PRESENT: John Skeen, Chairman; Susan Mullins, Vice-Chairman; Rocky Barton; Shanghai Nickles; Donald Raines; Reba McCowan, Clerk; and Haydee Robinson, Superintendent.

ROLL CALL AND MEETING CALLED TO ORDER BY CHAIRMAN, JOHN SKEEN:

Chairman, John Skeen—called the meeting to order and noted that all Board Members were present with the exception of Mrs. Mullins who will be here presently. Also present are our Division Superintendent, Haydee Robinson, and Clerk, Reba McCowan. The Board began its meeting with the Pledge of Allegiance and a Moment of Silence.

APPROVAL OF AGENDA:

Chairman, John Skeen—asked if there were any requests to revise the Agenda and being none, called for a motion to approve the Agenda as presented.

Mr. Rocky Barton—made the motion to approve the Agenda as presented. Mr. Shanghai Nickles seconded the motion. All votes aye.

GOOD NEWS FROM OUR SCHOOLS:

Chairman, John Skeen—the first item is Good News from our Schools, Mrs. Robinson:

“Unveiling of the Wolfpack Band Uniform”:

Superintendent Robinson—first presented, on behalf of our school, each Board Member with a Ridgeview shirt. We hope that you enjoy those.

At this time I would like to ask Ms. Molinary and Ms. Good to come forward; they are our Band Directors and they introduced Miss Tiffany Hill modeling the new Ridgeview High School “Wolfpack” Marching Band Uniform. (Applause!!)

Last Thursday, the band uniforms were ordered and we are expecting them to arrive in October.

Mrs. Susan Mullins joined the meeting.

PUBLIC COMMENT:

Chairman, John Skeen—opened the floor for public comment.
Mr. Shanghai Nickles read the guidelines.

**Chairman, John Skeen**—recognized Mr. Walter McKinney.

**Mr. Walter McKinney**—the concern that I have is the New Start Program being at Ervinton Elementary School. The students that I know in New Start are older; I understand some of them are 18 or older. My issue is mixing these children with children who are as little as 6 and 7 years old at school. That would be a safety issue for my concern having them there. Are these problem children or just causing disruption? What is the issue putting them with the little kids is my question.

**Superintendent Robinson**—Mr. Skeen, we will be addressing the New Start issue in the agenda item; Information for the Board. We will address the concerns at that time for the total group. Thank you.

**Mrs. Renee Stanley**—hello, my name is Renee Stanley, and I am here today to discuss the health and wellbeing of my seven year old daughter with special needs. I come to this meeting with a heavy heart, due to the fact that my little girl has been exposed to mold, which I suspect she obtained from Clintwood Elementary. I would first like to express the fact that all of the teachers, teacher aides, and therapists that have worked with my child over the past three years are excellent, and labored hard to get her ahead. Thus I have no issues with the quality of education my little girl has received, and I am saddened that the current environment at Clintwood Elementary is unsafe for her.

In order to understand my thoughts about potential mold at Clintwood Elementary, I must provide the board with some history about my child. In 2013 my husband and I took our daughter to a Physician in North Carolina who specialized in biomedical treatment for autism. After obtaining blood work on my little girl he felt like (despite a negative Lyme’s test), that she might suffer from the disease. At this time she had a level called CD-57 that was below normal which is indicative of immune suppression from something. At this time, the Physician started her on Antibiotics and an antifungal (to prevent her from getting yeast from the antibiotic) in July of 2013, and she remained on these medications for approximately 16 months. In September of 2013, my little girl was also placed into the self-contained classroom per my request so that she could have more one-on-one time with her special education teacher. For the next 16 months, my child blossomed and began to read and verbalize with one to two word utterances. Since she was doing so well, in November of 2014 her Physician decided to give her a break from these two medicines to see how she would do off of them. She regressed greatly, she began to have constant stemming, which is repetitive movements made frequently by autistic clients (however she had never stemmed in this way or this much before) she also regressed in her verbalization.

I was aware of the issues (mold issues) in 2012 at Clintwood Elementary School, and had spoken to one of the children’s parents who had removed their child due to mold exposure. This parent told me their child’s CD-57 was also low. At this time my husband and I decided that we had to make sure our little girl did not have mold exposure. However, she did, and
was positive for 10 out of 11 model species. She had a Human Transferrin Growth factor beta 1 of 10,520 which was indicative of the body’s inflammatory response to the mold, and indicated that she was currently being exposed. We had our home tested on May 8, 2015, and the results proofed that our child was not being exposed to mold in our 14 year old home. My daughter spends the majority of her time in two places, home and school, thus I feel like her exposure occurred at Clintwood Elementary.

My little girl was started on antifungals on May 7th, was removed from school and has not been back in the Clintwood Elementary Building since May 7th. She was taken off of her Antibiotic the day she was started on her antifungal therapy, and remained on therapy for 4 weeks. During this 4 week period, my child changed right before my own eyes, she began to speak in full sentences using personal pronoun, adjectives, and putting the sentence structure together correctly (something she had never been able to accomplish). Her pretend play skyrocketed (something that is very difficult for autistic children to achieve). Her eye contact and general “presence” increased as seen by not only me, but by Anna Hill her OT, and Lindsey Compton her Speech Therapist, and Janie Vanover her school Principal (as witnessed at church). Her repeat labs on 6/15/2015 also supported the fact that my little girl was getting better and indeed had been exposed to mold. For the first time in 2 years she now had a normal CD-57 of 88/uL (normal 60-360), and a drop in the Human Transferrin Growth factor beta 1 with a value of 7420 (normal 344-2382).

I thank God for my child’s improvements and know that she will continue to thrive outside of the walls of Clintwood Elementary. I have made this public comment today so that this information will be documented in the school board minutes for future reference. I have also made this comment as a mother and nurse, who is concerned about not just her own child but to be an advocate for the other children in this school, and most specifically, those children with special needs. Those who cannot verbalize or express that they may feel “bad”, have a “headache”, “cannot mentally focus” or a multitude of additional symptoms. I actually have a letter from her physician that I would like to give to the Board. Mrs. Stanley presented each Board Member with a copy of the letter. Thank you.

