

Dickenson County School Board – Summary Minutes

June 13, 2018

I. ROLL CALL AND MEETING CALLED TO ORDER (Location: School Board Office at 9:30 a.m.)

- a. The meeting was called to order by Chairman, Susan Mullins followed by the Pledge of Allegiance and a Moment of Silence.
- b. **Members in Attendance:** Susan Mullins, Chairman; Rick Mullins, Vice-Chairman; Rocky Barton; Dr. Lurton Lyle; Shanghai Nickles; Haydee Robinson, Superintendent; Reba McCowan, Clerk and Scott Mullins, Board Attorney
- c. **Approval of Agenda**
Following a motion by Dr. Lurton Lyle and second by Rick Mullins the agenda was approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

II. SUPERINTENDENT ROBINSON

a. Discussion of the FY 2018-2019 School Operating Budget

Larry Barton provided the following information to the Board and requested guidance in preparing the FY 2019 Operating Budget:

Attachment #1: Information for FY 2019 Budget

Following a motion by Susan Mullins and second by Shanghai Nickles the Board directed the Superintendent and the Business Supervisor to move forward to develop a plan which would allow, if the Board chose, to exclude spousal coverage to those spouses who have access to other coverage.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

III. CLOSED SESSION, PURSUANT TO Section 2.2-3711, Paragraph A of the Code of Virginia, there will be a closed meeting for the purpose of discussing: 1. Employment issues relating to resignation, retirement, employment recommendations and to consult with legal counsel pursuant to Virginia Code Section 2.2-3711 (A) (1) and (7).

Following a motion by Susan Mullins and second by Dr. Lurton Lyle the Board convened in closed session.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Rocky Barton and second by Shanghai Nickles; the Board returned to open session.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
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June 13, 2018

No: 0
Abstain: 0
Not Cast: 0

Pursuant to Section 2.2-3712(a) of the Code of Virginia, I certify and second by Dr. Lurton Lyle; 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 and identified in the motion convening the closed meeting.

Certification of Closed Session

Aye: 5 Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No: 0

b. Investment of Funds

Following a motion by Susan Mullins and second by Dr. Lurton Lyle; I move that the Board proceed with the investment approach suggested by Davenport at the June 5, 2018 meeting and that we authorize the Division Superintendent to sign all documents that may be required; but only after determining that the Corps of Engineers is in agreement with the final accounting of the Ridgeview Project.

Vote Results

Aye: 5 Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No: 0
Abstain: 0
Not Cast: 0

IV. BOARD ACTION

Following a motion by Susan Mullins and second by Shanghai Nickles; resignation of Margaret Rasnick, Custodian at Ridgeview Middle was approved.

Vote Results

Aye: 5 Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No: 0
Abstain: 0
Not Cast: 0

Following a motion by Susan Mullins and second by Shanghai Nickles; retirement of Dean Compton, Head Custodian at Ervinton Elementary was approved.

Vote Results

Aye: 5 Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No: 0
Abstain: 0
Not Cast: 0

Following a motion by Susan Mullins and second by Rocky Barton; employment recommendations were approved: Employment: Wade Rose, Teacher – RMS, Michelle Salyers, Teacher – RMS and Jennifer Smith, Teacher - RMS.

Vote Results

Aye: 5 Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No: 0
Abstain: 0
Not Cast: 0

June 13, 2018

Following a motion by Susan Mullins and second by Dr. Lurton Lyle; Ervinton Elementary Principal recommendation was approved: Karen Martin.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Susan Mullins and second by Dr. Lurton Lyle; I move that the Board authorize the Division Superintendent to sign a non-disclosure/confidentiality agreement after review and approval of that agreement by the School Board Attorney.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

V. ADJOURNMENT: 1:15 p.m.

Following a motion by Susan Mullins and a second by Shanghai Nickles the meeting was adjourned. All votes aye.

Susan Mullins

Chairman, Susan Mullins

Approved: July 27, 2018

Reba McCowan

Reba McCowan, Clerk

June 11, 2018 FY-19 Updated Budget Draft Highlights:

Current Budget Draft Includes the Following:

NO Salary Increase for Employees
NO Health Insurance Coverage provided to Non-Benefited Bus Drivers
NO Addition of Art and Music programs at Elementary Schools
Includes VRS Premiums on all Current Bus Drivers for FY-19
NO Allowance for back pay on VRS Premiums for Bus Drivers for 7/1/12 - present
10% Anticipated Increase in Health Insurance Premiums
Absorbing 1 Elementary Teaching position due to retirement
Absorbing 1 High School Teaching position due to retirement
Replacing 3 Teaching and 1 Support Positions due to Retirements / Resignations
Hire for Middle School Science vacancy
Hire for Vacancy of 3 Full-Time Bus Drivers
Does not include CES Preschool Sp Ed Teacher Positions / Program
Purchase of 2 New Buses & 2 Used Buses
Includes CEP for Elementary Schools and for RMS
Carryover Textbook Funds Have Not Been Included Yet (Approx \$395,000)

