

The Washington County School Board convened for a School Board Meeting on Monday, July 31, 2017, at 7:00 p.m. The meeting was held at the School Board Office, 812 Thompson Drive, Abingdon, Virginia. Present were:

Dr. Brian C. Ratliff, Superintendent	Mr. Terry Fleenor
Ms. Elizabeth Lowe, Chair	Mr. Tom Musick
Mr. Billy Brooks, Vice Chair	Mr. Dayton Owens
Dr. Doug Arnold	Mr. Danny Ruble

1. The meeting was called to order by Ms. Elizabeth Lowe, School Board Chair.
2. Determination of quorum – six of seven board members were present. Mr. Musick was absent at the beginning of the meeting.
3. Dr. Brian Ratliff led the Pledge of Allegiance.
4. Upon motion by Mr. Ruble, seconded by Mr. Brooks, by 6-0 vote, the agenda was approved as amended with File JHCHA, Unpaid Meal Charges Regulations split into two separate policies with JHCHA-R added to the agenda for approval.
5. Ms. Lowe called for public comment, and the following individual had signed up to speak.
 - Kathy Smith on the behalf of the Washington County Education Association wanted to welcome everyone back to school. She informed the board that they would be attending Teachers Orientation on August 1 and would have door prizes to give out to the teachers. Ms. Smith discussed that she had attended the Every Student Succeeds Act (ESSA) hearing in Wytheville Virginia and would be sharing this information with the board at a later date.
6. Upon motion by Mr. Ruble, seconded by Mr. Fleenor to approve item 3.01, Minutes of the July 31, 2017, School Board Meeting. The motion passed by 5-0-1 (Dr. Arnold abstained).
7. Motion by Mr. Ruble, seconded by Mr. Fleenor, by 6-0 vote, the following items were approved on the consent agenda as presented:
 - Bills Dated July 31, 2017
General Fund: \$ 223,318.24
Text Book Fund: \$ 35,650.84
7/10/17 Payroll Warrant #170710 \$ 264,465.69
7/19/17 Payroll Warrant #170719 \$ 4,423.95
7/28/17 Payroll Warrant #170728 \$ 2,179,832.42
8. Mr. Musick arrived at 7:14 p.m.
9. Patsy Akridge, Insurance Consultant, reviewed the current health insurance plan costs and presented her recommendations for the upcoming plan year that begins on October 1, 2017. Ms. Akridge noted that the large claims in excess of \$50,000 have increased substantially this year. There were thirty claims in excess of \$50,000 and five claims in excess of \$175,000. These large claims cost the Washington County School's health insurance plan \$4,170,427 this year, which is 44.3% our total paid health insurance claims costs.

Anthem's actuarial estimate for the upcoming year projects an increase of 13.9% in claims costs. Ms. Akridge suggested some plan modifications to decrease health insurance costs to 5.6%. These modifications would allow employee premiums to remain without increase for the third consecutive year. Ms. Akridge's recommendation is to approve the current premium structure with the following changes:

- Increase specific stop loss reinsurance from \$175,000 to \$200,000 and the aggregate stop loss from 110% to 115%.
- Transition the prescription drug plan to the RX Choice Tiered Network.
- Enhance the basic vision benefits.
- Fund the 5.6% estimated increase from the health insurance reserves accumulated and retained over the past nine years.
- Implement the Gateway Health Alliance Wellness & Well-Being Plan that was previously presented to the School Board.
- Renew the group dental insurance with Delta Dental. Delta Dental has agreed to a 0% rate increase for the 2017-2018 plan year.

Ms. Akridge assured that the implementation of these recommendations will not jeopardize the reserve account balance or deplete the portion of the reserve designated specifically for the Incurred But Not Reported (IBNR) claims. The plan continues to be financially sound with excellent benefits and an opportunity to enhance the well-being of your employees, reduce overall plan cost long-term and continue to mitigate or reduce increases to the School Board and employees. Motion by Mr. Brooks, seconded by Mr. Musick, by vote 7-0 to approve the employee health and dental plan for the 2017-2018 plan year.

