

VIRGINIA:

A FY 2015-16 Joint Budget Work Session of the Lancaster County Board of Supervisors and the Lancaster County School Board was held in the Administrative Building Board/Commission Meeting Room of said county on Tuesday, March 24, 2015.

Members Present: Jason D. Bellows, Chair
Ernest W. Palin, Jr., Vice Chair
F. W. Jenkins, Jr., Board Member
William R. Lee, Board Member
B. Wally Beauchamp, Board Member

School Board
Members Present: Dr. Robert Westbrook, Chair
Robert V. Smart, Vice Chair
Ella Davis, Board Member
Patrick McCranie, Board Member
Don McCann, Board Member, was absent.

Mr. Bellows called the meeting to order at 5:00 p.m. and Dr. Westbrook called the meeting of his board to order at 5:00 p.m.

BUDGET CONSIDERATION

Mr. Steve Parker, School Superintendent for Lancaster County, stated that the school budget in front of the Board of Supervisors is the result of countless hours of work. He stated that he would like to give much credit to Whitney Barrack, Finance Director for Lancaster County Schools. He stated that she has arranged the information in a format that is easy to understand.

Mr. Parker stated that putting the schools on the right track is a matter of necessity for the economic survival of our community. He stated that was what they kept in mind while developing this year's budget.

Mr. Parker stated that he wanted to go over the highlights of the school budget with the Board of Supervisors. He stated that they were able to cut expenses by 4/10ths of a percent as compared to the FY 2015 school budget. He stated that they have added two professional support positions-a school psychologist and a school social worker. He

stated that those two positions are a necessity to provide the types of services that our students and teachers need. He stated that it is his hope to reduce the CSA-funded outplacements.

Mr. Parker stated that another budget highlight was a 1.5% salary increase for all support staff and a 3% upward adjustment to the teacher salary scale to place teachers on the appropriate step on the scale.

Mr. Parker stated that they have already decreased the number of administrative personnel at the central office from four to two. He stated that he thought it had increased efficiency and effectiveness.

Mr. Parker stated that they have decreased the number of teachers at the primary and middle schools by one each. He stated that they had discovered classes with only 13 or 14 students, which is nice to have, but not necessary. He stated that research suggests that quality teaching makes a much bigger impact on student achievement than low class sizes. He stated that they will continue to look at this area for potential decreases in personnel.

Mr. Parker stated that they have brought the alternative education program back to their division. He stated that they have withdrawn from the Regional Alternative Education program and it will save them money in tuition and transportation. He stated that their vision for the alternative education program will be a two-step system for middle school and high school students. He stated that the first step will be an after school virtual learning alternative in which students can earn their way back to a daytime placement. He stated that eventually they will implement an academic alternative for those students that are having difficulties in a traditional classroom setting and who learn differently.

Mr. Lee asked where the students who are participating in the alternative program would be located.

Mr. Parker replied that the students would be at home during the day and the school would not be providing any transportation to the school, unless they have a student with special needs.

Dr. Westbrook stated that the school system will have a better handle on what the students are learning and be able to monitor the students better with the new alternative system.

Mr. Smart stated that the school system will also not be limited to the number of students who can be in the alternative education program.

Mr. Lee stated that there will be more responsibility on the parents.

Mr. Parker stated that the budget provides for the purchase, set up and implementation of software for payroll, substitute tracking and employment applications to provide efficiencies and maintain ACA compliance. He stated that it will especially help with tracking their substitute teachers and bus drivers, which is a big concern.

Mr. Parker stated that the budget includes a voluntary retirement incentive for their certified employees, those who hold a license and are retirement eligible, of \$25,000 paid in five annual installments into a 403b account. He stated that a lot of their employees are hanging on because of the extremely high health care costs and these funds are intended to offset some of that expense, especially for those who may not yet be Medicare eligible. He stated the upside is that there is a potential savings of up to \$795,000 over the five-year period. He stated the downside is that they may lose some experienced teachers. However, he stated there are other opportunities, outside of full-time employment, if those teachers wished to contribute.

Mr. Parker stated that the budget includes a one-time use of \$104,000 in carry-over funds from the Regional Special Education Program to help cover salary increases. He explained how that program worked.

