

The Buchanan County School Board in Regular Session on Wednesday, October 29, 2014, at 5:30 p.m., met in the Main Office in Slate Creek, Virginia.

PRESENT: Mr. Clarence Brown, Jr., Chairman
 Mr. Wayne Deskins, Vice Chairman
 Mr. Scotty Owens
 Mr. Willie Sullivan
 Mr. Heath Harrison
 Mr. Robert K. Bevins
 Mr. Austin Crumpton

ADMINISTRATION

Mr. Larry K. Ashby	Division Superintendent
Mrs. Patricia Rowe	Clerk of the Board
Mr. Jason Gallagher	Attorney

The meeting was called to order by Mr. Clarence Brown, Chairman. Scotty Owens asked that Judy McClanahan, a long time teacher, who recently passed away be remembered. A moment of silence was observed. Mr. Ashby led the Pledge of Allegiance.

1. Discussion /Approval

1. Agenda

Mr. Bevins commented that under “Other” the horse was being put before the cart in that the Superintendent Evaluation was not yet complete. He asked to reserve the right to make a motion at “Other - #1”.

Phillip Keene with the Voice asked if he could ask a question at the appropriate time. Mr. Brown advised him he would step out of the room

and meet with him in private to know what the question is and would consult with our legal representative and possibly get Board approval before he would be permitted to ask the question. Mr. Owens asked to add #7 “Other” - Update on DMME Project. Mr. Ashby will have an update. The agenda was considered approved as corrected.

2. Minutes

Mr. Owens commented that he wished the minutes were more complete and detailed. For example, Mr. Harrison congratulated Grundy High on full accreditation status and Mr. Owens, had mentioned how Russell Prater Elementary was fully accredited last year, but it wasn't mentioned. Also, in other instances, numbers of aides and amounts of money should have been noted.

The minutes were approved with notations.

Mr. Bevins questioned again moving “Other” - #6 prior to #1. Mr. Brown said the Superintendent's Evaluation is not about his evaluation as much as it is about the instrument. Mr. Brown asked Mr. Owens if he had put this item on the Agenda, and he answered yes. Mr. Bevins disagreed with having the evaluation listed after the Superintendent's Reappointment on the Agenda. Mr. Brown expressed that while the evaluation is an instrument which needs to be improved upon, we have the old one. Mr. Brown asked Mr. Owens to elaborate on his purpose for placing it on the Agenda. Mr. Owens stated he had gone to a Superintendent's Evaluation workshop in Charlottesville. We have to incorporate a new Superintendent's Evaluation model as of July 1, 2014. We could have done

that last year but it wasn't required, and we chose to use the old one. It is basically evaluating the Superintendent similarly as we do teachers and principals. The model will be new (from the State Department). He feels it would be good to use. Mr. Ashby said he has been in touch with the Virginia Association of School Superintendents and with a gentleman who served on the committee to help develop this model. It is a year long evaluation model. He has looked at three prospective domains - Professional Development, Instruction and Facilities. These are the three domains that will fall within the instrument. The process will take the entire school year. Mr. Owens stated that these have to be measured, and they have to be specific. We can have this year to get started and be ready to use it next year. Mr. Ashby stated that it needs to be tied into the goals and objectives of the School Board for it to have the reliability it needs to have. Mr. Owens stated that it was impressed upon them during the meeting that they wanted specific goals and objectives to measure. Mr. Brown noted Mr. Bevins' objection to the Superintendent's Evaluation, but stressed they needed to move on.

The minutes and agenda were approved.

2. Delegations

1. BEA – no presentation
2. Lauren Clifton, a student from Hurley Elementary Middle School, sang the National Anthem. Mr. Brown expressed the Board's thanks to Lauren and her family for being here-“excellent job”.

3. Student Award and Recognition – Mark Cooper, Athletic Director from Hurley High recognized the Hurley High Relay Team, coached by Mr. Brandon Davis. Those recognized: Zach Lester, Tray Oliver, Brady Justice and Devin Tester. Also recognized were Ariel Endicott, Rachel McCoy, Toni Lester and Kristin McCoy. Dylan Billiter, Billy Stacy and Jacob England were recognized for last year's baseball team. The volleyball girls were mentioned for the upcoming BDD Championship Competition. Mr. Bevins asked Mr. Cooper if he plans on nominating any of the athletes for the Pappy Thompson Award. Mr. Cooper said Rachel McCoy and Tray Oliver are being looked at for that nomination.

