Address federal revenues and house and senate versions, if available, at next work session.
- VACORP property and vehicle insurance renewal cost is not available at this time.
- School nurses and duties.

**17-18: 189 (Con't.)
BUDGET
WORK SESSION**

There were none to be heard.

**17-18: 190
PUBLIC COMMENTS**

Noted during Budget Work Session.

**17-18: 191
COMMENTS
AND QUESTIONS**

Thursday, February 15 – Joint Work Session with Board of Supervisors
Monday, February 26 – Planning Commission’s CIP Hearing
Tuesday, March 6 – School Board Meeting/Public Hearing on Budget

**17-18: 192
CONFIRM MEETINGS**

On motion by Mr. Burns and seconded by Mr. Ryder, the Board (3-0 vote) adjourned at 6:58 p.m.

**17-18: 193
ADJOURNMENT**

The Bath County School Board met in a Joint Work Session with the Board of Supervisors on Thursday, February 15, 2018 at 6:00 P.M. at School Administration Building.

PRESENT:

**Mr. Bryan Secoy, Board Chair
Mrs. Rhonda R. Grimm, Board Vice-Chair
Mr. Eddie H. Ryder, Board Member**

**Mr. Richard Byrd, Board of Supervisors Chair
Mr. Bart Perdue, Board of Supervisors Vice-Chair
Mr. Eddie Hicklin, Board of Supervisors Member**

**Mrs. Carlyn Sue F. Hirsh, Division Superintendent & Clerk
Mrs. Sharon P. Fry, School Board Deputy Clerk**

Mr. Secoy called the meeting to order at 6:00 p.m. and led the Board in the Pledge of Allegiance and a moment of silence.

**17-18: 194
CALL TO ORDER FOR
PUBLIC MEETING**

No amendments were made to the Agenda.

**17-18: 195
APPROVE OR
AMEND AGENDA**

There were no comments to be heard.

**17-18: 196
PUBLIC COMMENTS**

Opening Comments

Mrs. Hirsh thanked Board of Supervisors members for the opportunity to have conversation regarding schools in the coming year. Mrs. Hirsh said she is pleased that all three schools are fully accredited. At Mertz, all required paperwork for the auto program’s NATEF accreditation, has been submitted. She commended Mr. Justin Whittington, auto teacher, for his efforts. Mrs. Hirsh noted that the 18-19 BCHS Program of Studies includes more student courses, without additional personnel. Mrs. Hirsh provided an update on school projects; expansion in wind turbine projects, a cash grant from BARC and CoBank, new clubs/after-school programs (fire and rescue, drama, robotics), coding, and CPR/AED/First Aid certifications for high school students.

**17-18: 197
ITEMS FOR DISCUSSION**

2018-2019 Budget Comments

Mr. Rider provided an overview of the budget. Please see 18-19 Budget Worksheets below for detail.

Bath County Public Schools		18-19 Budget Worksheets	
<p>Bath County School Board Changes in Health Insurance Costs February 15, 2018</p>			
	17-18 Budget	18-19 Budget	Difference
Instruction	802,682	938,722	136,040
Administration	61,194	79,498	18,304
Transportation	131,928	145,379	13,451
Maintenance	79,029	110,153	31,124
Technology	22,691	32,562	9,871
Total Operating	\$ 1,097,524	\$ 1,306,314	\$ 208,790
Food Service	81,040	70,284	(10,756)
Total Food Service	\$ 81,040	\$ 70,284	\$ (10,756)
<p>* Prepared using projected enrollment and 15% increase.</p>			

Bath County Public Schools		18-19 Budget Worksheets	
<p>E-Rate Technology Category</p>			
<ul style="list-style-type: none"> • E-Rate is the commonly used name for the Schools and Libraries Program of the Universal Service Fund, which is administered by the Universal Service Administrative Company (USAC) under the direction of the Federal Communications Commission (FCC). • Revenues are budgeted at Category 1 - \$24,000 and Category 2 - \$92,000. • Category 2 is for Fiscal 2019 only. • Increased technology expenditures of \$119,845. • The expenditures must be present to receive the revenue stream. One will not work without the other. 			

