

PRINCE GEORGE COUNTY SCHOOL BOARD
PRINCE GEORGE, VIRGINIA
November 30, 2017

A special meeting of the Prince George School Board was called to order on Thursday, November 30, 2017 at the School Board Office at 5:00 P.M.

Members present:

Mr. Reeve E. Ashcraft, Board Member
Mr. Robert E. Cox, Jr., Board Member
Mr. Kevin S. Foster, Chairman
Mr. Roger E. Franklin, Jr., Board Member
Mr. Lewis E. Stevenson, Vice Chairman
Mrs. Renee P. Williams, Superintendent
Dr. Lisa Pennycuff, Assistant Superintendent
Dr. Patrick Bingham, Assistant Superintendent
Mrs. Rebecca Kirk, Clerk

I. CALL TO ORDER

Mr. Foster, Chairman, called the Special Meeting to order at 5:06 P.M.

II. ROLL CALL

Roll call indicated all School Board Members present:

Present: Ashcraft, Cox, Foster, Franklin, Stevenson

Mr. Foster welcomed all and appreciated the folks in attendance this evening stating that the budget season is here and the Board had a lot of work to do, beginning with deciphering the salary study to incorporate into the upcoming budget.

III. PLEDGE OF ALLEGIANCE

Mr. Foster led the audience in the Pledge of Allegiance.

IV. APPROVAL OF AGENDA

Mr. Cox asked that two items be included on the agenda as Action Items: Transportation Referral Compensation and Teacher Compensation. Mr. Foster asked

that a Discussion item be added to include North Elementary Sewer Charges Update. Mr. Cox made a motion to approve the agenda as amended. Mr. Stevenson seconded the motion.

VOTE: Ayes: Unanimous

V. DISCUSSION ITEMS

A. Salary Study

Ms. Becky Hicks, Finance Director, stated that the document given to the Board members was a working document on the Salary Study. This is a follow up from the November 1, 2017 meeting when Dr. Recio provided a recommendation overview of the Evergreen Solutions Salary Study.

Instructional Salaries by recommendation – currently 40 steps at base salaries without stipends. Evergreen is recommending to compress to 30 steps. There is a real cost to implementing compressing of the steps and increasing salaries based on market value: 100% = \$3.3 million; 50% = \$1.6 million; 33% = \$1.1 million; 25% = \$830 thousand. There were several instances in the data provided by Evergreen that the Board needed additional explanation. There was a 2-25% difference increase in the data for teachers at different steps. The Board wondered how Evergreen calculated these percentages. They also questioned the compared data from districts that we lose teachers to (i.e. Henrico, Hanover, Chesterfield, Colonial Heights, etc.) and districts we obtain teachers from (i.e. Petersburg, Hopewell, Dinwiddie, etc.). Also in this calculation for consideration would be comparing county tax base and the range of employees driving distances from other localities to compensate fairly. The district is working to be very competitive and the Board feels these variables need to be considered. The Board also asked that the current 40 steps be decompressed to 35 to see the difference in comparability. Also, what would the district look like to be number 2 or number 3 when compared to the divisions that we lose teachers to (i.e. Chesterfield, Colonial Heights, etc.)?

Non-Instructional Salaries by recommendation – Evergreen's study provided scales in which salaries decreased overtime.

The district is requesting Evergreen to provide a summary sheet for all positions to include benefits. We need the total impact in order to incorporate into the upcoming budget as soon as possible. The Board will hold its Reorganization meeting on January 4, 2018 and at that time, the salary study shall be placed on the agenda for discussion.

It was suggested by the School Board that in the future, consultants must be placed on a retainer to hold back a percentage until after all work is completed and the school district is satisfied with the consulting work. In the private sector, 1/3 of payment is initiated at the start of a project, 1/3 of payment is provided when the project is halfway

completed, and the last 1/3 payment is provided when the work is completed with a satisfactory outcome.

B. North Elementary Sewer Charges Update [added to agenda]

Mr. Foster stated the Board of Supervisors tabled a discussion item on the refund for the North Elementary School excessive sewer billing until its December 12, 2017 meeting. The sewer bill is over \$68,000. However, the county is proposing to credit \$23,490 to our bill and give \$11,000 in cash to the school division to split difference in the excessive bill. This amount cannot be applied to the school district's current debt. It was stated there are no restrictions on the \$11,000 that the county may potentially return to the school board but Ms. Hicks will confirm with Mrs. Betsy Drewry, County Financial Director. More comments were made about the loan that the school board is supposed to pay back to the county. The School Board wants a detailed ledger sheet showing the amounts being paid back to the county, including interest fees associated with this. Ms. Hicks is to work with Mrs. Drewry to obtain this report.

VI. ACTION ITEMS [added to the agenda]

A. Transportation Referral Compensation

Mr. Cox reported he had confirmed with Mr. Thweatt/Transportation Coordinator, that the district is still 9 drivers short (or 18 runs not filled each day). He recommended that a \$1,000 signing bonus be initiated to the first 15 new people who sign on by January 15, 2018 and who successfully complete training and remain with the district through the end of school, June 2018. Additionally, he recommended that any school district employee that recruits a driver also be compensated with a \$500 recruiting bonus with the same criteria.

After further discussion, Mr. Cox made a motion to initiate a \$1,000 signing bonus to the first 15 new people who sign on as a driver by January 15, 2018 and who successfully complete training and remain with the school district as a driver through June 30, 2018 and initiate a \$500 bonus to any school district employee who recruits a driver no later than January 15, 2018 who successfully completes training and drives through June 30, 2018. Bonuses will be payable at the end of June 2018. Mr. Ashcraft seconded the motion.

VOTE: Unanimous

A message about the new transportation referral program will be distributed by Dr. Patrick Bingham to all faculty members on Friday, December 1, 2017.

Mr. Foster asked for an update on the RFP contract services for transportation. Staff has been in touch with Mr. Gallaway and staff is developing a checklist for options to

describe working details in a RFP (i.e. options for drivers, bonuses, benefits, fleet, facility, etc.).

B. Teacher Compensation [added to agenda]

If the Transportation Referral Compensation program does not work or until the bus shortage situation is alleviated, Mr. Cox suggested establishing an hourly rate or flat \$25/hour rate to compensate teachers who have to remain at the school until late buses return back to school to pick up students. After discussion, it was the consensus to poll principals to determine equitable solutions to have 2-3 teachers or paraprofessionals to rotate for classroom management of students waiting at each school for late buses. This item will returned to the Board for further review.

VII. ADJOURNMENT [renumbered]

Mr. Cox made a motion to adjourn the meeting at 7:10 p.m. Mr. Franklin seconded the motion.

VOTE: Ayes: Unanimous

The meeting adjourned at 7:10 p.m.

IN WITNESS WHEREOF, we set our signatures this 11th day of December, 2017.

Approved:

/s/ Kevin S. Foster – Chairman

Attest:

/s/ Rebecca B. Kirk - Clerk of the Board