Angie Mutter, Current leader for the 4-H Horse and Pony Club in Buchanan County, announced Grundy High's winners which included Mary Mutter, Lauren Stiltner, Emma Stiltner and Aly Kostrub. Missy Thompson is the trainer. Helen Matney was thanked and recognized for her leadership for the past 33 years as the horse show leader for Buchanan County.
4. Danny Rasnake – Bus, was discussed in Closed Session.
5. Rodney Horne – JROTC, this matter was settled earlier. Mr. Ashby stated he had made contact with the United States Army and we will do what the US Army expects with regard to Mr. Horne's pay. Mrs. Horne spoke on behalf of Mr. Horne. She thanked Mrs. Rowe and Mr. Ashby and this administration for getting this matter straightened out. Major Horne and anyone who works through JROTC is not paid entirely through the school system. The rest comes from the military based on his twenty years experience. They set the rate of pay. This is not a raise, they are only

asking for minimum instructor's pay. Twenty years military service is required before you can apply for this type of job.

6. Aides – Melissia Thacker, Thelma Arwood and Dream Hale

Lisa Hylton was not present.

The aides asked why some aides had received a contract and not all?

Mr. Bevins asked how many years of experience they had. One has ten years, one nine, one is on their fifth year. Mr. Bevins stated he thinks it is selective by someone, not by him, but by someone. Mr. Brown stated the finance committee is working with this issue and it is ongoing. Mr.

Sullivan stated the proposal was made last time to begin the evaluation of aides. He stated that it is not just five years experience but five years successful experience. Mr. Harrison asked how many aides are not on contract at this time; Mrs. Rowe estimated twenty. Mr. Harrison stated he would like to see all of them on contract and do away with the 29 hour per week limit. Mr. Brown told the aides present that the contract issue would be addressed at a later finance committee meeting.

3. Discussion and Approval of Payroll and Invoices

Mr. Bevins asked about an AEP bill for \$147,000, why so much at one time? Mrs. Rowe stated that it is every school together for one month.

Mr. Owens noticed BVU, our internet provider, was listed for textbooks. This was a typographical error. Mr. Owens asked about flood insurance and what schools we have to cover. Mrs. Rowe stated, three, the two Hurleys and J. M. Bevins Elementary. This is paid once per year for each school.

Mr. Brown asked for a motion to approve payroll and invoices. Mr. Deskins made the motion to approve. Mr. Sullivan seconded the motion.

The roll call vote was as follows:

Mr. Crumpton	Yes w/exceptions
Mr. Owens	Yes
Mr. Deskins	Yes
Mr. Sullivan	Yes
Mr. Harrison	Yes
Mr. Bevins	Yes w/exceptions
Mr. Brown	Yes

Warrant numbers 82356 through 82535 and 143335 through 144012 were issued from the School Operation and Cafeteria Fund. Warrant numbers 1129 through 1131 were issued from the Textbook Fund. The total amount spent for the month of October 2014 was \$3,132,958.13.

1129	BVU	\$14,535.15
1130	Burk Consulting	\$3,675.64
1131	Burk Consulting	\$512.19
82356	Business Card	\$138.98
82358	Consolidated Steel	\$298.00
82359	Darlene Oden	\$47.88
82360	Dominion Office	\$107.00
82361	EZ Hardware	\$8.86
82364	Lowe's	\$1,992.73
82365	McCoy and McCoy	\$208.00
82367	Glenn Sturgill	\$577.16
82369	Rebecca Harrison	\$24.75
82372	Stop and Shop	\$170.70
82373	Teacher's Discovery	\$138.68
82375	Vasant Lumber	\$3,822.07
82376	Dominion Office	\$528.20
82377	Dell	\$6,235.68
82378	Lowe's	\$1,834.40

