

**School Board/FY2018 Budget Proposal Public Hearing Meeting Minutes  
February 8, 2017**

**MEMBERS PRESENT:** Leah Paladino, Chair; Harry Daniel, Vice-Chair; Rodney Kibler, Member; Sharon Mack, Member; Jason Collier, Member; Andrea Whitmarsh, Superintendent; Shanna Deane, Clerk

**MEMBERS PRESENT BY TELEPHONE:** N/A

**MEMBERS ABSENT:** N/A

**BOARD OF SUPERVISORS:** N/A

The closed session was called to order at 6:30 pm in the Greene County School Board Office conference room.

Mrs. Mack made a motion to reconvene into open session in the County Meeting Room at 7:01 p.m.; Dr. Kibler seconded, motion carried.

Board certified by roll call vote that only such matters identified in the motion were heard or discussed. All certified.

There was no closed meeting action.

Mrs. Mack made a motion to accept the consent agenda as presented. Mr. Collier seconded. No discussion. All ayes, motion carried.

Dr. Whitmarsh and Mrs. Paladino presented recognition certificates to the students who participate on the Monrobots Team for advancing to the State First Tech Challenge Tournament in Lynchburg on February 24, 2017.

Dr. Whitmarsh and Mrs. Paladino presented recognition certificates to Austin Hayes for placing 4<sup>th</sup> in the Skills USA Carpentry competition and to Javon Mallory for placing 3<sup>rd</sup> in the Skills USA Automotive competition.

Dr. Whitmarsh and Mrs. Paladino presented recognition certificates to Mr. Thomas Mallory's Carpentry I/II students and Mrs. Rhonda Bowman's Agriculture I/III students for building dog houses for the HOWS (Houses of Wood and Straw) project.

Dr. Whitmarsh and Mrs. Paladino presented a recognition certificate to the Public Safety Foundation for their commitment to fund safety blinds for all of the schools in the division. Mr. Carl Schmitt, Mrs. Shelly Ripa and Captain Michael Martin accepted the recognition certificate on behalf of the Public Safety Foundation.

Dr. Whitmarsh and Mrs. Paladino presented a recognition certificate to Legacy Church and to the Masonic Stella Lodge to gather food donations for the Nathanael Greene Primary/Elementary Backpack Program. Johnathan Herring accepted the recognition certificate on behalf of the Masonic Stella Lodge and Angela Williams accepted the recognition certificate on behalf of Legacy Church.

Dr. Whitmarsh and Mrs. Paladino presented certificates to Shanna Deane and Rhonda Houchens in honor of School Board Clerk Appreciation Week.

Dr. Whitmarsh presented certificates to the school board members in honor of School Board Appreciation Month.

Mrs. Paladino stated public comments could be made on matters not below on the agenda.

Mrs. Paladino closed public comments.

Ms. Mitchem presented information item #11-265, Intervention Process. Ms. Mitchem presented an update on Response to Intervention and what the daily Response to Intervention process is like in schools. Ms. Mitchem clarified the definitions of remediation versus intervention. Ms. Mitchem stated there is a focus on intervention. Ms. Mitchem stated the division is committed to providing personalized learning experiences for all students and implementing a tiered system of supports to address the academic, social, emotional and behavioral needs of all students. Ms. Mitchem emphasized the goal of intervention is for students to achieve 100% progress.

Ms. Mitchem reviewed the tiers of intervention and explained a flow chart of the intervention process. Ms. Mitchem explained a student's journey through the intervention process. Ms. Mitchem discussed the impact the intervention process had on the student, the parent feedback and the impact the process has on the schools. Ms. Mitchem stated the intervention process is reviewed yearly.

Mr. Huber presented information item #11-266, Strategic Plan Update. Mr. Huber presented information that highlighted the current progress in the division in regard to the strategic plan, "Innovate 2021." After discussing the current progress of the strategic plan, Mr. Huber discussed the next steps and future plans to continue the progress.

Dr. Whitmarsh presented information item #11-267, Superintendent's Updates. Dr. Whitmarsh commented it was great to see all of the recognitions.

Dr. Whitmarsh announced that February 6 to February 10 is deemed National School Counselor week. Dr. Whitmarsh thanked the counselors for their hard work.

Dr. Whitmarsh announced that another day of school has been missed. Dr. Whitmarsh stated February 21, 2017 will be used as a school day. Dr. Whitmarsh stated if another day of school is missed a bank day will be used.

Dr. Whitmarsh announced the following dates;

- February 9<sup>th</sup> and 15<sup>th</sup> Parent/Teacher Conferences will be held
- February 17<sup>th</sup> schools are closed due to winter break
- February 20<sup>th</sup> schools are closed
- March 23<sup>rd</sup> will be Kindergarten registration

Dr. Whitmarsh presented information item #11-268, FY2018 Budget Proposal-Public Hearing. Dr. Whitmarsh reviewed the School Board Priorities for 2017-2018 which includes supporting the implementation of Innovate 2021, providing competitive compensation and benefits for all staff and support, recruitment and retention of highly qualified educators, leaders, and staff. Dr. Whitmarsh reviewed the demographics of the division's student population and what it takes to educate our students.