10. Dr. Chad Wallace reviewed the following School Board Policy on Draft Reading.
 - File EBBB, Personnel Training Viral Infections
11. Upon motion by Mr. Musick, seconded by Mr. Fleenor, by 7-0 vote, File JHCHA, Unpaid Meal Charges and File JHCHA-R, Unpaid Meal Charges Regulations, were approved on First Reading as amended.
12. Upon motion by Mr. Owens, seconded by Mr. Musick, by 7-0 vote, the following policies were approved on First Reading as presented:
 - File JECA, Admission of Homeless Children
 - File JFC-R, Standards of Student Conduct
 - File LEB, Advanced/Alternative Courses for Credit
 - File JHCD, Administering Medicines to Students
13. Upon motion by Mr. Ruble, seconded by Mr. Brooks by vote 6-1, (Mr. Fleenor opposed) File JED, Student Absences/ Excuses/ Dismissal was approved on First Reading as presented.
14. Upon motion by Mr. Musick, seconded by Dr. Arnold, by vote of 7-0, File JGDA, Disciplining Students with Disabilities was approved on First Reading as presented.
15. Superintendent's Report – Strategic Planning.

Dr. Ratliff reminded the School Board of the upcoming events over the next few weeks. Teacher Orientation on August 1, 2017, at 8:00a.m. will be held at the Washington County Career and Technical Center. Convocation will be on August 4, 2017, at 8:30 a.m. at Abingdon High School. This year's speaker will be Mr. Phil Boyte with a presentation regarding a Positive School Culture. Dr. Ratliff also noted instructional administrators had met on August 26 at the Jubilee House and felt this was a great meeting to start off the new year. Schools start on August 9 and they are still discussing what Washington County School will do for the Solar Eclipse on August 21.

16. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the agenda for the August 21, 2017, School Board Meeting was approved as amended.
17. Upon motion by Mr. Musick, seconded by Mr. Ruble, by 7-0 vote, closed session was declared, after a five-minute break, pursuant to §2.2-3711 of the *Code of Virginia* to discuss the following:

SECTION 2.2-3711 A (2)

REQUEST FOR RELEASE FROM COMPULSORY SCHOOL ATTENDANCE DUE TO RELIGIOUS EXEMPTION, CASES # 1-5 (2017-2018)

SECTION 2.2-3711 A (1)

DISCUSS SUPERINTENDENT'S EVALUATION

CONSIDER EMPLOYMENT OF SPECIFIC INDIVIDUAL(S):

- Principal, Patrick Henry High School
- Teacher, Washington County Career & Technical Education Center
- Assistant Football Coach, Holston High School
- School Nurse, Rhea Valley Elementary School
- Evening Custodian, High Point Elementary School & Wallace Middle School
- Assistant Football Coach, Abingdon High School
- Teacher, Wallace Middle School
- Maintenance, Warehouse
- Teacher, Watauga Elementary School
- Teacher 60%, Holston High School
- Teacher, 50% Watauga Elementary School & 50% Holston High School
- Head Golf Coach, Holston High School
- Teacher, E.B. Stanley Middle School and Abingdon High School
- Bus Driver, Patrick Henry High School

CONSIDER TRANSFER OF SPECIFIC INDIVIDUAL(S):

- From Teacher High School 50%, Middle School 50%, to Teacher Middle School 50%, Middle School 50%
- From Teacher at Elementary School to Teacher at Elementary School

CONSIDER SPECIFIC INDIVIDUAL FOR REASSIGNMENT OF DUTIES:

- From Assistant Principal at Middle School to Assistant Principal at High School

CONSIDER SPECIFIC INDIVIDUAL(S) FOR SUBSTITUTE TEACHING:

CONSIDER RESIGNATION OF SPECIFIC INDIVIDUAL(S):

