

Grayson County Board of Supervisors
Budget Work Session Meeting
April 15, 2015

Members attending were: David M. Sexton, Brenda R. Sutherland, Kenneth R. Belton, John K. Brewer and Glen E. Rosenbaum.

IN RE: CONSENT AGENDA

John K. Brewer made the motion to amend the agenda to add under Executive Session and include Sec. 2.2-3711(A)(1) of the Code of Virginia, to discuss a personnel matter and also to add Public Comments to the agenda; duly seconded by Glenn E. Rosenbaum. Motion carried 5-0. John K. Brewer made the motion to approve the amended agenda; duly seconded by Glenn E. Rosenbaum. Motion carried 5-0.

IN RE: EXECUTIVE SESSION

Brenda R. Sutherland made the motion to go into closed session pursuant to §2.2-3711(A)(7) of the Code of Virginia, for briefings by staff members pertaining to probable litigation or other legal matters and §2.2-3711(A)(1) of the Code of Virginia, to discuss a personnel matter; duly seconded by Glenn E. Rosenbaum. Motion carried 5-0.

Brenda R. Sutherland made the motion to come out of closed session; duly seconded by Glenn E. Rosenbaum. Motion carried 5-0.

Whereas, the Grayson County Board of Supervisors has convened a closed session on this 15th, day of April 2015, pursuant to an affirmative recorded vote and in accordance with provision of the Virginia Freedom of Information Act; and

Whereas, Section §2.2-3711 of the Code of Virginia requires a certification by this Board of Supervisors that such closed session was conducted in conformity with Virginia law;

Now, Therefore Be It Resolved that the Board of Supervisors 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 session to

which this certification resolution applies, and (II) only such public business matters as were identified in the motion convening the closed session were heard, discussed or considered by the Board of Supervisors with recorded confirmation from members as follows: John K. Brewer – I so certify; Glen E. Rosenbaum – I so certify; Kenneth R. Belton – I so certify; Brenda Sutherland – I so certify; David M. Sexton – I so certify;

IN RE: RESOLUTION – MRNRA TRAIL SYSTEM

Jonathan D. Sweet presented and read the Resolution (listed below). Glenn E. Rosenbaum made the motion to accept; duly seconded by John K. Brewer. Roll call vote as follows: Glen E. Rosenbaum – Aye; John K. Brewer – Aye; Kenneth R. Belton – Aye; Brenda R. Sutherland – Aye; David M. Sexton – Aye. Motion carried 5-0.

RESOLUTION

IN OPPOSITION OF THE U.S. FOREST SERVICE'S PROPOSAL TO CLOSE THE EXISTING TRAIL NETWORK WITHIN THE MOUNT ROGERS NATIONAL RECREATION AREA [EAST END TRAIL ASSESSMENT/REALIGNMENT PROCESS]

WHEREAS, The Grayson County Board of Supervisors considers recreation and tourism to be a vital part of the local economy and important to the overall quality of life for its citizens; and,

WHEREAS, the National Forests and specifically the Mount Rogers National Recreation Area (MRNRA) is a major component of Grayson County's tourism and recreation assets and is known to many for its scenic and historic trail system that is enjoyed extensively by both the equestrian and biking communities; and,

WHEREAS, the existing trail system is enjoyed extensively by the equestrian and biking communities, is known to many for its scenic and historic value and is considered a to be a significant draw to the MRNRA and to Grayson County; and,

WHEREAS, the U.S. Forest Service is considering the closing of approximately 200 miles or 80% of these trails in the eastern end of the MRNRA under a Forest Supervisor Closure Order; and,

WHEREAS, the more than 90 jobs and \$3.5-million generated by the equestrian industry within Grayson County would be adversely impacted by any such a closure and the economic loss would be too great for this industry to endure; and,

WHEREAS, the Board has further concern that closing up to 80% of the current trail system would yield a negative environmental consequence due to the increased concentration of usage on the remaining 20% of the trail system