Dr. Whitmarsh reviewed the budget, enrollment and staffing history of the division. Dr. Whitmarsh reviewed the local revenue funding amounts for the last five years. Dr. Whitmarsh provided a chart that showed the budget, fall enrollment total and total enrollment less Pre-K, the year-over-year change, staffing and the year-over-year change in staffing. Dr. Whitmarsh shared the enrollment increase from 2012 to 2017 is 5.4% and a staff increase of 2%.

Dr. Whitmarsh discussed state and federal revenues. Dr. Whitmarsh stated our projected revenue for FY2018 is \$19,391,085 with an ADM budget of 3,075. Dr. Whitmarsh stated the Governor's budget proposal from December 16, 2016 projects the ADM holding flat. Dr. Whitmarsh stated the local composite index remains the same because we are in the second year biennium. There is no increase projected for federal funds.

Dr. Whitmarsh stated that the anticipated VRS increase will be \$326,000 based on no salary increase. The health estimated increase is \$357,000. Dr. Whitmarsh stated new information was received the afternoon of the school board meeting that health insurance will increase to 23% which brings the total to ~\$590,000.

Dr. Whitmarsh discussed considerations of compensation. The first option for consideration is salary action. Dr. Whitmarsh explained the salary projections for option one include no specific State compensation funding, the permanent increase is in the base pay and the projections include FICA and VRS. Dr. Whitmarsh stated the second option is a one-time bonus. Dr. Whitmarsh explained the salary projections for this option include a State portion for funded SOQ (Standards of Quality) positions only, is a one-time payment, and includes FICA

Dr. Whitmarsh reviewed the summary of capital debt and schedule of debt retirement.

Dr. Whitmarsh discussed personnel considerations. Dr. Whitmarsh stated many requests were received, which were evaluated and prioritized. Dr. Whitmarsh shared there has been over \$1.7 million in requests from departments and schools. Dr. Whitmarsh stated factors driving requests include state mandates, enrollment/class size, and student needs. Dr. Whitmarsh stated each item was assessed for alignment with the division strategic plan and utilization of existing resources. Dr. Whitmarsh state the personnel requests consisted of:

- Mandated/enrollment required: (~\$140,000)
  - Teachers
    - Special Education – 1.0
    - Exploratory – 1.0
    - Behavioral/Autism Specialist – PREP
- Driving Innovate 2021 Implementation: (~\$480,000)
  - Teachers
    - ELL Teacher/Liaison – 1.5
    - Special Education – 2.0
    - Science/Civics – 1.0
    - Online Learning – 1.0
  - School Counselor – 1.0
  - New Teacher Mentoring – 1.0
  - Facilities Coordinator – 1.0

Dr. Whitmarsh stated the non-personnel requests will be covered by operational funds as available.

Dr. Whitmarsh concluded the FY2018 presentation by proposing a cost mitigated FY2018 budget in the amount of \$38,543,526. Dr. Whitmarsh reminded the school board that the proposal did not include the health insurance increase of 23%. Dr. Whitmarsh stated ~\$190,000 will need to be added to the local

request due to the health insurance increasing to 23%. Dr. Whitmarsh reminded the school board and audience that the school board budget proposal will be adopted on Wednesday, February 22<sup>nd</sup>, then will go before the Board of Supervisors.

Mrs. Paladino asked if there were any additional questions.

Mrs. Paladino commented that the hope is the school board can absorb the changes in health insurance without having to share that burden on staff.

Mr. Daniel questioned what the cost would be to the employee to absorb some of the health insurance cost. Dr. Whitmarsh stated having a comparison of the school board absorbing the health insurance cost versus the employee absorbing some of the health insurance cost would be helpful.

Mrs. Mack commented that the children in the community need good quality educators. Mrs. Mack stated to keep the 2% salary increase in the FY2018 budget proposal.

Dr. Whitmarsh confirmed with the school board for the FY2018 budget proposal amount to remain as is. The school board did confirm to move forward with the FY2018 budget proposal amount of \$38,543,526. Dr. Whitmarsh stated the \$190,000 for health insurance will be included by the February 22<sup>nd</sup> FY2018 budget proposal adoption.

Mrs. Paladino opened the floor for the public hearing on the FY2018 budget proposal.

Mrs. Gail Daniel, a teacher at Ruckersville Elementary School, commented that it was refreshing to hear the school board speak about teachers.

There were no other public comments. Mrs. Paladino closed the public hearing on the FY2018 budget proposal.

Dr. Kibler thanked the board for their support over the past year.

Mr. Collier commented that the recognitions, especially the robotics, were informative. Mr. Collier commented that the school board is trying to do what is best for staff and do the best we can with what we have. Mr. Collier commented that he appreciated the staff.

Mr. Daniel commented that it was great to see community involvement in the recognitions, great to see schools participate in the HOWS (Houses of Wood and Straw) project, and great to see the progress of "Innovate 2021".

Mrs. Mack echoed Mr. Collier's and Mr. Daniel's comments regarding the recognitions. Mrs. Mack commented that the budget is based on meeting the needs of the students.

Dr. Kibler echoed the comments of the other school board members.

Mrs. Leah Paladino thanked everyone for attending the school board meeting.

Mrs. Paladino adjourned the meeting.

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Chairman

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Clerk