



Classified Advisory Committee to the Superintendent

Meeting Summary Notes: November 7, 2016

Meeting Summary Notes are intended to serve as the superintendent's reflection on the discussions that occur during advisory committee meetings. They are not intended to be exhaustive. Instead, they are a general record for our on-going efforts to assess our needs, determine our goals, map out our strategies, and evaluate our policies, procedures and programs. Participants should contact the superintendent if they observe any critical oversight or misinterpretation in these notes.

Participants present: Ronnie Humphries (AHS), Devone Bess (AHS), Melissa Borduas (CMS), Pam Hirt (CES), Monty Bowman (MVES), Debbie Evans (MVES), Mike Isbell (Garage), Cathy Leitch (SBO), Fred Vaughan (SBO), Keven Rice (SBO), Lorie Bess (SBO), and Eugene Kotulka (Superintendent).

1. Follow up from previous meeting: The VRS health insurance credit plan provides \$4 credit per year of service for professional employees and \$1.50 per year (max of \$45 per month) for other groups. The categories are set by the state, not the individual school divisions, he noted. Mr. Kotulka stated he will request this be included in the budget next year. The total cost will be approximately \$11,200 a year and covers bus drivers, cafeteria workers, custodians, and maintenance employees and would be effective July 1, 2017. The employee is required to have at least 15 years of VRS service to qualify.
2. Follow up from previous meeting: A participant had asked if cafeteria subs could be paid twice a month because if they only work one day, they have to wait an entire month for a \$35 check. Mr. Rice replied they cannot because payroll is processed once per month and if the division started paying biweekly for one group of employees, it would have to offer it for all employees.
3. Follow up from previous meeting: A participant asked if all cafeterias use plastic dinnerware. Mr. Kotulka reported the 3 elementary schools should be using real silverware. Participants reported plastic trays are not sturdy enough.

Participants reported the following:

CES – Real trays, plastic silverware

MVES – All plastic for breakfast, all real for lunch

CMS – Student choice

AHS – All plastic (no dishwasher)

4. A participant asked if administration is still working on salary scales. Mr. Kotulka replied administrators are still working on them and have presented a few options to the Board for consideration.
5. Mr. Vaughan discussed the Organization Climate Survey and noted it would be given to all employees the following week. He noted it is the same survey that was used in the past and will again be analyzed by Dr. Wayne "Dempsey" Worner. His plan is to have the data back to the School Board in January. Mr. Kotulka encouraged everyone to take the survey seriously and be honest in their responses.

6. A participant reported that MVES is not as clean as it has been in the past. Mr. Isbell made note of the complaint and Mr. Kotulka encouraged the participant to discuss this with the principal.
7. A participant stated in the past the division paid for insurance for a retired employee if they had 30 years of service. Mr. Rice replied the division did offer an early retirement incentive several years ago for teachers in exchange for working 20 days as a substitute. The School Board offered to continue to pay its portion of the insurance for those employees but no employees accepted the offer. Mr. Kotulka stated he would check into it.

The meeting ended at 2:55 p.m.

NEXT MEETING: March 13 – 2:30 p.m. (A February 13 meeting may be called. You will receive notification.)

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