NOW THEREFORE, BE IT RESOLVED, that the Grayson County Board of Supervisors strongly opposes the U.S. Forest Service's proposal to close up to 80% of the existing trail network opened to the public for equestrian and biking purposes within the Mount Rogers National Recreation Area;

NOW THEREFORE, BE IT FURTHER RESOLVED, that the Grayson County Board of Supervisors further opposes the issuance of a Forest Supervisor Closure Order on any of the existing trail network in which authority would be granted to ticket and fine citizens for their continued access and use of said trails;

NOW THEREFORE, BE IT FURTHER RESOLVED, that the Grayson County Board of Supervisors supports any required actions of the U.S. Forest Service deemed necessary for the continued access and use of this vitally important trail system, and encourages the U.S. Forest Service to work with organizations such as the MRNRA Trail Advocates' Coalition to identify ways of preserving this tourism and recreation asset for generations to come.

Adopted this, the 15th day of April, 2015, in Grayson County, Virginia.

By:

David M. Sexton, Chairman
Grayson County Board of

Supervisors

Attest: _____
Jonathan D. Sweet, Clerk
Grayson County Board of Supervisors

IN RE: NEW BUSINESS
APPROVE BOARD OF SUPERVISORS' MEETING MINUTES – 04/09/15

Brenda R. Sutherland made the motion to approve the April 9, 2015 regular meeting minutes; duly seconded by Kenneth R. Belton. Motion carried 5-0.

IN RE: GRAYSON COUNTY FY-15 BUDGET WORK SESSION

- BUDGET PRESENTATION – FIRST DRAFT

Jonathan D. Sweet presented the first draft of the balanced budget for the Board's review. Mr. Sweet also reviewed the bottom line percentage changes of each department with the Board and reminded the Board that this draft would remain a fluid working document throughout future budget meetings.

IN RE: ADOPT FY-16 BUDGET MISSION, GOALS AND OBJECTIVES

Jonathan D. Sweet noted the theme for the budget mission 2016 – let's keep it simple and relevant and also presented the mission statement (listed below). Mr. Sweet also asked the Board to review, add to, etc.. and look to adopt at the next meeting.

GRAYSON COUNTY FY-16 BUDGET

Theme

Let's keep it simple and relevant...

We shall use logical budgeting and basic financial principles to make sound fiscal management decisions in preparing a functional and transparent budget that meets the current and future needs of the county and its citizens.

Mission

To collectively work to develop a balanced budget with a continued effort on maintaining a healthy Fund Balance, to effectively plan for future capital projects, to reduce overall operational expenditures and to strategically and meaningfully invest in public education, all while delivering the highest level of core services without raising taxes.

Goals:

- Maintain the delivery of core services at the existing fee structures
- Continue to work toward building and maintaining a healthy Unassigned Fund Balance
- Adopt a 5-Year Capital Improvement Plan
- Maintain the existing tax structure
- Maintain the highest level of non-essential services
- Develop the FY-16 Budget with foresight toward future FY budgets
- To meaningfully invest in strategic categories that advance the public education system
- Implement creative financial solutions where possible
- Establish expenditures based on conservative revenue projections
- Develop new and creative programs/policies that will subsequently provide a long-term cost avoidance or savings to the county
- Develop comprehensive financial operating procedures that include a review and audit of existing county contracts, agreements and invoices for potential savings and other best practices
- Adequately address employee compensation promulgated by state adjustments
- Maintain capacity to invest in economic and community development projects
- Invest in preventative maintenance of facilities and equipment
- Continue to cultivate a culture of fiscal responsibility and strategic planning
- _____
- _____
- _____
- _____

GRAYSON COUNTY FY-16 BUDGET

(Continued)

Strategies:

- Continue to evaluate new funding requests based on their ability to leverage funding and/or resources, for their potential for return on investment and whether they will be an on-going expense that could potentially strain future budgets
- Engage departments toward creative opportunities to increase revenues and sources of revenues
- To partner with the school system in developing a strategic investment plan for above LRE funding that will yield an ROI
- Look for and seize available and creative opportunities to decrease expenditures
- Deliver a value-add across the spectrum of county services
- Increase efficiencies in departmental operations and systems through various approaches such as technology, day report labor, cross-training, shared support, creative partnership, etc.
- Continue to identify, diagnose, prescribe and treat specific financial ailments and thwart short- and long-term financial threats
- Continue to cultivate a culture of fiscal responsibility and strategic planning
- Develop strategies to increase accountability for pre and post appropriation where oversight would yield significant financial or operational benefit
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- _____
- _____
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Objectives:

- Arrive at a balanced budget
- Taxes to remain at current rates – NO Tax Increase
- Both core services and discretionary services are to remain in place and fees are to remain at current rates (Note: Exception of water rates promulgated by the City of Galax’s rate increase per contract)
- To protect the county’s Fund Balance long-term, by not using any portion of it to fund ‘operational’ expenses or to balance the budget
- Continue to maintain and continue to build a Working Capital Reserve above the 10% required per the Fund Balance Policy
- Develop and implement an employee wellness program that will increase employee productivity and reduce overall health insurance rates for both the county and the employees
- Establish a Public Service Authority to better pursue grant opportunities, better finance utility projects and advance public utilities and service offerings

GRAYSON COUNTY FY-16 BUDGET
(Continued)

Objectives (Cont'd):

- To adopt and implement a 5-Year Capital Improvement Plan and complete all projects slated for FY-16
- To REDUCE overall operational expenses
- To make 2% salary adjustments consistent to state approved constitutional officers and employees
- To afford a supplemental appropriation to public education for S.T.E.M. programs, athletics, teacher raises, arts & culture, and career and technical education/workforce readiness
- To engage in an ongoing review/audit of existing county contracts, agreements and invoices for potential savings
- _____
- _____
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IN RE: COMMUNICATE GRAYSON COUNTY SCHOOL BOARD FYY-16 BUDGET

Jonathan D. Sweet presented the proposed FY-16 School budget to the Board of Supervisors (listed below).

The Grayson County School Board
Attn: Kevin Chalfant, Superintendent
Grayson County Public Schools
P.O. Box 888
Independence, VA 24348

RE: GRAYSON COUNTY SCHOOL BOARD FY-16 BUDGET

Dear School Board Members,

It is the intent of the Grayson County Board of Supervisors to communicate clearly to the Grayson County School Board our intention and desire to fund public education at a higher level and to strategically invest our limited resources to achieve the highest quality of education and outcome our students deserve. We feel it critical to invest in our talent and intend to provide funding above the Required Local Effort and above your requested amount as demonstrated in the following breakdown:

	Requested:	Recommended:
Required Local Effort (RLE)	\$4,251,405.00	\$4,251,405.00
*Above Required Local Effort	\$721,692.07	\$725,000.00
Debt Service Old	\$45,375.00	\$45,375.00
Debt Service New	\$1,338,940.00	\$1,338,940.00
*School Safety	\$0.00	\$250,000.00
Water Pass Through	\$26,100.00	\$26,100.00
Total:	\$6,383,512.27	\$6,636,820.00
Total Above RLE:	\$747,792.07	\$1,001,100.00

(*Supplemental Appropriation subject to conditions)

Furthermore, it is the intent of the Grayson County Board of Supervisors to work in concert with the Grayson County School Board on directing a certain amount of funding above the Required Local Effort toward strategic investments that are geared toward increasing student achievement in S.T.E.M., Workforce Readiness, Athletics, Arts & Culture and teacher salaries.

We base our strategic investment recommendations on the identified needs expressed by our youth, businesses and industries, community leaders, parents and taxpayers as derived from surveys conducted as part of the Grayson County Comprehensive Plan. The applicable pages from both the Youth Survey ‘Improving the Public School System’, and The Citizen Survey ‘Improving the Public School System’ are attached hereto for your information and reference. Additionally, below are a series of 17 enumerated strategies that were developed by the citizenry of Grayson County over the course of a 1.5 year-long process, vetted and recommended by the citizen group known as the Grayson County Planning Commission, and approved by the elected leadership of Grayson County after having conducted two (2) Public Hearings.

