

BRISTOL VIRGINIA SCHOOL BOARD
REGULAR-JOINT SESSION
September 9, 2019

The Bristol Virginia School Board met in Regular Session on Monday, September 9, 2019, in the Bristol Virginia Public Schools Administration Office, 220 Lee Street, Bristol, Virginia. A quorum was present with the following Board members in attendance:

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| Mr. Steve Fletcher, Chair | Mr. Randy Alvis |
| Mr. Ronald Cameron, Vice Chair | Mr. R. Tyrone Foster |
| Mr. Randall J. White | |

Also present were:

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| Dr. Keith Perrigan, Superintendent | Mr. Gary Ritchie, Assistant Superintendent |
| Mrs. Stephanie Austin, Deputy Clerk | Ms. Tammy Jones, Clerk |

Among those in the audience for the Regular Session were:

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| Ms. Kathy Musick, VPE | Ms. Elizabeth Roberts |
| Ms. Melissa Peters, BVEA | Ms. Casey Almaroad |
| Rev. Jackie Nophlin | Ms. Tracey Mercier, BVEA |
| Mr. Noah Ashbrook, BVEA | Mr. Brad Hutchinson, BVEA |
| Dr. Linda Brittle | |

Others were present, but failed to sign in.

Mr. Steve Fletcher, Chair, called the Regular/Joint Session to order at approximately 6:00 p.m. He welcomed all in attendance. He opened the meeting with the Pledge of Allegiance.

Mr. Fletcher asked for a motion to approve the agenda. Mr. Randy White so moved. Mr. Randy Alvis seconded the motion, and the motion carried unanimously.

Mr. Fletcher addressed Item 2(A) Bearcat Elite. Dr. Perrigan highlighted the following individuals for Bearcat Elite: Ryan Mann and Emily McFarlane. He noted both students had taken the initiative to identify a problem, develop a solution, and wrote a letter to VDOT, which resulted in their street being paved so they were able to ride bikes and skateboards safely. Ryan was presented with a Bearcat Elite Certificate from School Board Member and Dr. Perrigan. Emily was unable to attend.

Mr. Fletcher addressed Item 2(B) School Board Student Representative Report. Abi Dalton and Peyton Rader introduced themselves as the Senior Student Board Representatives. They both highlighted their recent visits to Washington Lee Elementary and Virginia High School. They noted numerous wonderful things going on in each school. Their presentation also included the interview of Kelsey Harrington after winning the Knights Crossing 5k race.

Mr. Fletcher thanked Abi and Peyton for a wonderful report.

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Mr. Fletcher addressed Item 2(C) President's Corner. Mr. Tyrone Foster highlighted as VSBA President he represented Bristol and the entire Commonwealth of Virginia at the NSBA Leadership Institute Conference held in Chicago. He noted he networked with State Presidents and Executive Directors and the presenters were phenomenal. He added he also participated in a poverty simulation which was an eye opener. He noted he represented the Commonwealth of Virginia by serving on the Southern Region Nominating Committee to select the Southern Region Director and was also a voting Delegate at the Southern Regional Meeting. He added the VSBA Board of Directors met on August 22, 2019 in which was his last official meeting as President as he leave office in November. He added the year had flown by but he will still represent Bristol as Past President on the Board of Directors next year. He highlighted the upcoming events to include the Legislative Advocacy Conference on September 24, 2019, in which one of COIA trainings will be offered and of course as VSBA President, October is Bullying Prevention Month. He noted to be on the lookout for his public service announcement.

Mr. Fletcher thanked Mr. Foster for his time and efforts at the state level.

Dr. Perrigan presented the Superintendent's Report, which included the following. Dr. Perrigan noted that the School Start Time Committee met again this week and they have their recommendations narrowed down to two:

1. Move middle and high school start times only with the caveat that we are able to keep elementary students separate from older students on bus routes.
2. Move start times for all schools back by 30 minutes.