Mr. James Boyd—this concerns the New Start Program also. I have a 10 year old little girl at Ervinton Elementary and concerns are not only the safety issues but what she might run into with kids of an older age. Those kids are much older and they need to be in an environment where they can be monitored much better. I just don’t feel they could be monitored as good at the elementary school. I feel that is demoting those kids as well. Not only for the safety of the kids, but for those kids as well, who are have problems already and moving them down to an elementary level? I feel that could be a big setback for them. So it’s not only for my daughter and hopefully, I’ll have kids come up through the elementary level in the future years. This is her last year at the elementary level and I know as a parent, if she was in the New Start Program I wouldn’t want her down at the elementary level. To me, I think that would be degrading the student. That’s my opinion. Thank you.

Mr. Benny Kennedy—you are going to be addressing the salary proposals in just a few minutes and our proposal from the DEA is slightly more than the 2.5% that the School
Board has proposed. Mr. Carpenter said last week that you could possibly take from some other categories to fund our proposal. If you look at the sheet I gave you, $746,600 is estimated budget for substitutes and part-time employees.

When we were working this up, there are 335 full time employees that work for the system. If all employees missed the 10 allotted sick days per year, the amount would be approximately: 10 x 335 = 3350 x $57 (teacher sub. Pay) = $190,950. Then if you took the same people and they missed 5 days: 5 x 335 = 1675 x $57 = $95,475. This is just some figures you can work with to come up with some money for the raise. Of course it could be drastically lower depending on numbers of days missed by employees. Some will miss only 1 or 2 days and some won’t miss any days. I don’t know what the average is, but hopefully it’s not over 5 days for most employees.

If you take the $190,950 away from the $746, 600 you would get $555,650 for part-time employees. I assume that’s the figures for the aides and part-time people. I’m not sure.

I just wanted to give you a place to work with and our proposal is to give 2% to the substitutes and part-time people; that was $14,000 more than the other proposal you all have. I don’t know what the $746,600 number is based on but with the new school people may not miss as much. They want to be there every day and see what’s going on. Hopefully, sick leave will be less than what it is now.

I would just like to ask that you do support our proposal and I think the majority of the people surveyed did support the DEA proposal. Hopefully, that will be the one that you all will go with. Thank you.

Ms. Teresa Calo—my concern is, that when I went to the board meeting over at the Higher Ed. Center, Mrs. Robinson said that every kid would be going to Ridgeview; Haysi, Ervinton and Clintwood. Why are the New Start kids not going up to Ridgeview, instead at Ervinton Elementary? That would be more their age group at Ridgeview, unless that school is too fancy for those kids? Or, is it that there is not a room up there for them? When ya’ll did the blueprints there wasn’t one put in up there for them? So, that’s what I was wanting to ask. And, Scott Mullins and her was up there speaking at the podium when that happened. So, that’s my real big concern as a taxpayer of Dickenson County. And I’m sure there’s a lot of other people that would like to know that too. Thank you.

Chairman John Skeen—is there anyone else wishing to speak? That brings us to the consent agenda.

APPROVAL OF MINUTES:

Chairman, John Skeen—stated Minutes from the Regular Meeting held on May 27, 2015 was in the packet for approval.

Mr. Donald Raines—made the motion to approve the minutes as presented. Mr. Rocky Barton seconded the motion. All votes aye.
APPROVAL OF MONTHLY BILLS:

Chairman, John Skeen—asked members if there were any comments or concerns before a motion to approve the monthly bills.

Superintendent Robinson—stated that no revisions have been made since the Board had received their Packet.

Mr. Donald Raines—made a motion to approve the bills as presented. Mr. Rocky Barton seconded the motion. Mr. John Skeen, Mr. Donald Raines, Mr. Rocky Barton and Mr. Shanghai Nickles voted aye. Mrs. Susan Mullins voted aye but stated that she was opposed to one. Motion carried and all bills were approved.

School Operating Fund – June 22, 2015 – Bills
Check Nos. 873711 through 873836 -------------- $ 291,094.10

School Operating Fund – June 30, 2015 – Payroll
Check Nos. 383378 through 383657 --------------$1,824,785.54
Check Nos. 383660 through 383750 --------------$1,282,983.34
(July Payroll for 9 month – 11 month contract employees)

SCHOOL ACTIVITY FUND:

Chairman, John Skeen—noted the school activity funds for each school was in the packet as an informational item.

Mrs. Susan Mullins—I have one question, on the substitute salaries and wages there was $746,660 budgeted and we’ve used 87% of that, was that based on the number of days missed and the substitutes that we paid?

Mr. John Carpenter—substitute salaries and wages is also part-time employees, part-time aides in addition to substitutes themselves so it’s more than just sick leave days that is paid out. That’s just the way the category is set up with the annual financial report.

Mrs. Susan Mullins—is that the same amount that is budgeted for this next year as well?

Mr. John Carpenter—I think we cut that a little bit but I would have to go get that figure.

Mrs. Susan Mullins—it just looked like based on what Mr. Kennedy said that we might have a little extra in that account. I assume that if we have 87% and one month left then we will spend the rest of that.

Mr. John Carpenter—that number has risen steadily in the past three or four years.

Mrs. Susan Mullins—do we have the same number of aides as this past year?
Superintendent Robinson—that number has increases and decreases based on the needs of our students. What has been done for next year is that each school has been given a set number of aides; we are not planning to increase the number of aides.

Mrs. Susan Mullins—and we’re not planning to decrease either?

Superintendent Robinson—yes, we decreased that number by about 10 to 12 aides from last year. Mrs. Edwards, we decreased the number of last year by how many?

Mrs. Denechia Edwards—by 14. We were able to eliminate the number of substitutes that were not hired by replacing them with folks we had hired. We have a specific number of aides established in each building for next year.

Mrs. Susan Mullins—so we reduced the number of aides but do we anticipate that number to stay the same in that budget?

Superintendent Robinson—the number we have is an estimated budget and we will know more as we go on throughout the year.

Mrs. Susan Mullins—so, I’m back to my original question, is there any money there?

Mr. John Carpenter—you never know how many sick leave days will be used in a given year, so it’s hard to predict. We’ve had an extreme amount used this year, over 100 days in one school during a single month.

Mrs. Susan Mullins—is it possible to break that down and have another line; part-time salaries and substitute salaries?

Mr. John Carpenter—yes, we can break that down. Again, the big thing is trying to estimate the number of sick days. We just have to look at what has historically happened in that category.

Mrs. Susan Mullins—I understand that.

APPROVAL OF FIELD TRIPS:

Chairman John Skeen—our next item is the Approval of Field Trips.

Mrs. Susan Mullins—made the motion to approve the field trips as presented. Mr. Shang-hai Nickles seconded the motion. All votes aye.