Bath County Public Schools	18-19 Budget Worksheets
<p>Current Budget Plan</p> <ul style="list-style-type: none"> • Governor's Introduced Biennial Budgeted Revenues based on ADM of 515. • Health Insurance at projected enrollment and 15% increase. • VRS and its associated benefits at projected rates. • Change Current School Nurses (2) from part time to full time (\$14,941 w/ benefits). • Addition of School Nurse (\$47,211 w/ benefits). • One 77 Passenger School Bus - \$95,971. • One mid size car for student transportation - \$17,900. • Addition of Custodian (\$35,416 w/ benefits). • Structural Repairs to Cafeteria Loading Dock @ MES (\$20,000 rough estimate / waiting on engineering study – Maintenance Category). 	

Compensation Study

Mrs. Hirsh said Springsted, Inc. is in the process of finalizing a compensation study for the schools. Mrs. Hirsh said we need to be sure our people are properly classified and that compensation is externally competitive and internally fair. She said there will be a review of all job descriptions and there may be action to modify some of those.

CIP

Mrs. Hirsh said the schools have asked for two items in the county's capital improvement plan for 2018-2019.

1. Replacement of Mertz Career & Technical Education Center elevator
2. Improvements to the BCHS baseball field

Other

Mrs. Hirsh said she couldn't be happier with all three schools and is very lucky to work in a system where the community has given more than minimum support toward education.

Speaking on behalf of the Board of Supervisors, Mr. Byrd said they appreciate what the School Board does. He closed saying "our system is something to be proud of".

- February 26, Planning Commission's hearing on CIP requests
- March 6, School Board Meeting/Public Hearing on Budget at BCHS
- March 12, Called School Board Meeting/Budget Work Session/Budget Approval at SAB
- March 12, Approved Budget Request due to Board of Supervisors

17-18: 198
FUTURE
MEETING DATES

On motion by Mrs. Grimm and seconded by Mr. Ryder, the Board (3-0 vote) adjourned at 6:50 p.m.

**17-18: 199
ADJOURNMENT**

BRYAN J. SECOY, CHAIRMAN

CARLYN SUE F. HIRSH, CLERK

The Bath County School Board met in a Budget Work Session/Called Meeting on Wednesday, February 21, 2018 at 6:00 p.m. at School Administration Building.

PRESENT:

Mr. Bryan Secoy, Board Chair
Mrs. Rhonda R. Grimm, Board Vice-Chair
Mr. Roy W. Burns, Board Member
Mrs. Catherine D. Lowry, Board Member
Mr. Eddie H. Ryder, Board Member

Mrs. Carlyn Sue F. Hirsh, Division Superintendent & Clerk
Mrs. Sharon P. Fry, School Board Deputy Clerk

Mr. Secoy called the meeting to order at 6:00 p.m. with all members present.

**17-18: 200
CALL TO ORDER**

Mrs. Hirsh provided information on an upcoming VSBA Regional Art Show on April 25, 2018 at Harrisonburg City Public Schools.

**17-18: 201
18-19 BUDGET
WORK SESSION**

The following budget timeline was presented by Mrs. Hirsh:

- February 26 – Planning Commission’s Hearing on CIP requests
- March 6 – School Board Meeting/Public Hearing on Budget at BCHS
- March 12 – Called School Board Meeting/Budget Work Session/ Budget Approval at SAB
- March 13 – Approved Budget request due to Board of Supervisors

Justin Rider, Business Manager, presented a 2018-2019 Budget draft totaling \$11,585,984, an increase of \$635,052 (5.8% increase) over the current year.