82401	Lowe's	\$331.45
82402	Lowe's	\$236.83
82403	Virginia Association of Counties	\$28,737.00
82404	AT&T	\$144.30
82405	Buchanan County Public Schools	\$493.75
82407	Great America Financial Services	\$649.58
82408	Lakeshore Learning	\$1,664.82
82412	Verizon	\$100.64
82413	Quill	\$599.80
82414	Pepsi Cola Bottling	\$317.50
82415	Interactive Achievement	\$6,080.00
82416	Brown Brothers Produce	\$8,615.36
82417	Buchanan County Public Schools	\$6,400.20
82418	Betty Williamson	\$536.04
82419	Selective Insurance	\$3,533.00
82421	The Hartford	\$13,336.42
82422	Travis Maxwell	\$100.00
82423	McCoy and McCoy	\$632.00
82424	BKT Inc.	\$3,337.00
82425	Brandon Tester	\$38.15
82426	CC Dickson	\$1,066.48
82427	Council Elementary	\$57.39
82428	Dominion Office	\$106.03
82429	EarthGrains	\$2,702.94
82430	Hurley Middle School	\$21.20
82431	Kansas State Bank	\$6,478.38
82432	Pepsi Cola Bottling	\$378.00
82434	Pet Inc.	\$10,905.85
82436	Reinhart Food Services	\$42,863.11
82437	Riverview Middle School	\$18.06
82438	State Cleaning Solutions	\$541.27
82439	Verizon	\$137.55
82440	Buchanan County Insurance	\$200.00
82441	Food City	\$1,329.95
82442	McCoy and McCoy	\$40.00
82444	Willie Sullivan	\$532.19
82445	VATD	\$220.00
82469	Advance Auto Parts	\$265.18
82470	Allied Instructional	\$702.50
82471	Anchorage Video	\$393.19
82474	Appalachian Power	\$142,513.08
82475	Appalachian Natural Gas	\$235.41
82476	Appalachian Tire Products	\$256.46
82477	Appalachian Tire	\$1,295.10

82478	Appalachian Wireless	\$381.70
82479	Associated Counseling Services	\$3,850.00
82480	AT&T	\$1,229.25
82481	Business Card	\$471.07
82482	Cascade Water	\$619.50
82483	Charlene Large Vision Services	\$3,283.70
82484	Cintas	\$543.05
82485	Dell	\$149.00
82486	Treasurer of Virginia (DMME) Department of General Services	\$78,726.36
82487	DISA	\$652.00
82488	Dominion Door	\$514.50
82489	Dominion Office Products	\$200.00
82490	Fire Safety Products	\$159.98
82491	Glenna Cantrell	\$9,218.35
82492	WW Grainger	\$6,711.25
82493	Graybar Inc.	\$2,562.48
82494	Great America Financial Services	\$1,229.97
82495	Heavy Duty Bus Parts	\$671.04
82496	Hungate Business	\$5,909.43
82497	Interstate Battery	\$400.00
82498	Jan Pak	\$995.36
82499	Jones Oil	\$519.93
82500	Jones Petroleum	\$16,524.11
82501	Karen Taylor	\$33,428.46
82502	Keen Mountain Auto Parts	\$404.65
82503	MCI	\$1,141.11
82504	Melanie Hibbitts	\$32.69
82505	Merritt Physical Therapy	\$59.40
82506	Peggy Stacy	\$8,075.15
82507	Pitney Bowes	\$101.25
82508	PSA	\$284.64
82509	Public Consulting Group	\$17,947.35
82510	RDA Systems	\$10,146.00
82511	Reinhart Food Services	\$16,000.00
82512	Reynic Compton	\$1,230.86
82513	Russell County School Board	\$129.91
82514	SafeLite Fulfillment Inc.	\$14,152.00
82515	Selena Rasnake	\$380.87
82516	Seton ID Products	\$132.75
82517	Shane Cantrell	\$299.98
82518	Shirley Blake	\$11,936.25
82519	Simplex Grinnell	\$6,890.00
82520		\$7,770.78

82521	Sonny Merryman	\$7,452.11
82522	Stericycle	\$4,208.16
82523	Stop and Shop	\$87.37
	Tara	
82524	Keen	\$130.00
82525	Time Warner Cable	\$2,502.98
82526	Tri-State Exhaust	\$252.50
82527	United Elevator	\$4,339.13
82528	UPS	\$254.99
82529	Vansant Auto Parts	\$213.26
82531	Vansant Lumber	\$1,593.27
82532	Verizon	\$4,636.72
82533	Western VA Truck Parts	\$8,159.35
82534	Xerox	\$2,842.47

Mr. Brown asked for a motion for closed session. Mr. Harrison made the motion to go into closed session for personnel and legal issues. Mr. Sullivan seconded the motion.

The vote was all “yes”, except Mr. Bevins, who voted “no”.

The motion to come out of closed session was made by Mr. Sullivan and seconded by Mr. Deskins. The vote was for unanimous approval.