Approved:
- CHS/HHS - Ridgeview High School
  June 17th – 20th – Savannah, Georgia – Annual Band Trip – 9th – 12th Grade
  June 25th – 27th – Liberty University – Lynchburg, VA – Basketball – 9th – 12th Grade
INFORMATION FOR THE BOARD:

Chairman, John Skeen—the next Item is Information for the Board, Mrs. Robinson:

Superintendent Robinson—asked Mr. Setser to review enrollment and attendance percentages.

Mr. Mike Setser—the student enrollment and attendance percentages for the month of May and June 2015 are included in this number. We ended the year with an enrollment of 2,208 students. We would like to recognize: Haysi High School, Mr. John Whitner and Mr. Dwayne Edwards, with a student attendance percentage of 90.23% and Sandlick Elementary School, Ms. Sherry Willis and Mr. Jesse Neece, with a student attendance percentage of 91.37%. Our division wide attendance percentage for May-June is 89.87% and our yearly percentage is 92.46%.

For the 2014-2015 year and receiving the attendance banner are two schools with the best attendance at the elementary and secondary level is Haysi High School with a 92.13% and Clintwood Elementary School for a 93.20% attendance percentage.

Discussion of New Start Program Relocation

Superintendent Robinson—reviewed the following information concerning the New Start Program:

- Current Location: Dickenson County Career Center
- Purpose: To provide students who are failing and/or falling behind academically and/or have behavioral issues an opportunity to catch up with their peers
- Age/Grade of Students: Typically grades 7 - 12: Many are 6th, 7th and 8th grade students which are the grades that EES currently serves.
- Maximum Number of Students in the Program: 14 students
- Average Number of Students in the program throughout the year: Varies throughout the Year: (Numbers typically start low at the beginning of the year) Only 2 students are scheduled to return to New Start for the 2015 - 2016 school year.
- Average amount of time students are enrolled in New Start: Varies from a remainder of a semester to a full year
- Available Online Curriculum Used for Instruction: Plato
- Staff: Two staff members currently work in the New Start Program: Ruby Long, Veteran Teacher who has worked with New Start for several year, and Leslie Mullins, Special Education Teacher, Mr. Mike Setser, directs this program from the Central Office.
• Administrative Recommendation of the New Start Program for 2015 - 2016: EES

• Rationale for Recommendation: Adequate classroom space is available with EES grades of 6th, 7th and 8th moving to Ridgeview to allow complete separation of the New Start Students and the rest of the school.

• Shorter bus routes from EES to Ridgeview for students who may be enrolled in CTE courses in New Start

Mrs. Robinson recognized Mrs. Long and asked her to speak concerning the New Start Program.

Mrs. Ruby Long—thanked Mrs. Robinson for the opportunity to speak. The plan is to house the New Start Program downstairs in the old cafeteria and kitchen classroom. That will give us a separate entrance, our own steps going to the lunch room if that’s where we are going to have lunch or lunch can be brought to the classroom. So there will be very little contact with the students at Ervinton Elementary. We only have 2 students at this time and these students will need to go to the trade center presently.

Someone mentioned problems and violence; we’ve had no violence and very little problems with the New Start students. They are your students; they are Dickenson County students so we are obligated to meet their needs. I’m committed to this program and also is Mrs. Leslie Mullins. Someone mentioned that the students might feel degraded in the elementary setting, and I asked the two students that are coming how they would feel. They did not feel degraded but at the top of the totem pole now and they will help in any way that they can. This summer at the pool, our secretary from Dickenson County Career Center was there, and she said she had never seen them act more mannerly than they did at the pool.

I’m here to try to put your minds at rest; that I am committed to this program. Our goal is to see that these children go back to their school and we have 12 students that will be returning to their home school for the upcoming school year.

Superintendent Robinson—wherever New Start is placed, either Ervinton Elementary School or Sandlick Elementary School, the placement is only temporary. We know that at some point very close in the future having available space at Ridgeview High School and when we do those children will be transported there. We are committed to the New Start Program and we feel it is very helpful to our children that need extra attention. They cannot get a better climate or structure than with the teachers that they have. Mr. Setser is there anything that you would like to add?

Mr. Mike Setser—the way you get in New Start is two ways; one is a referral from their home school. That referral can come from the Principal or parents. A lot of times we are finding for many reasons they are not keeping up with their studies; falling behind and this gives them the opportunity to catch up. It’s called New Start for a reason. The other way is through our disciplinary committee. Of course there is a reason why they are there, it could
be bad behavior over a period of time; but I assure you that if the behavior is very bad we have another setting; The Regional Learning Academy in Wise.

The program is set up to have a max of only 14 students at any one time. We want to keep the numbers low; 7 students per teacher, so that children can be successful. I have seen the program do marvelous things; there are some that we haven’t been able to help, but the majority return to their school and do very well.

The majority of the referrals come from the schools and the disciplinary committee uses it as need. Sometimes we need to put a student in a different setting and very rarely are they there all year. Some are there for a short period of time, a semester and some for a year or more because they function better there.

**Superintendent Robinson**—when it was considered between the two elementary schools, in talking to Mrs. Long, Mr. Setser and our Board Members, we looked at both of our schools. We looked at the best way to keep our students separated. We looked at how to keep all children, in all areas, safe. We looked at Ervinton Elementary, as you know Mrs. Long was there for a number of years, and we felt this provided the best of what was needed. There was a lot thought that went into that and it was certainly not a knee jerk reaction.

They are all our children and we have to serve them. We have to serve them the best way possible. We want them in a place where they are going to be served and we can best meet their needs. That’s why the recommendation was Ervinton Elementary School. I appreciate all of you being here and I’ve talked to some of you on the phone. I appreciate Mrs. Long being here and we usually do not take this much time for informational items but I knew this was a concern to you.

I also understand there was a meeting last week and I would have loved to attended and spoken to you as a group or one on one. I would have shared with you what our concerns were and why Ervinton Elementary was the school.

**Mr. Mike Setser**—asked Mrs. Long to speak on the structure of the program.

**Mrs. Ruby Long**—presently, I teach English, Language Arts and Mathematics. Mrs. Leslie Mullins teaches the Science and Social Studies. Depending on the needs of the child, at no time this year did we have more than 6 students at a time because some went to the Career Center. We take a break after the 90 minute block and then change classes, which allows for variety; then lunch. After lunch, we change classes again, another break and finish out the last period.

**Superintendent Robinson**—at no time will New Start have lunch with the elementary students. Their lunch will be schedule to prevent that or they can eat in the classroom. They will not be eating breakfast but going straight to their classroom.