Applicable school improvement strategies as listed in the Grayson County Comprehensive Plan:

6	Reduce county debt and maintain a healthy county budget by using tools such as fundraising, grant writing, and progressive loan management; develop partnerships and new revenue streams to fund county projects.
8	Develop and implement a comprehensive financial policy that includes an effective and transparent budgeting process.
12	Prioritize school system capital projects with net cost savings as identified in the previous energy audit(s).
13	Provide advanced technology and technology infrastructure to schools and students. Consider donation infrastructure to get free items.

14	Offer diverse after school programs to include non-athletic activities such as ag/forestry, career readiness, arts and craft internships, college courses, leadership training, trade skills and advance degree programs.
15	Consider performance based salaries and incentive salaries to attract/keep high performing teachers.
16	Increase Career & Tech Education Program and consider other trade based youth/adult programs to educate “workforce ready” population for local employment or for small business development. May include; AC & Refrigeration, Masonry, Landscaping, Building Trades, EMT, Criminal Justice, Property Mgmt., Ag/Forestry, Home Health/Medical, Culinary Arts
17	Partner with established colleges to offer a “satellite campus” in Grayson County for advanced degrees and long-distance learning.
18	Consider vacant spaces/buildings to utilize for advanced learning, trade education, small business development, community centers, mentorship/internship headquarters, and other programs.
22	Conduct Feasibility Study for school system "Early Diversion Program". Program will identify students who may benefit from career/ technical training programs.
44	Continue partnerships with non-profit, private, state, federal, regional collaborations, and localities to leverage funds and resources necessary to improving our communities.
54	Develop School System Capital Improvement Plan to prioritize transportation and facility improvement projects.
55	Develop internship/mentorship program for youth to gain experience/build resumes. Combine with leadership training.
56	Reach out to second home, retirees, professionals and other potential volunteers to lead education programs in; trades, business, leadership /after school/intern etc..

59	Work with agencies and educational institutions to develop job skill training programs to meet identified gaps in the local workforce.
89	Work with the school system to provide afterschool leadership development academy to encourage the next generation of leaders.
109	Consider workforce development program to meet the local farm/forestry labor needs and plan accordingly.

Promulgated by our desire to advance the public education system in Grayson County, we respectfully present conditions required for consideration of a Supplemental Funding Appropriation above the RLE for the FY-16 Grayson County School Board Budget:

Personnel:

- 1.0% VRS increase for All School Personnel
- Additional 1.5% pay increase to all Non-Administrative Personnel
- Additional 1.0% pay increase to all SOQ Personnel (Only SOQ)
 - Total of 1.0% to All School Personnel (VRS)
 - Total of 2.5% to all Non-Administrative Personnel
 - Total of 3.5% to all SOQ Personnel (Teachers)

Note: If any Administrative Personnel receives pay increases above the 1.0% VRS increase from any source of funding, then NO monies above the RLE are to be appropriated. (Administrative Personnel is considered to be all Exempt-Status personnel housed in the Central Office, all Exempt-Status Department Heads and Directors that are not considered SOQ personnel, all Exempt-Status principals and administrative personnel not considered SOQ personnel). A complete report of positions will be required to be presented with a breakdown on which positions will receive the applicable pay increases.

Academics:

- *Invest additional \$40,000 in S.T.E.M. Programing and/or Equipment
- *Invest additional \$35,000 in Workforce Readiness and Career and Technical Education
- *Invest additional \$25,000 in Fine Arts & Culture Programing and/or Equipment

School Safety:

- Maintain Current School Resource Officer Levels

Athletics:

- All Coaching staff stipends to increase by 25%
- Assistant coaches to receive 35% of applicable head coach stipend

- All coaches are required to conduct an annual clinic on their applicable sports discipline in conjunction with the Grayson County Parks and Recreation Department.
- *Invest additional \$50,000 in equipment and athletic facilities

*(*Requires a detailed proposal to be submitted to the Board of Supervisors for consideration and approval that demonstrates how all monies are to be invested in each category and to insure that no monies are being supplanted prior to appropriation.)*