- Assistant Varsity Volleyball Coach, High School
- Head Softball Coach, High School
- Teacher, Washington County Career & Technical Education Center
- In School Suspension, Holston High

- Instructional Aide, Elementary School
- Teacher, Middle School
- Assistant Football Coach, High School
- Assistant Cheer Coach, High School
- PM Custodian, High School
- Assistant Varsity Softball Coach, High School
- Teacher, Career & Technical Education Center

CONSIDER SPECIFIC INDIVIDUAL(S) WITH NON-TEACHING ASSIGNMENT: TO RECEIVE COACHING SUPPLEMENT ONLY AND SUBJECT TO (1) VHSL APPROVAL AND (2) WITHIN NUMBER OF POSITIONS APPROVED FOR COACHING:

- Assistant Volleyball Coach, High School
- Assistant Football Coach, High School
- Assistant Volleyball Coach, High School
- Assistant Volleyball Coach, High School
- Head Baseball Coach, High School
- Assistant Volleyball Coach, High School

18. Upon motion by Mr. Brooks, seconded by Dr. Arnold, by 7-0 vote, closed session ended, and the meeting reconvened in regular session.
19. Upon motion by Mr. Owens, seconded by Mr. Musick, by 5-2 vote (Mr. Ruble and Mr. Fleenor opposed), the students in 2017-2018 Cases 1-5 were released from compulsory school attendance due to religious exemption.
20. Upon motion by Mr. Brooks, seconded by Dr. Arnold, by 7-0 vote, closed session was certified pursuant to Section 2.2-3712 of the *Code of Virginia*.
21. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent:

EMPLOYMENT:

- Don Blackburn, Principal, Patrick Henry High School, Effective August 1, 2017
- Jennifer Bridges, Teacher, Washington County Career & Technical Education Center, Effective August 1, 2017
- Zachary Fleenor, Assistant Football Coach, Holston High School, Effective July 19, 2017
- Amanda Harmon, School Nurse, Rhea Valley Elementary School, Effective August 1, 2017
- Lora Main, Evening Custodian, High Point Elementary School & Wallace Middle School, Effective August 7, 2017
- Kenneth Nutter, Assistant Football Coach, Abingdon High School, Effective July 19, 2017
- Allison Osborne, Teacher, Wallace Middle School, August 1, 2017
- Kevin Osborne, Maintenance, Warehouse, Effective August 1, 2017
- Kellie Persiani, Teacher, Watauga Elementary School, August 1, 2017
- Jessie Smith, Teacher 60%, Holston High School, Effective August 1, 2017

22. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 6-1 vote, (Mr. Ruble opposed) the following was approved as recommended by the Superintendent.

- Jason Southworth, Teacher, 50% Watauga Elementary School & 50% Holston High School, Effective August 1, 2017

23. Upon motion by Mr. Brooks, seconded by Mr. Owens by 7-0 vote, the following was approved as recommended by the Superintendent.

- Traci Smith, Teacher, E.B. Stanley Middle School and Abingdon High School, Effective August 1, 2017
- Jeffrey Worley, Bus Driver, Patrick Henry High School, Effective August 1, 2017

24. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 6-1 vote, (Mr. Ruble opposed) the following was approved as recommended by the Superintendent.

TRANSFERS:

- Jennifer Smith, from Teacher Holston High School 50%, Damascus Middle School 50%, to Teacher Damascus Middle School 50%, Glade Spring Middle School 50%, Effective August 1, 2017

25. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent.

- Jessica Trent, from Teacher at Meadowview Elementary School to Teacher at Rhea Valley Elementary School, Effective August 1, 2017

26. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent.

SPECIFIC INDIVIDUAL FOR REASSIGNMENT OF DUTIES

- Wendy Davis, from Assistant Principal at Damascus Middle School and Glade Spring Middle School to Assistant Principal at Abingdon High School, Effective August 1, 2017

27. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent.