**Mr. Shanghai Nickles**—did I understand you to say that they wouldn’t be there forever maybe; maybe they would go back to the new school? Do you have a date?
Superintendent Robinson—no matter where they are; Ervinton Elementary School or Sandlick Elementary School, the goal is: We are committed to New Start because it helps the children and as soon as there is adequate classroom space at Ridgeview that program will be moving there. It’s a short time thing.

Mrs. Susan Mullins—so, why are we going to gain space at Ridgeview if it’s not there now?

Superintendent Robinson—with change in enrollment and change in programs; declining enrollment and change in programs.

Mrs. Susan Mullins—so, the reason you chose Ervinton is it’s closer to the career center. Wouldn’t it be better to place them beside the career center and try to fit them in at Ridgeview?

Superintendent Robinson—if space was adequate there, absolutely. Unfortunate, the space in not adequate at Ridgeview right now.

Mr. James Boyd—New Start is not a new program, so why is there not a place for them up there? Why wasn’t that planned for? You knew you had to place them somewhere before that school was finished.

Superintendent Robinson—that’s a good question and you’ve probably heard that teachers are saying that there are not enough classrooms up there. What is meant by that is right now in our high school the teacher will have one classroom and that’s their classroom all day long. Schools today, because construction costs are so expensive, schools are designed for children and teachers no longer have a classroom all day. That’s the way schools are designed today.

I know it’s difficult to understand, but right now we do not have adequate space for the New Start Program to be at Ridgeview. It’s one of those issues, when we had to look at cost and look at programs we were expanding, we had to look at can we have New Start in another place? The answer was yes, Sandlick will have classrooms available and the same thing with Ervinton with the middle school students moving to Ridgeview.

Audience Participant—inquired about cost for travel to Ridgeview from Ervinton Elementary School.

Superintendent Robinson—for many of our students, we serve 6th through 12th grade students. Many of our New Start students are middle school age and will not travel for career technical. However, for those that do there will be a cost for a short period of time for transportation.

Audience Participant—expressed concerns for safety, due to the location of the school and the amount of time for emergency personnel in the event of something happening.
Superintendent Robinson—stated that was a concern for all our schools due to our rural area and not just the Ervinton area.

Mr. Shanghai Nickles and Mrs. Susan Mullins—expressed concerns for the lack of separation between New Start student and elementary schools when have breaks and physically activities outside.

Mr. Rocky Barton—stated that if your child rides a bus, they more than likely ride a bus with one or two New Start students, especially when the enrollment for the program was at 14 students. It’s not like they have not already been introduced to New Start students.

Mrs. Ruby Long—we have had children from all schools.

Audience Member—I was wondering if we could have the Board to have a vote on that?

Chairman John Skeen—are you talking about tonight?

Audience Member—yeah.

Superintendent Robinson—Mr. Skeen, it is not on the agenda for an action item.

Chairman John Skeen—I don’t think it would be a good idea, coming from me. We’ve heard both sides tonight. If we voted tonight, you might think or assume that we’ve already had our minds made up. We do not want to rush this decision and I do not want to commit tonight to a vote.

Mrs. Ruby Long—I would like to say that one of our students is an honor student and that she just made a bad call, a bad judgment. We get all kinds of students, but we also had two honor students last year.

Superintendent Robinson—Mr. Skeen, no matter which school is chosen, I as Division Superintendent and our staff, are going to make the best decisions to keep our children safe and provide the very best program possible. That’s our commitment to our students.

Mr. Shanghai Nickles—made the motion to place the location of the New Start Program on the agenda for July to vote if the students go to Ervinton Elementary or elsewhere. Mrs. Susan Mullins seconded the motion. Motion carried 3 to2 by the following vote:

- Mr. Shanghai Nickles – aye
- Mrs. Susan Mullins – aye
- Mr. Rocky Barton – aye
- Mr. Donald Raines – nay – “I think we are taking away some of the respect and integrity of the school division; the leadership in the school division thinks it’s appropriate.”
- Chairman John Skeen – no – “I think this is an administrative decision.”
Air Quality Test Results at CES

Superintendent Robinson—on May 18, 2015, Eric Cureton, EI Industrial Hygienist, visited the site to investigate the reported indoor air quality concerns in the facility. In addition to the site observations and visual inspection, measurements for temperature, relative humidity, and carbon dioxide were collected utilizing direct reading instruments. Samples for airborne mold spores were also collected during the assessment. At the time of the survey, temperature, relative humidity, and carbon dioxide were found to be within the recommended ranges. Mold spore concentrations were also found to be lower in total concentration and similar to outdoor levels at the time of the survey. Based on the findings; the indoor air quality in the facility acceptable.

No Aspergillus/ Penicillium spores were identified in the 3 samples we collected inside the school (these two species share similar morphology on the non-viable analysis, i.e. the samples we collected for this survey, and thus are lumped together in 1 group). If the health affects the student is experiencing related to exposure to Aspergillus/ Penicillium spores, another source would have to be identified given that none was detected inside the building.

RECESS:

Mrs. Susan Mullins—made a motion for a 10 minute recess. Mr. Shanghai Nickles seconded the motion. All votes aye.

6:23 p.m.

MEETING RESUMED:

6:37 p.m.

Chairman, John Skeen—that brings us to New Business, Mrs. Robinson:

Superintendent Robinson—Mr. Chair, Mr. Carpenter has some information from our earlier discussion to share, if that’s okay?

Mr. John Carpenter—shared the following information: If you look at your expenditure summary report showing the substitute salary and part-time wages spent this year to date; we appropriated $746,660 and this May report shows that we have spent $652,000 but, what we have to keep in mind is the part-time employees. The figures for May are for their April timesheets so we have another payroll to go on top of that plus 5 days in June. I estimate that our final expenditures in the substitute salary and wages category to be around $770,000 to $775,000; which put us about $25,000 to $30,000 over budget. The primary reason for that is that you’ve got a large amount of substitute wages and our sick leave days used seem to go up every year. Also another thing is that this year we have utilized more and more part-time help; the cafeterias, the janitorial staff and any area we could in order to save on benefits of hiring full time employees. We have adjusted for that and as far as the FY16 budget, we ac-
tually increased that $18,605 bringing the total to $765,000. That figure will actually be less than what is spent this year. Will there be room in there to transfer some funds out? Maybe, maybe not but you won’t know until you get well into the fiscal year 2016.

Historically, we’ve seen that the younger staff members tend to use more sick leave days, not like the older 30 to 35 year teachers who have a lot of their days accumulated.