The motion to certify closed session was made by Mr. Sullivan and seconded by Mr. Deskins. The roll call vote was as follows:

Mr. Crumpton	Yes
Mr. Owens	Yes
Ms. Deskins	Yes
Mr. Sullivan	Yes
Mr. Harrison	Yes
Mr. Bevins	Yes
Mr. Brown	Yes

Mr. Phillip Keene, with the Voice, asked about the media contact point. Who is he supposed to speak to? Mr. Keene stated he needs to speak with someone at the School

Board Office between meetings. Mr. Keene stated that the principals had been given a letter stating specifically that they are not to speak with the Voice. Mr. Brown stated that the Board will assign Mr. Russell Street as media contact for the school system. All correspondence will be directed to Russell Street. Mr. Street and or Mr. Ashby will get with the Board Members if they need to respond to you. Mr. Keene asked if he could speak with the principals? Mr. Ashby stated he would prefer he go through Mr. Street due to the legality of the questions asked. This is what he did with the principals. Mr. Keene stated that this cut him off from the principals with either good or bad questions. Mr. Brown reiterated that he contact Mr. Street.

Personnel

1. Professional Personnel / 2. Classified Personnel

Mr. Brown asked for a motion to approve the professional personnel and classified personnel together. Mr. Crumpton made the motion to approve. Mr. Harrison seconded the motion. Mr. Bevins stated that he didn't agree with the coaching list as a total. If any of the coaches want to ask him if he voted against them, he will let them know. Mr. Bevins stated he could not vote for some of them and he could not vote against some of them. He would abstain for the first time in history and the last time in history. The vote was "yes" 6; "abstain" 1 (Bevins).

Other

1. Superintendent Reappointment

Mr. Bevins made a motion to table the superintendent reappointment at least until the next meeting to get public input and more information for themselves. Mr. Owens seconded the motion.

Mr. Bevins stated that we have lost a lot of really important, very good

people the past few years.

The vote was “yes” – 2 (Bevins, Owens); “no” – 5 (Deskins, Crumpton, Harrison, Sullivan, Brown) - The motion failed.

Mr. Sullivan made the motion to reappointment Mr. Ashby as Superintendent for three more years. Mr. Deskins seconded the motion.

The roll call vote was as follows:

Mr. Crumpton	Pass/Yes
Mr. Owens	Pass/No
Mr. Deskins	Yes
Mr. Sullivan	Yes
Mr. Harrison	Yes
Mr. Bevins	Pass/No
Mr. Brown	Abstain

Passed – 4/2/1

Mr. Bevins stated his disappointment with the vote. He personally thinks it’s all about politics, friends, relatives and political allies. He stated to fellow Board Members you will regret this decision someday. It is not about the educational system in this county; if it was, you wouldn’t do what you are doing.

Mr. Owens stated that, in his opinion, he feels like we can do better. We don’t need a superintendent that recommends giving some people years of experience on the salary scale for no previous experience, or not enough experience on the salary scale so they can be paid a higher salary, and denies others who have experience and get none or less than they deserve. We do not have to have salary scales and policies and not follow them for certain people. We don’t have to have

an administration that does things without getting Board approval. We do not have to put up with an administration that hires people without going through an application, interview, and selection process, and then Board approved. We do not need a superintendent that works out for students to miss twenty-some days in a school year, miss education and doesn't pay the cafeteria personnel, but does pay others. We do not need a superintendent who over spends and seems like can't maintain a budget. We need an administration that does the right thing for the children of Buchanan County and doesn't worry about doing things just to please certain Board Members so they will continue voting for him or her. We need a superintendent who utilizes all of his administrative staff to make our system good and strong, not just a select few to help his or her family, friends and political allies. We don't have to settle for second, third, or fourth best. We need to get the best. We do not have to get someone who has political, family and friendly ties to people. This philosophy is not the best for educating children in Buchanan County. We need to put in the best, the certified, qualified, experienced and especially deserving people for the most important asset that we have in Buchanan County, the children. We do not have to hire someone who has participated in the school system's early retirement incentive program, which is a program set up to save the school system money, for numerous years and then turns around and applies for a full time job with the school system, which is directly in violation with School Board policy. We can do better than this, and we must.

Mr. Ashby stated he appreciated the Board and stated that, as he said a couple of years ago, he will work with the Board and try to meet the Board's

objectives and goals for our school division and hopes we can improve on what we have done and that our students will be the benefactor of our work.

2. Tobacco Policy, to Include Electronic Cigarettes

Mr. Ashby stated that this policy is the one done by VSBA. It clarifies some things with tobacco and pertains to indoor facilities, not outdoor facilities, because it is impossible to monitor facilities such as football fields and basketball games when the adults go out to smoke. Most schools already have designated smoking areas outside at the buildings.