Administrative Oversight:

- Hire a third-party professional consultant to evaluate the entire system and develop a report card and recommendations for stabilization and improvement. The Report shall have a two year evaluation period with review and follow-up at the end of each year. The Report shall be prepared for and presented to both the Grayson County School Board and the Grayson County Board of Supervisors.
- The School System shall be responsible for providing detailed quarterly reports to the Board of Supervisors on each of the bulleted requirements as a condition of appropriation. These reports shall be in writing, and if requested, presented to the Board of Supervisors by a school system representative. The additional investments as specified shall be insured by an auditor that monies were not supplanted to achieve required investment(s).

System Structure:

- Middle school system to remain in place
- Baywood and Fairview Schools are not to be consolidated
- Dual-Credit Associates Program to remain in place

We wish to thank you in advance for your willingness to work with the Board of Supervisors to provide a quality education through shared responsibility in a safe supportive environment for all students to meet the challenges of today's global society. We wish to work with you, our business and industry leaders, our teachers, our parents and our students to increase student achievement together. We enthusiastically look forward to receiving your detailed proposals on how you will invest all of the additional funding and what this will mean for our teachers, our students and their futures.

Please do not hesitate to contact the Board of Supervisors if you have any questions regarding your FY-16 Appropriation(s) or what is expected of you to draw down the funding above the Required Local Effort.

Sincerely,

Jonathan D. Sweet, Clerk

Grayson County Board of Supervisors

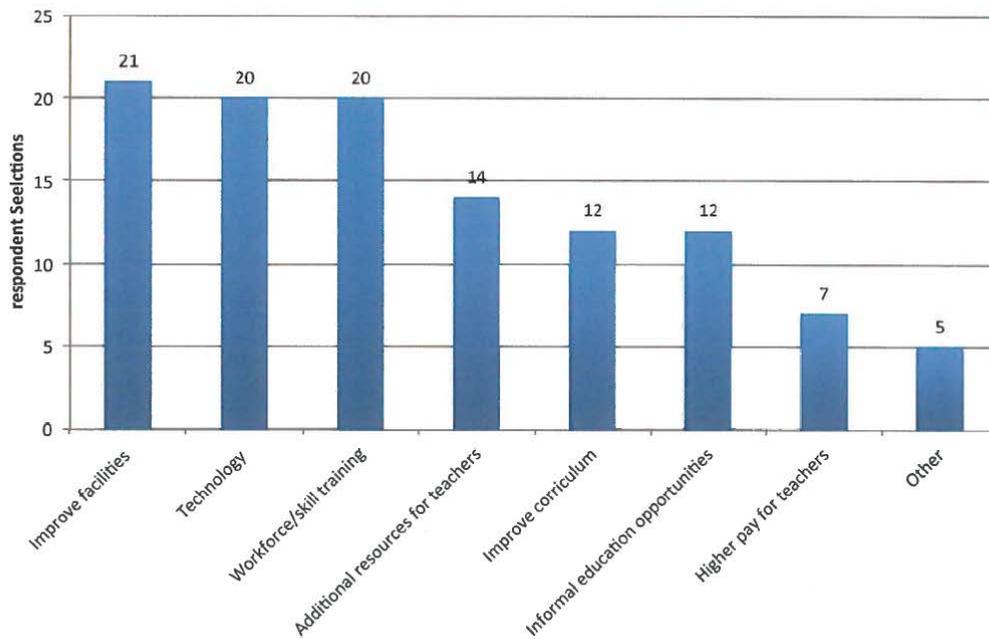
Attachments: Comp Plan School Improvement Survey - Youth
Comp Plan School improvement Survey – Citizen

Youth Survey-Improving the Public School System



Respondents were asked how the public school system in Grayson County can be improved:

Improve the Public School System

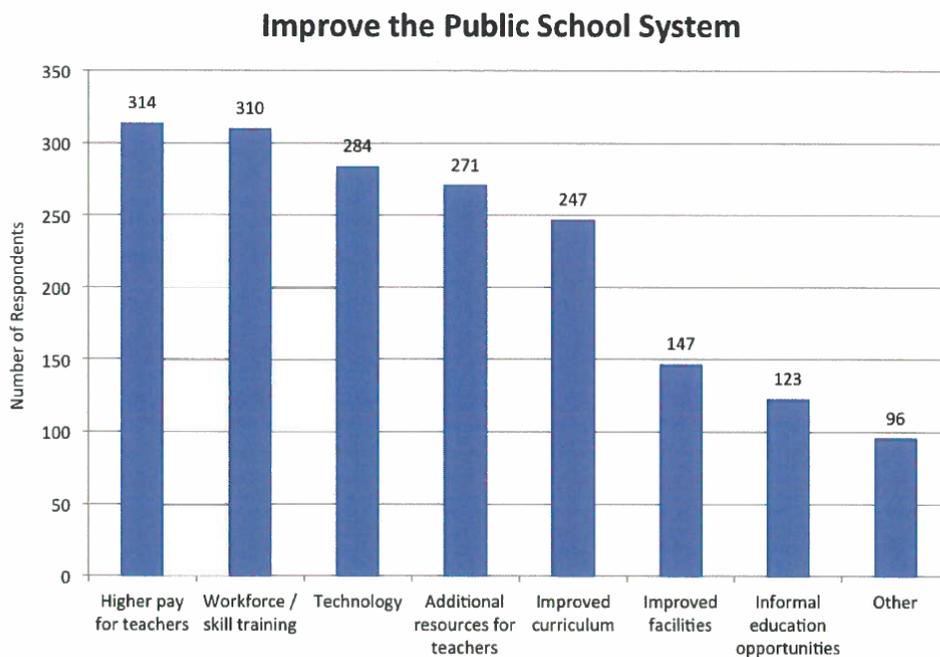


- Improve facilities, technology, and workforce/skill training were selected as the most favorable methods for improving the public school system.
- Higher pay for teachers was the least favored option.
- Respondents that chose 'other' as an option listed ideas that included better lunch menu options, air conditioning, and cleaner schools.

Citizen Survey-Improving the Public School System



Respondents were asked to choose the top three options to improve the public school system:

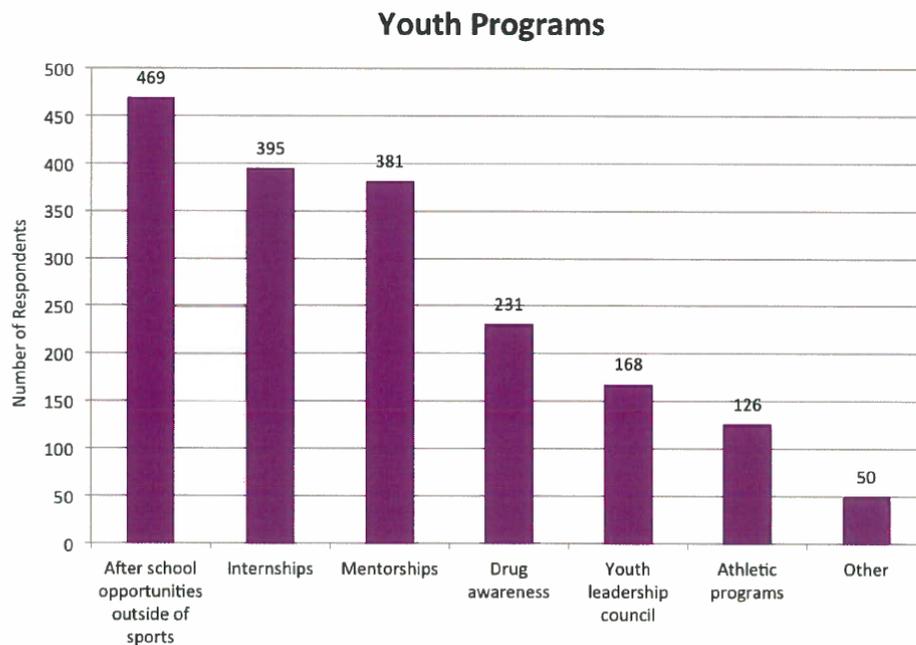


- Higher pay for teachers and adding workforce/skill training courses were selected as the most favorable methods for improving the public school system.
- Improving facilities and adding informal education opportunities were the least favored options.
- Respondents that chose 'other' as an option listed ideas that included more discipline, elimination of SOLs, and improved transportation for students.

