

**MINUTES OF A SPECIAL MEETING
SCHOOL BOARD OF PITTSYLVANIA COUNTY, VIRGINIA**

A special meeting of the School Board of Pittsylvania County was held in the School Administration Building, Chatham, Virginia, on Thursday, February 2, 2017, at 6:00 p.m.

Members were present as follows: Mr. Calvin D. Doss, Chairman, Mr. W. Neal Oakes, Vice-Chairman, Mr. J. Samuel Burton, Mr. George V. Henderson, Dr. Charles H. Miller, Jr., Mr. Don C. Moon, Mr. R. Todd Sanders, Dr. Mark R. Jones, Division Superintendent, and Mrs. Janet F. Hancock, Clerk. ABSENT:

Also present were Mrs. L. Ann Cassada, Assistant Superintendent for Support Services, Dr. Jeffrey B. Early, Assistant Superintendent for Operations, Dr. Lillian D. Holland, Assistant Superintendent for Administration, Ms. B. Teresa Petty, Assistant Superintendent for Instruction, and Mrs. Tracey R. Worley, Director of Finance.

The Chairman called the meeting to order, and Mr. Sanders gave the invocation. The Pledge of Allegiance followed.

On motion by Mr. Moon, seconded by Mr. Sanders, the Board by unanimous vote of all members present approved the agenda as presented.

The Superintendent provided an overview of the process that has been completed for the Compensation Study for Pittsylvania County Schools. Appreciation was expressed to Dr. Lillian D. Holland, Assistant Superintendent for Administration, and Mrs. Tracey R. Worley, Director of Finance, for their work with the compensation study.

Mr. David Bollenback, Analyst for Evergreen Solutions, LLC, provided a review of the Compensation Study, the results of the study and the recommendations for Pittsylvania County Schools.

The following questions/concerns were discussed:

1. A question was raised relative to the need for additional personnel in the Human Resources Office to complete the work that will need to be prepared for the compensation study. Evergreen Solutions will provide assistance as needed; however, the goal is to provide the tools necessary to complete the work.
2. The last step will be training the Human Resources staff on the post-study software which will be provided by Evergreen Solutions.
3. The hire date was used instead of years of experience in the data provided. Updated information is being collected and adjustments will be completed.
4. The salary information was based on the amount each employee would be paid per hour.
5. There are four (4) options for implementation – Option 1 brings everyone to the market minimum salaries. Option 2 addresses employees' salaries but does not solve

the compression issues. Option 3 and 4 address the goals desired. Option 4 is the more feasible option because it is more affordable and addresses teacher salary schedules and non-support staff.

6. The maximum salary for teachers is not competitive. The concerns with the teacher salary schedule are appropriate compensation at the top of the scale and the compression issues at the beginning of the scale.
7. There was no differential reviewed for specialty area teachers, such as Career & Technical Education.
8. Feedback was received from employees who completed the JAT survey. Some employees felt the questions did not seem applicable in an educational setting.
9. The idea of four (4) salary schedules will help employees to better understand the scales. The determination for the classification of a position will be new and different. It was felt that the compensation study has provided what was desired in the recommendations, salary schedules and a way to review and correct the compression issues. Evergreen Solutions will provide tools to evaluate new positions and also assistance if needed in the process.
10. The compensation study provides the School Board with justification to approach the governing body to request what is needed for implementation.
11. A question was raised about the possibility of implementation and then having to freeze steps later. No additional steps would be added. If there is no available funding, the employees would remain at the current salary level. The goal is to have teachers on a step based on years of experience.
12. It was indicated that the differentials in the steps for the support and professional staff would be 1.7%; 1.71% for the administrative scale; and 1.44% for the teachers with bachelor's degree scale.
13. The School Board will need to review the funding that will be received from the State to determine what can be accomplished for next year.

On motion by Mr. Burton, seconded by Mr. Oakes, the Board by unanimous vote of all members present convened a closed meeting session pursuant to the Virginia Freedom of Information Act for the following purpose:

1. to discuss personnel matters under Section 2.2-3711(A)(1) of the Code of Virginia; in particular: performance of personnel.

On motion by Mr. Burton, seconded by Mr. Oakes, the Board by unanimous vote of all members present returned to open session and adopted the following certification:

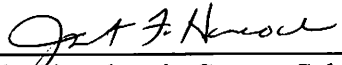
CERTIFICATION OF CLOSED MEETING

WHEREAS, the Pittsylvania County School Board has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712(D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia Law;

NOW, THEREFORE, BE IT RESOLVED, that the Pittsylvania County School Board hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered.

VOTE: Ayes: Mr. Burton, Mr. Doss, Mr. Henderson, Dr. Miller, Mr. Moon,
Mr. Oakes and Mr. Sanders
Nays: None



Clerk, Pittsylvania County School Board

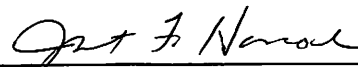
February 2, 2017
DATE

On motion by Mr. Burton, seconded by Mr. Sanders, the Board by unanimous vote of all members present scheduled a special School Board meeting on Wednesday, February 8, 2017, at 6:00 p.m.

There being no further business, and on motion by Mr. Moon, seconded by Mr. Sanders, the Board by unanimous vote of all members present adjourned the meeting at 7:52 p.m.



CHAIRMAN



CLERK