It’s a difficult estimate to make and we try to be conservative with it; even being conservative we are going to be over budget this year. But, there still may be other areas that we can transfer funds from.

**Superintendent Robinson**—with our budget issues, we are hiring very few full time people with benefits, VRS retirement. We are hiring in their place 2, 3 or 4 part-time positions because it’s more efficient.

**UPDATE ON THE SCHOOL CONSTRUCTION PROJECT: RIDGEVIEW HIGH SCHOOL AND RIDGEVIEW MIDDLE SCHOOL:**

**Superintendent Robinson**—the Update of the School Construction Project for Ridgeview High School, Ridgeview Middle School and High Bay Area is first on our New Business. I would like to ask Mr. Burge to come to the front and address the Board.

**Mr. Tim Burge**—summarized that a lot of things are happening at the school, good news is that the main building is complete and FF & E is being installed. The middle school is being finished up along with site work being completed at Ridgeview. CTE equipment is also being installed. Everything is going well and changing every day; the date of completion is scheduled for August 3, 2015.

**APPROVAL OF SALARY INCREASE OPTION FOR EMPLOYEES:**

**Superintendent Robinson**—reviewed: We have included in the Board packet the cost analysis for the following:

- Cost of the 1.5% state appropriated increase
- Cost of the 2.5% flat raise included in the estimated budget
- Cost of the DEA Option 1: $1500.00 and $750.00
- Cost of DEA Option 2: $1200.00 and $600.000 salary increase proposal.

The attachment is organized as follows:

- **1.5% Raise for all Employees:** Cost: $272,311.00
  State Funding: $158,942.00
- **Proposed 2.5% Raise for all Employees:** Cost: $324,891.00  
  State Funding: $158,924.00

- **Proposed DEA Option 1:** Cost: $421,500.00  
  State Funding: $158,942.00  
  Subs and Hourly Part-Time receive a 2.0% increase: Cost: $14,932.00  
  **Total Cost:** $436,432.00

- **Proposed DEA Option 2:** Cost: $337,200.00  
  State Funding: $158,942.00  
  Subs and Hourly Part-Time receive a 2.0% increase: Cost: $14,932.00  
  **Total Cost:** $352,132.00

We request that the School Board discuss these proposed salary increase options and approve which option to implement for the 2015 – 2016 school year.

I know many of you have concerns and wish to revise the salary scale and in August that will be a priority to work on revising those scales. This will not impact the salary scales for this year since contracts do have to be distributed to our staff in July. As the Board considers the raises, we would like to ask for a vote on which option.

**Mr. Donald Raines**—I think we have to have a salary scale before I can, in good faith, vote on anything. I realize that there is trouble right now and we’ve got to have something on someone’s contract saying how much they will make. The longer we go; there will be more questions arise. The salary scales, with no raises in the last several years, we are totally off the salary scale. I would suggest in all haste, that we develop the salary scale now. Whichever option that this meets with whatever money that we have is the way it has to be approached. We have to be very careful in my opinion.

**Superintendent Robinson**—I totally agree. I think it was before I came here when the salary scales were revised and there was a committee of people that worked on all salary scales. I would like to recommend to the Board that same approach now. The salary scale was made with all full intent and then of course the economy just dropped, and we’ve not been able to do any step increases. We are not the only school division, other division have also faced the same issues. But, that is a priority and I’ve heard the Board mention that more than one time.

The issue is that we’ve got to have contracts ready for our 12 month employees and employees want to know what the raise is going to be. So for that reason, we would ask the Board to vote on an option and whatever that option is will become part of the salary revision for this year.

**Mr. Donald Raines**—with total respect for you, I think that you are approaching it the only way that you can but at the same time, in good faith, I have to abstain on that.
Superintendent Robinson—I understand. Mr. Carpenter do you think it’s possible to develop new salary scales now?

Mr. John Carpenter—I think it would be extremely difficult, with the amount of input needed, to revise scales and have them in place by July; specifically for 12 month employees.

Mr. Donald Raines—we have teachers that have not have steps in over 4 years and if we had salary scales revised maybe that could be addressed.

Mr. John Carpenter—I hesitate to say that this is going to be a quick fix to adjust these salary scales in a manner that is acceptable to the staff and the School Board. It’s going to be very difficult to make it equitable from top to bottom and that is going to cost some money.

Superintendent Robinson—it’s not going to be a quick or easy fix.

Mr. Donald Raines—without steps, we have new hires making near the same as those who have 4 or 5 years’ experience have. That bothers me. The sooner we start the better because I think there is a problem there; a major problem.

Superintendent Robinson—that’s correct; absolutely. This is the first time this Board has an opportunity to approve raises for employees; that is strictly for raises. Nothing is attached.

Mr. Donald Raines—those that are near retirement and don’t get the 2.5%; it’s a problem because it will affect them the rest of their lives. You want the 3 highest years possible that you can have.

Mr. John Carpenter—I think it does need to be done, but I don’t think we can do it in a month.

Superintendent Robinson—I can’t recommend that it be done in a month. That is opening ourselves up to a lot errors.

Mr. Donald Raines—I agree but we have to start working on it.

Superintendent Robinson—Yes sir, I agree. That will be a first priority in August, is developing a salary committee.

Mrs. Susan Mullins—do we have the money?

Mr. Shanghai Nickles—is the funding there?

Superintendent Robinson—yes, $324,891.00 is in the budget for raises, for the 2.5% raise for all our employees.
Mrs. Susan Mullins—and from the survey; which option was higher, Mr. Kennedy?

Mr. Benny Kennedy—Option 1 was higher, but that is more money and Option 2 was higher than the 2.5%.

Mr. John Carpenter—whichever option is chosen; the current salary scale will be adjusted to reflect that for the 2015-2016 school year.

Mrs. Susan Mullins—made a motion to approve the DEA proposed Option 2 giving all professional staff a flat raise of $1,200; non-professional staff an across the board raise of $600 and all substitutes and hourly part-time staff a 2% raise. Mr. Rocky Barton seconded the motion. Motion carried 4 to 1 by the following vote:

- Mr. Shanghai Nickles – aye
- Mrs. Susan Mullins – aye
- Mr. Rocky Barton – aye
- Mr. Donald Raines – no
- Mr. John Skeen – aye

DISCUSSION OF PRELIMINARY SOL SCORES REPORT:

Superintendent Robinson—asked Mr. Mark Mullins to come and review the preliminary scores.