Mr. Parker stated that they are requesting level funding from the Board of Supervisors for this year's budget. He stated that would be possible if the request of using the \$104,000 for a one-time use is granted. He stated that they will continue to look for inefficiencies in their system everyday.

Mr. Parker stated that their request is for the Board of Supervisors to approve the school budget non-categorically because it is a very slim budget with narrow margins.

Mr. Parker stated that concluded his budget highlights.

Mr. Beauchamp complimented Mr. Parker, his staff and the School Board and stated that the process was very different than how it had been in the past.

Mr. Bellows stated that the budget process has been professional and they had his support.

Mr. Jenkins referred to a categorical budget and stated that what he liked about the categories was that it helped in tracking expenses and contributed to future planning. He stated that it is total transparency to the public.

Mr. Parker stated that he understood, but still asked for the Board's consideration.

Mr. Parker stated that he wanted to talk about another matter. He stated that the school is data rich and information poor. He stated that they have teacher and student attendance data, benchmark assessment data, SOL data, student discipline data, grading data and the list goes on. He stated that they have been looking for a way to use the data efficiently. He stated that the school has been offered an opportunity to participate in a

pilot program of new software, at a reduced cost. He stated that the program is called Division Wide Performance Management System. He stated that they will pay approximately \$32,000 out of this year's funds to get the program going.

Dr. Westbrook stated that their costs for the program will be less in the future because they will be charter members in the program.

Mr. Smart asked what decisions would be made with the information gathered from this program regarding students and faculty.

Mr. Parker replied that the program can address remediation, attendance issues, teacher professional development and many other areas and each level of data will have the appropriate level of access for confidentiality.

Mr. Jenkins asked about the ongoing cost of the system each year.

Mr. Parker replied the cost will be between \$10,000 and \$12,000 each year.

Mr. Beauchamp asked Mr. Parker to comment on some teachers that have asked to come back to Lancaster County. He stated that he thought it spoke so highly of Mr. Parker and his staff.

Mr. Parker stated that he has had four or five teachers contact him personally to say they would like to find a way to come back to Lancaster County. He stated that he thought they were creating a climate for innovation that will pay huge dividends for our children and community.

Dr. Westbrook stated that he thought that students who have left Lancaster to go to other localities will be coming back and students from other localities will want to come to Lancaster.

Mr. Lee referred to the voluntary retirement incentive and asked if certain teachers would be targeted.

Mr. Parker replied there were no targets, it was system wide.

Mr. Smart stated that the program was for seven certified employees and asked how many are eligible.

Ms. Barrack replied approximately fifteen to twenty employees are eligible.

Mr. Parker stated that it would be first come, first serve and they have only had one application so far.

Mrs. Davis referred to the alternative education program and asked what would be done if there is no parent at home to assist the student with their studies.

Mr. Parker replied that the hope is to have the parents partner with the school for solutions.

Mr. Bellows stated that he agreed that the parents needed to take the responsibility for their children.

Mr. Lee stated that it was a good idea, but they needed to be realistic and he thought it would take a while.

Mr. McCranie stated that he thought it was refreshing that the two boards could come together like this. He stated that Mr. Parker was a community builder.

Mr. Parker stated that he would like to thank Mr. Bott, Mr. Costello, Mr. Warren, Mr. Larson, Mr. McManus, Mrs. Spears and others for help with the budget.

Mr. Pleva stated that unless another work session is needed, the Board of Supervisors would need to schedule the public hearing for the school budget.

Mr. Lee made a motion to set the public hearing for the school budget for FY 2015-16 on Tuesday, April 14, 2015 at 7:00 p.m.

VOTE:	Jason D. Bellows	Aye
	Ernest W. Palin, Jr.	Aye
	F. W. Jenkins, Jr.	Aye
	William R. Lee	Aye
	B. Wally Beauchamp	Aye

CLOSED MEETING

Motion was made by Mr. Bellows to enter into a closed meeting to discuss matters exempt from the open meeting requirements of the Virginia Freedom of Information Act. The subject matter to be discussed in the closed meeting is Real Property, § 2.2-3711-A.3 of the Code of Virginia, 1950, *as amended*. The closed meeting is for the discussion and consideration of the acquisition of real property for a public purpose, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

