

March 19, 2019

At the special meeting of the Board of Supervisors of Prince Edward County, held at the Prince Edward County High School Library, 1482 Zion Hill Road, Farmville, VA, thereof, on Tuesday, the 19th day of March, 2019; at 5:30 p.m., there were present:

Board of Supervisors

Jim R. Wilck, Chair
Pattie Cooper-Jones
David Emert
Odessa H. Pride
Gene A. Southall
Jerry R. Townsend

School Board

Beulah M. Womack, Chair
Lucy B. Carson, Vice-Chair
Dr. Peter Gur
Dr. Timothy W. Corbett, Sr.
Elzora G. Stiff
Dr. Lawrence C. Varner
Doug Farley

Absent: Llew W. Gilliam, Jr., Robert M. Jones

Also present: Wade Bartlett, County Administrator; Dr. Barbara A. Johnson, Superintendent; and Cindy Wahrman, Division Director of Finance.

Chairman Wilck called the special meeting to order as the Joint Meeting with Prince Edward County School Board.

Dr. Barbara Johnson, Superintendent, stated she appreciates the Board of Supervisors and the School Board for taking the time to work together to share in the development of the children. She then presented a review of the preliminary School Budget proposal for 2019-2020. Dr. Johnson requested an additional \$591,679 from Local Funds and is receiving approximately \$450,000 more from Federal and State funding, for a total increase of \$1,120,127.

Dr. Johnson reviewed accomplishments and contributions to the community; there is a new vision, mission and strategic plan. She said that part of the strategic plan is making sure they are working in the community and are an asset to the community. She said children painted several VDOT snow plows, and Walmart and the Farmville Jaycees helped to renovate the bathrooms at the Middle School. She added they helped to organize the Youth Leadership Summit with Hampden-Sydney [College] and the Farmville Chamber of Commerce and Cumberland County Public Schools. She said there is a mural that was donated from Monty Montgomery at the Middle School, which is a direct result of our building relationships and

being a part of the Virginia Children's Book Festival. Dr. Johnson said they supported Christmas Mothers, helping to distribute some of the gifts and helping with the pre-packaging. She said they also won the Golden Hammer award by helping with Habitat for Humanity, where the children went out to work on the building in Prospect. She then stated they opened their High School Pantry for the high school students that are in need, with a partnership with the Alliance Club, Centra and the Chamber of Commerce.

Dr. Johnson said she is proud of the school system and the community. She said she increased communication with social media and "email and text blasts" to promote what is going on at the schools and the parents and friends can be invited.

Dr. Johnson began a review of the budget. She said the STEM initiative is continuing, she said the support given is not just academic, but also developmental and by providing a safe environment. She said they continue to recruit and retain qualified staff. Dr. Johnson said the budget development begins usually in October, by gathering information and looking for patterns and trends in the data on academic success, absenteeism and tardiness. In late November or early December, each principal and department meet to present what they see as needs for their schools and/or departments. All information is then presented to the School Board.

Dr. Johnson reviewed the Revenue and Expenditure Comparisons. She then presented needs for the upcoming year, which includes a Special Education Early Childhood teacher, an Assistant Principal for the Middle School, two teachers for grade six History and Science, Special Education teacher, and an additional Technology Assistant. Discussion followed.

Supervisor Pride questioned if the Math position has been filled at the Middle School. Dr. Johnson said it has not. Supervisor Pride then asked if that position is in addition to the current requests; Dr. Johnson said that is correct.

Dr. Johnson said that during the meeting with the Finance Committees, a question was raised about the ELL Teacher. At the point where a system has 58 children, the school would need an additional ELL teacher. Currently there are 46 children; 30 of these speak Spanish and the rest are Vietnamese. She said twelve more students would trigger the mandate for the additional teacher.

Discussion followed on the Incentive Programs, Technology VPSA Grant which is an additional \$72,400. Dr. Johnson said the schools can get their server from that funding; the school must have a server,

as the current servers are nearly at capacity. She said the buses and fleet are being equipped with GPS, and that needs to be completed.

Dr. Johnson said they narrowed the prospective budget increase from \$595,000 to \$447,000. She then said they are looking at a 5% salary increase, which is the state mandated Standard of Quality increase. She said they are receiving \$388,000 from the State for the pay raise, but it will cost Prince Edward County \$749,000. She said the reason is that the State says you have to give 5% for all SOQ-funded positions. She said there are additional positions and this increase must be given to all of the staff. She said that last year, a 2% increase was given to teachers only, along with an update to the salary scale. This year, they are mandated to give a 5% increase.

Dr. Johnson said the total increase from the State is \$528,000. Only \$388,000 is for the supplement. She said if you take away the increase from the state, that leaves \$667,000.

Dr. Johnson then said the health care premiums went down by 2%. She said they are trying to be diligent with the money and they put out a bid to look at different companies and plans; all were between 19%-33% increase, so they will stay with the current company.

Dr. Johnson said the end result is \$591,000 needed to fund these positions. She said there are other things that will be purchased with grant money, such as a Bullying Prevention Program for the middle school students.