Mr. Mark Mullins—we are pleased to report that as a division, we saw an improvement in most all testing areas. There are 29 SOL tests given across the division. We either saw an increase or stayed the same in the pass rates for 20 of the 29 tests given. We saw decreases in 9 SOL tests.

For the division, Writing pass rates improved by 7%, Science pass rates improved by 5%, Reading pass rates improved by 3% and History pass rates improved by 1%. Math pass rates remained the same as last year.

State accreditation and Federal Annual Measurable Objective (FAMO) calculations will be released in August and September. Preliminary test results indicate that we expect three schools to be fully accredited and three schools to be accredited with Warning in English for the coming year. We anticipate five of our six schools to meet the federal benchmarks in Reading or Math in all subgroups for the coming year.

The VDOE reminds us that the increased rigor of the new standards is a multi-year statewide initiative to raise standards and better prepare Virginia students for college and the work force. We believe that pass rates will continue to improve as teachers and students become better acquainted with the new standards and the assessments. This is the third year for the revised Reading, Writing, and Science SOL’s that have been implemented by the Virginia Department of Education. These new SOL’s continue to represent an increase in the academic standards and requirements on schools, administrators, teachers, and students. The new standards and SOL tests reflect an increase in the rigor of the previous standards and as-
sessments as students are required to demonstrate higher level and critical thinking and problem solving skills.

**DIVISION TOTALS:**

- Reading 77%
- Writing 74%
- Math 76%
- Science 83%
- History 81%

Clintwood High School, Haysi High School and Longs Fork Middle School were accredited. Clintwood Elementary School, Ervinton Elementary School and Sandlick Elementary School were accredited with warning in Reading.

**APPROVAL OF VSBA MAY POLICY REVISIONS:**

Superintendent Robinson—asked Mr. Setser to review the policy revisions for the Board.

Mr. Mike Setser—provided the following explanation of the revisions to the VSBA policies and recommended adopting all policies as presented from the VSBA.

**Explanation of Revisions – May 2015 Policy Update**

<table>
<thead>
<tr>
<th>Policy Code</th>
<th>Revision</th>
</tr>
</thead>
<tbody>
<tr>
<td>BBBC Options 1 &amp; 2</td>
<td>Board Member Oath of Office Policy and Legal Reference updated. Option 1 is for elected boards.</td>
</tr>
<tr>
<td>BCC</td>
<td>School Board Clerk Policy updated. School Board Clerk, if any, shall be bonded</td>
</tr>
<tr>
<td>BCG</td>
<td>School Attorney Policy updated. Attorney must attend meetings of the board if requested.</td>
</tr>
<tr>
<td>BDC</td>
<td>Closed Meetings Policy updated to reflect amendment of Va. Code § 2.2-3711 by SB 1109. (Emergency enactment, in effect from passage). Discussion of plans to protect public safety as it relates to terrorist activity or specific cyber security threats or vulnerabilities and briefings by staff members, legal counsel, or law enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of records excluded from mandatory disclo-</td>
</tr>
</tbody>
</table>
sure pursuant to subdivision 3 or 4 of Va. Code § 2.2-3705.2 where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.

**BDDD**

**Quorum**  
Policy updated. Any board meeting where a majority of the board is present constitutes a quorum.

**BDDE**

**Rules of Order**  
Policy updated. The School Board establishes rules of order and may adopt bylaws, policies and regulations.

**BFE/CHD**

**Administration in Policy Absence**  
Policy updated. Language change to policy.

**CM**

**School Division Annual Report**  
Policy updated. Minor wording change.

**DB**

**Annual Budget**  
Policy updated to reflect amendment of Va. Code § 22.1-93 by SB 1286. The division must publish its budget on the website in line item form.

**DJ**

**Small Purchasing**  
Policy updated to reflect amendments to Va. Code § 2.2-4303 by HB 1835. Competitive sealed bids or negotiation is not required if the aggregate or the sum of all phases is not expected to exceed 100,000 dollars in nontransportational related construction.

**GBR**

**Voluntary Retirement Savings Program**  
Policy updated. Cross Reference added. This program is maintained and operated pursuant to a written plan. The written plan may:

- allocate responsibility for administrative functions, including functions to comply with the requirements of 26 U.S.C. § 403(b) and other tax requirements
- assign such responsibilities to parties other than the school division, but not to participants (unless the administration of the plan is a substantial portion of the duties of the participant)
- incorporate by reference other documents which thereupon become part of the written plan
• address termination of the program

GC Professional Staff
Policy and Legal References updated. No change to policy.

Mrs. Susan Mullins—made the motion to approve the VSBA policy updates as presented. Mr. Donald Raines seconded the motion. All votes aye.

APPROVAL OF HEALTH/DENTAL RATES FOR SEPT. 1, 2015 – AUG. 31, 2016:

Superintendent Robinson—stated: We have reviewed past years funding and the claim payments for our group health and dental insurance with our broker, Mr. Ralph Mode and with Anthem Blue Cross Blue Shield. It is our recommendation that the health and dental coverage for the Dickenson County Public Schools be renewed for the policy term of 09/01/2015 through 08/31/2016 with coverage provided by Anthem Blue Cross Blue Shield.

We recommend there be **no changes in the benefits** of either program unless mandated by federal or state law.

We recommend that the rates for the health insurance be increased by 3.5% and that the dental insurance rates remain at the current levels. These proposed changes are listed below:

<table>
<thead>
<tr>
<th>Health</th>
<th>Current Rate</th>
<th>New Rate</th>
<th>School Board Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$529.00</td>
<td>$548.00</td>
<td>$523.00</td>
</tr>
<tr>
<td>Employee/one child</td>
<td>$847.00</td>
<td>$877.00</td>
<td>$847.00</td>
</tr>
<tr>
<td>Employee/Family</td>
<td>$1,428.00</td>
<td>$1,478.00</td>
<td>$1,428.00</td>
</tr>
</tbody>
</table>

**Employee Contributions for Health Insurance will not change** and remain as follows:

- Employee $25.00 per month
- Employee/one child $30.00 per month
- Employee/Family $50.00 per month

<table>
<thead>
<tr>
<th>Dental</th>
<th>Current Rate</th>
<th>New Rate</th>
<th>School Board Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$25.00</td>
<td>$25.00</td>
<td>$25.00</td>
</tr>
<tr>
<td>Employee/one child</td>
<td>$33.00</td>
<td>$8.00</td>
<td>$25.00</td>
</tr>
<tr>
<td>Employee/Family</td>
<td>$52.00</td>
<td>$52.00</td>
<td>$25.00</td>
</tr>
</tbody>
</table>

**Employee Contributions for Dental Insurance will not change** and remain as follows:

- Employee $0.00
- Employee/one child $8.00
- Employee/Family $27.00

These dental contributions continue to provide for the DCSB to pay the total premium charged for employee dental coverage and the employee to pay the remaining difference for either employee/one child or for employee/family coverage.
Rates and contributions for Retirees covered under the retirement incentive will be the same as for employees.