Potential Budget Costs / Savings:

How are we going to fill Speech Therapist position?	-\$72,703
Sp Ed Preschool Program at CES?	+\$85,000
Add Additional Teacher at RHS (Save on Extra Block Pay)	+\$45,000
Move Assistant Principals to 10.5 & 11 month Contract	+\$20,458
Provide Single Only Coverage to Bus Drivers	+\$73,356
Provide Family Coverage to Bus Drivers	+\$203,520
Provide 1.5% Increase to Employees:	+\$215,325
Change insurance Policy for Spouse Coverage:	-\$107,000

**Dickenson County Schools
Medical & Rx, Dental & Vision Cost Summary
September 1, 2018**

Carriers	Current	USI Estimate	Option 1
Medical Administration	Anthem	Anthem	
Network	Anthem	Anthem	
Medical Stop Loss	Anthem	Anthem	
Pharmacy Benefits Management	Anthem/Express Scripts	Anthem/Express Scripts	Optum Rx Carve-Out
Total Enrollment	334	334	334
Total Annual Expected Cost			
Medical Administration (at Current Rates for Anthem) ¹		\$149,098	\$151,943
Annual USI Service Fee		\$40,000	\$40,000
Medical Stop Loss Premiums (at Projected Rates for All) ²		\$680,639	\$680,639
Total Fixed Costs		\$869,736	\$872,582
Medical & Rx Claims at Expected (USI Projection):			
Projected Medical Claims		\$2,931,268	\$2,931,268
Projected Medical Blue Card Fees		\$112,624	N/A
Projected Rx Claims		\$1,819,353	\$1,819,353
Projected Rx Savings for Carve-Out			(\$600,000)
Projected Medical & Rx Claims		\$4,863,245	\$4,150,621
Projected Dental Costs (Claims + Admin)		\$243,173	\$234,286
	Premium Equivalents		
	Medical/Rx: \$5,096,016		
	Dental: \$233,760		
	Total: \$5,329,776		
Annual Total		\$5,976,154	\$5,257,489
\$ Change Compared to Current		\$646,378	(\$72,287)
% Change Compared to Current		12.1%	-1.4%

Notes

1. Medical Administration fees for Anthem are shown at the current rates effective 9/1/2017. Option 1 reflects administration fees effective 9/1/2018.
2. Medical Stop Loss Premiums have been estimated at a 10% increase for 9/1/2018 for comparison purposes. The stop loss quotes from Anthem and The Health Plan are pending.
3. Currently, Vision is fully insured through Anthem at \$2.28 PEPM. This cost is excluded from the above.