VOTE:	Jason D. Bellows	Aye
	Ernest W. Palin, Jr.	Aye

F. W. Jenkins, Jr.	Aye
William R. Lee	Aye
B. Wally Beauchamp	Aye

Motion was made by Mr. Smart and seconded by Mr. McCranie to enter into a closed meeting to discuss matters exempt from the open meeting requirements of the Virginia Freedom of Information Act. The subject matter to be discussed in the closed meeting is Real Property, § 2.2-3711-A.3 of the Code of Virginia, *1950, as amended*. The closed meeting is for the discussion and consideration of the acquisition of real property for a public purpose, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

VOTE:	Dr. Robert Westbrook	Aye
	Robert V. Smart	Aye
	Ella Davis	Aye
	Patrick McCranie	Aye

RECONVENE

Motion was made by Mr. Bellows to reconvene the open meeting.

VOTE:	Jason D. Bellows	Aye
	Ernest W. Palin, Jr.	Aye
	F. W. Jenkins, Jr.	Aye
	William R. Lee	Aye
	B. Wally Beauchamp	Aye

Motion was made by Dr. Westbrook and seconded by Mr. Smart to reconvene the open meeting.

VOTE:	Dr. Robert Westbrook	Aye
	Robert V. Smart	Aye
	Ella Davis	Aye

Patrick McCranie

Aye

CERTIFICATION

WHEREAS, the Lancaster County Board of Supervisors convened in a closed meeting on March 24, 2015 pursuant to an affirmative recorded vote on the motion to close the meeting to discuss Real Property, § 2.2-3711.A.3 of the Virginia Freedom of Information Act;

WHEREAS, § 2.2-3712 of the Code of Virginia requires a certification by the board of supervisors that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE BE IT RESOLVED that the Lancaster County Board of Supervisors hereby certifies that, to the best of each member's knowledge, (1) only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act were heard, discussed or considered in the closed meeting to which this certification applies and (2) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed or considered in the meeting to which this certification applies.

Motion was made by Mr. Bellows to certify the closed meeting.

Before a vote is taken on this resolution, is there any member who believes that there was a departure from the requirements of number 1 and number 2 above? If so, identify yourself and state the substance of the matter and why in your judgment it was a departure. There was no comment.

Hearing no further comment, Mr. Bellows called the question. A roll call vote was taken:

ROLL CALL

VOTE:	Jason D. Bellows	Aye
	Ernest W. Palin, Jr.	Aye
	F. W. Jenkins, Jr.	Aye
	William R. Lee	Aye
	B. Wally Beauchamp	Aye

This certification resolution is adopted.

No action taken on the closed meeting matters.

CERTIFICATION

WHEREAS, the Lancaster County School Board convened in a closed meeting on March 24, 2015 pursuant to an affirmative recorded vote on the motion to close the meeting to discuss Real Property, § 2.2-3711.A.3 of the Virginia Freedom of Information Act;

WHEREAS, § 2.2-3712 of the Code of Virginia requires a certification by the board that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE BE IT RESOLVED that the Lancaster County School Board hereby certifies that, to the best of each member’s knowledge, (1) only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act were heard, discussed or considered in the closed meeting to which this certification applies and (2) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed or considered in the meeting to which this certification applies.

Motion was made by Dr. Westbrook to certify the closed meeting.

Before a vote is taken on this resolution, is there any member who believes that there was a departure from the requirements of number 1 and number 2 above? If so, identify yourself and state the substance of the matter and why in your judgment it was a departure. There was no comment.

Hearing no further comment, Dr. Westbrook called the question. A roll call vote was taken:

ROLL CALL

VOTE:	Dr. Robert Westbrook	Aye
	Robert V. Smart	Aye
	Ella Davis	Aye
	Patrick McCranie	Aye

This certification resolution is adopted.

No action taken on the closed meeting matters.

ADJOURNMENT

Motion was made by Mr. Bellows to adjourn.

VOTE:	Jason D. Bellows	Aye
	Ernest W. Palin, Jr.	Aye
	F. W. Jenkins, Jr.	Aye
	William R. Lee	Aye
	B. Wally Beauchamp	Aye

Motion was made by Mrs. Davis and seconded by Mr. Smart to adjourn.

VOTE:	Dr. Robert Westbrook	Aye
	Robert V. Smart	Aye
	Ella Davis	Aye
	Patrick McCranie	Aye