Retirees NOT covered under the retirement incentive will pay the full cost for their health and dental coverage.

A 5.0% increase in health and dental rates was included in our Estimated Budget for FY-2016. By lowering the rate increase to 3.5% we estimate that we will be able to decrease our Health Insurance Appropriations in the FY-2016 budget by approximately $60,000 to $70,000 depending on our estimated health enrollment figures for the 2015-2016 school year.

We respectfully request that the Board approve the renewal of the Anthem Blue Cross Health and Dental coverage for the contract year of 09/01/2015 through 08/31/2016 at the rates listed above.

Mrs. Susan Mullins—made the motion to approve health and dental rates along with Anthem as the carrier for Sept. 1, 2015 – Aug. 31, 2016 as presented. Mr. Rocky Barton seconded the motion. All votes aye.

APPROVAL OF TITLE I, PART A, PART II PART A, AND TITLE VI SUBPART B:

Superintendent Robinson—asked Mr. Mark Mullins to review the Federal Applications: Title I Part A, Title II Part A, and Title VI Subpart B for Dickenson County Public Schools. We recommend the approval of the Federal Grant Applications as presented.

Mr. Mark Mullins—reviewed and requested approval of the following grants and amounts for 2015-2016 school year:

(Copies of each grant application was provided to the Board)

Title I, Part A, Improving Basic Programs Operated by the LEAs
Total - $728,000

Title II, Part A, Teacher Quality
Total - $190,000

Title VI, Part B, Subpart 2, Rural and Low-Income School Program
Total - $42,000

Mrs. Susan Mullins—made the motion to approve Title I, Part A, Title II, Part A and Title VI Subpart B Grants for FY 2016 as presented. Mr. Shanghai Nickles seconded the motion. All votes aye.
**APPROVAL OF SCHOOL NUTRITION MILK AND DAIRY BID FOR AUG. 1, 2015 – JULY 31, 2016:**

Superintendent Robinson—reviewed the following bid information:

The Dickenson County Public Schools recently placed an “Invitation for Bid” to solicit formal sealed bids to furnish and deliver milk and dairy products on estimated quantities for four schools for the contract period of August 1, 2015 through July 31, 2016. We received two bids and they were opened at the school board office at 11:00 a.m. on June 8, 2015.

Bids were received as follows:

**Pet Dairy:** $101,250.00

<table>
<thead>
<tr>
<th>Item</th>
<th>Quantity</th>
<th>Price per Unit</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skim Milk ½ pint</td>
<td>124,000</td>
<td>0.25</td>
<td>31,000.00</td>
</tr>
<tr>
<td>Fat Free Choc. Milk ½ pint</td>
<td>206,000</td>
<td>0.25</td>
<td>51,500.00</td>
</tr>
<tr>
<td>Fat Free Strawberry Milk ½ pint</td>
<td>33,000</td>
<td>0.25</td>
<td>8,250.00</td>
</tr>
<tr>
<td>OJ – 100% juice – 4oz.</td>
<td>70,000</td>
<td>0.15</td>
<td>10,500.00</td>
</tr>
</tbody>
</table>

**Borden:** $94,610.50

<table>
<thead>
<tr>
<th>Item</th>
<th>Quantity</th>
<th>Price per Unit</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skim Milk ½ pint</td>
<td>124,000</td>
<td>0.2195</td>
<td>27,218.00</td>
</tr>
<tr>
<td>Fat Free Choc. Milk ½ pint</td>
<td>206,000</td>
<td>0.2375</td>
<td>48,925.00</td>
</tr>
<tr>
<td>Fat Free Strawberry Milk ½ pint</td>
<td>33,000</td>
<td>0.2425</td>
<td>8,002.50</td>
</tr>
<tr>
<td>OJ – 100% juice – 4oz.</td>
<td>70,000</td>
<td>0.1495</td>
<td>10,465.00</td>
</tr>
</tbody>
</table>

We are recommending that the bid of $94,610 from Borden be approved by the board for the 2015-2016 school year.

Mrs. Susan Mullins—made the motion to accept the bid from Borden for 2015-2016 school year as presented. Mr. Donald Raines seconded the motion. All votes aye.

**APPROVAL OF CHILD NUTRITION ACT – PAID LUNCH EQUITY ADJUSTMENTS FOR MEAL PRICES FOR 2015-2016:**

Superintendent Robinson—reviewed the following information.

Each year the school division is required by the USDA and the Child Nutrition Reauthorization Act to analyze cafeteria meal prices with the Paid Lunch Equity calculator to determine if cafeteria meal prices need to be adjusted.

For the upcoming year Breakfast meal prices will need to be increased by $0.05 and Lunch meal prices will need to be increased by $0.10. This price increase is “mandatory” due to the
USDA’s requirement that sufficient funds are available to serve students who do not receive free or reduced price meals.

Since adult meals do not receive federal reimbursement, the adult price must cover the full cost of preparation or equal the reimbursed price of a free student. The state of Virginia suggests if the full price is not met, all adult meals should be at least $1.00 more than the highest priced student meal.

For the 2015-2016 school year we are recommending that our cafeteria meal prices be set as follows in order to comply with these regulations:

- Elementary Lunches will go from $1.65 to $1.75
- High School Lunches will go from $1.90 to $2.00
- Student Breakfast will go from $1.10 to $1.15
- Adult Breakfast will go from $1.55 to $1.60
- Adult Lunch will go from $2.90 to $3.00

Reduced meal prices will remain at: Breakfast $0.30 and Lunch $0.40.

Mrs. Susan Mullins—made the motion to approve the adjustments to meal prices as required to comply with regulations. Mr. Rocky Barton seconded the motion. All votes aye.

APPROVAL OF THE CARRIER TO PROVIDE INSURANCE COVERAGE FOR PROPERTY, LIABILITY, AUTOMOBILE, STUDENT ACCIDENT AND WORKERS’ COMPENSATION INSURANCE FOR THE TERM OF JULY 1, 2015 – JUNE 30, 2016:

Superintendent Robinson—stated: We have received our renewal insurance quote for the term of July 1, 2015 through June 30, 2016 from our current carrier VACORP. We have attached their Contribution Summary Form listing the premiums due, coverage limits and deductibles for the policy year. Total estimated premiums due are $171,650.