He noted we are monitoring class sizes in Kindergarten at all 4 elementary schools and in 1st grade at Stonewall Jackson. He noted we are doing a 1st 2nd grade split at Van Pelt with the additional teacher we hired. He noted we may have to make adjustments to take advantage of K-3 Class Size Reduction monies if numbers increase before October 1st. He noted overall, it looks like our current enrollment is in line with our budgeted enrollment. He added, later in the agenda we will discuss the bid opening for renovations for Stonewall Jackson, Washington Lee, and Highland View. He noted he is recommending that we reject the bids. He noted he would add to that recommendation that we ask City Council to revisit our budget for this year that included adding 2 additional maintenance workers at a cost of about \$86,000. He noted with this additional personnel, he believed we could complete these projects for around \$300,000. He highlighted we received a report last week that when compared to every other school in the Commonwealth, Washington Lee's SOL performance last year was in the 86th percentile. He added only 8 schools who performed better than us had a higher poverty rate than Washington Lee. He noted Stonewall Jackson was in the top 1/3 of all schools in the Commonwealth. He highlighted almost all of our schools had very significant increases in their overall percentile ranking. Dr. Perrigan highlighted as far as he knows, our employees are the first in our area, maybe the state to participate in Hepatitis A vaccinations. He added we are very grateful for this partnership with the Health Department. He noted he had met with UVA Wise last week to discuss a scholarship program to encourage Bearcats who are interested in teaching, and who are part of underrepresented teacher groups, to go into the Teacher Prep program. He noted UVA Wise has offered to match, up to \$5000 per student, any scholarship amount we are able to offer as a Board or through the Education Foundation. He added we are still working out the details and he is excited that we have started this process.

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Mr. Fletcher thanked Dr. Perrigan for his report.

Mr. Fletcher addressed Item 3(A) Joint Session Meeting- Discussion of School Facility Needs. After much discussion it was the general consensus of both Boards to approve two additional maintenance positions. The Boards agreed to come back together in a couple of weeks for further discussion.

Mr. Fletcher asked for a motion to approve the Consent Agenda. Mr. Randy Alvis so moved. Mr. Tyrone Foster seconded the motion, and the motion carried unanimously.

The Consent Agenda consisted of the following:

- A. Approval of Payment of Bills
- B. Approval of Minutes – August 5, 2019
- C. Approval of Support Staff Pay Range 2019-2020
- D. Approval of Regulation GCBA-R and Experience Verification Form
- E. Approval of VSBA Policy Updates

Mr. Fletcher addressed Item 5(A) Approval of 2019-2020 School Board Budget Revision #2.

Ms. Tammy Jones requested an amendment to include the following:

General Fund Budget- increase expense: salary \$60,200 – line 294

Benefits \$25,800 – line 298

Increase Revenue: Transfer from Capital Project

Local Capital Budget add line item to transfer to General Funds \$86,000

Reduce line item 1064 - \$86,000 Capital Expense

Net Increase of \$64,987.10

Mr. Ronald Cameron so moved with the amendments requested. Mr. Tyrone Foster seconded the motion, and the motion carried unanimously

Mr. Fletcher addressed Item 4(B) Approval of Contract for New Security and Toilet Accessibility Improvements at Highland View, Stonewall Jackson, and Washington Lee Elementary. Dr. Perrigan made a recommendation that all bids be rejected. Mr. Foster so moved. Mr. Randy White seconded the motion, and the motion carried unanimously

Ms. Casey Almaroad and Rev. Jackie Nophlin addressed the Board during the Public Comment portion of the meeting.

Pursuant to Section 2.2-3711(A) of the Code of Virginia, Mr. Fletcher moved that the Board convene a Closed Meeting for the purpose of discussing the following specific matters:

- A. Discussion of Certain Personnel, Recommendation for Employment, Resignations.

Mr. Alvis seconded the motion, and the motion carried unanimously.

The Board went into Closed Session at 8:41 p.m.

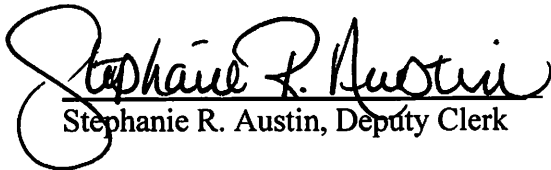
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Back in Public Session at 9:35 p.m., Mr. Cameron moved Certification of Closed Meeting as such: the Bristol Virginia School Board certifies that, to the best of each member's knowledge, only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting and only such public matters as were identified in the motion convening the closed meeting were considered. Mr. White seconded the motion, and the motion carried unanimously.

Mr. Alvis moved Approval of Attachment A as presented. Mr. Foster seconded the motion, and the motion carried unanimously.

No items were discussed during the Old and New Business portion of the meeting.

Mr. Fletcher adjourned the meeting at 9:43 p.m.


