

BRISTOL VIRGINIA SCHOOL BOARD
REGULAR SESSION
March 4, 2019

The Bristol Virginia School Board met in Regular Session on Monday, February 4, 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:

Mr. Steve Fletcher, Vice Chair
Mr. Tyrone Foster

Mr. Ronald Cameron
Mr. Randy White

Also present were:

Dr. Keith Perrigan, Superintendent
Mrs. Tammy Jones, Clerk

Mr. Gary Ritchie, Assistant Superintendent
Mrs. Stephanie Austin, Deputy Clerk

Absent:

Mr. Randy Alvis, Chair

Among those in the audience for the Regular Session were:

Ms. Chantel Regin
Ms. Tracey Mercier
Ms. Melissa Warren
Ms. Barbara Gammon
Mr. Robert Kayton
Ms. Adriana Cox
Mr. Will Scheuer
Ms. Elisabeth Iskra

Ms. Christy Haworth
Ms. Sara Kate Tallman
Ms. Casey Almaroad
Ms. Tina Brunswick
Mr. Noah Ashbrook
Mr. Brad Hutchinson
Ms. Tracey Dingus

Others were present, but failed to sign in.

Mr. Steve Fletcher, Vice Chair, called the meeting to order at approximately 6:01 p.m.

Mr. Fletcher asked for a motion to approve the Agenda. Mr. Ronald Cameron made a motion to approve the agenda. Mr. Tyrone Foster seconded the motion, and the motion carried unanimously.

Mr. Fletcher addressed Item 2(A) School Presentation – Highland View Elementary. Ms. Pam Davis expressed her gratitude to Board Members for allowing her to display a few of the wonderful things happening at Highland View. Ms. Davis introduced Ms. Tallman and students, which performed three songs, followed by a performance from WagiLabs.

Mr. Fletcher thanked Ms. Davis and the students of Highland View for a great performance.

Mr. Fletcher addressed Item 2(B) Recognition of Bearcat Elite. Dr. Keith Perrigan, Superintendent and School Board Members recognized both boys and girls Swim Teams and Camp Compassion Leadership Team. Each individual was presented with a Bearcat Elite Certificate.

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Mr. Fletcher addressed Item 2(C) Bearcat Thrive – Dr. Perrigan noted we had changed our vision statement to reflect; we want all students to thrive and be successful. He noted there was an emphasis on ALL. He noted often times there are obstacles in life and it is not as was easy for the students to thrive. He added often times you have a teacher to pour himself or herself into a student to ensure ALL thrive. He noted the student we are recognizing had faced challenges and obstacles along the way. As a freshman Leah Jackson had five classes and failed three, missing 47 days of school. Sophomore year she had four classes and failed four classes, missing 62 days. Junior year she had four classes and failed four classes, missing 63 days. He noted going into her senior year, she was not prepared to graduate with her class. He added that with the assistance of numerous teachers and Ms. Adriana Cox and Ms. Lisa Adkins, she is ready to graduate in May with a 3.0 GPA. Leah was presented with a Bearcat Thrive certificate.

Mr. Alvis addressed Item 2(D) School Board Student Representative Report. Mary, Hely, Abby, and Peyton highlighted the end of winter sports. They added the girls' basketball team clinched the Southwest District Championship for the 4th straight year. The boys' basketball team advanced to the district tournament but fell a little short. The girls swim team finished 10th in the state. The boys swim team finished 5th in the state. Two of the boys wrestling members made it to the state tournament. They added spring sports have officially begun. They noted other activities at Virginia High are currently, the Queen of Hearts formal was a huge success for our candidates who raised over \$400.00. Their campaigns are officially ending next week. Virginia High hosted the Musical Mosaic, this past week, which consists of the Virginia Middle and Virginia High Schools choir and band members. Virginia High also hosted a very successful career fair in the new gym and the student really enjoyed meeting with individuals from different workforces. They noted this month is School Board Appreciation Month and they thanked all of our School Board Members who truly go above and beyond for the welfare of the students and staff in the Bristol Virginia Public School System.

Mr. Fletcher thanked Hely, Mary, Abigail and Peyton for their report.

Mr. Alvis addressed Item 2 (E) President's Corner. Mr. Tyrone Foster highlighted the Southwest Hot Topic Conference would be held in Wytheville on March 13. On March 15, there will be a Board of Directors meeting in Charlottesville. He noted March also kicks off our Spring Forums. He noted he would be attending the Hot Topic in Bedford City for the Southern Region Spring Forum on March 18. VSBA Annual Conference will be held in Philadelphia, March 28- April 1. He added the Policy and Resolution Committee would also be meeting to finalize all of our plans to be presented the next day at in front of the Delegate Committee Meeting. Mr. Foster added he would be serving as the Delegate from the state of Virginia from the Southern Region.