Our premiums have increased by $22,398 over what we paid last year due to adding the new property and building contents at Ridgeview High School and Middle School. In anticipation of this we had added $24,000 to our Insurance appropriation in our Estimated budget for FY-2016.

As you may recall “VACORP” or the Virginia Association of Counties is an association of political subdivisions throughout Virginia which provides insurance to Counties, Cities, Towns and School Divisions through a Group Self Insurance Risk Pool. The Dickenson County Public Schools entered into a membership agreement to become a member of VACORP effective July 1, 2013 in order to be able to participate in their insurance program.

At this time we recommend that we renew our insurance coverage for Property, Liability,
Automobile, Student Accident and Workers’ Compensation Insurance for the term of July 1, 2015 through June 30, 2016 with VACORP.

*Mrs. Susan Mullins*—made a motion to approve VACORP to provide insurance coverage for the term of July 1, 2015 through June 30, 2016 as recommended. *Mr. Shanghai* seconded the motion. All votes aye.

**BOARD COMMENT:**

*Mr. Donald Raines*—Track team at Haysi; I was very impressed for a school that doesn’t have a pole vaulting pit, to go down to the State and place; Ryan Turner. Then, Kristin Bostic won the State meet in the 800. I thought that was very fantastic and again, with what we will have at Ridgeview, I’m expecting great things from our track program; not to mention our educational program.

*Mrs. Susan Mullins*—and the Tennis at Clintwood High School, Riley won her age division. Congratulations.

*Mr. Rocky Barton*—while we are bragging, I’ll brag on Ridgeview boys’ basketball. I attended their games last week at the University of Pikeville, and they didn’t win every game but they had a very good showing. It’s going to be an exciting year next year for basketball.

*Mr. Shanghai Nickles*—I would like to brag on the people who put the Ervinton reunion together. There were over 600 people up there; they did a wonderful job putting that together. There was a guy up there Darmius Austin, who played on the first championship softball team, they didn’t have baseball then and he was looking for a trophy at the old Ervinton High School. Not only were there people there that went to Ervinton but people there who attended the old Ervinton High School down at Nora. I really appreciate you, Mrs. Robinson, and the Board for their support and letting us put that on up there. A special thanks for the McClure Kiwanis for taking care of the electrical stuff. It was a great day.

“Our communities are now at one spot; how sweet it is.”

*Superintendent Robinson*—I would just like to comment on the band uniforms and how proud those students are. They are beautiful and I’m anxious to see them on the field.

*Mrs. Karen Martin*—Mrs. Robinson, if I may? This is just in or I would have sent it up for good news, but Shawn Wallen won the State 4-H completion for his age; talent show.

*Chairman, John Skeen*—Thank you.

**CLOSED SESSION:**

*Chairman John Skeen*—Pursuant to Section 2.2-3712(a) of the Code of Virginia, I move that the board convene a closed session for the purpose of discussing: 1.) Employment issues relating to resignation, retirements and to consider the hiring of a Custodian for Ridgeview
High School pursuant to VA Code 2.23711 A (1) and 2.) discussion of Public Funds and to consult with legal counsel on these issues pursuant to Virginia Code section 2.2-3711 (A) (6) (7). Mrs. Susan Mullins seconded the motion. All votes aye.

OUT OF CLOSED SESSION:

Chairman John Skeen—I now entertain a motion to go out of Closed Session. Mr. Shanghai Nickles made said motion. Mr. Donald Raines seconded the motion. All votes aye. Chairman John Skeen stated; we have been in closed session pursuant to Section 2.2-3712(a), Section (1) to discuss potential contracts and proprietary information. Pursuant to Section 2.2-3712(d) of the Code of Virginia, he moved to certify that during the closed meeting just concluded the Dickenson County School Board discussed only matters lawfully exempt from the open meeting requirements under section 2.2-3711 of the Code of Virginia.

Certification of Closed Session: Mr. Donald Raines, Mr. Rocky Barton, Mr. Shanghai Nickles, Mrs. Susan Mullins and Chairman John Skeen; all certified true.

BOARD ACTIONS:

Mrs. Susan Mullins—made a motion to accept the resignations as requested. Mr. Rocky Barton seconded the motion. All votes aye.

Approved:
- Olga Hayes, Spanish Teacher, Ridgeview Middle School
- Tanya Rose, Part-time Aide, Clintwood Elementary School

Mrs. Susan Mullins—made a motion to accept the retirement request as presented. Mr. Shanghai Nickles seconded the motion. All votes aye.

Approved:
- Betty Dotson, Guidance Counselor, Clintwood Elementary School

Mrs. Susan Mullins—made a motion to approve the employment recommendations as presented. Mr. Shanghai Nickles seconded the motion. All votes aye.

Approved:
- Mr. Quince Holts, Custodian, Ridgeview High/Middle School
- Mr. Keith Brooks, Custodian (Part-time), Sandlick Elementary School

Mrs. Susan Mullins—made a motion to approve the request to post/advertise the following positions. Mr. Shanghai Nickles seconded the motion. All votes aye.

Approved:
- Foreign Language Teacher
- Guidance Counselor
Mrs. Susan Mullins—made the motion to adopt the memo pertaining to the ‘Use of Official School Logos as presented in closed session. Mr. Rocky Barton seconded the motion. All votes aye.

Mrs. Susan Mullins—made the motion to approve the employment transfers as recommended by the Superintendent. Mr. Shanghai Nickles seconded the motion. Motion carried 4 to 1 by the following vote:

- **Mr. Shanghai Nickles** – aye
- **Mrs. Susan Mullins** – no – “I’m opposed.”
- **Mr. Rocky Barton** – aye
- **Mr. Donald Raines** – aye
- **Chairman John Skeen** – aye

Approved:
- Dennis Deel - Principal from Ervinton Elementary to Sandlick Elementary
- Sherry Willis - Principal from Sandlick Elementary to Ervinton Elementary
- Betty Newton - Assistant Principal from Clintwood Elem. to Ervinton Elementary
- Lavada Muncy - Assistant Principal from Ervinton Elem. to Clintwood Elementary

ADJOURNMENT:

Mrs. Susan Mullins—made the motion to adjourn the meeting. Mr. Shanghai Nickles seconded the motion. All votes aye.

Adjourned: 11:20 p.m.

Approved: July 22, 2015