Stephanie R. Austin, Deputy Clerk



Steve Fletcher, Chairman

**Attachment A
Personnel Agenda
September 9, 2019**

Hires:

| Name | Position | Location | Contract | Notes |
|------------------|--------------------------------|----------|----------|------------|
| Dr. Crystal Hurd | Forensics | VHS | Annual | \$1,656.00 |
| Mark Daniels | Assistant High School Football | VHS | Annual | \$3,388.00 |
| Tom Heath | Film Festival | VHS | Annual | \$1,427.00 |
| Steve McMillian | Substitute | All | Annual | \$12.20 |
| Joshua Helvey | Substitute | All | Annual | \$12.20 |
| Allison Johnson | Substitute | All | Annual | \$12.20 |
| Nancy Ferris | Substitute | All | Annual | \$12.20 |
| Kayla Fields | Substitute | All | Annual | \$10.50 |
| Sally Ford | Substitute | All | Annual | \$12.20 |
| Rebecca Meade | Substitute | All | Annual | \$12.20 |
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Resignations:

| Name | Position | Location | Contract | Notes |
|----------------|-------------------------------|----------|----------|-------------|
| Danielle Riffe | Assistant Girls' Soccer Coach | VHS | Annual | \$ 2,202.00 |
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Transfers:

| Name | Position | Location | Contract | Notes |
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Terminations:

| Name | Position | Location | Contract | Notes |
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**A Joint Resolution Between
the Bristol Tennessee and the Bristol Virginia Boards of Education
Adverse Childhood Experiences Awareness Month**

Whereas, Adverse Childhood Experiences (ACEs) are traumatic or stressful experiences including abuse, neglect, family dysfunction, and community violence which can disrupt the safe, stable, nurturing environments children need to thrive; and,

Whereas, ACEs can cause toxic stress, which can affect brain development and lead to a lifetime of physical, mental, economic, educational, and social challenges and have been linked to health problems such as obesity, addiction, heart disease, and hypertension; and,

Whereas, the Bristol Tennessee and Bristol Virginia Boards of Education recognize that a strong community depends on supporting the development of strong brain architecture and supporting the health and well-being of our students to create a foundation for lifelong health and responsible citizenship; and,

Whereas, adopting innovative, collaborative, trauma-informed approaches in workplaces, schools, communities, and governments can prevent or mitigate mental, emotional, physical, and/or social issues among those impacted by toxic stress; and,

Whereas, the economic burden of ACEs in Tennessee and Virginia is seen in direct medical costs and lost employee productivity, and Bristol's continued prosperity relies on our current action to prevent these adverse experiences whenever possible and to mitigate their impact when they cannot be prevented; and,

Whereas, trauma-informed care is not a therapy or intervention, but a principle-driven, culture- change process aimed at shifting a community's mental model to be more empathetic and resiliency-focused; and,

Whereas, Bristol Tennessee and Bristol Virginia Boards of Education members, along with numerous other professionals in the Bristol, Tennessee, and Bristol, Virginia, communities have received Trauma-Informed Care training; and,

Whereas in 2019, through Bristol's Promise, Bristol, Tennessee/Virginia, launched a Trauma-Informed Care Community as best practice following recommendations by the Substance Abuse Mental Health Services Administration (SAMHSA).

Now, therefore, be it resolved on this 9th day of October 2019, in partnership with Bristol Tennessee City Council, Bristol Virginia City Council, and Bristol Virginia School Board, the Bristol Tennessee Board of Education recognizes October 2019 as **Adverse Childhood Experiences Awareness Month** to raise awareness and encourage residents to become informed about the impacts of ACEs and trauma-informed approaches that promote prevention, healing, and resiliency in children, adults, and communities to build a stronger, healthier Bristol.

Steve Fletcher
School Board Chair

Tammy Jones
School Board Clerk



PRINCIPAL APPRECIATION MONTH

WHEREAS, school principals work cooperatively to direct, develop, and inspire all members of the school staff and student body, and to communicate effectively with parents to engage them in the learning process; and

WHEREAS, principals serve as educational leaders, responsible for managing the policies, regulations, and procedures necessary to ensure a safe and effective learning environment for all students in Virginia's public and private schools; and

WHEREAS, principals and teachers are entrusted with the opportunity and the responsibility of guiding, directing, nurturing, mentoring, and imparting knowledge to our children while they are at school; and

WHEREAS, principals must work collaboratively with teachers, staff, students, parents, and the community-at-large to proactively prepare students to be self-reliant and productive citizens; and

WHEREAS, National School Principals Appreciation Month is an opportunity to recognize the hard work of school principals and to recognize the importance of principals in ensuring that every child has access to a quality education;

Now, therefore, be it resolved on this 07th day of October 2019, the Bristol Virginia School Board, recognizes October 2019 as **Principal Appreciation Month**.

A handwritten signature in blue ink, appearing to read "Steve Fletcher", written over a horizontal line.

Steve Fletcher
School Board Chair

A handwritten signature in blue ink, appearing to read "Tammy M. Jones", written over a horizontal line.

Tammy Jones
School Board Clerk