Mr. Harrison made the motion to approve the first reading. Mr. Owens seconded the motion.

The vote was: all “yes”, except Mr. Bevins – “no”

3. Linwood Holton Governor’s School

Mr. Owens attended the Governing Board meeting recently. He handed out a brochure and information regarding the program. Students gain dual enrollment and college credit for classes taken. We need to make sure that our schools are making the students aware of this program.

4. Transfer of Russell Prater Elementary School to the Board of Supervisors

Mr. Bevins said this item is redundant. When the motion was made in June to close Russell Prater, they also incorporated that we turn over the property to the Board of Supervisors by July 15. A request was made by the Board of Supervisors that we again make this motion to clarify anything we may have doubts about.

Mr. Brown asked for a motion to transfer Russell Prater Elementary School to the Board of Supervisors. After further discussion, Mr. Brown announced that when

the decision is made by the Judge as to the recent hearing regarding Russell Prater Elementary, we will do what we need to at that time. Item was deferred.

5. Finance Committee Report

Mr. Sullivan addressed the Board about the recent Finance Committee meeting. The JROTC program was discussed along with other issues. It was decided that retiree vacation days would not be paid for. If not used, they are lost. It is being considered to put a cap on sick leave days. The Board may look at this in the future. A maintenance employee was given an increase for additional certification. A motion to go into closed session was made by Mr. Crumpton. Mr. Sullivan seconded the motion. The closed session was called for the discussion of personnel.

Vote was for unanimous approval.

Motion to come out of closed session was made by Mr. Harrison and seconded by Mr. Owens.

Vote was for unanimous approval.

The motion to certify closed session was made by Mr. Harrison and seconded by Mr. Sullivan. The roll call vote was as follows:

Mr. Crumpton	Yes
Mr. Owens	Yes
Ms. Deskins	Yes
Mr. Sullivan	Yes
Mr. Harrison	Yes
Mr. Bevins	Yes
Mr. Brown	Yes

Trish Rowe gave a report on the Finance Committee recommendations. Six individuals received increases. Patricia Justus was moved to one year experience on the school secretary scale; Debbie Bailey was put on the Cafeteria Manager's scale; Peggy Stacy was given additional years for additional increased responsibilities at the Central Office; Tara Keen was moved from secretary to bookkeeper's scale; Stephanie Yates was granted an extra month because she was put on an eleven month contract as a guidance counselor; she was previously on a ten month contract. Dewayne Hurley, Bus Garage, was granted twelve years experience on the salary scale for Maintenance Shop/Bus Garage. The JROTC salary for Mr. Horne will be put on the scale that the Army recommends. Payment for resealing a gym floor was granted at \$750 (as previously set) to three individuals to be split three ways. Payment for mowing inside the fence at the football field was verified and approved for an individual. Mr. Owens asked that the Finance Committee re-look into the salary of an individual on the administrative scale not credited with administrative years.

Mr. Brown stated that the motion and second came from the Finance Committee to approve the Finance Committee recommendations. The roll call vote was for unanimous approval.

7. DMME Project Update

Mr. Ashby gave an update on the project. We have run into a problem with the railroad, not Johnson Control. Permission has been given to get the permit to go under the railroad with the natural gas line. The problem is, they haven't issued the permit. Mr. Ashby asked Mr. Gallagher, Street Law Firm, to help us with the railroad to speed the permit up so we can move forward.

6. Superintendent’s Evaluation

A new evaluation model needs to be constructed and approved. Mr. Owens handed out copies of a model used by the Virginia Department of Education, last month. Mr. Owens asked if anyone wanted to join him on the committee for the Superintendent’s Evaluation. No response was received. Mr. Owens turned it back over to Mr. Brown and asked if he wanted to do it. Mr. Owens doesn’t feel it should be done by one person. Mr. Brown asked Mr. Owens to share the guidelines we need-a skeleton copy of what needs to be done. Give everyone a copy and let it be constructed by the entire board. Mr. Owens stated he wanted to use Mr. Bevins’ term “facetious”; he thanked everybody for joining him on the committee.

The next meeting date was scheduled for Tuesday, November 25th at 5:30 p.m.

Mr. Brown declared the meeting adjourned.

Clarence Brown, Jr.
Chairman of Board

November 25, 2014
Date

ATTEST:
Patricia B. Rowe
Clerk of the Board

November 25, 2014
Date

Approved 11/25/14 Board Meeting