Citizen Survey-Youth Programs



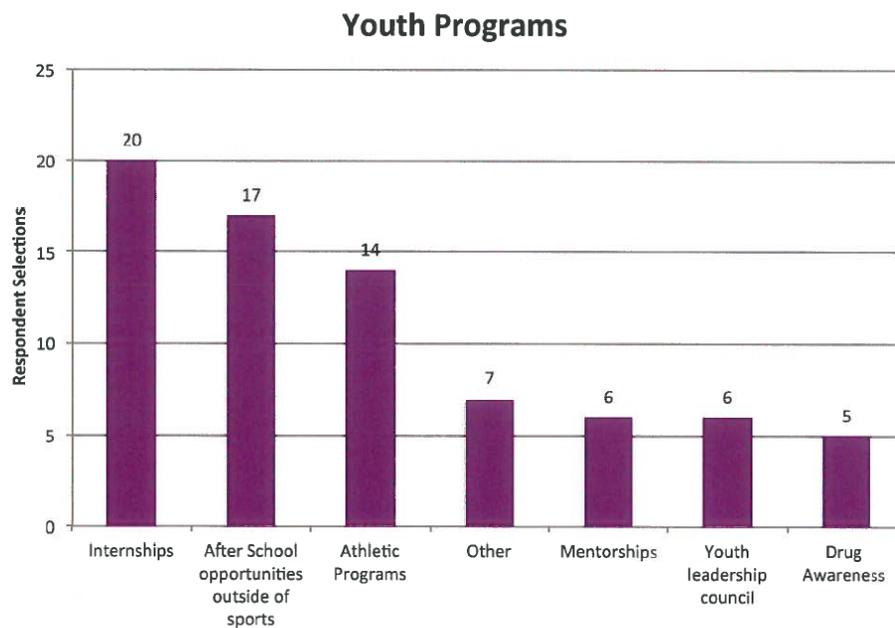
Respondents were asked to choose the top three programs they would like to see developed for Grayson County's youth:



- 'After school opportunities outside of sports' was the program selected by the most respondents.
- Respondents were interested in both 'internships' and 'mentorships' for the county's youth.
- 'Athletic programs' received the fewest number of selections by survey respondents.
- Respondents that selected 'other' as an option provided responses that focused on additional business training, part-time jobs, extracurricular activities (environmental/outdoor, volunteer opportunities, and music).

Youth Survey-Youth Programs

Respondents were asked to select the programs they would like to see developed for Grayson County's youth:



- Internships was the program selected by the most respondents.
- Respondents were also interested in after school opportunities outside of sports and athletic programs.
- Drug awareness programs received the fewest number of selections by survey respondents.
- Respondents that selected 'other' as an option provided the following responses: more art related things (art and music), a "teen hangout" non-school related, camps for people who just graduated high school to give them a break and prepare them for the future, chess club, wellness center, horse shows, and job opportunities for teenagers.

IN RE: PUBLIC COMMENT(S)

- Shannon Lawrence spoke thanking the Board for all their hard work.
- Michelle Sanders spoke thanking the Board for their consideration.
- Denise McMillian spoke thanking the Board for hearing the people's voices.
- Fred Weatherman spoke thanking the Board for taking a stand and for the amount of time to work up a plan.
- Tracy Anderson spoke thanking the Board for what they are doing to help the school.
- Rebecca Absher spoke thanking the Board for giving beyond the RLE.

IN RE: ADJOURN

Kenneth R. Belton made the motion to continue the meeting to April 29, 2015; duly seconded by Brenda R. Sutherland. Motion carried 5-0.