Mr. Fletcher thanked Mr. Foster for his report.

Dr. Perrigan presented the Superintendent's Report, which included the following. It is an exciting time of year for public schools. We are starting to see some of the fruits of our labors and have opportunities to celebrate those successes. The Musical Mosaic last week is just one example, as were the wonderful students we recognized earlier.

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It is also exciting because planning for 2019-20 has started. From budget to hiring to new programs, we will have lots of extraordinary projects to keep us busy next year.

The State Budget was approved a little over a week ago. Thank you for advocating for an increase in the At-Risk Add On. As always, Delegate O’Quinn was a champion for SWVA’s students.

We continue to track attendance very diligently. After finding a technical glitch at VHS, we are on track at all 6 schools to meet accreditation standards in this category. The elementary schools have had 900 fewer absences this year as compared to the 1st 122 days of last year. The goal is 2,500 fewer with 3 months to go...

You may remember that about this time last year, the BHC ran a story about student discipline in relation to Sunshine Week. I am proud to announce that comparing the same time frame this year with the timeframe that was used for the story we have seen significant improvement:

School	Suspensions	11%		18.00%			
		AA %	% Non	SPED %	% Non		
1	5	3	60.00%	40.00%	2	40.00%	40.00%
2	3	0	0.00%	100.00%	1	33.33%	100.00%
3	4	1	25.00%	75.00%	1	25.00%	75.00%
4	4	1	25.00%	75.00%	3	75.00%	75.00%
5	27	1	3.70%	96.30%	6	22.22%	96.30%
6	32	6	18.75%	81.25%	8	25.00%	81.25%
Total	75	12	16.00%	84.00%	21	28.00%	84.00%
			11.00%			18.00%	

Thru Feb

2017-18 119 24 20.17% 79.83% 38 31.93% 79.83%

Reduction 44 12 4.17% 17 3.93%
63.03%

We have reached an agreement with HCS about the Interchange Program. Our costs will be reduced and we are working on mechanisms to ensure our slots are filled.

With the reduction in costs, we plan to implement some new trauma informed strategies. First of all, we are working with Mr. Collins and Mr. Matlock to recreate and redefine our secondary alternative school. We want to ensure that these students have as many wrap around services as

possible while supporting Mr. Slone and Mrs. Campbell more on the instructional side. Look for some new partnerships in APA as well.

As you know, we don't have an elementary alternative program. We plan to use part of the Interchange savings to start one. The idea can be summarized with the proposed name for the program – Bearcat PAUSE. This program will provide opportunities for elementary principals to temporarily place students in a setting where they can focus on mental health and behavioral strategies, with outside providers, while continuing their education. The program will provide a scripted transition back to the regular setting to ensure the student and the environment they return is able to thrive. Again, another example of providing trauma informed environments.

Throughout the process of planning these changes to our alternative options, we have developed a relationship with Southwest Community Health Systems. They operate several medical clinics in Southwest Virginia. We are currently hammering out an MOU that would bring them into one of our schools next year to provide medical services to our students and possibly our staff. This could potentially lead to psychiatric services as well. Obviously, this will have many benefits to our families, not to mention the opportunity for students to visit a medical doctor without leaving school or parents taking time off work.

Finally, we are in the process of researching what it would look like for us to have a therapy dog for the division. The presence of therapy dogs is growing across the nation and we would be among the first in our greater area to offer this service to our most vulnerable children.

Mr. Alvis thanked Dr. Perrigan for a great report.

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

The Consent Agenda consisted of the following:

- A. Approval of Minutes – Regular Session, February 4, 2019
- B. Approval of Payment of Bills

Mr. Fletcher addressed Item 4(A) Discussion of 2019-2020 Teacher Salary Scale. Dr. Perrigan presented a slide show that was presented last month and has a series of options for the raise that will be provided by the state. He noted the recommendation he had made which had no raise for step 25 however it had a \$2500.00 bonus, which does not include VRS, however is a significant amount of money. He noted that in the process of talking to different folks, he realized that not all folks want to spend their Monday nights at School Board meetings, so he decided to take the meeting to them. He added he went to four different schools and held meetings. He added he received good feedback and was asked good questions. He noted currently will have 198 SOQ funded instructional positions and have 398 positions in the division. He noted that the 5% raise the Governor gave covers the state's share of the 198 positions not all 398. He added the 5% raise sounds really good, but we are tasked with finding a way to give everyone a raise or gets some

compensation as a result of it. He noted he had made the recommendation for Option D. He the reason being, we are really behind on the bottom of the scale and ahead on the top of the scale. He added at the meetings held at the schools, he received some great recommendations of which have all been looked into or currently in the process of looking into. He noted one of the questions received at Virginia High was, have you ran this by an expert? He added he does not attest to be an expert on these issues in which he makes recommendations. He noted the salaries had been sent to the Virginia Education Association for their professional opinion and we have received feedback from them, in which will be reviewed. He added several other suggestions were made and all are being looked into. He noted there was always money budgeted for an increase in health insurance, however since the last meeting, they received word there would be no increase in health insurance. He noted his belief was to be creative and put our money into our people.