Budget Draft included:

- Governor’s Introduced Biennial Budgeted Revenues based on ADM of 515.
- Health Insurance at project enrollment and 15% increase.
- VRS and its associated benefits at projected rates.
- Current School Nurses (2) from part time to full time (\$14,941 w/benefits).
- Addition of School Nurse (\$47,211 w/ benefits).
- One 77 Passenger School Bus - \$95,971.
- One mid size car for student transportation - \$17,900.
- Addition of Custodian (\$35,416 w/ benefits).
- Structural Repairs to Cafeteria Loading Dock at MES – (\$20,000 rough estimate / waiting on engineering study – Maintenance Category).
- E-Rate Technology Category/Increased technology expenditures of \$119,845. The expenditures must be present to receive the revenue stream.
- 2% salary increase for all staff members. (\$136,652 (Springstead results were discussed later in the meeting).

Discussion included:

- Request by DSLCC to fund \$15,000 toward career coaches. Mrs. Hirsh spoke with superintendents in the region and one said they plan to provide funding, two are not providing funding and two are undecided. Mrs. Hirsh asked the Board to make a decision tonight.
- Mrs. Hirsh addressed federal and state revenues.
- An update on the engineering study completed at MES loading dock.
- Request by Board member to have budget copy prior to the March meeting.
- Fuel cost projections/savings for the current year.
- Update on sink holes.
- Springsted, Inc. Study – Mrs. Hirsh and Mr. Rider expressed concern that the total to implement the study costs \$586,785 (including benefits). Mr. Miner had previously said the school division wasn't too far off. Mr. Rider said Mr. Miner's figures are based on base salary without stipends for masters, doctoral and advanced degrees. Mrs. Hirsh and Mr. Rider agreed that implementing Springsted recommendations would increase the budget over a million dollars. Mr. Rider said he doesn't believe an increase to the budget is palatable. He said a 2% salary increase for all staff was included in the draft budget document as discussed in Richmond (\$136,352).

**17-18: 201 (Con't.)
BUDGET
WORK SESSION**

A motion by Mrs. Lowry and seconded by Mrs. Grimm to institute Springsted, Inc. study using a 2 year implementation schedule and not to add the DSLCC career coach was later amended.

A substitute motion by Mr. Ryder to use the budgeted 2% Cola salary increase and look at Springsted, Inc. study and work it out over a period of time, when possible, died due to lack of a second.

An amended motion by Mrs. Lowry and second by Mrs. Grimm (4-1 vote, Ryder opposed) to follow the recommendation of Springsted, Inc. and implement their 2 year schedule beginning in the 18/19 SY was approved.

A motion by Mrs. Lowry not to add the career coach funding to the budget died due to lack of a second.

On motion by Mrs. Grimm and seconded by Mr. Burns, the Board (3-2 vote, Lowry, Secoy opposed) approved the addition of career coach funding (\$15,000) to the budget.

Tuesday, March 6, 2019, 7:00 p.m.; BCHS
School Board Meeting/2018-2019 Public Hearing on Budget

**17-18: 261
CONFIRM NEXT
MEETING DATE**

Mrs. Lowry departed the meeting at 7:17 p.m.

On motion by Mr. Ryder and seconded by Mr. Burns, the Board (5-0 vote) convened in a closed meeting at 7:20 p.m. to consider the resignation and appointment of specific employees, and consider a personnel matter.

**17-18: 262
CLOSED MEETING**

On motion by Mr. Burns 8:02 p.m., the Board came out of the closed meeting and certified (4-0 vote-roll call) that, to the best of each member's knowledge, only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed; and only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

17-18: 263
CERTIFICATION OF
CLOSED MEETING

On motion by Mr. Burns and seconded by Mrs. Grimm, the Board (4-0 vote) accepted the resignations of **Terry Bradley** (BCHS substitute teacher, boys basketball, tennis and golf coach) and **Tonya Fitzgerald** (MES Aide) and authorized the superintendent to fill the positions.

17-18: 264
ACTION FOLLOWING
CLOSED MEETING

On motion by Mr. Burns and seconded by Mrs. Grimm, the Board (4-0 vote) adjourned at 8:04 p.m.

17-18: 265
ADJOURNMENT

BRYAN J. SECOY, CHAIRMAN

CARLYN SUE F. HIRSH, CLERK