Dr. Johnson then reported the elementary school is accredited; she said they are not at their maximum potential but they are working hard and it shows in the efforts of the elementary school, the middle school, and the high schools.

Supervisor Pride said that the 5% [increase] is mandated for SOQs, and asked about increases for other staff, such as the bus drivers, secretaries, and others. Dr. Johnson said the 5% [increase] is across-the-board because the Prince Edward County Schools culture is what is done for one is done for others. She said last year, with the teacher shortage and trying to create incentives, the 2% increase could only be done for teachers because of the large health insurance increase last year. Discussion followed.

Supervisor Gilliam entered the meeting at this time.

Chairman Wilck said this school district has the least Town involvement that he's seen. He said most colleges require certain math courses; if there is no math teacher, that damages a lot of students. He asked if some of the larger businesses and companies might chair a math teacher or another teacher that is necessary. Discussion followed.

Supervisor Pride asked if salary was a determining factor in the lack of a math teacher in the middle school and the high school. Dr. Johnson said they are just that hard to find; salary is a factor, but there is a shortage. Discussion followed.

Supervisor Townsend asked what the total vacancy is now. Ms. Freda Reid stated there are two Special Education vacancies and a History and Social Science position at the high school; two math teachers at the middle school, one of which is math remediation or intervention; and a science position. Dr. Johnson said they started short this school year to begin with to meet the budget demands from last year. She said if they start early enough, they should be able to fill those positions. She said they had to cut \$800,000 last year; they need the staffing back. Discussion followed.

Dr. Johnson said that if a new employee gets a signing bonus, the employee must stay for the full year. She said that policy was enacted because people were leaving mid-year after getting the bonus. She said the schools also offer tuition reimbursement to teachers, but they must stay on for three years.

Supervisor Emert asked if the starting pay for instructors is \$68,000 for Special Education, Sixth grade History and sixth grade Science. Dr. Johnson said that is the average starting pay; she said she cannot guarantee that a teacher coming in is going to start on Level 1.

Supervisor Emert then asked if \$125,000 is the average starting pay for an Assistant Principal for Middle school. Dr. Johnson said it is, but also depends on experience and includes the entire benefits package.

Supervisor Townsend stated he read a report that there was \$100,000+ in grant funds that the school did not get reimbursed because the school did not request reimbursement before the deadline.

Dr. Johnson said it was a delay; the school will get that money and it was approximately \$113,000 for the Detention Center position.

Chairman Womack stated that the walk-through, talked about the Strategic Plan, and said there is a lot of water damage in the Building G, the third-grade building.

Supervisor Townsend said that during the tour of the elementary school, it was observed that the roof is leaking and it appears to be a grading issue with the water behind the building. He said children should not be in classrooms in that that type of environment. He said the water has to be deterred from the building. Supervisor Townsend said no capital issues were mentioned.

Dr. Johnson said she did not make capital issue requests because over the last two years, she stated that eventually they would need to address the buildings, whether they are fixed or having a new building. She said they have started to replace the roof on the elementary building in sections; over the last two years, approximately \$140,000-\$150,000 has been spent on the roof. She said the lower roof and the gymnasium roof would cost approximately \$391,400. She said they have not included any capital projects in the budget. She said a significant amount was spent on the heating and air system with Honeywell, and sections on the roof is being done. Discussion followed.

Supervisor Townsend said the School's improvement plan is included in the County's Capital Improvement Plan. He said they are discussing a contingency line in the budget for capital improvements. He said there is no reason for the Schools to have a CIP and the County to have one, as it's all inclusive. He said if the problems aren't corrected, they will deteriorate and it will be up to the County to pay to fix them. He stated good educators are necessary for the children and the environment must be conducive for learning.

Mr. Bartlett said the County's health insurance increase is 5%; he asked if the Board would like to meet with the Insurance Consultant. The Board agreed.

Mr. Bartlett then said the County has the opportunity to buy a used road tracker for \$7,000 for use at the landfill; that would allow the use of the lowboy to haul equipment to go to the convenience sites to do work. He said a budget increase is not necessary.

Supervisor Cooper-Jones made a motion, seconded by Supervisor Townsend, to authorize the County Administrator to purchase a used road tracker for \$7,000 for use at the landfill; the motion carried:

Aye:	Pattie Cooper-Jones	Nay:	None
	J. David Emert		
	Llew W. Gilliam, Jr.		
	Odessa H. Pride		
	Gene A. Southall		
	Jerry R. Townsend		
	James R. Wilck		
Absent:	Robert M. Jones		

On motion of Supervisor Cooper-Jones, seconded by Supervisor Townsend, and adopted by the following vote:

Aye:	Pattie Cooper-Jones	Nay:	None
	J. David Emert		
	Llew W. Gilliam, Jr.		
	Odessa H. Pride		
	Gene A. Southall		
	Jerry R. Townsend		
	James R. Wilck		

Absent: Robert M. Jones

the meeting was recessed at 6:23 p.m. until Tuesday, March 26, 2019 at 5:30 p.m. for the County Administrator's budget presentation.