

## School Board Meeting Minutes

September 12, 2018

**MEMBERS PRESENT:** Leah Paladino, Chairperson; Harry Daniel, Vice-Chairperson; Rodney Kibler, Member; Sharon Mack, Member; Jason Collier, Member; Andrea Whitmarsh, Superintendent; Denell Clem; Clerk

**MEMBERS PRESENT BY TELEPHONE:** N/A

**MEMBERS ABSENT:** N/A

**BOARD OF SUPERVISORS:** N/A

The closed session was called to order at 6:30 pm in the Central Office conference room.

Mrs. Paladino made a motion to move into closed session; Mr. Daniel seconded, motion carried.

Mrs. Mack made a motion to reconvene into open session in the County Meeting Room at 7:05 p.m.; Mr. Collier seconded. All ayes, motion carried.

Board certified by roll call vote that only such matters identified in the motion were heard or discussed. Mrs. Paladino, Mr. Daniel, Dr. Kibler, Mrs. Mack, and Mr. Collier all certified.

Mr. Daniel made a motion to appoint Denell Clem, Clerk of the Board, effective immediately through the organizational meeting in January, and Rhonda Houchens, Deputy Clerk. Mrs. Mack seconded. All ayes, motion carried.

Mrs. Paladino stated there was a closed meeting action regarding a religious exemption. Mrs. Mack made a motion to approve Religious Exemption #01-18. Mr. Daniel seconded. All ayes, motion carried.

Mrs. Mack made a motion to accept the consent agenda as presented. Mr. Collier seconded. All ayes, motion carried.

Mrs. Paladino stated public comments could be made on matters not below on the agenda.

Mrs. Paladino closed public comments.

Mr. Huber presented action item #11-564, July 2018 VSBA Policy Updates. These policies were presented as an informational item at the August meeting. There are five policies. Mr. Huber recommended the July 2018 VSBA Policy updates be approved.

Mrs. Mack made a motion to approve the July 2018 VSBA Policy Updates as presented. Mr. Collier seconded. No discussion. All ayes, motion carried.

Mrs. Paladino presented action item #11-565, 18-19 School Board Priorities. The following items were read: 1. Support the implementation of Innovate 2021 including our core values of innovation and academic excellence; providing a safe and supportive learning environment; efficient utilization of resources; and collaboration and communication with all stakeholders. 2. Provide competitive compensation and benefits for all staff. 3. Focus on the support, recruitment, and retention of the most highly qualified educators, leaders, and support staff.

Mrs. Mack made a motion to approve the 18-19 School Board Priorities as presented. Mr. Daniel seconded. No discussion. All ayes, motion carried.

Dr. Whitmarsh presented action item #11-566, November School Board Meeting Date. There was a proposal to move the November 14 meeting to November 7 due to a conflict with the VSBA Annual Conference.

Dr. Kibler made a motion to approve the date change of the November School Board Meeting as presented. Mr. Daniel seconded. No discussion. All ayes, motion carried.

Mr. Huber presented information item #11-567 State Accreditation and Accountability. All Greene County Schools are fully accredited. Three key components were highlighted. 1. Increased achievement for subgroups (Disadvantaged, Black, Primary Disabilities, ELL) in Math and English. 2. Reduced chronic absenteeism. 3. Improvement in overall performance. This year we looked at achievement gaps in English and Math. Graduation requirements have changed for current ninth graders. Focuses on the 'Five C's' - Critical Thinking, Creative Thinking, Communication, Collaboration, and Citizenship. Verified credits reduced to five for both standard and advance diplomas, opportunity for workplace experience, CPR, First aid, and AED. AP, Honors, IB, or Credential required for all students.

Kristie Spencer information item #11-568, Trends in Teacher Retention. Enrollment in college teacher preparation programs has declined at an alarming rate nationwide. Exit rates from the profession in the US are about twice the rate of other countries. Two-thirds of teachers who leave the profession do so for reasons other than retirement. The South has the highest teacher turnover rate. Math, Science, SpEd, English have the highest rates. Key improvement areas: Competitive salaries when compared with other professions that require a similar level of preparation; programs for educational debt relief; school leadership; positive work environments; teacher preparation and support.

Leah Talbert presented item #11-569, New Teacher Induction. This year's induction program included, among other activities, a new teacher boot camp, a new teacher induction program guide, a veteran teacher panel, a digital petting zoo at which new teachers could familiarize themselves with the technology available in GCPS, and resources to help with Google Level I Certification.

Dr. Whitmarsh presented item #11-570, the FY2020 Budget Calendar Draft for information. The calendar follows the timeline set for the last year.

Dr. Whitmarsh presented item #11-571, Superintendent's Update. The facilities update included work done at the high school, which included work on the parking lot, utilities upgrades as well as work done at the middle school, as well as a report of planned work for the near future. Projects are moving along despite the weather impact. Dr. Whitmarsh expressed her pride in the teamwork visible in GCPS and all schools being fully accredited. The Dragon Fest has been postponed until October 19th before the football game. On Oct. 20<sup>th</sup>, a 5K in support of the Greene Education Foundation will be held.

Mr. Collier commented on the improved traffic pattern and the overall good start to the school year. He agreed with the recommendations for teacher retention and noted that the division would need to work on salary scale issues. In the area of student success, Mr. Collier noted that students needed to be even more prepared for occasional failure, something that is simply a part of learning.

Mrs. Mack thanked staff for being at the meeting and noted a great start to the school year, hoping that the positive energy would continue throughout the year. An additional hope involves the use of PowerSchool to its fullest potential.

Mr. Daniel thanked staff for the presentations and noted that low pay and increasing work demands are main reasons for high teacher turnover. He commented that the teacher retention program is very valuable and will hopefully include pay increases.

Dr. Kibler thanked students for attending the meeting and keeping their focus on the discussion.

Mrs. Paladino thanked everyone for their presentations, as they are very helpful in daily conversations with the community. She also commended staff for achieving full accreditation.

Mrs. Paladino adjourned the meeting.

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School Board Chair

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Clerk of the School Board