Mr. Fletcher addressed Item 4 (B) Discussion of Recommendations from the Calendar Committee. Mr. Gary Ritchie presented the three recommendations from the committee.

- Do not cancel school on May 5.
- Cancel school on May 5 and return from Spring Break a day early on Monday, April 13.
- Cancel school on May 5 and extend the first semester to December 19.

Mr. Ritchie indicated the Committee was charged with the task of taking back the information and sharing it at their respective schools. The overwhelming response was to not cancel school on May 5. Respondents shared concerns about cancelling in the middle of SOL testing.

Mr. Fletcher addressed Item 5(A) Approval of VSBA Code of Conduct for School Board Members Mr. Randy White moved approval. Mr. Mr. Tyrone Foster seconded the motion, and the motion carried unanimously.

Mr. Fletcher addressed Item 5(B) Approval of 2018-2019 School Board Budget Revision #8. Mr. Tyrone Foster moved approval. Mr. Randy White seconded the motion, and the motion carried unanimously.

Mr. Fletcher addressed Item 5 (C) Approval of 2019-2020 School Board Budget. Mr. Ronald Cameron moved approval. Mr. Tyrone Foster seconded the motion, and the motion carried unanimously.

Mr. Robert Kell, Virginia Organizing, addressed the board during Public Comment. Mr. Kell thanked the Board for doing their due diligence of passing the budget. He added we can now go to City Council, advocate, and represent for everything you are fighting for. He noted he wanted to remind the Board and he also felt Mr. Cameron said it perfectly that it was a decision that this Board made to neglect three elementary schools because of the two elementary school plan. He noted as long as we continue to have a two-elementary school plan, we would continue to neglect those schools. He added there were monies available to the school system, for example the School Safety Grant of \$100,000.00, to improve those three schools. He added however, we are not eligible for that grant due to having a two-school plan and the plan to close the schools. He noted this grant requires you to keep the school open for five years. He added another example would be the fact that Van Pelt Elementary Principal, was sent advice to apply for an ADA Accessibility Grant and the other schools were not because of the two-elementary school plan. He added that if

we remove that barrier, we open ourselves up to other funding mechanisms that may be available to administrators and teachers who are willing to save our schools. He noted that he would remind the Board the evening of the vote for a two school plan that there were no parents there to support the proposal, but only there who were supporting keeping the schools open and he feels the community wants to see those school stay open and he encourages the Board to move beyond the two school plan so we make ourselves available for more money. He noted he looked forward to going to City Council to fight for the budget. He encouraged the Board to prioritize the three elementary schools that were going to close. He noted it was interesting to see Van Pelt have \$4.1 needs and the school that you previously called functionally obsolete has \$1.3 price tag to make it accessible, functional, and safe.

Pursuant to Section 2.2-3711(A)(1) of the Code of Virginia; Mr. Foster moved that the Board convene a Closed Meeting for the purpose of discussing the following specific matters as authorized by Section 2.2-3711(A)(1) per the Code of Virginia, Specifically,

A. Approval of Superintendent's Contract

Mr. Ronald Cameron seconded the motion, and the motion carried unanimously.

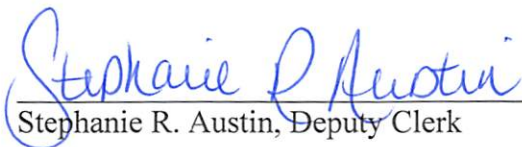
The Board went into Closed Session at 9:00 p.m.

Back in Public Session at 9:35 p.m., Mr. Foster 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. Ronald Cameron seconded the motion, and the motion carried unanimously.

Mr. Ronald Cameron moved approval of Superintendent's Contract as recommended. Mr. Tyrone 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 9:41 p.m.


Stephanie R. Austin, Deputy Clerk


Randy Alvis, Chairman

**Attachment A
Personnel Agenda
February 4, 2019**

Hires:

Name	Position	Location	Contract	Notes
Layla Smith	Substitute	All	N/A	\$10.50
Daphne Murray	English Teacher (Remainder of year)	VMS	Temporary; P/T	\$15,850.00

Resignations:

Name	Position	Location	Contract	Notes
Michele Goble	English Teacher	VMS	Annual	\$ 44,647.00

Transfers:

Name	Position	Location	Contract	Notes

Terminations:

Name	Position	Location	Contract	Notes