6/11/18

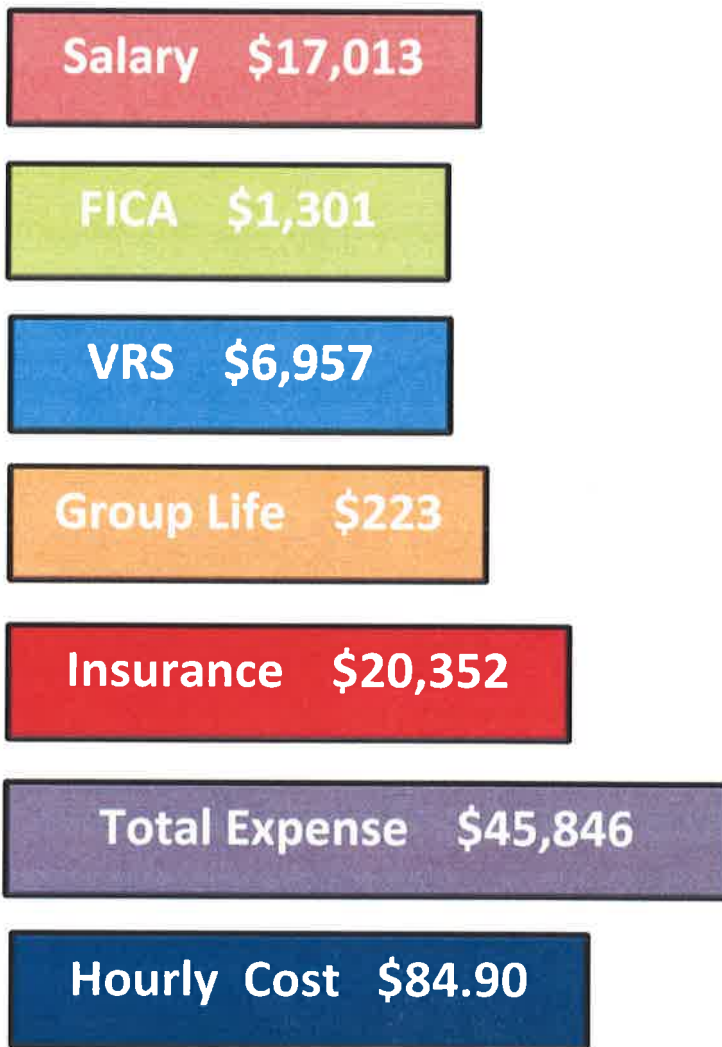
Potential Health Insurance Savings

Anthem Keycare 300	Total Cost	Employer Amount	Employee Amount	# of Employees	Monthly Premium	Annual Premium
Employee Only / Single	\$693	\$643	\$50			
Employee + 1	\$1,062	\$1,002	\$60			
Employee Children	\$1,500	\$1,410	\$90	32	\$45,120	\$541,440
Family Coverage	\$1,789	\$1,689	\$100	-32	-\$54,048	-\$648,576
Potential Savings:						-\$107,136

(We have 214 total family policies, assuming 15% would have a spouse that would have insurance available through their employer)

Bus Driver A

Driver Hired Prior to 7/1/12 with Family Insurance



Based on 180-day Contract, 3 Hours Per Day

Bus Driver B

Driver Hired After 7/1/12 without Insurance

Salary \$16,305

FICA \$1,247

VRS \$6,667

Group Life \$214

Total Expense \$24,433

Hourly Cost \$45.25

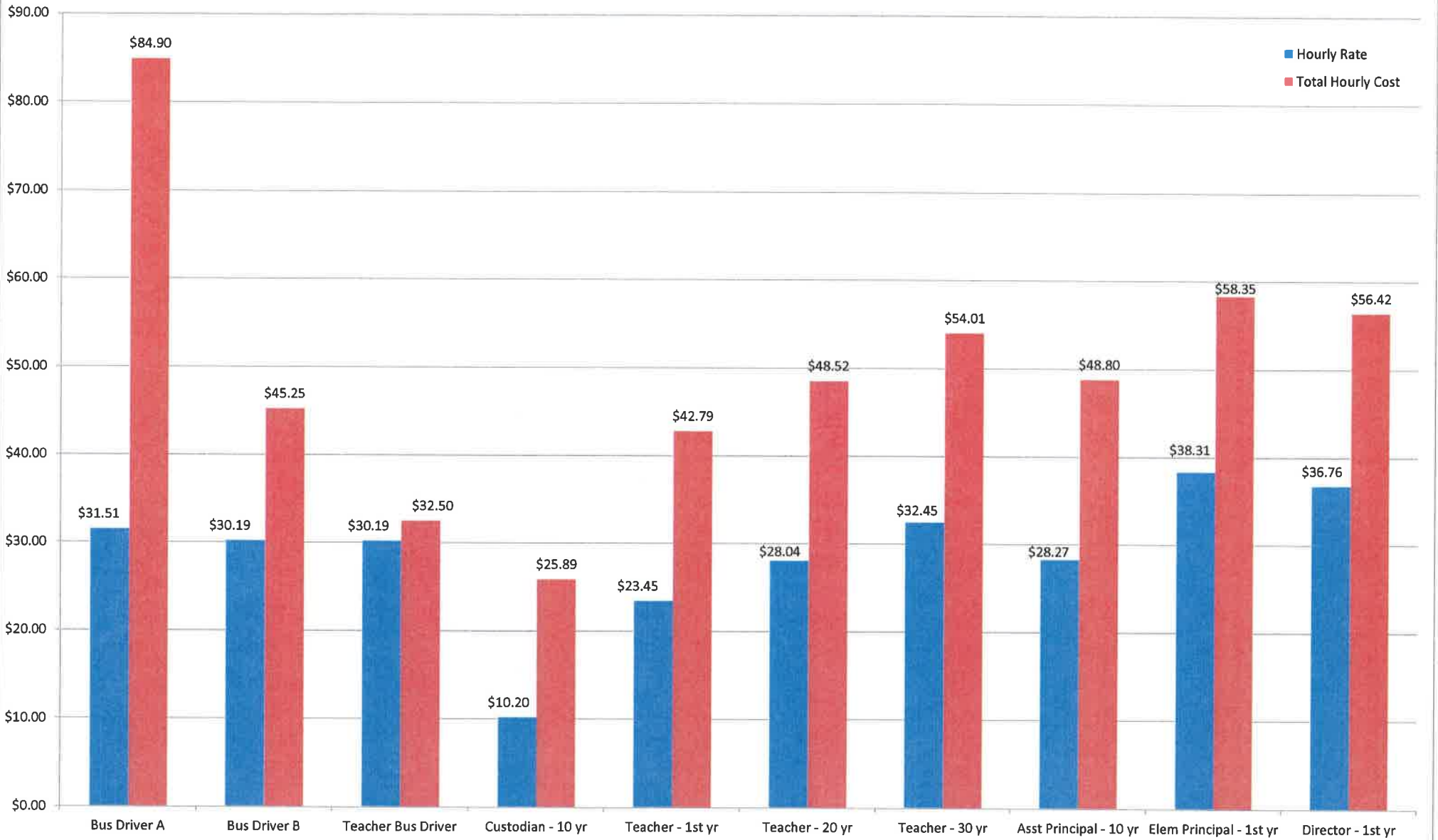
Based on 180-day Contract, 3 Hours Per Day