SPECIFIC INDIVIDUAL(S) FOR SUBSTITUTE TEACHING:

- Lanessa Ashbrook, Montreat, Bachelor of Arts in Human Services
- Alison Bundy, Virginia Tech, Bachelor of Science in Biology
- Thomas Bundy, Virginia Tech, Bachelor of Science in Civil Engineering
- Jennifer Cole, Retired from WCPS
- Rebecca Debusk, Retired from WCPS
- Gene Greer, ETSU, Bachelor of Science in Social Work
- Heidi Johnson, Former Employee WCPS
- Pamela Jones, Retired from WCPS
- Katherine Redman, Emory & Henry, Bachelor of Arts in Interdisciplinary SS

28. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent.

RESIGNATIONS:

- Caitlin Bailey, Assistant Varsity Volleyball Coach, John S. Battle High School, Effective July 20, 2017
- Lisa Blackburn, Head Softball Coach, Holston High School, Effective July 25, 2017
- Katie Lamb, Teacher, Washington County Career & Technical Education Center, Effective July 31, 2017
- Nathan Magstadt, In School Suspension, Holston High, Effective August 1, 2017
- Kimberly Marshall, Instructional Aide, Valley Institute Elementary School, Effective July 25, 2017
- Lisa McNeil, Teacher, Glade Spring Middle School, Effective July 31, 2017
- Rob Ratcliff, Assistant Football Coach, Abingdon High School, Effective July 25, 2017
- Gina Thomas, Assistant Cheer Coach, Abingdon High School, Effective July 27, 2017
- Jason Werth, PM Custodian, Holston High School, Effective July 16, 2017
- Chris Wright, Assistant Varsity Softball Coach, Holston High School, Effective July 27, 2017
- Brian Zier, Teacher, Washington County Career & Technical Education Center, Effective July 31, 2017

29. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent.

CONSIDER SPECIFIC INDIVIDUAL(S) WITH NON-TEACHING ASSIGNMENT: TO RECEIVE COACHING SUPPLEMENT ONLY AND SUBJECT TO (1) VHSL APPROVAL AND (2) WITHIN NUMBER OF POSITIONS APPROVED FOR COACHING:

- Whitney Canada, Assistant Volleyball Coach, Patrick Henry High School, Effective July 18, 2017
- Robert Carter, Assistant Football Coach, Patrick Henry High School, Effective July 18, 2017
- Eric Crabtree, Assistant Volleyball Coach, Holston High School, Effective July 18, 2017

30. Upon motion by Mr. Brooks, seconded by Mr. Owens, by 7-0 vote, the following was approved as recommended by the Superintendent.

- Taylor Doss, Assistant Volleyball Coach, Holston High School, Effective July 18, 2017
- Jimmy Gobble, Head Baseball Coach, John S. Battle High School, Effective August 1, 2017
- Autumn Roe, Assistant Volleyball Coach, Abingdon High School, Effective July 25, 2017

31. Upon motion by Mr. Ruble, seconded by Mr. Musick, by 7-0 vote, the meeting adjourned at 8:49 p.m.

Elizabeth P. Howe, Chair

Michelle Casadei, Clerk

Andrea Kusec, Recorder

MOTION: Mr. Ruble

SECOND: Mr. Musick

CERTIFICATION OF CLOSED MEETING

WHEREAS, The Washington County School Board has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, §2.2-3712 (D) of the *Code of Virginia* requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia Law;

WHEREAS, THEREFORE, BE IT RESOLVED, that the Washington County School Board hereby certifies that, to the best of each member's knowledge, (I) only public business matters lawfully exempted from open meeting requirements by Virginia Law were discussed in the closed meeting to which this certification applies, and (II) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered.

AYES: 7

NAYS: 0

ABSTAINED: 0


_____, Clerk
Washington County School Board

Meeting Date: July 31, 2017