6/11/2018

Potential Costs for Bus Driver Benefits

Description	Monthly Cost	Annual Cost	# of Drivers	Total Estimated Cost
VRS (incl Group Life)	556	6,667	10	\$66,671
Employee Only Health Insurance	611	7,336	10	\$73,356
Family Coverage Health Insurance	1,696	20,352	10	\$203,520

Hourly Rate Comparison



Dickenson County Public Schools
Comparison of Bus Driver Pay with Other Positions

Position		FY-19	Hourly Rate	FICA	VRS (DCPS Pays)	Group Life	Insurance (DCPS Pays)	Total Expense	Total Hourly Cost	Contract / Hours Worked
Bus Driver A	Hired Before 7/1/12	\$17,013	\$31.51	\$1,301	\$6,957	\$223	\$20,352	\$45,846	\$84.90	180 days, 3 hours per day
Bus Driver B	Hired After 7/1/12	\$16,305	\$30.19	\$1,247	\$6,667	\$214	\$0	\$24,433	\$45.25	180 days, 3 hours per day
Teacher Bus Driver		\$16,305	\$30.19	\$1,247	\$0	\$0	\$0	\$17,552	\$32.50	180 days, 3 hours per day
Custodian	10 Year	\$19,588	\$10.20	\$1,498	\$8,010	\$257	\$20,352	\$49,705	\$25.89	240 days, 8 hours per day
Teacher	First Year	\$35,173	\$23.45	\$2,691	\$5,515	\$461	\$20,352	\$64,192	\$42.79	200 days, 7.5 hours per day
Teacher	20 Year	\$42,066	\$28.04	\$3,218	\$6,596	\$551	\$20,352	\$72,783	\$48.52	200 days, 7.5 hours per day
Teacher	30 Year	\$48,671	\$32.45	\$3,723	\$7,632	\$638	\$20,352	\$81,016	\$54.01	200 days, 7.5 hours per day
Assistant Principal	10 Year	\$42,403	\$28.27	\$3,244	\$6,649	\$555	\$20,352	\$73,203	\$48.80	200 days, 7.5 hours per day
Elem Principal	First Year	\$73,556	\$38.31	\$5,627	\$11,534	\$964	\$20,352	\$112,032	\$58.35	240 days, 8 hours per day
Director	First Year	\$70,582	\$36.76	\$5,400	\$11,067	\$925	\$20,352	\$108,325	\$56.42	240 days, 8 hours per day

**Dickenson County Public Schools
Assistant Principal Salaries
2018-2019**

6/11/18

Frozen

Name	School	10 mo Scale	Base Salary	New Contract Term	Salary adjusted for 10.5 or 11	Experience Adder	Per Pupil Adder	HS / MS Supplement	Elem Supplement	18-19 Proposed
Assistant Principal 1		MS-15	40,502	11	44,552	0	1,135	2,202		\$47,889
Assistant Principal 2		MS-11	38,961	11	42,857	0	1,135	2,202		\$46,194
Assistant Principal 3		MS-19	42,980	11	47,278	0	956	2,202		\$50,436
Assistant Principal 4		ES-11	39,987	10.5	41,986	0	519		1,376	\$43,882
Assistant Principal 5		EDS-14	41,967	10.5	44,065	0	602		1,376	\$46,043

	Current	Increase	Proposed
Assistant Principal 1	43,944	\$3,945	\$47,889
Assistant Principal 2	42,403	\$3,791	\$46,194
Assistant Principal 3	46,106	\$4,330	\$50,436
Assistant Principal 4	41,817	\$2,065	\$43,882
Assistant Principal 5	43,916	\$2,127	\$46,043
Proposed Cost:		\$16,257	
FICA		\$1,244	
VRS		\$2,549	
Group Life		\$213	
RHIC		\$195	
Total Cost:		\$20,458	

* HS, MS & ES all same per pupil adder of \$1.95